

**#USBA2024**

**Follow us on Facebook, Twitter and Instagram**



[www.facebook.com/USBA.cc](https://www.facebook.com/USBA.cc)



[@UtahSchoolBoard](https://twitter.com/UtahSchoolBoard)



[@utschoolboardsassociation](https://www.instagram.com/utschoolboardsassociation)



**UTAH SCHOOL BOARDS  
ASSOCIATION**

*Building Better Boards*

860 East 9085 South • Sandy, UT 84094  
801-566-1207  
[www.usba.cc](https://www.usba.cc)

# Utah School Boards Association 92nd Annual Conference

*“Building Better Boards”*



**January 4 – 6, 2024  
Little America Hotel  
Salt Lake City, Utah**

## *Greetings from your Officers*



**Teri Rhodes**  
President-Elect



**Mark Clement**  
Vice President



**Brigit Gerrard**  
President



**Linda Hanks**  
Immediate Past President



**Richard C. Stowell**  
Executive Director

Welcome to the USBA 92nd Annual Conference. We have planned this Conference with you in mind; thanks to your suggestions we have lined up some extraordinary speakers and outstanding presentations for the breakout sessions.

We recognize and appreciate that you are making a significant contribution of your time to participate in this Conference. We are confident that you will find it educational and will return to your district inspired and equipped for today's tough challenges. We hope that you will build new friendships with fellow Board Members from around the State and get acquainted with the many Superintendents and Business Administrators who attend and participate in the Conference.

## **IT'S BACK...**

### **USBA Health Fair**

*Located in the Sinclair Room on the Main Level*

Free Services provided by Healthy Utah include:

- Blood Pressure Check
- Cholesterol
- Blood Glucose
- Body Composition
- Health Consultation
- And more...

Sponsored by USBA and Public Employees Health Plans (PEHP)

### **Thanks to Our Exhibitors and Sponsors**

Each year at the Conference, Exhibitors and Sponsors help support our overall program and provide a wealth of information to Conference attendees. USBA extends a big "Thank You" to our Sponsors and Exhibitors.



**Dr. C. Shane Reese**  
President  
Brigham Young University

## Keynote Speaker

C. Shane Reese began his tenure as the 14th president of Brigham Young University on May 1, 2023. Prior to his appointment, he served as BYU Academic Vice President from 2019 to 2023, and dean of the BYU College of Physical and Mathematical Sciences from 2017 to 2019. Reese also serves as a member of the Department of Statistics faculty and an elected fellow of the American Statistical Association.

Reese's research has centered on Bayesian hierarchical models and Bayesian optimal experimental designs. He has created statistical models addressing a range of issues from predicting the power of solar storms to determining the safest method for destroying chemical weapons to assessing climate impact on glaciers in high mountain Asia and Antarctica. His work has also been used by the U.S. Olympic volleyball team as well as the NFL's Philadelphia Eagles.

Reese joined the BYU statistics faculty in 2001. He received BYU's Young Scholar Award in 2004 and the BYU Karl G. Maser Excellence in Teaching Award in 2010. Reese was the Melvin W. Carter Professor of Statistics from 2012-2017. Prior to entering academia, he worked in the Computer, Computational, and Statistical Sciences Division of Los Alamos National Laboratory.

Reese earned a doctoral degree in statistics from Texas A&M University and master's and bachelor's degrees in statistics from BYU.



**Paula Plant**  
School Children's Trust Director  
Utah State Board of Education

## Friend of Education Award

Paula Plant became a school trust lands advocate as PTA Legislative Vice President during the years trust management was being studied and reformed. Serving for four years in that capacity, she represented Utah education groups in two school land exchanges between the state and federal governments, working to establish the School LAND Trust Program.

In 2000 Plant was hired by the Utah State Office of Education to represent their interests as beneficiary of the school trust and to oversee the implementation of the School LAND Trust Program.

Plant is the mother of four children and the grandmother of seven grandchildren, four of which attend schools in Granite and Davis School Districts.



**Kristi Swett**  
President, National School Boards Association

## Featured Speaker

Originally elected to the Salt Lake City School District (SLCSD) Board of Education in 2003, Kristi Swett is a proven leader in her community. During her tenure on the SLCSD board, she has served one term as vice president and three terms as president.

Swett also has served in leadership positions with state, regional, and national educational organizations, including the Utah School Boards Association and the National School Boards Association (NSBA) Pacific Region. In 2018, Swett joined the NSBA Board of Directors; in the spring of 2021, she was elected NSBA Secretary-Treasurer. She currently serves as the NSBA President. Her extensive background in community service and educational advocacy includes serving as president of the Lowell Bennion Advisory Board, president of the Salt Lake County Parks and Recreation Advisory Board, member of former Gov. Gary Herbert's Excellence in Education Commission, executive board member for Friends for Sight, member of the Utah Public Education Coalition, and member of the School Trust Lands advisory board.

Swett strives to keep students at the center of her work; she firmly believes that public schools are entrusted with the critical responsibility of preparing all students for success in college, career, and life.



## Wildwood

## Featured Entertainment

Wildwood has quickly become Utah's favorite new country band. These high energy performers have a fresh take on country music by combining classic country with original songs making them a crowd favorite as headliners at dozens of events throughout the state.

Wildwood is fronted by Nashville singer-songwriter Chad Truman who is known for his engaging smile on stage and rich vocals. He has performed multiple times at the iconic Grand Ole Opry and Bluebird Cafe and is the son of Dan Truman (member of the country super group Diamond Rio).

# Utah School Boards Association 92nd Annual Conference

## FIRST GENERAL SESSION Thursday, January 4, 2024 Little America Ballroom

3:00 p.m. Registration and Booth Exhibits . . . . . Foyer

7:00 p.m. Conducting . . . . . Brigit Gerrard,  
USBA President

Reverence . . . . . Merri Shumway, USBA Board of Directors

Flag Ceremony . . . . . Northridge High School JROTC  
Directed by Senior Master Sergeant Reed Keller

National Anthem . . . . . Gabby Gardner, Soloist  
Layton High School

Rifle Demonstration. . . . . Northridge High School JROTC

Music . . . . . Union High School Choir,  
Directed by Danika Monson  
Duchesne School District

Friend of Education Award . . . . . Brigit Gerrard,  
USBA President

### Keynote Speaker Dr. C. Shane Reese

C. Shane Reese began his tenure as the 14th president of Brigham Young University on May 1, 2023. Prior to his appointment, he served as BYU Academic Vice President from 2019 to 2023, and dean of the BYU College of Physical and Mathematical Sciences from 2017 to 2019. Reese also serves as a member of the Department of Statistics faculty and an elected fellow of the American Statistical Association.

8:30 p.m. Adjournment

## SECOND GENERAL SESSION Friday, January 5, 2024

8:00 a.m. Registration and Booth Exhibits

8:30 a.m. Conducting . . . . . Teri Rhodes,  
USBA President-Elect

Music . . . . . Farmington High School Marching Band,  
Directed by Brek Mangelson  
Davis School District

### USBA Business Session

- Nominations for USBA Vice President  
Linda Hanks, USBA Immediate Past President
- Annual Report  
Mark Clement, USBA Vice President
- Divide into Regions to elect Delegates at Large for  
all regions and to elect Multi-District Region  
Board of Director members
- Elect Board of Director at Large

#### Region I – Ballroom

Cache, Logan, Rich

#### Region II – Ballroom

Box Elder, Morgan, Ogden

#### Region III – Sun Valley Room

Davis

#### Region IV – Ballroom

North Summit, South Summit,  
Park City, Wasatch

#### Region V – Flagstaff Room

Salt Lake City

#### Region VI – Snowbasin Room

Granite

#### Region VII – Ballroom

Murray, Provo

#### Region VIII – Ballroom

Carbon, Emery, Grand, San Juan

#### Region IX – Wyoming Room

Jordan

#### Region X – Ballroom

Juab, North Sanpete, Tintic, Millard

#### Region XI – Ballroom

Beaver, Garfield, Iron, Kane

#### Region XII – Idaho Room

Alpine

#### Region XIII – Uintah Room

Weber

#### Region XIV – Arizona Room

Nebo

#### Region XV – Tucson Room

Washington

#### Region XVI – Wasatch Room

Canyons

#### Region XVII – Teton Room

Tooele

#### Region XVIII – Ballroom

South Sanpete, Sevier, Piute, Wayne

#### Region XIX – Ballroom

Daggett, Duchesne, Uintah



## BREAKOUT SESSIONS

9:45-10:45 a.m. — 11:00-12:00 noon

### STUDENT MENTAL HEALTH PANEL

#### Wyoming Room

Presenting Brad Christensen, Casey Layton, Devin Healey, Christi Blackman, Davis School District Personnel  
Facilitator: Brigit Gerrard, USBA President

If you work in education, the question “What matters most for my students?” should be rooted in your programs and support. Is it a part of your decision making and service implementation process?

In today’s world, students and families are facing huge challenges such as social conflict, food insecurity, mental health issues, discrimination, and truancy along with a lack of resources and direction. Responding to these communal needs is imperative in our schools.

By offering wrap-around services to those in need, Davis School District can help alleviate some of these struggles. Listen first-hand to a secondary student panel about the support being offered and the difference these services provide.

This session will review the clinical and resourceful intervention offered throughout Davis School District.

### ARTIFICIAL INTELLIGENCE (AI): PLANNING FOR IMPLEMENTATION

#### Idaho Room

Presented by John Zurbuchen, Assistant Superintendent, Davis School District and Logan Toone, Assistant Superintendent  
Facilitator: John Robison, USBA Board of Directors

Exploring the impact of artificial intelligence on public education as well as strategies to engage stakeholders in developing implementation.

### LEGISLATIVE HOT TOPICS

#### Arizona Room

Presented by Utah Legislators; Linda Hanks, USBA Immediate Past President; Lexi Cunningham, Associate Executive Director

The 2024 Utah Legislative Session begins on January 16th. Are you ready? Do you want to know what topics will be discussed during this session? If so, this session is for you. We will be joined by legislators, and they will be asked a series of questions relating to the JLC Priorities. Time will also be provided to learn about bills that legislators might be working on this session, and you will have an opportunity to ask questions of the legislators. We are going to need you during the legislative session and want to make sure you are informed and prepared to be a champion for public education.

### REIMAGINING RISK

#### Snowbasin Room

Presented by Rachel George Terry, Division Director, Utah Division of Risk Management.  
Facilitator: Merri Shumway, USBA Board of Directors

Rachel received her BA from Utah State University (Go Aggies)! and her JD from BYU. Rachel has thirteen-year-old twins and loves hiking and traveling with them and rewatching The Good Place. Rachel will discuss changes at Risk Management.

The Utah Risk Fund participants include state agencies, state institutions of higher education, public school districts, and participating public charter schools.

### COMMUNITY MENTAL HEALTH

#### Flagstaff Room

Presented by Steve Carlsen, Superintendent, Box Elder School District  
Facilitator: Jennifer Zundel, USBA Board of Directors

Due to limited resources in our local communities, Box Elder School District has been developing a program to increase prevention efforts and overcome obstacles, related to seeking out and obtaining treatment for mental health and substance use among our students. We work in prevention and intervention with evidence based programs and direct services to meet student needs. Come hear about our innovative approach to improve student function within our district population.

### CURRENT LEGAL ISSUES

#### Sun Valley Room

Presented by Dan Harper, Canyons School District Attorney  
Facilitator: Mont Millerberg, USBA Board of Directors

This session will review recent U.S. Supreme Court cases, including Mahanoy and Kennedy, federal and state court cases, and Utah bills and their impact on your educational practices.

**10:45 a.m. Break**

**11:00 a.m. Breakout Sessions Continued**

## **STUDENT MENTAL HEALTH PANEL**

### **Wyoming Room**

Presenting Brad Christensen, Casey Layton, Devin Healey, Christi Blackman, Davis School District Personnel  
Facilitator: Janis Christensen, USBA Board of Directors

If you work in education, the question “What matters most for my students?” should be rooted in your programs and support. Is it a part of your decision making and service implementation process?

In today’s world, students and families are facing huge challenges such as social conflict, food insecurity, mental health issues, discrimination, and truancy along with a lack of resources and direction. Responding to these communal needs is imperative in our schools.

By offering wrap-around services to those in need, Davis School District can help alleviate some of these struggles. Listen first-hand to a secondary student panel about the support being offered and the difference these services provide.

This session will review the clinical and resourceful intervention offered throughout Davis School District.

## **ARTIFICIAL INTELLIGENCE (AI): PLANNING FOR IMPLEMENTATION**

### **Idaho Room**

Presented by John Zurbuchen, Assistant Superintendent, Davis School District and Logan Toone, Assistant Superintendent  
Facilitator: Gregg Miller, USBA Board of Directors

Exploring the impact of artificial intelligence on public education as well as strategies to engage stakeholders in developing implementation.

## **LEGISLATIVE HOT TOPICS**

### **Arizona Room**

Presented by Utah Legislators; Linda Hanks, USBA Immediate Past President; Lexi Cunningham, Associate Executive Director

The 2024 Utah Legislative Session begins on January 16th. Are you ready? Do you want to know what topics will be discussed during this session? If so, this session is for you. We will be joined by legislators, and they will be asked a series of questions relating to the JLC Priorities. Time will also be provided to learn about bills that legislators might be working on this session, and you will have an opportunity to ask questions of the legislators. We are going to need you during the legislative session and want to make sure you are informed and prepared to be a champion for public education.

## **REIMAGINING RISK**

### **Snowbasin Room**

Presented by Rachel George Terry, Division Director, Utah Division of Risk Management.  
Facilitator: Lisa Livingston, USBA Board of Directors

Rachel received her BA from Utah State University (Go Aggies)! and her JD from BYU. Rachel has thirteen-year-old twins and loves hiking and traveling with them and rewatching The Good Place. Rachel will discuss changes at Risk Management.

The Utah Risk Fund participants include state agencies, state institutions of higher education, public school districts, and participating public charter schools.

## **COMMUNITY MENTAL HEALTH**

### **Flagstaff Room**

Presented by Steve Carlsen, Superintendent, Box Elder School District  
Facilitator: Cassie Beutler, USBA Board of Directors

Due to limited resources in our local communities, Box Elder School District has been developing a program to increase prevention efforts and overcome obstacles, related to seeking out and obtaining treatment for mental health and substance use among our students. We work in prevention and intervention with evidence based programs and direct services to meet student needs. Come hear about our innovative approach to improve student function within our district population.

## **CURRENT LEGAL ISSUES**

### **Sun Valley Room**

Presented by Dan Harper, Canyons School District Attorney  
Facilitator: Bryan Jensen, USBA Board of Directors

This session will review recent U.S. Supreme Court cases, including Mahanoy and Kennedy, federal and state court cases, and Utah bills and their impact on your educational practices.

## **12:00 NOON — LUNCH ON YOUR OWN**

## THIRD GENERAL SESSION

### Friday, January 5, 2024

|           |                                                                                                            |
|-----------|------------------------------------------------------------------------------------------------------------|
| 1:30 p.m. | Conducting . . . . . Mark Clement,<br>USBA Vice President                                                  |
|           | Prize Drawing . . . . . Linda Hanks, Immediate Past President                                              |
|           | Music . . . . . Cottonwood High School Madrigals,<br>Directed by Cecil Sullivan<br>Granite School District |
|           | Remarks . . . . . Kristi Swett, President<br>National School Boards Association                            |
|           | Explanation of the UHSAA Elections . . . . . Rob Cuff,<br>UHSAA Executive Director                         |

## BREAKOUT SESSIONS

**2:30-3:30 p.m. — 3:45-4:45 p.m.**

### **STUDENT LED PEER COURT BEHAVIOR INTERVENTION MODEL** **Wyoming Room**

Presented by Rick Robins, Superintendent, Canyon School District and Charisse Hilton, District Administrator  
Facilitator: Shauna Warnick, USBA Board of Directors

Canyons School District has become a model for utilizing an effective peer court model serving as frontline behavior intervention for students struggling with behavioral issues. In this post pandemic era, we have seen an unprecedented rise in disruptive behavior among students including chronic absenteeism, drug use, disrespect, and bullying. Our peer court model provides positive behavior intervention for students as an alternative to entering the juvenile justice system as early as elementary age.

### **EMBRACING ARTIFICIAL INTELLIGENCE (AI) IN THE CLASSROOM** **Idaho Room**

Presented by Anthony Godfrey, Jordan School District and Jared Covili, Digital Learning Consultant  
Facilitator: Tracy Miller, USBA Board of Directors

Artificial Intelligence impacts all aspects of our world, and education is no different. School boards grapple with protecting students and promoting academic integrity while looking to bring progressive technologies into our schools. Jordan School District recently partnered with a local start-up company, SchoolAI, to provide their students access to AI technology while enabling guardrails to protect students and district data. Learn how this partnership functions in Jordan District and see how the lessons they've learned can benefit your district.

### **LEGISLATIVE HOT TOPICS II** **Arizona Room**

Presented by Linda Hanks, USBA Immediate Past President and Lexi Cunningham, Associate Executive Director

The 2024 Utah Legislative Session begins on January 16th. Are you ready? Do you want to know what topics will be discussed during this session? If so, this session is for you. We will be joined by legislators, and they will be asked a series of questions relating to the JLC Priorities. Time will also be provided to learn about bills that legislators might be working on this session, and you will have an opportunity to ask questions of the legislators. We are going to need you during the legislative session and want to make sure you are informed and prepared to be a champion for public education.

### **RETAINING EXCELLENCE THROUGH TEACHER LEADERSHIP FELLOWSHIP** **Snowbasin Room**

Presented by Allison Riddle, Elementary Induction Coordinator, Davis School District and Dr Darron Kennett, Professional Learning Supervisor  
Facilitator: Kristi Swett, NSBA President

In 2021, Davis District launched the first LEA-based Teacher Leader Fellowship in Utah. This unique fellowship offers a two-year, paid opportunity for current classroom teachers who want to engage in leadership roles while staying in the classroom. In the Davis TL Fellowship, Teacher Leader Fellows engage in professional learning designed to develop leadership skills while also investigating and experiencing the 6 Utah Teacher Leader Roles. This session will offer USBA conference participants both relevant and feasible ideas for elevating the teaching profession and retaining highly effective teachers within a Teacher Leader Fellowship opportunity.



## **RISEING TIDE: ENROLLMENT STRATEGIES THAT WORK**

### **Flagstaff Room**

Presented by Jill Gildea, Park City Schools and  
Carolyn Synan, Chief Student Services Officer  
Facilitator: Marianne Allen, USBA Board of Directors

In this no-nonsense panel discussion, you will hear from system leaders who have successfully increased enrollment in AP, IB and AICE courses for historically underrepresented students. The panel will share what they did and how they did it, what worked and what didn't. Presenters will share how they assembled teams, centered student voice, as well as outcomes. This session is ideal for teams looking to engage adults and students in a first step toward accessing opportunities to excel in rigorous coursework.

## **FROM CONCEPT TO IMPLEMENTATION — CREATING A STRATEGIC MODEL FOR YOUR DISTRICT**

### **Sun Valley Room**

Presented by Dr. Mark Ernst, Superintendent, Dr. Jeff Hamm, Assistant Superintendent, Dr. Cody Reutzel, Executive Director of Teaching and Learning, Tooele School District  
Facilitator: Bob Gowans, USBA Board of Directors

Tooele County School District went from having no strategic model or plan to discussing, designing, and implementing a strategic education model. Come learn how they did it and leave with concrete next steps that will help your district create its own strategy to implement a plan.

**3:30 p.m. Break**

**3:45 p.m. Breakout Sessions Continued**

## **STUDENT LED PEER COURT BEHAVIOR INTERVENTION MODEL**

### **Wyoming Room**

Presented by Rick Robins, Superintendent, Canyon School District and Charisse Hilton, District Administrator  
Facilitator: Julie Jackson, USBA Board of Directors

Canyons School District has become a model for utilizing an effective peer court model serving as frontline behavior intervention for students struggling with behavioral issues. In this post pandemic era, we have seen an unprecedented rise in disruptive behavior among students including chronic absenteeism, drug use, disrespect, and bullying. Our peer court model provides positive behavior intervention for students as an alternative to entering the juvenile justice system as early as elementary age.

## **EMBRACING ARTIFICIAL INTELLIGENCE (AI) IN THE CLASSROOM**

### **Idaho Room**

Presented by Anthony Godfrey, Jordan School District and  
Jared Covili, Digital Learning Consultant  
Facilitator: Sarah Beeson, USBA Board of Directors

Artificial Intelligence impacts all aspects of our world, and education is no different. School boards grapple with protecting students and promoting academic integrity while looking to bring progressive technologies into our schools. Jordan School District recently partnered with a local start-up company, SchoolAI, to provide their students access to AI technology while enabling guardrails to protect students and district data. Learn how this partnership functions in Jordan District and see how the lessons they've learned can benefit your district.

## **LEGISLATIVE HOT TOPICS II**

### **Arizona Room**

Presented by Linda Hanks, USBA Immediate Past President and  
Lexi Cunningham, Associate Executive Director

The 2024 Utah Legislative Session begins on January 16th. Are you ready? Do you want to know what topics will be discussed during this session? If so, this session is for you. We will be joined by legislators, and they will be asked a series of questions relating to the JLC Priorities. Time will also be provided to learn about bills that legislators might be working on this session, and you will have an opportunity to ask questions of the legislators. We are going to need you during the legislative session and want to make sure you are informed and prepared to be a champion for public education.

## **RETAINING EXCELLENCE THROUGH TEACHER LEADERSHIP FELLOWSHIP**

### **Snowbasin Room**

Presented by Allison Riddle, Elementary Induction Coordinator, Davis School District and Dr Darron Kennett, Professional Learning Supervisor  
Facilitator: Becky Dunn, USBA Board of Directors

In 2021, Davis District launched the first LEA-based Teacher Leader Fellowship in Utah. This unique fellowship offers a two-year, paid opportunity for current classroom teachers who want to engage in leadership roles while staying in the classroom. In the Davis TL Fellowship, Teacher Leader Fellows engage in professional learning designed to develop leadership skills while also investigating and experiencing the 6 Utah Teacher Leader Roles. This session will offer USBA conference participants both relevant and feasible ideas for elevating the teaching profession and retaining highly effective teachers within a Teacher Leader Fellowship opportunity.

## **RIISING TIDE: ENROLLMENT STRATEGIES THAT WORK**

### **Flagstaff Room**

Presented by Jill Gildea, Park City Schools and  
Carolyn Synan, Chief Student Services Officer  
Facilitator: April LeFevre, USBA Board of Directors

In this no-nonsense panel discussion, you will hear from system leaders who have successfully increased enrollment in AP, IB and AICE courses for historically underrepresented students. The panel will share what they did and how they did it, what worked and what didn't. Presenters will share how they assembled teams, centered student voice, as well as outcomes. This session is ideal for teams looking to engage adults and students in a first step toward accessing opportunities to excel in rigorous coursework.

## **FROM CONCEPT TO IMPLEMENTATION — CREATING A STRATEGIC MODEL FOR YOUR DISTRICT**

### **Sun Valley Room**

Presented by Dr. Mark Ernst, Superintendent, Dr. Jeff Hamm, Assistant Superintendent, Dr. Cody Reutzel, Executive Director of Teaching and Learning, Tooele School District  
Facilitator: Robin McClellan, USBA Board of Directors

Tooele County School District went from having no strategic model or plan to discussing, designing, and implementing a strategic education model. Come learn how they did it and leave with concrete next steps that will help your district create its own strategy to implement a plan.

5:00 P.M. Utah High School Activities Association classification elections to elect Boards of Trustees:

### **Idaho Room**

4A Classification — (Canyons\*\*), Alpine, Box Elder, Cache, Granite, Iron, Logan, Murray, Nebo, Park City, Provo, Tooele, Uintah and Washington.

### **Wyoming Room**

3A Classification — (Millard\*\*), Ogden\*\*), Carbon, Duchesne, Emery, Iron, Juab, Morgan, North Sanpete, South Sanpete, South Summit, Sevier and Tooele.

*\*\*District may vote (one ballot per school) but may NOT nominate a candidate as per district representation by a school board member or superintendent currently serving on the UHSAA Board of Trustees*

Announcement of the results of the balloting will be made during a USBA general session on Saturday, January 6, 2024. The UHSAA is pleased to have a positive relationship with the USBA and supports an ongoing cooperation between the Associations.

## **FOURTH GENERAL SESSION**

### **Evening Banquet**

**Friday, January 5, 2024**

6:00 P.M. Conducting. . . . . Brigit Gerrard, USBA President  
Reverence. . . . . John Robison,  
USBA Board of Directors  
Buffet. . . . . Ballroom  
Master Boards Certification Awards\* . . . . USBA Officers  
Introduction of Entertainment . . . . . Brigit Gerrard,  
USBA President

### **Wildwood**



**Wildwood** has quickly become Utah's favorite new country band. These high energy performers have a fresh take on country music by combining classic country with original songs making them a crowd favorite as headliners at dozens of events throughout the state.

Wildwood is fronted by Nashville singer-songwriter Chad Truman who is known for his engaging smile on stage and rich vocals. He has performed multiple times at the iconic Grand Ole Opry and Bluebird Cafe and is the son of Dan Truman (member of the country super group Diamond Rio).

## FIFTH GENERAL SESSION

### Saturday, January 6, 2024

*Casual Dress*

|                |                              |                                               |
|----------------|------------------------------|-----------------------------------------------|
| 7:00-8:15 a.m. | Breakfast Buffet . . . . .   | Arizona and<br>Idaho Rooms                    |
| 8:30 a.m.      | Conducting . . . . .         | Linda Hanks,<br>USBA Immediate Past President |
|                | Prize Drawing . . . . .      | Linda Hanks,<br>USBA Immediate Past President |
|                | President's Report . . . . . | Brigit Gerrard, USBA President                |

## BREAKOUT SESSIONS

9:30-10:30 a.m. — 10:45-11:45 a.m.

### **SPEED NETWORKING — IDEA SHARING AMONGST DISTRICTS** **Wyoming Room**

Moderators: Tracy Miller, April LeFevre, Becky Dunn, Bob Gowans and Jennifer Partridge

Would you like some ideas on how to approach specific issues in your district? You'll have the opportunity to learn from one another as we divide into groups to share ideas and solutions. It's recommended that your board does not all attend the same session so that you have more opportunities to learn from other districts.

### **PANEL PRESENTATION ON BA RESPONSIBILITIES, ROLES AND RELATIONSHIPS** **Idaho Room**

Presenters: Todd Hauber, Business Administrator, Granite School District; Craig Carter, Business Administrator Davis School District; Jared Black, Business Administrator Cache School District; Teri Rhodes, USBA President Elect, Moderator

The Strong (often) Silent Type — Come hear from Business Administrators about their crucial role and how board members can help them fulfill their intricate responsibilities and decision-making processes involved in financial management, budgeting, and resource allocation within school districts. Your knowledge will surely be enhanced as you hear and learn from current business administrators and collaborate with fellow board members to ensure the financial well-being of your district.

### **TWO FOR ONE! — LEARN ABOUT THE REDESIGNED USBA WEBSITE AND LEARN HOW TO EARN YOUR MASTER BOARD CERTIFICATION** **Arizona Room**

Presented by USBA Master Boards Certification Committee

This breakout session focuses on increasing your effectiveness and advocacy as a school board member through USBA online resources. Bring a device or laptop to this class.

First, learn about the redesigned USBA website and what's new and/or relevant for board members. Learn more about how to navigate the website and about the updated content.

Next, you will learn about the new and improved Master Boards Certification and the importance of why you should certify every year as a school board member. You will learn about the certification and the professional development opportunities that USBA provides every school board member in all 41 school districts in Utah.

### **MICRO-CREDENTIAL PATHWAYS FOR TEACHER LEADERS** **Snowbasin Room**

Presented by Superintendent Kodey Hughes, Juab School District and Krystie Bassett, Director of Innovation and Teacher Development  
Facilitator: Linda Hanks, USBA Past President

Explore micro-credential pathways for teacher leaders and personalized development opportunities for teachers. Collaborate with an administrator to design a specialized teacher-leader pathway that focuses on personalized learning for the educator.

Innovation: One of the major challenges for teachers is the lack of time for professional learning. However, micro-credentials offer a solution as they are action-research and embedded in the job. This means that professional learning can be integrated into the regular school day, without adding any additional burden. As teachers use classroom artifacts and student reflections, students are also involved in the professional learning experience.

Our goal is to create a better educational system with improved practices that are driven by effective processes for teacher development.

### **INCREASING CONCURRENT ENROLLMENT AND CTE OPPORTUNITIES** **Flagstaff Room**

Presented by Superintendent Ben Dalton, Kane County School District and Lisa Livingston, SUU Educational Talent Search Program  
Coordinator, Kane County School District

Over the past six years, the Kane County School District has increased concurrent enrollment credits by 1,400% and implemented a newly accredited cosmetology program. Come learn how we have increased student engagement in career opportunities.

## **INCREASING STUDENT LEARNING THROUGH BUILDING EMPLOYEE ENGAGEMENT**

### **Sun Valley Room**

Presented by Frank Stewart, Vice President and Frank Schofield,  
Superintendent, Logan School District

Facilitator: Gregg Miller, USBA Board of Directors

We all know the stresses educators have faced over the last few years have often had negative impact on morale and engagement. However, data shows as a teacher's engagement rises, so does student achievement. In order to promote morale and provide the positive environment people need to achieve, Logan City School District is using an annual process of surveys and structured discussions designed to build employee engagement in every school. Session attendees will learn basic principles that promote employee engagement as well as steps that any leader can use to increase engagement in their organization.

## **10:30 a.m. Break**

## **10:45 a.m. Breakout Sessions Continued**

### **SPEED NETWORKING — IDEA SHARING AMONGST DISTRICTS**

#### **Wyoming Room**

Moderators: Tracy Miller, April LeFevre, Becky Dunn, Bob Gowans and  
Jennifer Partridge

Would you like some ideas on how to approach specific issues in your district? You'll have the opportunity to learn from one another as we divide into groups to share ideas and solutions. It's recommended that your board does not all attend the same session so that you have more opportunities to learn from other districts.

### **PANEL PRESENTATION ON BA RESPONSIBILITIES, ROLES AND RELATIONSHIPS**

#### **Idaho Room**

Presenters: Darin Clark, Business Administrator, Juab School District;  
Jackie Allred, Business Administrator Emery School District;  
Jennie Johnson, Business Administrator Rich School District;  
Linda Hanks, USBA Immediate Past President, Moderator

The Strong (often) Silent Type — Come hear from Business Administrators about their crucial role and how board members can help them fulfill their intricate responsibilities and decision-making processes involved in financial management, budgeting, and resource allocation within school districts. Your knowledge will surely be enhanced as you hear and learn from current business administrators and collaborate with fellow board members to ensure the financial well-being of your district.

## **TWO FOR ONE! — LEARN ABOUT THE REDESIGNED USBA WEBSITE AND LEARN HOW TO EARN YOUR MASTER BOARD CERTIFICATION**

### **Arizona Room**

Presented by USBA Master Boards Certification Committee

This breakout session focuses on increasing your effectiveness and advocacy as a school board member through USBA online resources. Bring a device or laptop to this class.

First, learn about the redesigned USBA website and what's new and/or relevant for board members. Learn more about how to navigate the website and about the updated content.

Next, you will learn about the new and improved Master Boards Certification and the importance of why you should certify every year as a school board member. You will learn about the certification and the professional development opportunities that USBA provides every school board member in all 41 school districts in Utah.

### **MICRO-CREDENTIAL PATHWAYS FOR TEACHER LEADERS**

#### **Snowbasin Room**

Presented by Superintendent Kodey Hughes, Juab School District and  
Krystie Bassett, Director of Innovation and Teacher Development  
Facilitator: Cassie Beutler, USBA Board of Directors

Explore micro-credential pathways for teacher leaders and personalized development opportunities for teachers. Collaborate with an administrator to design a specialized teacher-leader pathway that focuses on personalized learning for the educator.

Innovation: One of the major challenges for teachers is the lack of time for professional learning. However, micro-credentials offer a solution as they are action-research and embedded in the job. This means that professional learning can be integrated into the regular school day, without adding any additional burden. As teachers use classroom artifacts and student reflections, students are also involved in the professional learning experience.

Our goal is to create a better educational system with improved practices that are driven by effective processes for teacher development.

### **INCREASING CONCURRENT ENROLLMENT AND CTE OPPORTUNITIES**

#### **Flagstaff Room**

Presented by Superintendent Ben Dalton, Kane County School District  
and Lisa Livingston, SUU Educational Talent Search Program  
Coordinator, Kane County School District

Over the past six years, the Kane County School District has increased concurrent enrollment credits by 1,400% and implemented a newly accredited cosmetology program. Come learn how we have increased student engagement in career opportunities.



**INCREASING STUDENT LEARNING THROUGH BUILDING  
EMPLOYEE ENGAGEMENT**  
**Sun Valley Room**

Presented by Frank Stewart, Vice President and Frank Schofield,  
Superintendent, Logan School District  
Facilitator: Shauna Warnick, USBA Board of Directors

We all know the stresses educators have faced over the last few years have often had negative impact on morale and engagement. However, data shows as a teacher’s engagement rises, so does student achievement. In order to promote morale and provide the positive environment people need to achieve, Logan City School District is using an annual process of surveys and structured discussions designed to build employee engagement in every school. Session attendees will learn basic principles that promote employee engagement as well as steps that any leader can use to increase engagement in their organization.

**SIXTH GENERAL SESSION**  
**Luncheon Session**  
**Saturday, January 6, 2024**

|            |                                              |                                               |
|------------|----------------------------------------------|-----------------------------------------------|
| 12:00 Noon | Conducting . . . . .                         | Teri Rhodes,<br>USBA President-Elect          |
|            | Luncheon Buffet. . . . .                     | Ballroom                                      |
|            | Election Results. . . . .                    | Brigit Gerrard, USBA President                |
|            | Installation of Incoming President . . . . . | Brigit Gerrard,<br>USBA President             |
|            | Prize Drawing. . . . .                       | Linda Hanks,<br>USBA Immediate Past President |
| 1:30 p.m.  | Adjournment . . . . .                        | Teri Rhodes, USBA President                   |

**Have a Safe Trip Home**





## USBA Conference Committee

Brigit Gerrard, President  
Teri Rhodes, President-Elect  
Mark Clement, Vice President  
Linda Hanks, Immediate Past President  
Richard C. Stowell, Executive Director

---

## Prize Contributors

Alpine School District  
Beaver School District  
Box Elder School District  
Cache School District  
Canyons School District  
Carbon School District  
Daggett School District  
Davis School District  
Duchesne School District  
Emery School District  
Garfield School District  
Grand School District  
Granite School District  
Iron School District  
Jordan School District  
Juab School District  
Kane School District  
Logan City School District  
Millard School District  
Morgan School District  
Murray School District

Nebo School District  
North Sanpete School District  
North Summit School District  
Ogden City School District  
Park City School District  
Piute School District  
Provo City School District  
Rich School District  
Salt Lake City School District  
San Juan School District  
Sevier School District  
South Sanpete School District  
South Summit School District  
Tintic School District  
Tooele School District  
Uintah School District  
Wasatch School District  
Washington School District  
Wayne School District  
Weber School District

## USBA Board of Directors



**Gregg Miller**  
Region I  
Cache, Logan,  
Rich



**Jennifer Zundel**  
Region II  
Box Elder, Morgan,  
Ogden



**John Robison**  
Region III  
Davis



**Marianne Allen**  
Region IV  
North Summit, South  
Summit, Park City,  
Wasatch



**Bryan Jensen**  
Region V  
Salt Lake City



**Julie Jackson**  
Region VI  
Granite



**Jennifer Partridge**  
Region VII  
Murray, Provo



**Merri Shumway**  
Region VIII  
Carbon, Emery, Grand,  
San Juan



**Tracy Miller**  
Region IX  
Jordan



**Cassie Beutler**  
Region X  
Juab, Millard,  
North Sanpete, Tintic



**April LeFevre**  
Region XI  
Beaver, Garfield, Iron,  
Kane



**Sarah Beeson**  
Region XII  
Alpine



**Robin McClellan**  
Region XIX  
Daggett, Duchesne,  
Uintah



**Lisa Livingston**  
Board of  
Director At Large  
Kane



**Janis Christensen**  
Region XIII  
Weber



**Shauna Warnick**  
Region XIV  
Nebo



**Becky Dunn**  
Region XV  
Washington



**Randy Boothe**  
Utah State Board  
of Education



**Kristi Swett**  
NSBA President



**Mont Millerberg**  
Region XVI  
Canyons



**Robert Gowans**  
Region XVII  
Tooele



**Curtis Whipple**  
Region XVIII  
South Sanpete, Sevier,  
Piute, Wayne

## Utah School Boards Association Officers and Staff

Brigit Gerrard, President  
Teri Rhodes, President-Elect  
Mark Clement, Vice President  
Linda Hanks, Immediate Past President  
Richard C. Stowell, Executive Director  
Paula Summers, Associate Executive Director  
Lexi Cunningham, Associate Executive Director  
Julie Llewelyn, Office Manager  
Meghan Mendez, Communication and Website Manager

## Sponsors

PEHP  
MHTN Architects

---

## Booth Exhibitors

Audio Enhancement  
AxisPlus Benefits  
BoardBook  
Design West Architects  
EMI Health  
ESS  
Farnsworth Johnson PLLC  
Johnson Controls  
Lewis Young Robertson & Burningham, Inc.  
McKinstry  
Musco Sports Lighting  
Naylor Wentworth Lund Architects  
PEHP  
Stifel, Nicolaus & Company, Inc.  
Sunrise Engineering, Inc.  
Zions Bank Public Finance

## 2024 Boards of Education

### ALPINE

Julie King\*  
Joylin Lincoln\*  
Stacy Bateman  
Sarah Beeson\*  
Mark Clement\*  
Sara Hacken\*  
Ada Wilson\*  
Shane Farnsworth, Supt.\*  
Jason Sundberg, Bus. Adm.

### BEAVER

Lisa Carter  
Kenneth Ure  
Duke Hollingshead  
Tyler Fails  
Nicholas Dotson  
David Long, Supt.  
Todd Burke, Bus. Adm.

### BOX ELDER

Connie Archibald\*  
Nancy Kennedy\*  
Bryan Smith\*  
Tiffani Summers\*  
Karen Cronin\*  
Wade Hyde\*  
Julie Taylor\*  
Danielle Wright\*  
Alyssa Lyman, Student Board Member  
Steve Carlsen, Supt.\*  
David Roberts, Bus. Adm.\*

### CACHE

Teri Rhodes\*  
Kathy Christiansen\*  
Larry Jeppesen  
Roger Pulsipher  
Randall Bagley\*  
D. Jeffrey Nielsen\*  
Chris Corcoran  
Todd McKee, Supt.\*  
Jared Black, Bus. Adm.\*

### CANYONS

Nancy Tingey\*  
Amber Shill\*  
Mont Millerberg\*  
Amanda Oaks  
Holly Neibaur  
Andrew Edtl\*  
Karen Pedersen\*  
Rick Robins, Supt.\*  
Leon Wilcox, Bus. Adm.\*

### CARBON

Wayne Woodward  
Jeff Richens\*  
Gwen Callahan  
Keith Cox  
Nicole Hobbs\*  
Fortune Ward, Student Board Member  
Mika Salas, Supt.  
Darin Lancaster, Bus. Adm.

### DAGGETT

Sarah Wilson\*  
Chelsy Lail\*  
Charles Card\*  
Rob Gahley\*  
Ross Catron\*  
Bruce Northcott, Supt.  
Missy Butler, Bus. Adm.

### DAVIS

John Robison\*  
Brigit Gerrard\*  
Liz Mumford\*  
Julie Powell\*  
Kristen Hogan\*  
Emily Price\*  
Michelle Barber\*  
Dan Linford, Supt.\*  
Craig Carter, Bus. Adm.\*

### DUCHESNE

Mark Thacker  
Tony Smith  
Brandon Bench\*  
Emilee Wells  
Don Busenbark  
Jason Young, Supt.  
Dee Miles, Bus. Adm.

### EMERY

Royd Hatt  
McKenzi Guymon  
Tracey Johnson  
Todd Huntington  
James Winn  
Ryan Maughan, Supt.  
Jackie Allred, Bus. Adm.

**GARFIELD**

Myron Cottam\*  
 April LeFevre\*  
 Curtis Barney\*  
 William Ralph Perkins\*  
 Jared Brems\*  
 John Dodds, Supt.\*  
 Lane Mecham, Bus. Adm.

**GRAND**

Melissa Byrd  
 Katherine Williams  
 Stephen Kennedy\*  
 Ariel Atkins  
 DeeRay Wardle\*  
 Taryn Kay, Supt.  
 Klint York, Bus. Adm.

**GRANITE**

Connie Burgess\*  
 Karyn Winder  
 Nicole McDermott\*  
 Clarke Nelson\*  
 Julie Jackson\*  
 Kris Nguyen\*  
 Kim Chandler  
 Rich Nye, Supt.\*  
 Todd Hauber, Bus. Adm.\*

**IRON**

Ben Johnson  
 Jeff Corry  
 Dave Staheli  
 Tiffiney Christiansen  
 Lauren Lewis  
 Megan Ralphs  
 Stephanie Hill  
 Lance Hatch, Supt.  
 Todd Hess, Bus. Adm.

**JORDAN**

Darrell Robinson  
 Marilyn Richards\*  
 Bryce Dunford  
 Tracy J. Miller\*  
 Niki George\*  
 Lisa Dean\*  
 Brian Barnett  
 Anthony Godfrey, Supt.  
 John Larsen, Bus. Adm.\*

**JUAB**

Linda Hanks\*  
 Dale Whitlock\*  
 Cassie Beutler\*  
 Janet G. Ware\*  
 Hollie Holman\*  
 Kodey Hughes, Supt.\*  
 Darin Clark, Bus. Adm.\*

**KANE**

Danny Little\*  
 Karen Kelly\*  
 Lisa Livingston\*  
 Marc Grow  
 Jared Brinkerhoff\*  
 Ben Dalton, Supt.\*  
 Cary Reese, Bus. Adm.

**LOGAN**

Ann Geary\*  
 Larry Williams\*  
 Frank Stewart\*  
 Gregg Miller\*  
 Cole Checketts\*  
 Frank Schofield, Supt.\*  
 Jeff Barben, Bus. Adm.\*

**MILLARD**

Adam Britt  
 David E. Lund\*  
 Jenni Finlinson\*  
 Tiffany Nelson\*  
 Sarah Richins\*  
 David Styler, Supt.\*  
 Corey Holyoak, Bus. Adm.\*

**MORGAN**

Ronald D. Blunck\*  
 Kelly Preece  
 Gaylene Adams  
 Adam Toone  
 Mandy Wallace\*  
 Andy Jensen, Supt.  
 Scott McMillan, Bus. Adm.\*

**MURRAY**

Kami Anderson  
 Jaren Cooper  
 Elizabeth Payne  
 Kelly Taeoalii\*  
 Jill Weight  
 Jennifer Covington, Supt.\*  
 Richard Reese, Bus. Adm.

**NEBO**

Shannon Acor\*  
 Christine Riley\*  
 Rick Ainge\*  
 Lisa Rowley\*  
 John Taylor\*  
 Shauna Warnick\*  
 Kristen Betts\*  
 Rick Nielsen, Supt.\*  
 Michael Harrison, Bus. Adm.\*

**NORTH SANPETE**

Greg Bailey  
 Richard Brotherson  
 Stacey Goble  
 Shalmarie Morley  
 Jeremy Madsen\*  
 O'Dee Hansen, Supt.\*  
 Tammy Jorgensen, Bus. Adm.

**NORTH SUMMIT**

Vern Williams  
 Susan F. Richins\*  
 Kevin Orgill  
 Waylon Bond\*  
 Clark Staley  
 Jerre Holmes, Supt.  
 Marci Sargent, Bus. Adm.

**OGDEN**

Joyce Wilson\*  
 Jennifer Zundel\*  
 Susan Richards\*  
 Nancy Blair\*  
 Amber Allred\*  
 Arlene Anderson\*  
 Stacy Bernal\*  
 Luke Rasmussen, Supt.\*  
 Zane Woolstenhulme, Bus. Adm.\*

**PARK CITY**

Andrew Caplan\*  
 Anne Peters\*  
 Wendy Crossland\*  
 Meredith Reed\*  
 Nick Hill\*  
 Jill Gildea, Supt.\*  
 Randy Upton Bus. Adm.\*

**PIUTE**

Rick Dalton\*  
 Erin Jensen\*  
 Teresa Morgan\*  
 Jeremy Pearson\*  
 Neccia Dalton\*  
 Koby Willis, Supt.\*  
 Dallas Sylvester, Bus. Adm.\*

**PROVO**

Rebecca Nielsen\*  
 Melanie Hall\*  
 Jennifer Partridge\*  
 Gina Hales\*  
 Teri McCabe\*  
 Megan Van Wagenen\*  
 Lisa Boyce\*  
 Wendy Dau, Supt.\*  
 Derek Anderson, Bus. Adm.\*

**RICH**

Peter C. Cornia  
 Scott Sabey  
 Eric Wamsley  
 Richard Lamb  
 Zack McKee  
 Dale Lamborn, Supt.  
 Jennie Johnson, Bus. Adm.

**SALT LAKE CITY**

Kristi Sweett\*  
 Nate Salazar\*  
 Bryce Williams\*  
 Jenny Sika\*  
 Mohamed Baayd\*  
 Ashley Anderson\*  
 R. Bryan Jensen\*  
 Elizabeth Grant, Supt.\*  
 Alan Kearsley, Bus. Adm.\*

**SAN JUAN**

Merri Shumway  
 Nelson Yellowman  
 Lori Maughan  
 Steven Black  
 Colleen Benally  
 Nan Barton  
 Christy Fitzgerald, Supt.  
 Tyrel Pemberton, Bus. Adm.

**SEVIER**

Jack G. Hansen\*  
 Richard Orr\*  
 John Foster\*  
 Ryan Savage\*  
 Dixie Rasmussen\*  
 Cade Douglas, Supt.\*  
 Chad Lloyd, Bus. Adm.\*

### **SOUTH SANPETE**

Kim Pickett\*  
David Warren\*  
Mark Olson\*  
Connor Thompson\*  
Loni Hammond\*  
Ralph Squire, Supt.\*  
Jake Hill, Bus. Adm.\*

### **SOUTH SUMMIT**

Lynda Whitmore  
Wendy Radke  
Dan Eckert  
Matthew Weller\*  
Ty Metcalf  
Greg Maughan, Supt.  
Adam Robinson, Bus. Adm.

### **TINTIC**

Jordan Grimstead\*  
Heather Young\*  
Ryan Despain\*  
Jeana Rowley  
Jessica Nielsen  
Gregory Thornock, Supt.\*  
Jeremy Snell, Bus. Adm.

### **TOOELE**

Julia Holt\*  
Scott Bryan  
Melissa Rich  
Robert Gowans  
ValaRee Shields\*  
Elizabeth Smith\*  
Emily Syphus\*  
Mark Ernst, Supt.  
Lark Reynolds, Bus. Adm.

### **UINTAH**

Dave Chivers  
Robin McClellan\*  
Tawnya McKee  
Todd Massey  
Denise Maynard\*  
Rick Woodford, Supt.  
Grant Stoddard, Bus. Adm.

### **WASATCH**

Tom Hansen  
Cory Holmes  
Tyler Bluth  
Kimberly Dickerson\*  
Marianne Allen\*  
Paul Sweat, Supt.\*  
Jason Watt, Bus. Adm.

### **WASHINGTON**

Craig Seegmiller\*  
David Stirland  
LaRene Cox\*  
Becky Dunn\*  
Terry Hutchinson\*  
Burke Staheli\*  
Nannette Simmons\*  
Richard Holmes, Supt.\*  
Brent Bills, Bus. Adm.\*

### **WAYNE**

April Torgerson\*  
Curtis Whipple\*  
Shawn Davis\*  
Elizabeth Torgerson\*  
James Lamb\*  
Brynlee Brown, Student Board Member  
Randy Shelley, Supt.\*  
Cory Anderson, Bus. Adm.\*

### **WEBER**

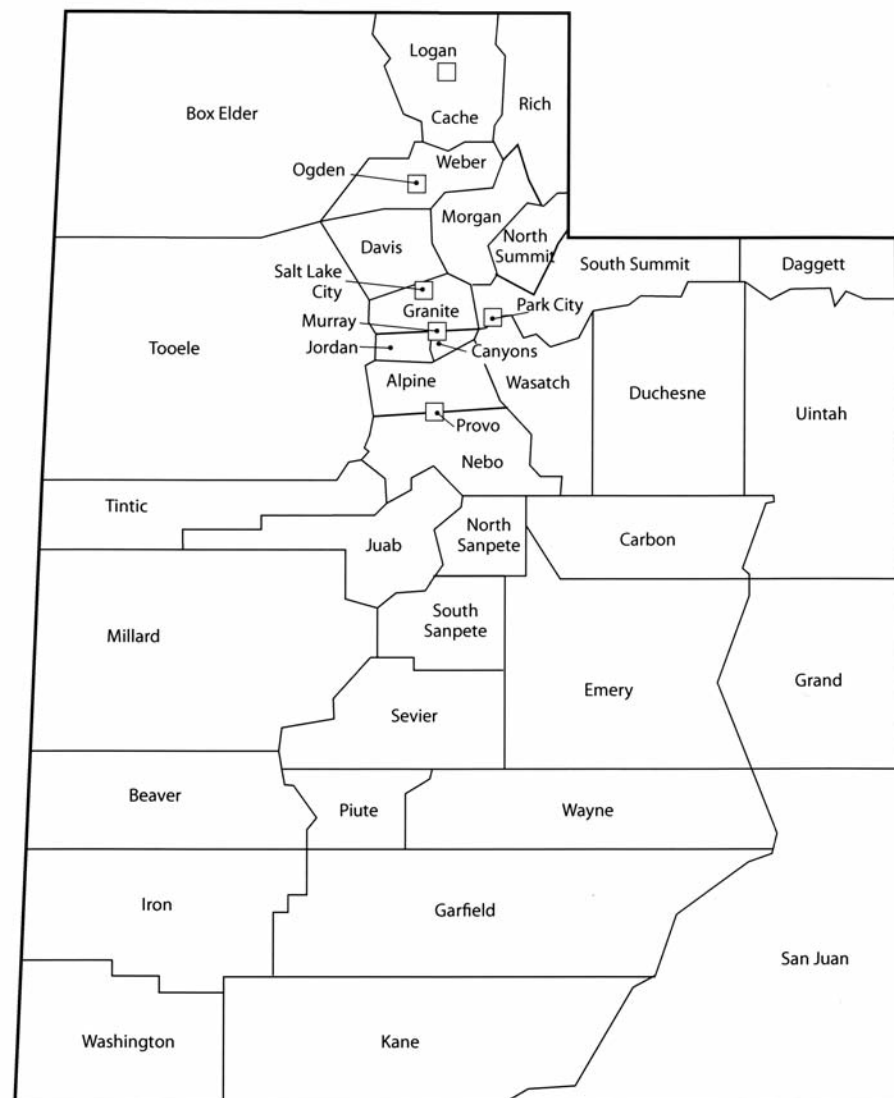
Jon Ritchie\*  
Douglas R. Hurst\*  
Janis Christensen\*  
Paul Widdison\*  
Bruce Jardine\*  
Jan Burrell\*  
Kelly Larson\*  
Gina Butters, Supt.\*  
Robert Petersen, Bus. Adm.\*

### **STATE BOARD OF EDUCATION**

James Moss, Chair  
Molly Hart, First Vice Chair  
Jennie Earl, Second Vice Chair  
Cindy Davis  
Joseph Kerry  
Matt Hymas  
Brent J. Strate  
LeAnn Wood  
Sarah Reale  
Carol B. Lear  
Christina Boggess  
Natalie Cline  
Randy Boothe  
Emily Green  
Kristan Norton  
Sydney Dickson, State Superintendent

*\*MBC Recipients by District*

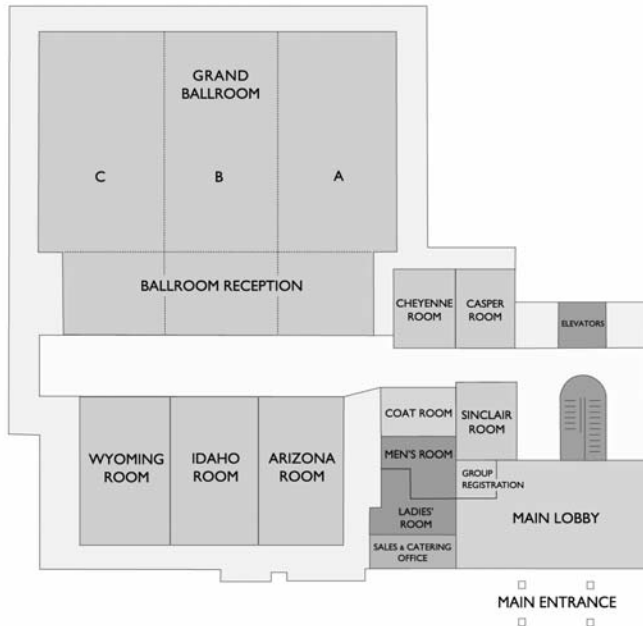
## **Utah School Districts Map**



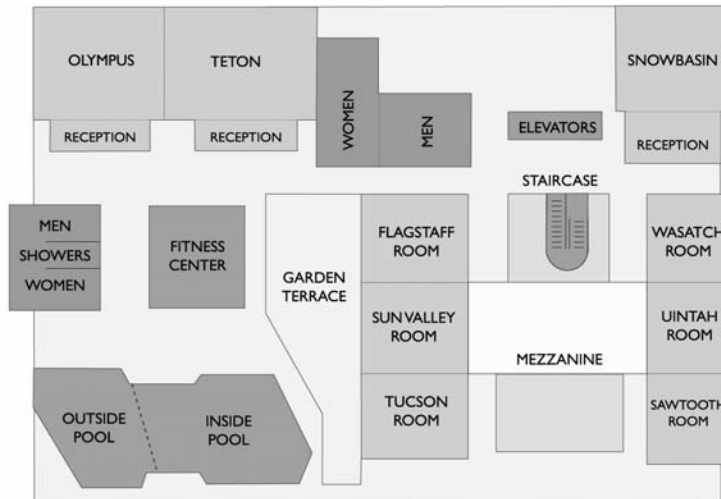


# Little America Hotel Floor Plan Map

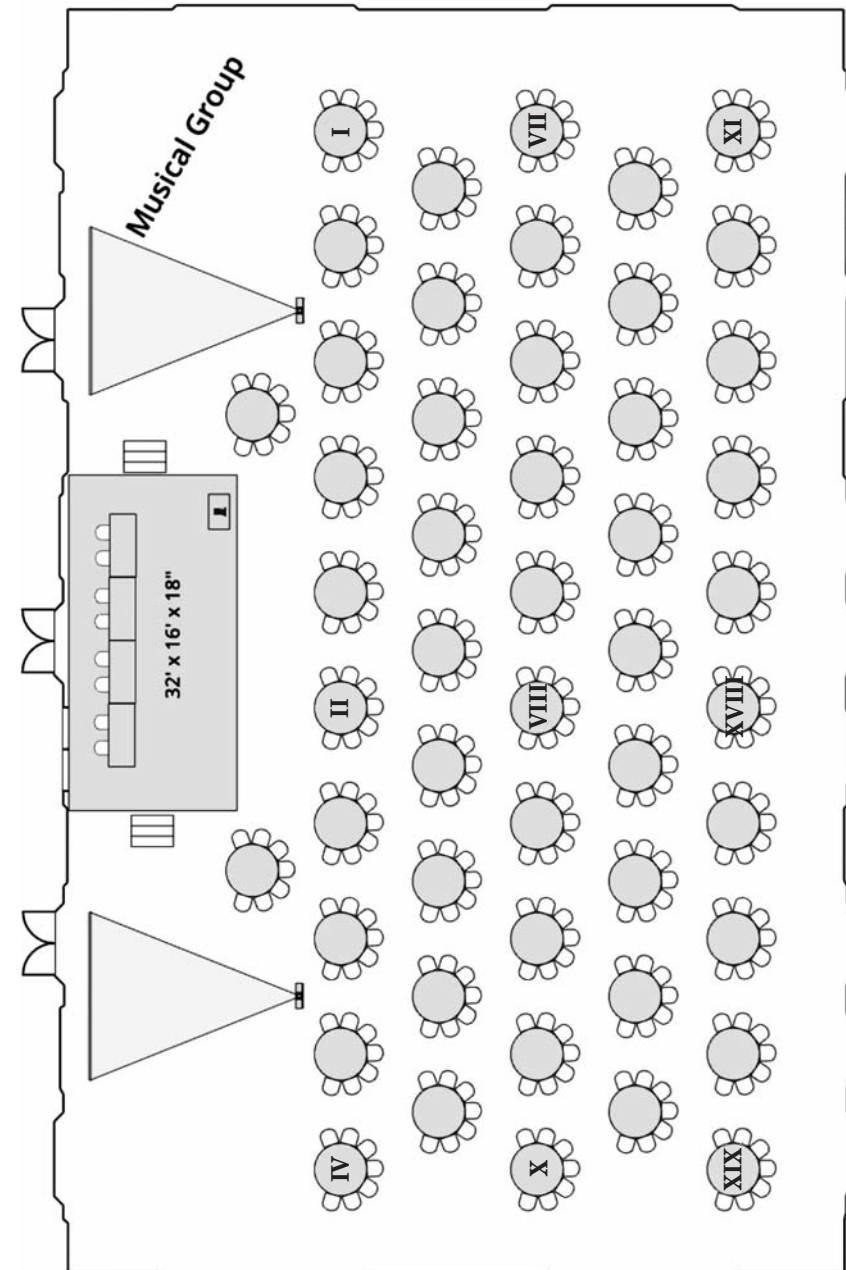
MAIN LEVEL



SECOND LEVEL



# Little America Hotel Ballroom Floor Plan



## USBA Region Alignment

|              |                                                |
|--------------|------------------------------------------------|
| Region I     | Cache, Logan, Rich                             |
| Region II    | Morgan, Ogden, Box Elder                       |
| Region III   | Davis                                          |
| Region IV    | North Summit, South Summit, Park City, Wasatch |
| Region V     | Salt Lake City                                 |
| Region VI    | Granite                                        |
| Region VII   | Provo, Murray                                  |
| Region VIII  | Carbon, Emery, Grand, San Juan                 |
| Region IX    | Jordan                                         |
| Region X     | Juab, North Sanpete, Tintic, Millard           |
| Region XI    | Beaver, Garfield, Iron, Kane                   |
| Region XII   | Alpine                                         |
| Region XIII  | Weber                                          |
| Region XIV   | Nebo                                           |
| Region XV    | Washington                                     |
| Region XVI   | Canyons                                        |
| Region XVII  | Tooele                                         |
| Region XVIII | South Sanpete, Sevier, Piute, Wayne            |
| Region XIX   | Daggett, Duchesne, Uintah                      |

*Notes*



*Notes*

*Notes*

# It's like giving the entire school district a raise.

## FICA Tax Savings for School Districts Through Employee Benefits



When employees put funds into their pre-tax plan, the school district saves money—a lower bottom line for the district and more take-home pay for employees. This is why AxisPlus is the #1 choice for school districts with tight budgets looking to boost employee retention. With around-the-clock customer service and easy registration, we're ready to help everyone save money.

Special discounts are available to members of USBA, the parent company to AxisPlus Benefits. Call us today and let us show you how we can save you money.

Call Paula Summers at:  
**801-878-0670**

or email her at:  
**[psummers@usba.cc](mailto:psummers@usba.cc)**  
to learn more.

**AXISPLUS** ✦  
BENEFITS