

NOVI COMMUNITY SCHOOL DISTRICT

Professional Staff Recommendation Form

CANDIDATE INFORMATION & ASSIGNMENT

Candidate Name:	Jennifer Beauregard	Date:	9.1.26		
Assigned Building:	Deerfield / Novi4all	Position:	Social Worker		
Recommended By:	Amanda Squires	Start Date:	09-10-26		
FTE:	1.0	Job ID:	17352	Reason for Hire:	FTE Replaces Deanna Fielder who resigned

EDUCATION

College or University and Degree:

Madonna University - Master of Social Work

PRIOR EXPERIENCE

District Name:	Novi Community Schools	Years Worked:	1 year
Position(s) Held:	Master Limited License Social Worker		

SELECTION RATIONALE

We are excited to recommend Jennifer Beauregard, LLMSW, for the Elementary School Social Worker position at Deerfield Elementary School. Jennifer is returning to Novi Community School District after taking time away to focus on her family, and our team could not be more excited to welcome her back. Jennifer previously served as a social worker at Deerfield and brings strong school-based experience supporting students with a variety of social-emotional, behavioral, and mental health needs. Her experience includes individual and group counseling, crisis intervention, behavioral consultation, MTSS, IEPs, 504 planning, FBAs, BIPs, and collaboration with families and multidisciplinary teams. Jennifer is kind, patient, and passionate about supporting learners, and her previous experience at Deerfield, knowledge of our district, and strong relationships will allow her to transition seamlessly back into the role. We are thrilled to have Jennifer returning to Novi and believe she will be an excellent addition to the Deerfield team.

APPLICANT INFORMATION

Total # of Applicants:	6	# of Video Interviews:		# of Panel Interviews:	6
------------------------	---	------------------------	--	------------------------	---

INTERVIEW COMMITTEE MEMBERS

Name	Role	Name	Role
1. Brenna McGinn	SPED Supervisor	7.	
2. Ryan Francis	Deerfield Principal	8.	
3. Ahlam Salem	Teacher Consultant	9.	
4. Dylan Lockbiler	BCBA	10.	
5.		11.	
6.		12.	

SUPERINTENDENT RECOMMENDATION CERTIFICATION

Superintendent Signature:		Date:	09/10/23
---------------------------	--	-------	----------

NOVI COMMUNITY SCHOOL DISTRICT

Professional Staff Recommendation Form

CANDIDATE INFORMATION & ASSIGNMENT

Candidate Name:	Erica L. Crawford			Date:	9/1/26
Assigned Building	Novi4all / District		Position:	BCBA	
Recommended By:	Denis McBride			Start Date:	09-16-26
FTE:	1.0	Job ID:	17186	Reason for Hire:	New FTE

EDUCATION

College or University and Degree:

Florida Institute of Technology - Behavior Analysis Specialist/ Grand Canyon University -Master Degree in Education

PRIOR EXPERIENCE

District Name:	Freeland Community Schools District	Years Worked:	1
Position(s) Held:	Secondary Paraprofessional		

SELECTION RATIONALE

Erica is an experienced BCBA who has also worked as a paraprofessional and substitute PE teacher in Novi's Novi4ALL Center Program/NATC. Special Education Administration has observed firsthand her ability to engage with and support students with significant sensory and behavior needs within the classroom setting. Erica has shown she is a team player and willing to work with a variety of professional staff with the goal of student support to foster student growth.

APPLICANT INFORMATION

Total # of Applicants:	3	# of Video Interviews:	0	# of Panel Interviews:	4
------------------------	---	------------------------	---	------------------------	---

INTERVIEW COMMITTEE MEMBERS

Name	Role	Name	Role
1. Amanda Squires	SPED Director Elementary	7.	
2. Brenna McGinn	SPED Supervisor	8.	
3. Dylan Lochbiler	BCBA	9.	
4. Hannah Fedolak	BCBA	10.	
5. Kristen Collins	BCBA	11.	
6.		12.	

SUPERINTENDENT RECOMMENDATION CERTIFICATION

Superintendent Signature:		Date:	09/10/26
---------------------------	--	-------	----------

NOVI COMMUNITY SCHOOL DISTRICT

Non-Certified Staff Recommendation Form

CANDIDATE IDENTIFICATION

Candidate Name:	Matthew Calka	Date:	8/24/26
Assigned Building:	Novi4All	Position:	Para Professional (SC) High School Classroom

JOB ASSIGNMENT INFORMATION

Daily Hours:	7.5	Recommended By:	Amanda Squires	Start Date:	08/31/26
FTE:	1.0	Job ID:	17758	Reason for Hire:	Replaces Jason Poremba

PRIOR EXPERIENCE (IF APPLICABLE)

School Name:	Farmington Public Schools	District:	Farmington Public Schools
Years Worked:	2023 - present	Position Held:	Bus Aide -- Special Needs

SELECTION RATIONALE

We are recommending Matthew for the High School Paraprofessional Position at our Novi4ALL Center. Having previously served as a bus driver transporting high-needs students to Center Programs, Matthew brings invaluable experience, tremendous patience, and a proven ability to connect with students with complex needs. He is enthusiastic about bringing his skills into the classroom to support student growth, and his background makes him uniquely prepared to jump in.

APPLICANT INFORMATION

Total Number of Applicants:	2	Number of Applicants Interviewed:	2
-----------------------------	---	-----------------------------------	---

INTERVIEW COMMITTEE MEMBERS

Name		Role	Name		Role
1.	Amanda Squires	Director Elementary SPED	7.		
2.	Denis McBride	Director Secondary SPED	8.		
3.	Jenna Grundstrom	Teacher Consultant	9.		
4.	Brad Therrian	Special Ed Teacher	10.		
5.	Rebecca O'Shaughnessy	Special Ed Teacher	11.		
6.	Shaina Simmons	Social Worker	12.		

SUPERINTENDENT RECOMMENDATION CERTIFICATION

Superintendent Signature:		Date:	09/10/26
---------------------------	--	-------	----------

NOVI COMMUNITY SCHOOL DISTRICT

Non-Certified Staff Recommendation Form

CANDIDATE IDENTIFICATION			
Candidate Name:	Alexandra Dey		Date: 8/13/26
Assigned Building:	Deerfield	Position:	Administrative Assistant
JOB ASSIGNMENT INFORMATION			
Daily Hours:	8:00-4:00	Recommended By:	Ryan Francis
Start Date:	08-20-26		
FTE:	1.0	Job ID:	16781
Reason for Hire:	current assistant went to ESB		
PRIOR EXPERIENCE (IF APPLICABLE)			
School Name:	Various Ann Arbor Schools		District: Ann Arbor Public Schools
Years Worked:	25	Position Held:	Teacher
SELECTION RATIONALE			
Alexandra brings a passion for working with kids. As a retired elementary school teacher, Alexandra understands the inner workings of a school day and is looking to impact the school office to support students, staff, and parents. Alexandra has administrative experience, working for Smile America, coordinating dental visits with at-need schools. Combining her experience as a teacher with her office experience, Alexandra will be an asset to the Deerfield community.			
APPLICANT INFORMATION			
Total Number of Applicants:	25	Number of Applicants Interviewed:	10
INTERVIEW COMMITTEE MEMBERS			
Name	Role	Name	Role
1. Ryan Francis	principal	7. Carley Tomlinson	teacher
2. Katherine Whitty	dean of students	8.	
3. Ashley Kurtz	dean of students	9.	
4. Christine Pellett	secretary	10.	
5. Heather Stewart	teacher	11.	
6. Marissa Pawloski	teacher	12.	
SUPERINTENDENT RECOMMENDATION CERTIFICATION			
Superintendent Signature:			Date: 09/10/26

NOVI COMMUNITY SCHOOL DISTRICT

Non-Certified Staff Recommendation Form

CANDIDATE IDENTIFICATION

Candidate Name:	Jayachristy Infanta Jayaraj	Date:	9/02/2026
Assigned Building:	Parkview	Position:	Paraprofessional Self Contained

JOB ASSIGNMENT INFORMATION

Daily Hours:	7.5	Recommended By:	Amanda Squires	Start Date:	09-08-26
FTE:	1.0	Job ID:	17354	Reason for Hire:	Replacing Soundarya Alwa

PRIOR EXPERIENCE (IF APPLICABLE)

School Name:	K-4 Float Para Sub	District:	NCSD
Years Worked:	1.0	Position Held:	Para Sub

SELECTION RATIONALE

We are excited to recommend Infanta Jayaraj for the Paraprofessional position with the Parview team. Infanta has previously been a valuable part of Novi Community School District, serving as our elementary float substitute and providing dependable support across a variety of programs and settings throughout the district. She has also spent significant time supporting our Novi4All Center, where her patience, consistency, and genuine care for students have been especially evident. Feedback from staff consistently highlights Infanta as dependable, collaborative, and a strong team player who knows her students well, understands their behaviors and needs, and always puts students first. Her familiarity with our district, experience supporting a wide range of learners, and commitment to students make her a wonderful fit for the Parview team.

APPLICANT INFORMATION

Total Number of Applicants:	1	Number of Applicants Interviewed:	1
-----------------------------	---	-----------------------------------	---

INTERVIEW COMMITTEE MEMBERS

Name	Role	Name	Role
1. Amanda Squires	Director	7.	
2. Brenna McGinn	Supervisor	8.	
3.		9.	
4.		10.	
5.		11.	
6.		12.	

SUPERINTENDENT RECOMMENDATION CERTIFICATION

Superintendent Signature:		Date:	09/10/26
---------------------------	--	-------	----------

NOVI COMMUNITY SCHOOL DISTRICT

Non-Certified Staff Recommendation Form

CANDIDATE IDENTIFICATION						
Candidate Name:		Cynthia Wiese			Date:	7/13/26
Assigned Building:		Transportation	Position:	Bus Driver		
JOB ASSIGNMENT INFORMATION						
Daily Hours:		Various	Recommended By:	Carey Russell	Start Date:	08/24/26
FTE:	1	Job ID:	13987	Reason for Hire:	Open Position	
PRIOR EXPERIENCE (IF APPLICABLE)						
School Name:		Dean Transportation		District:	Walled Lake Consolidated Schools	
Years Worked:		24	Position Held:	Bus Driver		
SELECTION RATIONALE						
Cynthia is a great driver with years of experience. Cynthia has great communication with parents and the office. She is always willing to help out or pick up other students on another route. Cynthia will be a great addition to Novi 's Transportation department.						
APPLICANT INFORMATION						
Total Number of Applicants:			3	Number of Applicants Interviewed:		3
INTERVIEW COMMITTEE MEMBERS						
Name		Role		Name		Role
1.	Karen Dennett	Admin Asst		7.		
2.	Fallon Phillips	Secretary		8.		
3.	Sandi Graczyk	Driver		9.		
4.				10.		
5.				11.		
6.				12.		
SUPERINTENDENT RECOMMENDATION CERTIFICATION						
Superintendent Signature:					Date:	09/10/26

NOVI COMMUNITY SCHOOL DISTRICT

Non-Certified Staff Recommendation Form

CANDIDATE IDENTIFICATION					
Candidate Name: Steve Williams				Date: 8/13/2026	
Assigned Building: Transportation		Position: Bus Driver			
JOB ASSIGNMENT INFORMATION					
Daily Hours: Various		Recommended By: Carey Russell		Start Date: 09-08-26	
FTE: 1	Job ID: 13987	Reason for Hire: Open Position			
PRIOR EXPERIENCE (IF APPLICABLE)					
School Name:			District: Plymouth Canton School District		
Years Worked: 13		Position Held: School Bus Driver			
SELECTION RATIONALE					
Steve has many years of experience not only as a bus driver but in safety as well. Steve has a great personality and is very calm in his nature. Steve lives in Novi and is looking to give back to the community.					
APPLICANT INFORMATION					
Total Number of Applicants: 3			Number of Applicants Interviewed: 3		
INTERVIEW COMMITTEE MEMBERS					
Name		Role		Name	
1.	Karen Dennett	Admin Asst	7.		
2.	Fallon Phillips	Secretary	8.		
3.	Sandi Graczyk	Driver	9.		
4.			10.		
5.			11.		
6.			12.		
SUPERINTENDENT RECOMMENDATION CERTIFICATION					
Superintendent Signature: 				Date: 09/10/26	