

Tipton Community School Corporation
Personnel Report
June 9, 2026

Certified Staff

Medical Leave Request:

- **Olivia Gonzalez** is requesting a Medical Leave of Absence effective May 7, 2026 through the end of the 2025/2026 school year. She is planning to return August 4, 2026.

Resignations:

- **Emily Byers**, 6th Grade ELA Teacher, Tipton Middle School, *effective June 1, 2026*

Recommendations:

- **Justin Copenhaver**, Math Teacher, Tipton High School, *effective August 4, 2026, Pay rate: \$46,250/yr*
- **Mackenzie Freed**, 2nd Grade Teacher, Tipton Elementary School, *effective August 4, 2026, Pay rate: \$47,000/yr*
- **Hannah Small**, STEM Teacher, Tipton Elementary School, *effective August 4, 2026, Pay rate: \$49,250/yr*
- **Marcy Williams**, 6th Grade ELA Teacher, Tipton Middle School, *effective August 4, 2026, Pay rate: \$59,000/yr*

Reassignment of Duties:

- **Shellie Bitner**, Transfer from 3rd Grade to 5th Grade Teacher, Tipton Elementary School, *effective August 4, 2026*
- **Shari Cottingham**, Transfer from 4th Grade to 3rd Grade Teacher, Tipton Elementary School, *effective August 4, 2026*
- **Tommy Newton**, Transfer from PE Teacher to Business Teacher, Tipton High School, *effective August 4, 2026*

Classified Staff

Retirement:

- **Diane Speer**, Instructional Assistant, Tipton Elementary School, *effective June 1, 2026*

Resignations:

- **Tesia Holmes**, Cafeteria Worker, Tipton Middle School, *effective May 22, 2026*

Non-Renewals:

- **Della Denham**, Pre-Kindergarten Paraeducator, Tipton Elementary School, *effective June 1, 2026*
- **Brett Foster**, Special Education Paraeducator, Tipton Elementary School, *effective June 1, 2026*
- **Rochelle Scally**, Physical Education Assistant, Tipton High School, *effective June 1, 2026*
- **Julie Feltz**, Cafeteria Employee, Tipton Middle School, *effective June 1, 2026*

Reduction in Force:

- **Larry Murdock**, Permanent Substitute, Tipton Community School Corp., *effective June 1, 2026*
- **Pam Porter**, Recess Assistant, Tipton Elementary School, *effective June 1, 2026*
- **Waneta Key**, Instructional Assistant, Tipton Elementary School, *effective June 1, 2026*

Recommendations:

- **Alyxandra Goodin**, Part-time Pre-Kindergarten Teacher, Tipton Elementary School, *effective August 4, 2026, Pay rate: \$27/hr. (7 ½ hr/day, 110 days)*
- **Jackie Meyncke**, Part-time Pre-Kindergarten Assistant, Tipton Elementary School, *effective August 4, 2026, Pay rate: \$15/hr.*
- **Samuel Phillips**, Athletic Assistant, Tipton Community School Corporation, *effective July 27, 2026, Pay rate: \$20/hr*

- **Natasha Surface**, Kindergarten Adjunct Teacher, Tipton Elementary School, *effective August 4, 2026*

Reassignment of Duties:

- **Nathan Geiger**, Transfer from STEM Paraeducator to Physical Education Paraeducator, Tipton Elementary School, *effective August 4, 2026*
- **Valerie Boyd**, Transfer from Kindergarten Paraeducator to Special Education Paraeducator, Tipton Elementary School, *effective August 4, 2026*
- **Madison Holloway**, Transfer from Special Education/Kindergarten Paraeducator to Pre-Kindergarten Educator, Tipton Elementary School, *effective August 4, 2026*
- **Erica Hawkins**, Transfer from Kindergarten Paraeducator to Multilingual Paraeducator, Tipton Elementary School, *effective August 4, 2026*
- **Ashley Winn**, Transfer from Kindergarten Teacher to Pre-Kindergarten Teacher, Tipton Elementary School, *effective August 4, 2026 Pay rate: \$22.44/hr.*

ECA Staff

Resignations:

- **Jason Bales**, 8th Grade Team Lead, Tipton Middle School
- **Emily Byers**, NJHS Co-Sponsor, Tipton Middle School
- **Adam Moats**, Assistant Wrestling Coach, Tipton High School

Recommendations:

- **Jessica Lyday**, 7th Grade Team Lead, Tipton Middle School, *2026/2027 school year*
- **Isther Miller**, 8th Grade Team Lead, Tipton Middle School, *2026/2027 school year*



TCS

Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

Leave of Absence

Olivia Gonzalez <ogonzalez@tcsc.k12.in.us>

Wed, May 13, 2026 at 1:45 PM

To: Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

To whom it may concern,

Please accept this letter as a formal request for a medical leave of absence effective May 7th through the end of the 2025-2026 school year due to recent medical events. I will return at the beginning of the 2026-2027 school year on August 4th.

Thank you,
Olivia Gonzalez

Olivia Gonzalez
Tipton High School
619 S. Main St.
Tipton, IN 46072
765-675-7431 ext 1159
ogonzalez@tcsc.k12.in.us
[Quoted text hidden]



Tipton Community School Corporation

To Whom It May Concern,

Please accept this letter as formal notice of my resignation/retirement from my position with Tipton Community School Corporation, effective at the end of my current contract.

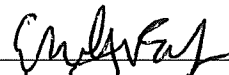
I intend to complete my responsibilities through the end of the school year and will work cooperatively with TMS Administration to support any end-of-year transition (i.e. keys, device turn-in) and help ensure a smooth conclusion to the year.

Thank you for your support and understanding as I make this transition.

Position

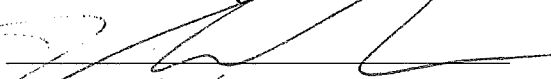
Staff Member's Name: Emily Byers

Position(s) Retiring From: 6th Grade ELA Teacher, NJHS Co-Sponsor

Signature: 

Date: 5/11/26

Administrator Sign-Off



Date: 5/11/26



TIPTON HIGH SCHOOL

619 S. Main Street Tipton, IN 46072 • Ph: 765-675-7431 • Fx: 765-675-9519

May 13, 2026

Dear TCSC school board members,

I would like to recommend Mr. Justin Copenhaver for the open math teacher position at Tipton High School beginning the 2026-2027 school year. A committee consisting of our math department, a counselor, and myself interviewed three applicants for the open position. We believe Mr. Copenhaver is the best candidate for this position.

What stood out to the committee about Mr. Copenhaver was his clear content knowledge, ability to think like a teacher, and calm demeanor. All of these qualities will serve him well in the classroom. Justin achieved a 3.98 GPA at Purdue University in Physics and Mathematics, and completed some graduate level work before deciding his passion for teaching others. We were impressed with his ability to outline his plans for his classroom and his focus on teaching students to be problem solvers, no matter the subject area. I spoke with a student that he tutored through computer science classes at Purdue explained that Justin "got him through the difficult math courses" because he "had the ability to demonstrate it in multiple ways".

Mr. Copenhaver has finished all but the student teaching portion of the Transition to Teaching program at Indiana University-Kokomo. When I spoke with his practicum teacher, a longstanding math educator at Western High school, he stated emphatically that we should "hire him". The teacher also went so far to state Mr. Copenhaver would be hired at Western High School if they had an opening in the department. He expressed no hesitation with Mr. Copenhaver.

As we have seen two teachers retire from the math department with over 50 years of experience, I think it will be invaluable to get Mr. Copenhaver started with our math department. As I'm sure you know, teachers do a lot of work now and over the summer to prepare for the next school year. Mr. Copenhaver seemed like a professional that would want to get started! We're excited to welcome him to THS.

As always, I'm happy to answer any questions you may have about this candidate or the interview process.

Sincerely,

Craig Leach
Principal - Tipton High School
cleach@tcsc.k12.in.us

Justin M Copenhaver

930 Meadow Run Ct

Russiaville, IN 46979

jmcopenha@gmail.com - (765) 4616898

Contents:

1. Online Application

Prepared for: Craig Leach
Wabash Valley Online Application Consortium
May 14, 2026 11:48 AM

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

Personal Data

Name: Justin M Copenhaver
(First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (First) (Middle Initial) (Last)

Email Address: jmcopenha@gmail.com

Postal Address

Permanent Address

Number & Street: 930 Meadow Run Ct
Apt. Number:
City: Russiaville
State/Province: IN
Zip/Postal Code: 46979
Country: United States of America
Daytime Phone: (765) 4616898
Home/Cell Phone: ()

Present Address

Number & Street:
Apt. Number:
City:
State/Province:
Zip/Postal Code:
Country:
Phone Number:

Employment Desired

Open Vacancy Desired:

JobID: 13205 Jr/Sr High School Teaching: Math Teacher at Tipton High School

**Date Last
Submitted**
5/7/2026

**Experience in
Similar Positions**
student taught

Position Desired:

High School Teaching

1. Mathematics

**Experience in
Similar Positions**
student taught

Current District

Are you currently employed by one of the organizations listed below? **No**

District Preference

Carroll Consolidated School Corporation

Clinton Central School Corporation

Eastern Howard School Corporation

Lewis Cass Schools

Logansport Community School Corporation

Northwestern School Corporation

Pioneer Regional School Corporation

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

District Preference continued

Rossville Consolidated School District

Sheridan Community Schools

Taylor Community Schools

Tipton Community School Corporation

☒ -

Twin Lakes School Corporation

West Lafayette Community School Corporation

Experience

Please list ALL relevant work experience

beginning with the most recent

. The last six (6) years of employment will be verified before extending an offer of employment.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
ESS Substitute teacher		800 Kings Highway North Suite 405 Cherry Hill, NJ 08034 8779832244			
Date From - Date To:	02/2025 - 05/2026	Full or Part Time:	Sub	Last Annual Salary:	
Reason for Leaving:					
Responsibilities/Accomplishments at this Position	Implemented teacher-provided assignments, distributed materials, maintained classroom order, and kept students on task across a variety of subjects				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
University of Colorado Department of Physics Graduate teaching assistant		Department of Physics 390 UCB Boulder, CO 80309 3034926952			
Date From - Date To:	08/2022 - 05/2024	Full or Part Time:	Part	Last Annual Salary:	40000
Reason for Leaving:	Left PhD program				
Responsibilities/Accomplishments at this Position	Led undergraduate physics recitations and lab sessions, explained course concepts, and supported students during problem-solving				

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

Student Teaching

	First	Second
School	Western High School	
Location	Russiaville, IN	
School Phone #	765-883-5541	
School Year	2	
Grade Level(s)/ Subject Area(s)	Algebra 1, Algebra 2, Geometry	
Taught		
Name and Phone of Cooperating Teacher	Gregg Lockwood, 765-860-5192	
Name and Phone of Additional Cooperating Teacher		
Name and Phone of University Supervising Contact		
Academic Grade Received		

Education

Please tell us about your educational background beginning with the most recent.

High School Attended: Western High School, Russiaville, IN

Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
IN - Indiana University, Kokomo	09/2025 12/2026	Education Hrs: 8	Hrs:	Secondary T2T certificate	12/2026
CO - University of Colorado, Boulder	08/2022 05/2024	Physics Hrs: 24	Hrs:	PhD	
IN - Purdue University	07/2018 05/2022	Mathematics and Physics Hrs: 206	Hrs:	Bachelor of Science	06/2022

Overall GPA	Undergraduate 3.98/4	Graduate /4
Major GPA	3.98/4	/4
Highest Degree Attained BA/BS/etc.	Number of graduate hours beyond your highest degree: 24	Grad Program Of Study Physics
List honors, awards or distinctions you have earned: Goldwater scholarship		

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

Semester Hours

For the subject areas below in which you have 15 or more semester hours/credits, please indicate how many university semester hours/credits you have and/or if you are endorsed.

Subject Area	Semester Hours	Endorsed	Subject Area	Semester Hours	Endorsed
Mathematics - General	40	No	Science - Physics	70	No

Certification

Do you hold National Board for Professional Teaching Standards certification?

No

Do you hold or anticipate an Indiana certificate?

Certificate is anticipated

How do you plan to obtain an Indiana certificate?

I have been accepted into an Alternative Certification Program in Indiana.

Type	Date Anticipated	Expiration Date	Status
Transition to Teaching License (Mathematics)	9/1/2025	12/31/2026	InProgress

Please list any other endorsements and/or verifications documented on your Certificate(s):

- * Have you applied for an Indiana certificate?
- * List the date you applied for certification:
- * Have you received a deficiency statement?

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Highly Qualified Teacher

* Have you previously obtained Highly Qualified status from a school district?

No

If Yes, what type of school district considered you Highly Qualified?

No information entered on Highly Qualified Teacher Subject(s)/Method(s).

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

Extracurricular Activities

Club	Math Team	Mathematics	Science Bowl	Science Olympiad
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Please provide more details regarding your experience or interest in your selected extra curricular activities. For instance, provide details on any experience as a participant at the high school or college level or as a director, coach, supervisor, or sponsor.

I participated in math and science teams during high school and attended regional competitions. I would be interested in coach/supervising students for similar events.

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. Describe the skills or attributes you believe are necessary to be an outstanding teacher.

Outstanding teachers combine strong content knowledge, clear communication skills, patience, and consistency. They must be able to build positive relationships with students while maintaining high expectations. They must present material in multiple ways in a structured format so that students of all learning styles and skill levels can succeed. They should also be reflective and able to adapt their lessons based on student understanding and feedback. Finally, outstanding teachers must genuinely care about helping students grow both academically and as individuals.

2. How would you address a wide range of skills and abilities in your classroom?

I would address a wide range of abilities by using differentiated instruction, flexible lesson planning, and ongoing formative assessment. I believe it is important to provide structured examples and guided practice to ensure all students can follow along, while also offering enrichment activities that encourage deeper understanding. During independent or group work, I would circulate throughout the classroom to check student understanding, work with students who are struggling, and challenge students that excel. My goal would be to create a classroom where all students feel supported while also being challenged to grow.

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. Please explain how your past personal and professional experience make you a quality candidate for the position for which you are applying.

I have several years of experience in educational roles, including as a tutor, a teaching assistant, and as a substitute teacher. My work as a tutor and teaching assistant has given me ample opportunity to practice explaining complex topics to students, identifying misunderstandings, and posing challenging questions to enable growth. My work as a substitute teacher has helped me develop classroom management skills that are particularly important for secondary educators. Finally, overcoming personal and academic challenges has taught me perseverance is key to success, a lesson I hope to pass on to my students.

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

Language Skills

Do you know any language other than English? No

Professional References

	Reference 1 of 3	Reference 2 of 3
Name:	Gregg Lockwood	Lu Wang
Employer:	Western High School	Indiana University Kokomo
Current Position:	Teacher	Assistant Professor
Work Phone:	765-860-5192	765-455-9262
Email Address:	glockwood@western.k12.in.us	lw1@iu.edu
Relationship to Candidate:	Host teacher	Professor
Years Known:	1	1
	Reference 3 of 3	
Name:	Justin Schoch	
Employer:		
Current Position:		
Work Phone:	260-494-4640	
Email Address:	jshoch08@gmail.com	
Relationship to Candidate:	Tutee	
Years Known:	5	

Referrals

How did you hear about employment with us?

Wabash Valley Consortium Web Site

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

Disclosures

Contract Status

* Are you currently under contract?

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

No

Retirement Number	
* Have you ever had a teaching certificate or teaching license revoked or suspended?	No

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

Disclosures continued

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes

List any accommodations:

Military Service

Branch

Induction date

Separation date

Type of discharge

If other than honorable, explain:

Residency Status

Have you ever worked, lived, or gone to school outside the state of Indiana?

Yes

If yes, please list your address and/or employer's address

1925 30th St Apt 244; Boulder, CO 80301

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

Legal Information

* Are you eligible to work in the United States?

Yes

* Have you ever been arrested, charged or convicted of a criminal offense other than a minor traffic violation?

No

Please note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest. A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

If yes, explain, giving dates:

* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country?

No

Equal Opportunity Employer

Wabash Valley Online Application Consortium is an Equal Opportunity Employer. Wabash Valley Online Application Consortium ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Wabash Valley Online Application Consortium has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

Wabash Valley Online Application Consortium Online Application

Copenhaver, Justin - AppNo: 64445

Date Submitted: 5/7/2026

I, Justin Copenhaver, agree to all of the terms above.

☒ I agree

To: Dr. Glaze, Mr. Jaworski, and School Board

From: Mr. Brian Johnson

Date: May 18, 2026

Re: Recommendation for Mackenzie Freed - Elementary Teacher (2nd Grade)

I recommend Miss Mackenzie Freed as an Elementary Teacher (2nd Grade) at TES beginning at the start of the 2026-2027 school year. She will be replacing Diane Degenkolb, who will be retiring at the end of this school year.

Miss Freed graduated from Indiana Wesleyan University with a major in elementary and exceptional needs education. Mackenzie has spent the last year teaching Kindergarten in MSD of Washington Township.

The interview committee included Mara Isenhower, Emma Long, Lauren Schram, Stacey Angell, Dechia Potthast, Nicole Oliver, Sara Wiggington, and Brian Johnson. During the interview process, the committee was impressed with Miss Freed's passion for education and teaching. It was very clear that Mackenzie possesses a growth mindset and is focused on building strong relationships with students, colleagues, and families. Mackenzie is eager to learn from experienced teachers while bringing her ideas and teaching strategies to her team. With the growth mindset and relationship-focused, student-centered approach that Miss Freed possesses, she will have a positive impact on students, staff, and the whole school culture at TES.

From the above mentioned information, it is my recommendation that you consider Miss Mackenzie Freed to be an Elementary Teacher (2nd Grade) at TES.

Thank you for this consideration.

Mackenzie E Freed

17933 Excursion Dr

Apt. Number: Apt 205

Noblesville, IN 46062

freedmackenzie@gmail.com - (812) 6531192

~~4/30 @ 4:45 pm~~
4/28 @ 5:30 pm

Contents:

1. Online Application
2. Attachment: Certificate
3. Attachment: Cover Letter
4. Attachment: Resume
5. Attachment: Transcripts
6. Reference Letter: Reference Letter
7. Reference Letter: Reference Letter
8. Reference Letter: Reference Letter
9. Reference Letter: Reference Letter

Prepared for: Brian Johnson
Wabash Valley Online Application Consortium
Apr 21, 2026 10:02 AM

Wabash Valley Online Application Consortium Online Application

Freed, Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Personal Data

Name: Mackenzie E Freed
(First) (Middle Initial) (Last)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other: Mackenzie Freed
(First) (Middle Initial) (Last)
Email Address: freedmackenzie@gmail.com

Postal Address

Permanent Address	Present Address
Number & Street: 17933 Excursion Dr	Number & Street:
Apt. Number: Apt 205	Apt. Number:
City: Noblesville	City:
State/Province: IN	State/Province:
Zip/Postal Code: 46062	Zip/Postal Code:
Country: United States of America	Country:
Daytime Phone: (812) 6531192	Phone Number:
Home/Cell Phone: ()	

Employment Desired

Open Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 13183 Elementary School Teaching: Tipton Elementary Teacher(s)	4/12/2026	1 years
Position Desired:		Experience in Similar Positions
Elementary School Teaching		
1. K - 6 Elementary Teacher		1 years
2. Primary - Grades 1, 2, 3		1 years

Current District

Are you currently employed by one of the organizations listed below? **No**

District Preference

Carroll Consolidated School Corporation

Clinton Central School Corporation

☒ -

Eastern Howard School Corporation

Lewis Cass Schools

Logansport Community School Corporation

Northwestern School Corporation

Wabash Valley Online Application Consortium Online Application

Freddie Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

District Preference continued

Pioneer Regional School Corporation

Rossville Consolidated School District

Sheridan Community Schools

☒ -

Taylor Community Schools

Tipton Community School Corporation

☒ -

Twin Lakes School Corporation

West Lafayette Community School Corporation

Experience

Please list ALL relevant work experience
beginning with the most recent

. The last six (6) years of employment will be verified before extending an offer of employment.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
Spring Mill Elementary School Kindergarten Teacher		8250 Spring Mill Road Indianapolis, IN 46260 317-259-5462		Lou Ann Keeling - Asst. Principal 317-259-5462 lkeeling@msdwt.k12.in.us	
Date From - Date To:	07/2025 - 05/2026	Full or Part Time:	Full	Last Annual Salary:	51,000
Reason for Leaving:	I am getting married this summer and will be moving farther north, so I would like a shorter commute				
Responsibilities/Accomplishments at this Position	<p>I began the school year with 29 kindergarten students. I have a very diverse class, including 8 ENL students and 7 IEP's. I have been able to bring engaging and meaningful lessons to all of my students and their diverse needs, which has given me a valuable skill set.</p> <p>I also was asked to be on the social studies curriculum committee, where we meet once a month with district staff to help decide the new social studies curriculum the district will be adopting.</p> <p>Along with this, my classroom has been a model classroom for various school systems to come into on visit days to notice classroom management, engagement techniques, and to see how I work with instructional coaches to ensure student success.</p>				

Wabash Valley Online Application Consortium Online Application

Freed, Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
South Crawford Elementary School Maternity Leave Long Term Sub		346 IN-62 Leavenworth, IN 47137 812-739-2210		Mary Anne Knapp - Principal 812-739-2210	
Date From - Date To:	04/2025 - 05/2025	Full or Part Time:	Sub	Last Annual Salary:	
Reason for Leaving:	I filled a maternity leave role once I graduated college. I was only needed for 2 months.				
Responsibilities/Accomplishments at this Position	I took over a 5th grade classroom for the remaining two months of the school year. My students have various needs, and I was able to execute lesson plans that were left for me while meeting the student needs as I saw fit. I worked alongside the principal and special education teacher to effectively manage student behaviors and ensure success and growth as the school year ended.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Indiana Wesleyan University Resident Assistant		4201 South Washington Street Marion, IN 46953 765-674-6901		Indiana Wesleyan Housing Department - Shelby Louve (Director) 765-674-6901	
Date From - Date To:	08/2024 - 05/2025	Full or Part Time:	Part	Last Annual Salary:	
Reason for Leaving:	I was graduating college.				
Responsibilities/Accomplishments at this Position	I managed a hall with 25 residents while creating a positive living environment for them. I planned and lead monthly events, held meetings with them, and addressed conflict between residents when needed. Along with this, I planned two building events to help residents engage in community.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Indiana Wesleyan Admissions Student Ambassador and Manager		4201 South Washington Street Marion, IN 46953 866-498-4968		Laura Catlin 866-498-4968 laura.catlin@indwes.edu	
Date From - Date To:	08/2023 - 04/2025	Full or Part Time:	Part	Last Annual Salary:	
Reason for Leaving:	I was graduating college.				
Responsibilities/Accomplishments at this Position	I contributed to the leadership of team meetings by motivating and engaging team members and introduce prospective students to campus while articulating accurate information. I also managed student workers and trained them to give campus tours.				

Wabash Valley Online Application Consortium Online Application

Freddie Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Student Teaching

	First	Second
School	Valley Grove Elementary School	Tenth Street Elementary
Location	2160 2 300 E Anderson, IN	3124 E 10th Street Anderson, IN
School Phone #	765-378-3393	765-641-2103
School Year	2024-2025	2024-2025
Grade Level(s)/ Subject Area(s) Taught	Kindergarten	4/5th grade resource
Name and Phone of Cooperating Teacher	Danielle McGrew - 7653783393	Mila Zander - 7656412103
Name and Phone of Additional Cooperating Teacher		
Name and Phone of University Supervising Contact	Dr. Sarah Jones 765-674-6901	Dr. Sarah Jones 765-674-6901
Academic Grade Received	A	A

Education

Please tell us about your educational background beginning with the most recent.

High School Attended: Orleans Jr Sr High School

Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
IN - Indiana Wesleyan University	08/2021 04/2025	Elementary Education Hrs:	Exceptional Needs Education Hrs:	Dual Major in Elementary and Excpetional Needs Ed	04/2025

Overall GPA
Major GPA

Undergraduate
3.8/4
/4

Graduate
/4
/4

Highest Degree Attained

Number of graduate hours beyond your
highest degree:

Grad Program Of Study

BA/BS/etc.

List honors, awards or distinctions you have earned:

Wabash Valley Online Application Consortium Online Application

Freed, Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Certification

Do you hold National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate an Indiana certificate? **Certificate is held**

Type	Certificate Number	Expiration Date	Status
Initial Practitioner License (Elementary Generalist (K-6))	license number 000037572	5/15/2027	Active

Please list any other endorsements and/or verifications documented on your Certificate(s):

Do you hold a current out-of-state certificate?

State	Type	Certificate Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Highly Qualified Teacher

* Have you previously obtained Highly Qualified status from a school district? **No**

If Yes, what type of school district considered you Highly Qualified?

No information entered on Highly Qualified Teacher Subject(s)/Method(s).

Wabash Valley Online Application Consortium Online Application

Freddie Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Extracurricular Activities

No activities entered.

Please provide more details regarding your experience or interest in your selected extra curricular activities. For instance, provide details on any experience as a participant at the high school or college level or as a director, coach, supervisor, or sponsor.

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. Describe the skills or attributes you believe are necessary to be an outstanding teacher.

Teachers have lots to do each day. Outstanding teachers use their expertise and knowledge to craft engaging lessons for students, but it goes beyond just teaching lessons. They foster environments where students feel safe enough to ask questions, make mistakes, try new skills, and truly grow and thrive. This takes empathy, patience, classroom management, and a lot of adaptability. While doing all of this, outstanding teachers keep high expectations for all students while never wavering or doubting their students. Instead of lowering their expectations, they keep them high while adding in supports and scaffolds when needed. Outstanding teachers also find practical ways to reflect on their work and change their methods to ensure student success in their classroom.

2. How would you address a wide range of skills and abilities in your classroom?

Addressing a wide range of skills and abilities takes flexibility and intentional planning. Differentiating instruction for students is also a vital piece of this. Knowing students and their needs would lead to differentiating how students are being taught the material. Offering multiple ways to access material (videos, visuals, charts, and auditory teaching) will give my students many chances to connect with and access the information that I am teaching. Once I know my students and their needs more specifically, differentiation can be very specific and targeted. Flexibly grouping the students during independent and guided practice can also help me be able to scaffold support and provide direct feedback that is in the moment. Intentionally planning for learners that need enrichment is also something I would keep in the back of my mind. I would have a way to "grow it up" and add more rigor and complexity for the learners who are ready for that while I am working with the learners who may need more scaffolds. All students will be working on the same goals, but their path to get there may look a little different depending on their needs.

Language Skills

Do you know any language other than English? No

Wabash Valley Online Application Consortium Online Application

Freed, Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Professional References

	Reference 1	Reference 2
Name:	Jill Hatcher	Mary Anne Knapp
Employer:	Washington Township Schools - Spring Mill Elementary	Crawford County Community Schools
Current Position:	K-2 Instructional Coach	Principal
Work Phone:	317-259-5462	812-739-2210
Email Address:	jhatcher@msdwt.k12.in.us	mknapp@cccs.k12.in.us
Relationship to Candidate:	Instructional Coach	Principal
Years Known:	1	1

	Reference 3	Reference 4
Name:	Becky Hall	Julie Ralston
Employer:		Orleans Community Schools
Current Position:	Washington Township Schools New Teacher Coach	Assistant Principal
Work Phone:	3172139548	812-865-2688
Email Address:	rebecca.johall96@gmail.com	jralston@orleans.k12.in.us
Relationship to Candidate:	New Teacher Mentor	
Years Known:	1	10 years

	Reference 5	
Name:	Danielle McGrew	
Employer:	Anderson Community Schools - Valley Grove Elementary	
Current Position:	Kindergarten Teacher	
Work Phone:	765-378-3393	
Email Address:	mmcgrew@acsc.net	
Relationship to Candidate:	Student Teaching Mentor Teacher	
Years Known:	3	

Referrals

How did you hear about employment with us?

Friend

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

--

Wabash Valley Online Application Consortium Online Application

Freddie Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Disclosures

Contract Status

* Are you currently under contract?

Yes

If Yes, which district?

MSD Washington Township

If Yes, when does it expire?

May 22, 2026

When may your present employer be contacted?

May 22, 2026

Retirement Number

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes

List any accommodations:

Military Service

Branch

Induction date

Separation date

Type of discharge

If other than honorable, explain:

Residency Status

Wabash Valley Online Application Consortium Online Application

Freed, Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Disclosures continued

Have you ever worked, lived, or gone to school outside the state of Indiana?

No

If yes, please list your address and/or employer's address

Legal Information

* Are you eligible to work in the United States?

Yes

* Have you ever been arrested, charged or convicted of a criminal offense other than a minor traffic violation?

No

Please note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest. A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

If yes, explain, giving dates:

* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country?

No

Equal Opportunity Employer

Wabash Valley Online Application Consortium is an Equal Opportunity Employer. Wabash Valley Online Application Consortium ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Wabash Valley Online Application Consortium has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Wabash Valley Online Application Consortium Online Application

Freed, Mackenzie - AppNo: 64239

Date Submitted: 4/12/2026

Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Mackenzie Freed, agree to all of the terms above.

☒ I agree

To: Dr. Glaze, Mr. Jaworski, and School Board
From: Mr. Brian Johnson
Date: May 18, 2026
Re: Recommendation for Hannah Small - Elementary Teacher (STEM)

I recommend Miss Hannah Small as an Elementary Teacher (STEM) at TES beginning at the start of the 2026-2027 school year. She will be replacing Nathan Geiger, who will be transferring to Physical Education Paraeducator.

Miss Small graduated from Ball State University with a major in elementary education. Hannah has three years of certified teaching experience with two in 3rd grade and one in 1st grade.

The interview committee included Mara Isenhower, Emma Long, Dechia Potthast, Nicole Oliver, Sara Wiggington, and Brian Johnson. During the interview process, the committee was impressed with Miss Small's growth mindset and willingness to find ways to meet the needs of students with a variety of ability levels and educational needs. Hannah collaborates well with her colleagues but also has the independent skills to thrive in special areas where she will be the only one teaching the STEM curriculum. With the skillset and student-centered approach she expressed, Hannah will have a positive impact on students, staff, and the whole school culture at TES.

From the above mentioned information, it is my recommendation that you consider Miss Hannah Small to be an Elementary Teacher (STEM) at TES.

Thank you for this consideration.

Hannah N Small

✓ 4/30 @ 3:45 pm

2797 Pinley Pl

Westfield, IN 46074

hsmall166@gmail.com - (317) 674-2471

Contents:

1. Online Application
2. Attachment: Certificate
3. Attachment: Cover Letter
4. Attachment: Resume
5. Attachment: Transcripts
6. Reference Letter: Reference Letter
7. Reference Letter: Reference Letter

Prepared for: Brian Johnson
Wabash Valley Online Application Consortium
Apr 21, 2026 10:03 AM

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

Personal Data

Name: Hannah N Small
(First) (Middle Initial) (Last)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other:
(First) (Middle Initial) (Last)
Email Address: hsmall1166@gmail.com

Postal Address

Permanent Address

Number & Street: 2797 Pinley Pl
Apt. Number:
City: Westfield
State/Province: IN
Zip/Postal Code: 46074
Country: United States of America
Daytime Phone: (317) 674-2471
Home/Cell Phone: (317) 674-2471

Present Address

Number & Street:
Apt. Number:
City:
State/Province: IN
Zip/Postal Code:
Country: United States of America
Phone Number:

Employment Desired

Open Vacancy Desired:
JobID: 13183 **Elementary School Teaching:** Tipton Elementary Teacher(s) **Date Last Submitted** 4/10/2026 **Experience in Similar Positions** 3 years

Position Desired:
Elementary School Teaching
1. K - 6 Elementary Teacher 3 years
2. Kindergarten 3 years
3. Primary - Grades 1, 2, 3 3 years

Current District

Are you currently employed by one of the organizations listed below? **No**

District Preference

Carroll Consolidated School Corporation

Clinton Central School Corporation
Eastern Howard School Corporation

Lewis Cass Schools

Logansport Community School Corporation

Northwestern School Corporation

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

District Preference continued

Pioneer Regional School Corporation

Rossville Consolidated School District

Sheridan Community Schools

Taylor Community Schools

Tipton Community School Corporation

☒ -

Twin Lakes School Corporation

West Lafayette Community School Corporation

Experience

Please list ALL relevant work experience

beginning with the most recent

. The last six (6) years of employment will be verified before extending an offer of employment.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
Westfield Washington Schools - Monon Trail Elementary Third Grade Teacher		19400 Tomlinson Rd Westfield, IN 46074 317-867-8600		Jeremy Marvel 317-258-0238 marvelj@wws.k12.in.us	
Date From - Date To:	07/2025 - 05/2026	Full or Part Time:	Full	Last Annual Salary:	48,500
Reason for Leaving:	Redistricting				
Responsibilities/Accomplishments at this Position	Teaching social emotional learning, math, reading, writing, social studies, and science in a third grade classroom. Responsible for delivering lesson objectives, behavior management, content understanding, and content assessment. Responsible for preparing 27 students for success on IREAD-3 and ILearn state assessments. Responsible for multiple students with IEPs, 504s, and/or speech services				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Richmond Community Schools Third Grade Teacher		300 S 14th St Richmond, IN 47374 765-973-3433		Nicole Vandervort (937) 564-3039 nvandervort@rcs.k12.in.us	
Date From - Date To:	07/2024 - 05/2025	Full or Part Time:	Full	Last Annual Salary:	46,000
Reason for Leaving:	Moved back to Hamilton County				
Responsibilities/Accomplishments at this Position	Teaching social emotional learning, math, reading, writing, social studies, and science in a third grade classroom. Responsible for delivering lesson objective, behavior management, content understanding, and content assessment. Responsible for preparing students for success on IREAD-3 and ILearn state assessments.				

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Elwood Elementary School First Grade Teacher		940 N 19th St Elwood, IN 46036 765-552-7381		Amanda Brophy 317-518-1111 abrophy@elwood.k12.in.us	
Date From - Date To:	07/2023 - 05/2024	Full or Part Time:	Full	Last Annual Salary:	42,500
Reason for Leaving:	Moved				
Responsibilities/ Accomplishments at this Position	Teaching social emotional learning, math, reading, writing, social studies, and science in a first grade classroom. Responsible for delivering lesson objective, behavior management, content understanding, and content assessment.				

Student Teaching

	First	Second
School	Maple Glen Elementary School	
Location	Westfield Washington Schools	
School Phone #	317-896-4700	
School Year	Spring 2023	
Grade Level(s)/ Subject Area(s) Taught	Kindergarten	
Name and Phone of Cooperating Teacher	Jamie Myers (317) 625-4134	
Name and Phone of Additional Cooperating Teacher	NA	
Name and Phone of University Supervising Contact	Linda Trippi (317) 842-4863	
Academic Grade Received	Pass	

Education

Please tell us about your educational background beginning with the most recent.

High School Attended: Westfield High School - Westfield, Indiana

Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
IN - Ball State University	08/2020 05/2023	Elementary Education Hrs: 123	Hrs:	Bachelors	05/2023
MI - Grand Valley State University	08/2019 05/2020	Elementary Education Hrs: 38	Hrs:		

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

Education Continued

Overall GPA	Undergraduate 3.74/4	Graduate /4
Major GPA	/4	/4
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
BA/BS/etc.	0	NA

List honors, awards or distinctions you have earned:

Dean's List member 2021 Spring semester - 2023 Spring semester.

Graduating with Academic Honors from Ball State University on May 6th, 2023.

Certification

Do you hold National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate an Indiana certificate? **Certificate is held**

Type	Certificate Number	Expiration Date	Status
Accomplished Practitioner License (Elementary Generalist (K-6))	000008680	3/1/2026	Expired

Please list any other endorsements and/or verifications documented on your Certificate(s):

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Highly Qualified Teacher

* Have you previously obtained Highly Qualified status from a school district? **No**

If Yes, what type of school district considered you Highly Qualified?

No information entered on Highly Qualified Teacher Subject(s)/Method(s).

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

Extracurricular Activities

Club	Cheerleaders			
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Please provide more details regarding your experience or interest in your selected extra curricular activities. For instance, provide details on any experience as a participant at the high school or college level or as a director, coach, supervisor, or sponsor.

I participated in competitive cheerleading at an All-Star gym for several years. I also participated in Varsity and Junior Varsity cheerleading for Westfield High School.

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. Describe the skills or attributes you believe are necessary to be an outstanding teacher.

An outstanding teacher is someone who is open minded and flexible. An outstanding teacher is a good communicator, a good listener, and a good healer. They are someone who is willing to learn from their mistakes, and evaluate themselves so they are able to continue to improve and grow. An outstanding teacher is slow to anger and quick to empathize. They are patient and understanding, and they are willing to make changes when it is necessary. An outstanding teacher is one who truly values people, but especially values children. An outstanding teacher is always willing and wanting to help, but is also always encouraging challenges and independence. An outstanding teacher is someone who wants to make a difference in the world, and will try to do so each and every day. An outstanding teacher loves their students as if they were their own children. An outstanding teacher meets the needs of their students to the best of their ability, and asks for help when needs are unable to be met. An outstanding teacher takes constructive criticism well and uses it to grow and become better. An outstanding teacher is someone who is confident in their teaching abilities and their abilities to care for students. An outstanding teacher is someone who is a life long learner and puts themselves in the shoes of their students. They pay attention to the needs and wants of their students, and they do their best each day to be the teacher that their students need.

2. How would you address a wide range of skills and abilities in your classroom?

I would address a wide range of skills and abilities in my classroom by differentiating my instruction to meet the needs of each of my students. I would also extend or supplement activities/lessons for the students in different ways, depending on their needs. I would analyze the students in my classroom and determine which preferred learning styles are present in the students. I would then plan all lessons and activities in accordance with these preferred learning styles. During lessons I will do frequent, informal checks for understanding of the content, and I will supplement the lesson for the students that need some extra help. I will also consider the students that are high ability, and I will provide extension on the lessons to challenge the students that need it. I would also utilize small groups in this situation, having students of different abilities in a group all together. This would allow all students to learn from each other, and it would allow for students to be placed in a teacher role.

I would constantly remind my students that everyone in the classroom, and in the school, is different and unique, and that we all have different needs. I would explain that all of ours brains work differently and that is why we review the lesson content in multiple ways. I would use the wide range of skills and abilities in my classroom as a life lesson for my students. This allows the students to view things from another point of view, broaden their perspective on things, and become a more understanding and flexible person that has a growth mindset. I would address a wide range of abilities in my classroom by doing my best to meet each different ability and need in every possible way I can.

Language Skills

Do you know any language other than English? No

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

Professional References

	Reference 1 of 3	Reference 2 of 3
Name:	Jeremy Marvel	Laura Mates
Employer:	Monon Trail Elementary School	Monon Trail Elementary School
Current Position:	Principal	Instructional Coach
Work Phone:	317-258-0238	317-941-3265
Email Address:	marvelj@wws.k12.in.us	matesl@wws.k12.in.us
Relationship to Candidate:	Principal	Instructional Coach
Years Known:	1	1

	Reference 3 of 3	
Name:	Nicole Vandervort	
Employer:	Vaile Elementary School	
Current Position:	Principal	
Work Phone:	(937) 564-3039	
Email Address:	nvandervort@rcs.k12.in.us	
Relationship to Candidate:	Former Principal	
Years Known:	1	

Referrals

How did you hear about employment with us?

School Board Member

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

Successfully integrated into a grade level team with extremely high expectations. Responsible for a class size of 27 students. Work closely with Special Education and Speech services for my students.
I successfully prepared my third grade students for IREAD-3 and ILearn. All but 1 of my general education students passed IREAD-3 in 2025.
I made great connections with my first grade students and their families.
I finished my student teaching at Maple Glen Elementary on 4/28/23. I had been teaching in Jamie Myers's Kindergarten class since January 9th, 2023.
edTPA score: 45/75 (Pass)

Disclosures

Contract Status

* Are you currently under contract?

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

Yes
Westfield Washington Schools
06/2026
As soon as needed

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

Disclosures continued

Retirement Number

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

Yes

If Yes, explain:

Failed to be rehired at Monon Trail Elementary after redistricting.

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes

List any accommodations:

Military Service

Branch

Induction date

Separation date

Type of discharge

If other than honorable, explain:

Residency Status

Have you ever worked, lived, or gone to school outside the state of Indiana?

Yes

If yes, please list your address and/or employer's address

Freshman year of college I attended Grand Valley State University in Allendale, Michigan.

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

Legal Information

* Are you eligible to work in the United States?

Yes

* Have you ever been arrested, charged or convicted of a criminal offense other than a minor traffic violation?

No

Please note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest. A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

If yes, explain, giving dates:

* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country?

No

Equal Opportunity Employer

Wabash Valley Online Application Consortium is an Equal Opportunity Employer. Wabash Valley Online Application Consortium ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Wabash Valley Online Application Consortium has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

Wabash Valley Online Application Consortium Online Application

Small, Hannah - AppNo: 64229

Date Submitted: 4/10/2026

I, Hannah Small, agree to all of the terms above.

☒ I agree

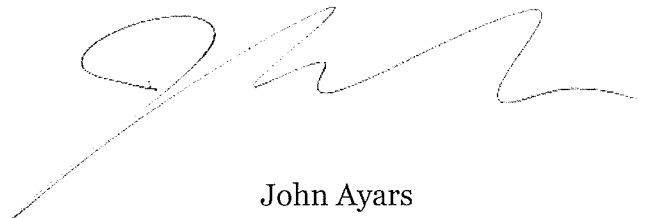
Mr. John Ayars
Principal
Tipton Middle School
Phone: 765.675.7521 ext 2202
Email: jayars@tcsc.k12.in.us

To Whom it May Concern:

This letter is being sent to recommend **Mrs. Marcy Williams** to the 6th Grade ELA teaching position at Tipton Middle School. Mrs. Williams was one of 15 applicants to the position, and 2 interviewees, who spoke with members of the TMS 6th grade team, TMS ELA PLC team, and TMS Administrators. Mrs. Williams is actively licensed to teach Elementary/Intermediate (License No: 12681369)

Mrs. Williams comes highly recommended from Hamilton Heights, where she initially began teaching ELA in August of 2011. After a brief leave from Spring 2020-Fall 2022, Mrs. Williams returned to HHMS, where she taught Science for the last 4 years. In her 12 1/2 years in the classroom, references described her high levels of professionalism, her calm demeanor, her organized classroom, and her high levels of collegiality. In addition, in her interview, Mrs. Williams exuded joy for teaching key literacy, especially to 6th graders, who she has worked with for her entire educational career. We are excited to have her join our TMS team!

Thank you, and Go Blue Devils!



John Ayars

Marcy Williams

16118 Brookhollow Dr

Westfield , IN 46062

mlward20@hotmail.com - (317) 3851053

Contents:

1. Online Application

Prepared for: John Ayars
Wabash Valley Online Application Consortium
May 18, 2026 12:44 PM

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

Personal Data

Name: Marcy Williams
(First) (Middle Initial) (Last)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other: Marcy Ward
(First) (Middle Initial) (Last)
Email Address: mlward20@hotmail.com

Postal Address

Permanent Address	Present Address
Number & Street:	Number & Street:
Apt. Number:	Apt. Number:
City:	City:
State/Province:	State/Province:
Zip/Postal Code:	Zip/Postal Code:
Country:	Country:
Daytime Phone:	Phone Number:
Home/Cell Phone:	

Employment Desired

Open Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 13234 Middle School Teaching: 6th Grade English/Language Arts Teacher at Tipton Middle School	5/18/2026	13 years

Position Desired:	Experience in Similar Positions
Middle School Teaching 1. Language Arts	-

Current District

Are you currently employed by one of the organizations listed below? **No**

District Preference

Carroll Consolidated School Corporation

Clinton Central School Corporation

Eastern Howard School Corporation

Lewis Cass Schools

Logansport Community School Corporation

Northwestern School Corporation

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

District Preference continued

Pioneer Regional School Corporation

Rossville Consolidated School District

Sheridan Community Schools

Taylor Community Schools

Tipton Community School Corporation

☒ -

Twin Lakes School Corporation

West Lafayette Community School Corporation

Experience

Please list ALL relevant work experience

beginning with the most recent

. The last six (6) years of employment will be verified before extending an offer of employment.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
Hamilton Heights School Corporation Sixth Grade Science Teacher		410 W Main St Arcadia, IN 46030 317-984-3538			
Date From - Date To:	08/2022 - 05/2026	Full or Part Time:	Full	Last Annual Salary:	\$58,000
Reason for Leaving:	N/A				
Responsibilities/ Accomplishments at this Position	<ul style="list-style-type: none">* Planned and delivered engaging standards-aligned sixth grade science instruction* Incorporated literacy instruction by embedding rigorous reading and writing tasks into the science curriculum* Developed hands-on labs and inquiry-based learning activities to increase student engagement* Differentiated instruction to support diverse learning needs and learning styles* Used data from assessments to guide instruction and improve student achievement* Managed classroom behavior using positive relationship-building and consistent expectations* Incorporated technology and interactive learning tools into daily lessons* Collaborated with grade-level teams, special education staff, and families to support student success* Maintained accurate student records, grades, and progress monitoring documentation * *Contributed to team planning and curriculum across all subject areas* Adapted instruction effectively for students with IEPs, 504 plans, and varied academic abilities* Served as grade-level/team leader by coordinating communication, collaborating with colleagues, and helping lead team meetings and initiatives* Organized and led the annual sixth grade two-night educational camping trip, including planning activities, coordinating logistics, communicating with families, and ensuring student safety* Increased science ilearn scores by six percentage points; increased scores to 14% above state average				

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Hamilton Heights School Corporation Sixth Grade English Teacher		410 W Main St Arcadia, IN 46030 317-984-3538			
Date From - Date To:	08/2011 - 12/2019	Full or Part Time:	Full	Last Annual Salary:	
Reason for Leaving:	Resigned due to spouse job relocation				
Responsibilities/Accomplishments at this Position	*sixth grade English and Reading teacher for co-taught, general education, and honors classes. *Responsibilities included planning and facilitating instruction, delivering lessons, grading and feedback of student work, assessing data to drive instruction, implementing new strategies and technology, and the various tasks associated with the day-to-day teacher position. *Effectively met the needs of all learners and made content relevant and accessible for all students. *Maintained positive parent rapport and communication. *Emphasis on creating positive classroom environment and student relationships between peers and teachers. *Effectively collaborated with co-teachers, sixth grade team, and faculty to ensure student success. *Planned and facilitated sixth grade level literacy initiatives				

Student Teaching

No student teaching information was entered.

Education

Please tell us about your educational background beginning with the most recent.

High School Attended: Hamilton Heights High School
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
IN - Ball State University	08/2002 07/2007	Elementary Education Hrs:	State World Connections Hrs:	Bachelor of Science	07/2007

Overall GPA	Undergraduate	Graduate
	3.8/4	/4
Major GPA	3.8/4	/4
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
BA/BS/etc.	6	
List honors, awards or distinctions you have earned:		
Dean's List, Magna Cum Laude		

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

Semester Hours

For the subject areas below in which you have 15 or more semester hours/credits, please indicate how many university semester hours/credits you have and/or if you are endorsed.

No Semester Hours Entered

Certification

Do you hold National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate an Indiana certificate? **Certificate is held**

Type	Certificate Number	Expiration Date	Status
Proficient Practitioner License	1553805	5/24/2028	Active

Please list any other endorsements and/or verifications documented on your Certificate(s):

Do you hold a current out-of-state certificate?

State	Type	Certificate Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Highly Qualified Teacher

* Have you previously obtained Highly Qualified status from a school district?

No

If Yes, what type of school district considered you Highly Qualified?

No information entered on Highly Qualified Teacher Subject(s)/Method(s).

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

Extracurricular Activities

No activities entered.

Please provide more details regarding your experience or interest in your selected extra curricular activities. For instance, provide details on any experience as a participant at the high school or college level or as a director, coach, supervisor, or sponsor.

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. Describe the skills or attributes you believe are necessary to be an outstanding teacher.

An outstanding teacher is one who creates a positive classroom environment based on mutual trust and respect. The relationship with students is one of the most important attributes for a teacher. This relationship allows students to feel comfortable, be willing to take risks, seek help, and to thrive in the classroom both academically, socially, and emotionally. Outstanding teachers are able to adapt curriculum and content to continually meet the different needs of all students. They are able to achieve this by continually assessing and evaluating student learning. Effective management, organization, and communication skills are essential to being an outstanding teacher. It is also important for an effective teacher to continually grow, be adaptive to change, and continually reflect in order to improve every day. Outstanding teachers need to work well with others- whether that be parents, administration, or other teachers. They need to be open to new ideas and be able to collaborate for the betterment of each student all the way to the school as a whole. Finally, an outstanding teacher needs to care. Every student should feel appreciated, wanted, and respected in their classrooms by their teachers.

2. How would you address a wide range of skills and abilities in your classroom?

It's imperative to address different abilities in the classroom by being aware of various learning styles and then making accommodations so students are able to understand lessons, content, assignments, and assessments. Adapting the lessons, materials, and student output is essential for student mastery and achievement. A one-size-fits-all approach does not work. Offering students choices is a great way for them to show their learning in a way that works for their particular learning styles and preferences. Differentiation is another important aspect when ensuring that you're meeting the needs of all learners and making the lessons and content accessible for all. Finding what works for everyone is what is important. Finally, collaborating with special education teachers, GT teachers, and other team/department teachers is a great way to discuss new ideas, concepts, and strategies to implement in the classroom to achieve the desired end result- that all students regardless of ability and skill will succeed and grow.

Language Skills

Do you know any language other than English? No

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

Professional References

	Reference 1 of 3	Reference 2 of 3
Name:	Kara Doenges	Kellie Combs
Employer:	Hamilton Southeastern Schools	Hamilton Heights School Corporation
Current Position:	Resource Teacher	Teacher
Work Phone:	317-915-4220	317-984-3547
Email Address:	kdoenges@hse.k12.in.us	kellietcombs@gmail.com
Relationship to Candidate:	former colleague	colleague
Years Known:	15 years	6 years

	Reference 3 of 3	
Name:	Emily McClelland	
Employer:	Hamilton Heights School Corporation	
Current Position:	Teacher	
Work Phone:	317-984-3547	
Email Address:	egilner79@yahoo.com	
Relationship to Candidate:	colleague	
Years Known:	4 years	

Referrals

How did you hear about employment with us?

Friend

Other: School website

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

Disclosures

Contract Status

* Are you currently under contract?

Yes

If Yes, which district?

Hamilton Heights School Corporation

If Yes, when does it expire?

After acceptance of new position

When may your present employer be contacted?

Retirement Number

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

Disclosures continued

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes

List any accommodations:

Military Service

Branch

Induction date

Separation date

Type of discharge

If other than honorable, explain:

Residency Status

Have you ever worked, lived, or gone to school outside the state of Indiana?

No

If yes, please list your address and/or employer's address

Legal Information

* Are you eligible to work in the United States?

Yes

* Have you ever been arrested, charged or convicted of a criminal offense other than a minor traffic violation?

No

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

Legal Information continued

Please note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest. A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

If yes, explain, giving dates:

* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country?

No

Equal Opportunity Employer

Wabash Valley Online Application Consortium is an Equal Opportunity Employer. Wabash Valley Online Application Consortium ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Wabash Valley Online Application Consortium has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

Wabash Valley Online Application Consortium Online Application

Williams, Marcy - AppNo: 64556

Date Submitted: 5/18/2026

I, Marcy Williams, agree to all of the terms above.

☒ I agree

To: Mr. Jaworski and School Board

From: Mr. Brian Johnson

Date: June 5, 2026

Re: Recommendation for Shellie Bitner - Transfer from 3rd Grade Teacher to 5th Grade Teacher

I recommend Mrs. Shellie Bitner to transfer from TES 3rd Grade Teacher to TES 5th Grade Teacher at the beginning of the 2026-2027 school year. She will continue to have a positive impact on students, staff, and the whole school culture at TES in this new position.

It is my recommendation that you consider Mrs. Shellie Bitner be transferred to 5th Grade Teacher at TES.

Thank you for this consideration.

To: Mr. Jaworski and School Board

From: Mr. Brian Johnson

Date: June 5, 2026

Re: Recommendation for Shari Cottingham - Transfer from 4th Grade Teacher to 3rd Grade Teacher

I recommend Ms. Shari Cottingham to transfer from TES 4th Grade Teacher to TES 3rd Grade Teacher at the beginning of the 2026-2027 school year. She will replace Shellie Bitner, who will be transferring to a 5th Grade Teacher, and continue to have a positive impact on students, staff, and the whole school culture at TES in this new position.

It is my recommendation that you consider Ms. Shari Cottingham be transferred to 3rd Grade Teacher at TES.

Thank you for this consideration.

Date: May 20, 2026

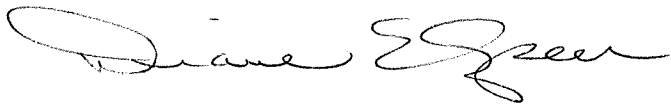
Subject: Retirement Notice

Dear Tipton Community School Corporation Administration,

After much thought and consideration, I have decided to retire from TCSC, effective June 1, 2026.

Working here has been one of the most rewarding experiences of my career. I am grateful for the opportunities, support, and relationships I have built during my time here. Thank you for the opportunity to be part of this organization.

Sincerely,

A handwritten signature in black ink, appearing to read "Diane Speer". The signature is fluid and cursive, with a large initial "D" and a long, sweeping underline.

Diane Speer



TIPTON HIGH SCHOOL

619 S. Main Street Tipton, IN 46072 • Ph: 765-675-7431 • Fx: 765-675-9519

June 5, 2026

Dear TCSC School Board Members,

I write to recommend that teacher Thomas Newton be moved into the position of Business Teacher following the resignation of Justin Palmer. Mr. Newton will still have some weightlifting courses on his schedule, but the majority of the schedule will be business related.

Mr. Newton has shown interest in that position, and I am confident he will do a great job.

Thank you for your consideration.

Sincerely,

Craig Leach
Principal - Tipton High School
cleach@tcsc.k12.in.us



TCSC

Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

Re:

3 messages

Adam Proulx <aproulx@tcsc.k12.in.us>

Tue, May 26, 2026 at 11:41 AM

To: tesia holmes <tesialee31@gmail.com>, Brook Cleaver <bcleaver@tcsc.k12.in.us>, Nathan Gonzalez <ngonzalez@tcsc.k12.in.us>, Holly Brandon <hbrandon@tcsc.k12.in.us>, Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

I will let the corp office know, thanks.

Adam Proulx | Aramark | Food Service Director | K-12 Education Tipton Community School Corporation

Mobile: 765-623-0736 **Office:** 765-675-7521 ext. 2247

EMAIL proulx-adam@aramark.com | **WEB** www.aramark.com | **FACEBOOK** [aramark](https://www.facebook.com/aramark) | **TWITTER** [@aramark](https://twitter.com/aramark)



Tipton
Student Nutrition

On Tue, May 26, 2026 at 11:15 AM tesia holmes <tesialee31@gmail.com> wrote:

Hello, I hope this email finds you well, Friday May 22nd was my last day. Thank you for the opportunity.

Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

Tue, May 26, 2026 at 12:39 PM

To: Adam Proulx <aproulx@tcsc.k12.in.us>

Cc: Brook Cleaver <bcleaver@tcsc.k12.in.us>, Nathan Gonzalez <ngonzalez@tcsc.k12.in.us>, Holly Brandon <hbrandon@tcsc.k12.in.us>

Adam,

This is for Tesia Holmes...correct?

[Quoted text hidden]

--

*Dawn L. Benefiel
Office Manager/Accounts Payable Manager
Tipton Community School Corporation
1051 S Main Street
Tipton, IN 46072
765-675-2147 Ext. 3314*

Working Together For Student Success

CONFIDENTIALITY NOTICE: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the message.

Adam Proulx <aproulx@tcsc.k12.in.us>

Tue, May 26, 2026 at 1:20 PM

To: Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

Cc: Brook Cleaver <bcleaver@tcsc.k12.in.us>, Nathan Gonzalez <ngonzalez@tcsc.k12.in.us>, Holly Brandon <hbrandon@tcsc.k12.in.us>

Yes

Adam Proulx | Aramark | Food Service Director | K-12 Education Tipton Community School Corporation

Mobile: 765-623-0736 **Office:** 765-675-7521 ext. 2247

To: Mr. Jaworski and School Board

From: Mr. Brian Johnson

Date: June 5, 2026

Re: Non-Renewal for Della Denham - TES Pre-Kindergarten Paraeducator

I recommend non-renewal for Della Denham, who served as a Pre-Kindergarten Paraeducator at TES, due to the need to eliminate some paraeducator positions at TES.

Thank you for this consideration.

To: Mr. Jaworski and School Board

From: Mr. Brian Johnson

Date: June 5, 2026

Re: Non-Renewal for Brett Foster - TES Special Education Paraeducator

I recommend non-renewal for Brett Foster, who served as a Special Education Paraeducator at TES due to the need to eliminate some paraeducator positions at TES.

Thank you for this consideration.



TIPTON HIGH SCHOOL

619 S. Main Street Tipton, IN 46072 • Ph: 765-675-7431 • Fx: 765-675-9519

June 5, 2026

Dear TCSC School Board Members,

Mrs. Rochelle Scally has been notified that she will not be renewed for the 2026-2027 school year as Tipton High School PE Instructional Aide.

Thank you for your consideration.

Sincerely,

Craig Leach
Principal - Tipton High School
cleach@tcsc.k12.in.us

6/8/26

Tipton Community Schools

817 S. Main St.

Tipton, IN 46072

To the Tipton Community School Board Members,

Juli Feltz' last day of work was May 15th, she notified us that she would be out the rest of the school year on medical leave. She had her evaluation in June and, unfortunately, did not get an offer for renewal extended for the 2026/2027 school year. She said that she would like to apply again when her medical issue are sorted sometime next year.

Sincerely,

Adam Proulx

ARAMARK Food Service Director

To: TCSC Board of School Trustees

From: Scott Jaworski, Associate Superintendent

Date: 5/26/2026

Re: Reduction in Force, Corporation Permanent Substitute Position

This memo is to notify the Board of a reduction in force involving the Corporation Permanent Substitute position currently held by Larry Murdock.

As part of our ongoing review of staffing, operational needs, and financial sustainability, the administration has determined that the Corporation Permanent Substitute position will be eliminated effective May 29, 2026. This decision is tied to the corporation's broader need to evaluate positions, reduce recurring expenditures where possible, and align staffing with current district needs.

Mr. Murdock has served TCSC in this role, and we appreciate his work and support of our students, staff, and schools. This recommendation is not a reflection of his service or performance, but rather a staffing and financial decision related to the elimination of the position.

The administration will proceed with the appropriate notification and documentation process consistent with applicable Board policy and employment procedures.

To: Mr. Jaworski and School Board

From: Mr. Brian Johnson

Date: June 5, 2026

Re: Recommendation for RIF of Pam Porter - TES Recess (Aide) Paraeducator

I recommend a Reduction in Force (RIF) of Pam Porter, who served as a Recess (Aide) Paraeducator at TES, due to the need to eliminate some paraeducator positions at TES.

Thank you for this consideration.

To: Mr. Jaworski and School Board

From: Mr. Brian Johnson

Date: June 5, 2026

Re: Recommendation for RIF of Waneta Key - TES Speech (Assistant) Paraeducator

I recommend a Reduction in Force (RIF) of Waneta Key, who served as a Speech (Assistant) Paraeducator at TES, due to the need to eliminate some paraeducator positions at TES.

Thank you for this consideration.

To: Dr. Glaze, Mr. Jaworski, and School Board
From: Mr. Brian Johnson
Date: May 18, 2026
Re: Recommendation for Alyxandra Goodin - Pre-Kindergarten Teacher

I recommend Mrs. Alyxandra Goodin for the position of Pre-Kindergarten Teacher starting at the beginning of the 2026-2027 school year. She will be replacing Alexis Bell.

Mrs. Goodin has been a behaviorist for over 10 years working with children in the clinic, home, and school setting. Alyx has a Master of Art in Applied Behavior Analysis with a focus in Autism along with a Bachelor of Science in Elementary Education and Early Childhood Special Education. Both degrees are from Ball State University. During the interview process, Alyx demonstrated her love for working with young children and how she will create a warm, welcoming learning environment for our youngest Blue Devils. Mrs. Goodin did some substitute teaching for Mrs. Alexis Bell when she owned Children's Garden along with volunteering in Mrs. Bell's room just recently. We look forward to the positive impact Alyx will have on students, staff, and the whole school culture at TES in this position.

It is my recommendation that you consider Mrs. Alyxandra Goodin for the position of Pre-K Teacher at TES.

Thank you for this consideration.

Alyxandra Goodin

117 Maxey Ct

Tipton, IN 46072

akgoodin18@gmail.com - (317) 3728208

Contents:

1. Online Application
2. Attachment: Resume
3. Attachment: Transcripts

Prepared for: Brian Johnson
Wabash Valley Online Application Consortium
May 8, 2026 11:17 AM

Wabash Valley Online Application Consortium Online Application

Goodin, Alyxandra - AppNo: 53597

Date Submitted: 4/27/2026

Personal Data

Name: Alyxandra Goodin
(First) (Middle Initial) (Last)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other: Alyxandra Kitchel
(First) (Middle Initial) (Last)
Email Address: akgoodin18@gmail.com

Postal Address

Permanent Address	Present Address
Number & Street: 117 Maxey Ct	Number & Street:
Apt. Number:	Apt. Number:
City: Tipton	City:
State/Province: IN	State/Province:
Zip/Postal Code: 46072	Zip/Postal Code:
Country: United States of America	Country:
Daytime Phone: (317) 3728208	Phone Number:
Home/Cell Phone: ()	

Employment Desired

Closed Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 13208 Elementary School Teaching: Preschool Teacher Part Time at Tipton Elementary School	4/27/2026	years

Position Desired:	Experience in Similar Positions
Elementary School Teaching 1. Pre-Kindergarten Teacher	2 years

Current District

Are you currently employed by one of the organizations listed below? **No**

District Preference

Carroll Consolidated School Corporation

Clinton Central School Corporation
Eastern Howard School Corporation

Lewis Cass Schools

Logansport Community School Corporation

Northwestern School Corporation

Wabash Valley Online Application Consortium Online Application

Goodin, Alyxandra - AppNo: 53597

Date Submitted: 4/27/2026

District Preference continued

Pioneer Regional School Corporation

Rossville Consolidated School District

Sheridan Community Schools

Taylor Community Schools

Tipton Community School Corporation

☒ -

Twin Lakes School Corporation

West Lafayette Community School Corporation

Experience

Please list ALL relevant work experience

beginning with the most recent

. The last six (6) years of employment will be verified before extending an offer of employment.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
HopeSprings of Indiana, LLC Behavior Consultant		1950 E GREYHOUND PASS SUITE 18 Carmel, IN 46033 NA		Lori Anderson 317 914 5649 lori@hopespringsofindiana.com	
Date From - Date To:	04/2018 - 04/2026	Full or Part Time:	Part	Last Annual Salary:	31,000
Reason for Leaving:	Currently still working part time				
Responsibilities/Accomplishments at this Position	As a Behavior Consultant, I provided individualized behavioral support and intervention services for children with developmental, emotional, and behavioral needs. I conducted assessments, developed and implemented behavior intervention plans, collected and analyzed data, and collaborated with families, teachers, and multidisciplinary teams to promote positive behavior and skill development. I also trained caregivers and staff on effective behavior management strategies while ensuring consistent, compassionate, and evidence-based care.				

Wabash Valley Online Application Consortium Online Application

Goodin, Alyxandra - AppNo: 53597

Date Submitted: 4/27/2026

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Cornerstone Autism Center Team Lead		360 Polk Street Greenwood, IN 46033 NA		N/A N/A	
Date From - Date To:	01/2016 - 04/2018	Full or Part Time:	Full	Last Annual Salary:	32,000
Reason for Leaving:	Left for independent consulting				
Responsibilities/Accomplishments at this Position	As a Team Lead, I provided leadership and support to staff while ensuring high-quality care and therapeutic services for clients with autism spectrum disorder. My responsibilities included supervising daily operations, mentoring and training behavior technicians and therapists, implementing and monitoring individualized treatment plans, and ensuring compliance with company policies and clinical standards. I collaborated closely with families, Board Certified Behavior Analysts (BCBAs), and other professionals to support client progress and address behavioral or developmental needs. Additionally, I assisted with scheduling, crisis intervention, data collection review, and problem-solving to maintain a safe, structured, and positive environment for both clients and staff. * Company was bought by another ABA company. Supervisor, no longer employed.				

Student Teaching

No student teaching information was entered.

Education

Please tell us about your educational background beginning with the most recent.

High School Attended: University High School
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
IN - Ball State University	08/2011 05/2015	Child Development Hrs:	Early Childhood Special Education Hrs:	Bachelor of Science	05/2015

Overall GPA	Undergraduate	Graduate
	3.1/4	3.6/4
Major GPA	/4	/4
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
MA/MS/etc.		Applied Behavior Analysis with Emphasis in Autism
List honors, awards or distinctions you have earned:		

Wabash Valley Online Application Consortium Online Application

Goodin, Alyxandra - AppNo: 53597

Date Submitted: 4/27/2026

Certification

Do you hold National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate an Indiana certificate? **No**

Type	Certificate Number	Expiration Date	Status
------	--------------------	-----------------	--------

Please list any other endorsements and/or verifications documented on your Certificate(s):

* Have you applied for an Indiana certificate?

* List the date you applied for certification:

* Have you received a deficiency statement?

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Highly Qualified Teacher

* Have you previously obtained Highly Qualified status from a school district? **No**

If Yes, what type of school district considered you Highly Qualified?

No information entered on Highly Qualified Teacher Subject(s)/Method(s).

Wabash Valley Online Application Consortium Online Application

Goodin, Alyxandra - AppNo: 53597

Date Submitted: 4/27/2026

Extracurricular Activities

No activities entered.

Please provide more details regarding your experience or interest in your selected extra curricular activities. For instance, provide details on any experience as a participant at the high school or college level or as a director, coach, supervisor, or sponsor.

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. Describe the skills or attributes you believe are necessary to be an outstanding teacher.

A great teacher is patient, caring, and flexible. They understand that every student learns differently and know how to help each child succeed. Good communication and classroom management are important to keep the classroom positive and organized. Great teachers are also creative, dependable, and always willing to learn new ways to teach. Most importantly, they encourage students, build confidence, and make learning enjoyable.

2. How would you address a wide range of skills and abilities in your classroom?

I would address a wide range of skills and abilities in my classroom by using the experience I gained as a Behavior Consultant. In that role, I learned how to identify each child's individual strengths, challenges, and learning style, and adjust my approach to meet their needs. I would use different teaching strategies, provide positive reinforcement, and implement behavior management techniques to support student success. My background has also taught me the importance of patience, consistency, and creating a structured, supportive environment where every student feels safe, encouraged, and able to learn at their own pace.

Language Skills

Do you know any language other than English? No

Professional References

	Reference 1 of 3	Reference 2 of 3
Name:	Lori Anderson	Terri Ferguson
Employer:	HopeSprings of Indiana	HopeSprings of Indiana
Current Position:	Owner	Owner
Work Phone:	317.914.5649	317.914.7406
Email Address:	lori@hopespringsofindiana.com	terri@hopespringsofindiana.com
Relationship to Candidate:	Clinical Supervisor	Supervisor
Years Known:	8 years	8 years

Wabash Valley Online Application Consortium Online Application

Goodin, Alyxandra - AppNo: 53597

Date Submitted: 4/27/2026

Professional References cont.

	Reference 3 of 3	
Name:	Ali Lessard	
Employer:	HopeSprings of Indiana, LLC	
Current Position:	Consultant	
Work Phone:	(812) 327-8661	
Email Address:	ali.hopesprings@gmail.com	
Relationship to Candidate:	CoConsultant	
Years Known:	10 years	

Referrals

How did you hear about employment with us?

District Employee

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

Disclosures

Contract Status

* Are you currently under contract?

No

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

Retirement Number

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

Wabash Valley Online Application Consortium Online Application

Goodin, Alyxandra - AppNo: 53597

Date Submitted: 4/27/2026

Disclosures continued

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

Yes

List any accommodations:

Military Service

Branch

Induction date

Separation date

Type of discharge

If other than honorable, explain:

Residency Status

Have you ever worked, lived, or gone to school outside the state of Indiana?

No

If yes, please list your address and/or employer's address

Legal Information

* Are you eligible to work in the United States?

Yes

* Have you ever been arrested, charged or convicted of a criminal offense other than a minor traffic violation?

No

Please note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest. A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

If yes, explain, giving dates:

Wabash Valley Online Application Consortium Online Application

Goodin, Alyxandra - AppNo: 53597

Date Submitted: 4/27/2026

Legal Information continued

* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country?

No

Equal Opportunity Employer

Wabash Valley Online Application Consortium is an Equal Opportunity Employer. Wabash Valley Online Application Consortium ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Wabash Valley Online Application Consortium has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Alyxandra Goodin, agree to all of the terms above.

☒ I agree

To: Dr. Glaze, Mr. Jaworski, and School Board

From: Mr. Brian Johnson

Date: May 24, 2026

Re: Recommendation for Jackie Meyncke - Pre-Kindergarten (Part-Time) Paraeducator

I am recommending Mrs. Jackie Meyncke for the position of Pre-Kindergarten (Part-Time) Paraeducator at TES starting at the beginning of the 2024-2025 school year.

The interview committee consisted of Mr. Johnson and Ms. Wiggington. Throughout the interview process, Mrs. Jackie Meyncke demonstrated her ability to work effectively with children and the classroom teacher through her previous experiences working as a teacher assistant at Teaching Our Preschoolers located at First Christian Church in Noblesville. She also expressed her belief in putting students' needs first and the importance of collaboration with colleagues. Mrs. Meyncke's student-centered approach and experience working with children will have a positive impact on students, staff, and the whole school culture at TES in this position.

From the above mentioned information, it is my recommendation that you consider Mrs. Jackie Meyncke to become a Pre-Kindergarten (Part-Time) Paraeducator at TES.

Thank you for this consideration.

Wabash Valley Online Application Consortium Online Application

Meyncke, Jackie - AppNo: 64600

Date Submitted: 5/20/2026

Personal Data

Name: Jackie L Meyncke
(First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other:
(First) (Middle Initial) (Last)

Email Address: Jackie.Searcy@gmail.com

Postal Address

Permanent Address

Number & Street: 1114 North State Road 213
Apt. Number:
City: Windfall
State/Province: IN
Zip/Postal Code: 46076
Country: United States of America
Daytime Phone: (812) 4806816
Home/Cell Phone: (812) 4806816

Present Address

Number & Street:
Apt. Number:
City:
State/Province:
Zip/Postal Code:
Country:
Phone Number:

Employment Desired

Open Vacancy Desired:

JobID: 13251 **Support Staff:** Pre K Assistant (Part Time) at Tipton Elementary School

Date Last Submitted
5/20/2026

Experience in Similar Positions
years

Current District

Are you currently employed by one of the organizations listed below? **No**

District Preference

Carroll Consolidated School Corporation

Clinton Central School Corporation
Eastern Howard School Corporation

Lewis Cass Schools

Logansport Community School Corporation

Northwestern School Corporation

Pioneer Regional School Corporation

Wabash Valley Online Application Consortium Online Application

Meyncke, Jackie - AppNo: 64600

Date Submitted: 5/20/2026

District Preference continued

Rossville Consolidated School District

Sheridan Community Schools

Taylor Community Schools

Tipton Community School Corporation

☒ -

Twin Lakes School Corporation

West Lafayette Community School Corporation

Experience

Please list ALL relevant work experience

beginning with the most recent

. The last six (6) years of employment will be verified before extending an offer of employment.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
First Christian Church, Teaching Our Preschoolers Ones Teacher		16377 Herriman Blvd Noblesville, IN 46060 +1 (317) 773-4582		Susie Beam	
Date From - Date To:	08/2024 - 05/2026	Full or Part Time:	Full	Last Annual Salary:	
Reason for Leaving:	still employeeed, will work both jobs				
Responsibilities/ Accomplishments at this Position	<ul style="list-style-type: none">* Provide hands on learning opportunities to the class* Follow our curriculum and lesson plans* Maintain a classroom that is safe and clean* Assist with diaper changing* Assist with lunch* Help as needed in other classrooms				

Education

Please tell us about your educational background beginning with the most recent.

High School Attended: Mount Vernon Senior High School, Mt Vernon, Indiana
Graduation Status: H.S. Diploma

Wabash Valley Online Application Consortium Online Application

Meyncke, Jackie - AppNo: 64600

Date Submitted: 5/20/2026

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
IN - Purdue University	08/2003 05/2007	Agriculture Hrs:	Hrs:	Bachelors in Agribusiness Management	05/2007

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. Please explain how your past personal and professional experience make you a quality candidate for the position for which you are applying.

My past experience in childcare and preschool settings, along with my current position, has helped qualify me for this role. I have experience providing hands-on learning opportunities for children, following curriculum and lesson plans, and maintaining a safe and clean classroom environment. My background has strengthened my ability to work with young children in a caring, organized, and supportive way.

Language Skills

Do you know any language other than English? No

Professional References

	Reference 1 of 3	Reference 2 of 3
Name:	Jonelle Nix	Marnie Bennington
Employer:	Teaching Our Preschoolers	Teaching Our Preschoolers
Current Position:	Twos Lead Teacher	Assistant Director
Work Phone:	+1 (253) 691-4348	(317) 679-9581
Email Address:	epnjan@yahoo.com	snb550@sbcglobal.net
Relationship to Candidate:	coworker	Supervisor/coworker
Years Known:	2	4
	Reference 3 of 3	
Name:	Dana Hubbell	
Employer:	Cargill Inc	
Current Position:		
Work Phone:	1 (317) 525-0728	
Email Address:	danalhubbell@gmail.com	
Relationship to Candidate:	Past Coworker	
Years Known:	17	

Wabash Valley Online Application Consortium Online Application

Meyncke, Jackie - AppNo: 64600

Date Submitted: 5/20/2026

Referrals

How did you hear about employment with us?

District Employee

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

Disclosures

Contract Status

* Are you currently under contract?

No

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

Retirement Number

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?

No

List any accommodations:

Wabash Valley Online Application Consortium Online Application

Meyncke, Jackie - AppNo: 64600

Date Submitted: 5/20/2026

Disclosures continued

Military Service

Branch

Induction date

Separation date

Type of discharge

If other than honorable, explain:

--

Residency Status

Have you ever worked, lived, or gone to school outside the state of Indiana?

No

If yes, please list your address and/or employer's address

--

Legal Information

* Are you eligible to work in the United States?

Yes

* Have you ever been arrested, charged or convicted of a criminal offense other than a minor traffic violation?

No

Please note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest. A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

If yes, explain, giving dates:

--

* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

--

* Does your name appear on any Sex Offender Database in any state or country?

No

Wabash Valley Online Application Consortium Online Application

Meyncke, Jackie - AppNo: 64600

Date Submitted: 5/20/2026

Equal Opportunity Employer

Wabash Valley Online Application Consortium is an Equal Opportunity Employer. Wabash Valley Online Application Consortium ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Wabash Valley Online Application Consortium has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Jackie Meyncke, agree to all of the terms above.

☒ I agree

What level of students do you want to work around?

* Select the building(s) you would like to work?

☒ 1. Elementary



Tipton Community School Athletics

619 S. Main St.

Tipton, IN 46072

A.D. Phone: 765-860-9786

A.D. E-Mail: cquin@tcsc.k12.in.us

Colin Quin, A.D.

Dear TCSC School Board,

Please see this as my letter of recommendation to hire Samuel Phillips for the open Athletic Secretary position at Tipton Community Schools effective 26-27 School year.

Wabash Valley Online Application Consortium Online Application

Phillips, Samuel - AppNo: 36776

Date Submitted: 5/14/2026

Internal Candidate

Personal Data

Name: Samuel D Phillips
(First) (Middle Initial) (Last)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other:
(First) (Middle Initial) (Last)
Email Address: phillipssamuel1999@gmail.com

Postal Address

Permanent Address

Number & Street: 315 N Church St
Apt. Number:
City: Sharpsville
State/Province: IN
Zip/Postal Code: 46068
Country: United States of America
Daytime Phone: (317) 3853699
Home/Cell Phone: (317) 3853699

Present Address

Number & Street: 315 N Church St
Apt. Number:
City: Sharpsville
State/Province: IN
Zip/Postal Code: 46068
Country: United States of America
Phone Number: (317) 3853699

Employment Desired

Open Vacancy Desired:

JobID: 13216 **Secretarial/Clerical:** Athletic Secretary at Tipton High School

**Date Last
Submitted**
5/14/2026

**Experience in
Similar Positions**
years

Closed Vacancy Desired:

JobID: 12389 **Athletics/Activities:** Girls Varsity Track Coach at Tipton High School

**Date Last
Submitted**
1/24/2025

**Experience in
Similar Positions**
years

Position Desired:

Athletics/Activities

1. Coaching

Secretarial/Clerical

1. Secretary - School Year

**Experience in
Similar Positions**

4 years

-

Current District

Are you currently employed by one of the organizations listed below?

Yes

Employed at: tipton

Exclude application from district? No

To: Dr. Glaze, Mr. Jaworski, and School Board
From: Mr. Brian Johnson, TES Principal
Date: May 8, 2026
Re: Recommendation for NaTasha Surface - Kindergarten Teacher

I would like to recommend Ms. NaTasha Surface for Kindergarten Teacher (adjunct contract) starting at the beginning of the 2026-2027 school year. She currently serves in this role now.

Ms. Surface has been an integral part of our TES staff over the last three years and the Kindergarten team during the 2025-2026 school year. NaTasha is currently completing coursework through Indiana Wesleyan University to earn her degree and license in elementary education, which will be complete by the end of the 2026-2027 school year. She will be fulfilling her student teaching requirements as she serves in the role of Kindergarten Teacher in collaboration with our school's reading specialist and former Kindergarten Teacher, who has and will continue to serve as NaTasha's mentor and cooperating teacher.

NaTasha was not only impressive during the interview process coming out as the clear top candidate for Kindergarten, but she has done an outstanding job in the classroom this school year. She creates a learning environment where all students feel welcome, comfortable, and supported and has been a quick learner of the Kindergarten curriculum. NaTasha has received high marks in both of her formal observations conducted by TES administration and shows the willingness to learn and grow every day taking feedback and applying it immediately in the classroom. Her work ethic is top-notch as she is willing to spend as many hours as it takes to ensure she is fully prepared and her students are getting the best possible instruction and learning experience. NaTasha's hard work, dedication, and strong classroom practices have been noticed and recognized by administration, colleagues, and families.

From the above mentioned information, it is my recommendation that you consider Ms. NaTasha Surface to be a Kindergarten Teacher on an adjunct contract at TES for the 2026-2027 school.

Thank you for this consideration.

To: Dr. Glaze, Mr. Jaworski, and School Board

From: Mr. Brian Johnson

Date: May 24, 2026

Re: Recommendation for Nathan Geiger - Transfer from STEM Paraeducator to Physical Education (PE) Paraeducator

I would like to recommend Mr. Nathan Geiger to transfer from TES STEM Paraeducator to Physical Education (PE) Paraeducator at the beginning of the 2026-2027 school year. He will replace Sam Phillips and continue to have a positive impact on students, staff, and the whole school culture at TES in this new position.

It is my recommendation that you consider Mr. Nathan Geiger be transferred to a Physical Education (PE) Paraeducator.

Thank you for this consideration.

To: Dr. Glaze, Mr. Jaworski, and School Board

From: Mr. Brian Johnson

Date: May 23, 2026

Re: Recommendation for Valerie Boyd - Transfer from Kindergarten Paraeducator to Special Education Paraeducator

I would like to recommend Miss Valerie Boyd to transfer from TES Kindergarten Paraeducator to Special Education Paraeducator at the beginning of the 2026-2027 school year. She will continue to have a positive impact on students, staff, and the whole school culture at TES in this new position.

It is my recommendation that you consider Miss Valerie Boyd be transferred to a Special Education Paraeducator.

Thank you for this consideration.

To: Dr. Glaze, Mr. Jaworski, and School Board

From: Mr. Brian Johnson

Date: May 23, 2026

Re: Recommendation for Madison Holloway - Transfer from Kindergarten/Special Education Paraeducator to Pre-Kindergarten Paraeducator

I would like to recommend Mrs. Madison Holloway to transfer from TES Kindergarten/Special Education Paraeducator to Pre-Kindergarten Paraeducator at the beginning of the 2026-2027 school year. She will continue to have a positive impact on students, staff, and the whole school culture at TES in this new position.

It is my recommendation that you consider Mrs. Madison Holloway be transferred to a Pre-Kindergarten Paraeducator.

Thank you for this consideration.

To: Dr. Glaze, Mr. Jaworski, and School Board

From: Mr. Brian Johnson

Date: May 23, 2026

Re: Recommendation for Erica Hawkins - Transfer from Kindergarten Paraeducator to Multilingual (ML) Paraeducator

I would like to recommend Ms. Erica Hawkins to transfer from TES Kindergarten Paraeducator to Multilingual (ML) Paraeducator at the beginning of the 2026-2027 school year. She will continue to have a positive impact on students, staff, and the whole school culture at TES in this new position.

It is my recommendation that you consider Ms. Erica Hawkins be transferred to a Multilingual (ML) Paraeducator.

Thank you for this consideration.

To: Dr. Glaze, Mr. Jaworski, and School Board

From: Mr. Brian Johnson

Date: May 24, 2026

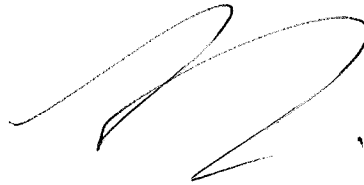
Re: Recommendation for Ashley Winn - Transfer from Kindergarten Teacher to Pre-Kindergarten Teacher

I would like to recommend Mrs. Ashley Winn to transfer from TES Kindergarten Teacher to Pre-Kindergarten Teacher at the beginning of the 2026-2027 school year. She will replace Elvia Casares and will continue to have a positive impact on students, staff, and the whole school culture at TES in this new position.

It is my recommendation that you consider Mrs. Ashley Winn be transferred to a Pre-Kindergarten Teacher..

Thank you for this consideration.

\$22.44/hr

A handwritten signature in black ink, consisting of a stylized, cursive 'B' followed by a period.



TCSC

Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

Fwd: 8th Grade Team Lead

1 message

John Ayars <jayars@tcsc.k12.in.us>

Thu, May 14, 2026 at 10:18 AM

To: Dawn Benefiel <dbenefiel@tcsc.k12.in.us>, Scott Jaworski <sjaworski@tcsc.k12.in.us>

Dawn, please find below **Jason Bales's resignation from the 8th grade team lead position**. I would love getting this posted before the end of the day, if possible.

John Ayars

Principal, Tipton Middle School

Phone: 765.675.7521

Email: jayars@tcsc.k12.in.us

----- Forwarded message -----

From: **Jason Bales** <jbales@tcsc.k12.in.us>

Date: Thu, May 14, 2026 at 10:13

Subject: 8th Grade Team Lead

To: John Ayars <jayars@tcsc.k12.in.us>

Good morning! With my responsibilities ever growing, I would like to resign my position as 8th grade team lead. Obviously, moving forward, I would gladly support our new team lead, but this would open up my schedule a tad bit, and allow me to keep focus on all the good things I get to be a part of here! Thanks! :)

--
Jason Bales

8th Grade US History

Head Girls Varsity Golf Coach

Head Girls Varsity Basketball Coach

Tipton Middle/High School

IHSGCA President-Elect

Washington D.C. Trip Sponsor

(765) 675-7521 ext. 2284

jbales@tcsc.k12.in.us



TCSC

Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

Fwd: Resignation as Assistant Coach

1 message

Colin Quin <cquin@tcsc.k12.in.us>

Tue, Jun 2, 2026 at 11:53 AM

To: Dawn Benefiel <dbenefiel@tcsc.k12.in.us>

We'll need to post this position as well please.

All the best,

-Colin Quin

Tipton High School

Athletic Director

School: 765-675-7431 ext. 1144

Work: 484-810-4237

E-Mail: cquin@tcsc.k12.in.us

----- Forwarded message -----

From: Adam Moats <amoats@totalseedproduction.com>

Date: Tue, Jun 2, 2026 at 11:51 AM

Subject: Resignation as Assistant Coach

To: cquin@tcsc.k12.in.us <cquin@tcsc.k12.in.us>, Nunemacher, Jeremiah <jeremiah.nunemacher@corteva.com>

Dear Tipton High School Administration,

Please accept this letter as my resignation from my paid position as Assistant Wrestling Coach for the Tipton High School wrestling program.

This decision has not been made lightly. I care deeply about this program and the student-athletes who are a part of it. My hope is that by stepping away from the paid position, the school may be able to allocate those funds toward hiring another coach, particularly at the middle school level, where additional coaching support is desperately needed.

I want to emphasize that my commitment to the wrestling program remains unchanged. If possible, I would be willing to continue serving in a volunteer capacity should a paid position no longer be available. My primary concern is ensuring that our wrestlers receive the coaching, guidance, and support they deserve.

In addition, the girls wrestling program continues to grow and has reached a point where it desperately needs dedicated coaching support. The young women in our program deserve a coaching staff that can give them 100% of the attention and effort necessary to help them develop and succeed. At present, Jeremy and I are responsible for balancing the needs of two separate teams. This becomes especially challenging during tournaments, dual meets, and travel events when both teams require coaching, supervision, and support at the same time. While we have done our best to meet those demands, the continued growth of both programs makes additional coaching staff a necessity rather than a luxury.

Combined, Jeremy and I bring approximately 36 years of coaching experience to this program. Based on that experience, we believe additional coaching positions are essential for the continued growth and success of both the boys and girls wrestling programs. This is especially true at the middle school level, where young athletes are developing the skills, habits, and passion that will carry them into the high school program.

Jeremy and I have invested a great deal of time, effort, and passion into this program over the years. We care too much about its future to watch it struggle due to a lack of coaching staff. The continued growth and success of the boys and girls wrestling programs depend on having enough qualified coaches to properly develop and support our athletes at every level.

Thank you for the opportunity to serve as a coach and mentor within the Tipton wrestling program. I sincerely hope this decision helps create an opportunity to strengthen the coaching staff and ensure the long-term success of the program.

Sincerely,

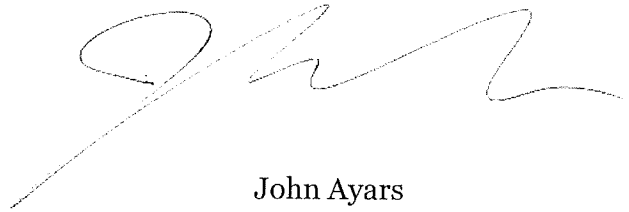
Adam Moats

Mr. John Ayars
Principal
Tipton Middle School
Phone: 765.675.7521 ext 2202
Email: jayars@tcsc.k12.in.us

To Whom it May Concern:

We would like to formally recommend **Mrs. Jessica Lyday** to the 7th grade Team Lead position at Tipton Middle School beginning the 2026-2027 school year. Mrs. Lyday, our current 7th grade Math teacher, has shown a history of going above and beyond seeking to bridge gaps and identify students who need additional support, and we look forward to her leadership in this role. Additionally, we believe that Mrs. Lyday shares a long-term vision for growth for all students and teacher at TMS, and we are excited to support her as she leads those conversations with her 7th grade team.

Thank you, and Go Blue Devils!

A handwritten signature in black ink, appearing to be 'John Ayars', written in a cursive style.

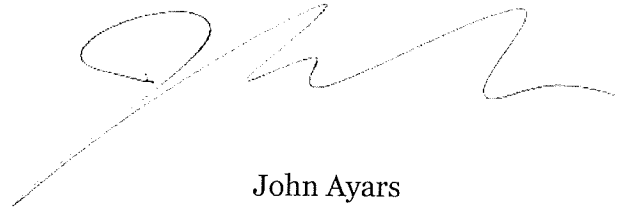
John Ayars

Mr. John Ayars
Principal
Tipton Middle School
Phone: 765.675.7521 ext 2202
Email: jayars@tcsc.k12.in.us

To Whom it May Concern:

We would like to formally recommend **Mrs. Isther Miller** to the 8th grade Team Lead position at Tipton Middle School beginning the 2026-2027 school year. Mrs. Miller, our current 8th grade ELA teacher, has shown a history of going above and beyond seeking to bridge gaps and identify students who need additional support, and we are certain that she will be a positive voice supporting our 8th grade team as they collaboratively do that work.

Thank you, and Go Blue Devils!

A handwritten signature in black ink, appearing to read 'John Ayars', with a stylized, cursive-like script.

John Ayars