

**BOARD OF EDUCATION
MINUTES OF THE BOARD WORKSHOP MEETING
Held at the Administration Building
45 East State Street
Farmington, UT 84025 in Farmington, Utah
Tuesday, July 21, 2026, at 4:00 PM**

Members of the Board present: President Gordon Eckersley; Vice President Mona Andrus, Kathie Bone, Tamara Lowe, Barbara Smith, Larry Smith, and Julie Tanner.

Members of the Board excused:

Administrators present: Reid Newey, Superintendent; Craig Poll, Assistant Superintendent; Craig Carter, Business Administrator; Pam Park, Assistant Superintendent; Rulon Homer, Secondary School Director; Dave Tanner, Secondary School Director; John Sheffield, Elementary School Director; Gwen Hill, Elementary School Director; Helene Van Natter, Elementary School Director; Chris Williams, Community Relations Director; Tim Leffel, Finance/Accounting Administrator; Dr. Logan Toone, Assessment Director; Ben Onofrio, Legal Counsel; Patty Norman, Curriculum Director; Special Education Director; Teresa Oster, Head Start/Early Head Start Director; John Zurbuchen, Title I Director; Roger King, Head Start Coordinator; Shauna Lund, Community Relations Specialist; and Michelle Caldwell-Pierce, Auditor.

Administrators excused:

_ made a motion to approve _. _ seconded the motion.

1. ANNOUNCEMENTS

A. Pledge of Allegiance

2. AGENDA ITEMS

- | | |
|---|----|
| A. Human Resources Department Hiring Procedures and Processes (exhibit) | 2 |
| B. Capital Project Presentation (exhibit) | 15 |
| C. Introduction of New Administrators (exhibit) | 24 |

The meeting adjourned at _



Employee Hiring

Review of Human Resources
Processes in the Davis School
District

HR Department

Hiring Team



Traci Manfull

Special Education
Teachers



Cathy Robles

EL. Ed Teachers
& Administration



Monica Spackman

Secondary Ed
Teachers



Anjel Heslop

Substitutes
Teachers & Custodians



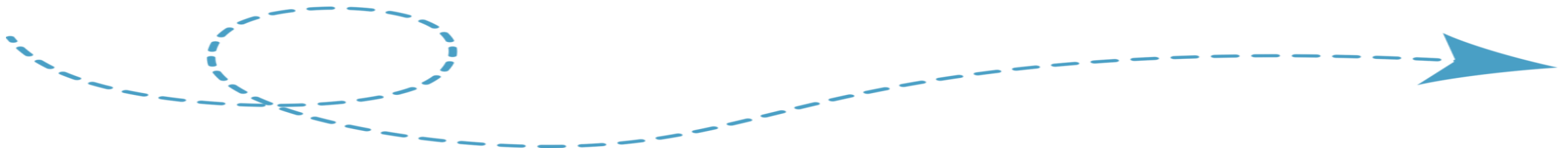
Emily Turpin

Educator Support
"Classified Staff"



Patti Stanger

Educator Support
"Classified Staff"



Philosophy and Vision for Hiring

Vision, Purpose, Recruitment Philosophy & Practice (Policy [2HR-001](#))

- Nourish equitable and consistent hiring practices
- Provide access to job opportunities for both internal and external applicants
- Maintain compliance with EEO requirements, negotiated agreements, and employment laws
- Foster a positive applicant experience that results in applicants who are the most qualified personnel
- Recruit and select the most qualified employees to support student learning
- Ensure there is no unlawful discrimination in all hiring activities

Key Recruitment & Selection Requirements

Key Recruitment & Selection Requirements (Policy [2HR-001](#))

- Vacancy approval from superintendency and HR-managed recruitment process
- Standardized position announcements and application procedures
- HR applicant background qualification screening and committee review
- Reference checks and educator discipline record review, when applicable
- Employment offers contingent on legal right to work in the U.S., successful completion of background checks, and all HR requirements
- Final employment approval authority rests with the Board of Education

Sequential Steps in the General Staffing Recruitment and Selection Process

Step	Primary Responsibility	Purpose
Authorization to Announce	Administration / Leadership	Approve the vacancy, funding, and need to begin recruitment
HR Posts Announcement	Human Resources	Advertise the position on Careers web page to attract qualified applicants
Application Submission	Candidates (Internal and External)	Provide qualifications, experience, and required documentation
Application Screening	Supervisor or Principal	Identify applicants who meet minimum and preferred qualifications
Interviews and Reference Checks	Supervisor or Principal	Evaluate fit and skills (often via a hiring committee), and conduct requisite reference checks
Selection and Recommendation	Supervisor or Principal	Select the top candidate and recommend for hire

DSD Teacher Retention: 10-Year Snapshot

Total teachers, teachers leaving education, and retention rates by school year (2017-2026)

2026 retention: 97.29%

TOTAL TEACHERS

3,322

+128 vs. 2017

LEFT TEACHING

90

-244 vs. 2017

RETENTION RATE

97.29%

+7.75 pts vs. 2017

10-YEAR AVG

90.64%

88.46%-97.29% range

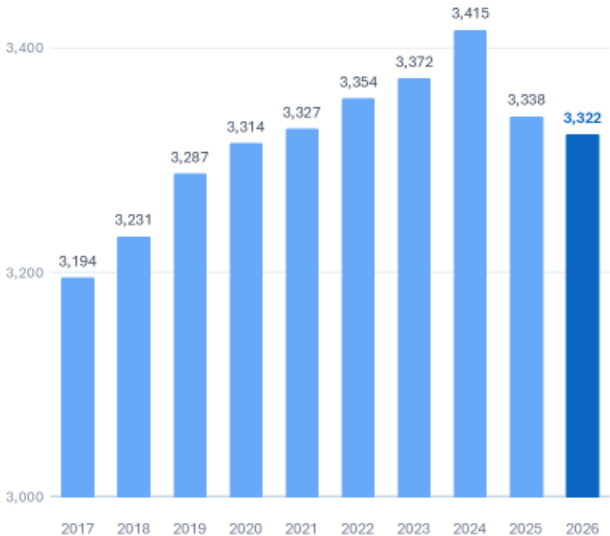
LOWEST LEFT

90

2026

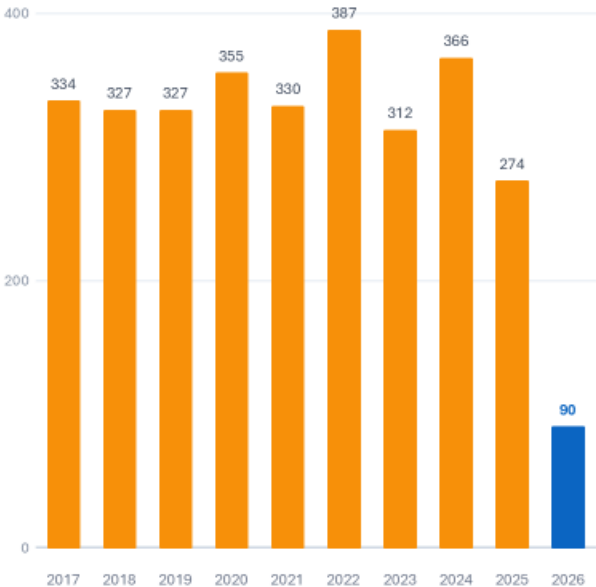
Total Number of Teachers

Range: 3,194-3,415



Teachers Leaving Education

Range: 90-387



Teacher Retention Rate

Annual retention percentage by school year

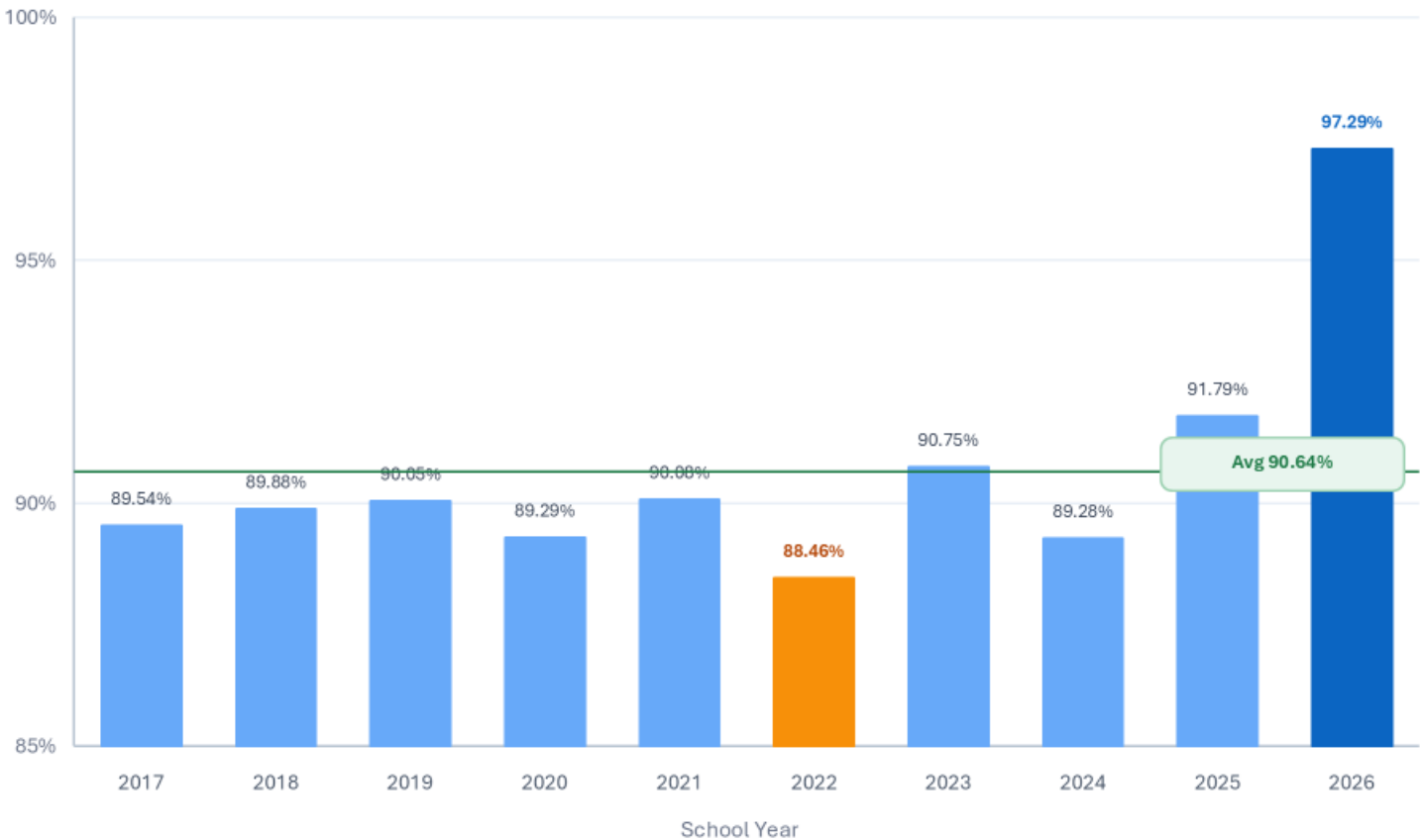


DSD Teacher Retention Rate by School Year

Bar graph from teacher retention data (2017-2026)

2026: 97.29%

Retention Rate (%)



Key takeaways

HIGHEST RATE

97.29%

2026 school year

LOWEST RATE

88.46%

2022 school year

10-YEAR AVERAGE

90.64%

2017-2026

2026 retained 3,232 of 3,322 teachers

Administrative Hiring Process-School Directors



Partnering with HR, school directors advertise open roles under defined minimum requirements.



School directors then appoint hiring committees to participate in file reviews and interviews.

9



Candidates present a *Body of Work*, showcasing their leadership qualities focused on DSD priorities, while directors review applicant reference checks.



Weighing each applicant's experience and body of work, alongside interview and reference findings, directors identify those best suited to serve the district, and the Superintendent grants final approval of the selections.

Administrative Team placement



Following candidate selection, school directors assess each school's team and finalize the administrative placements.



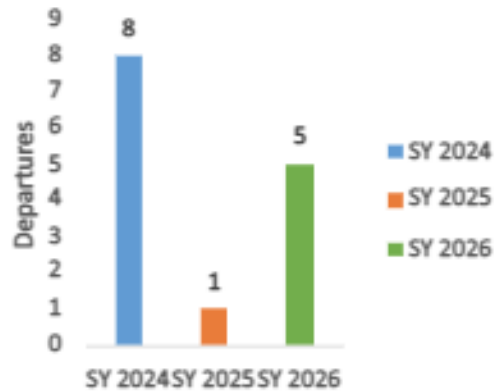
These decisions weigh each school's needs alongside team strengths and the candidate's experience.

DSD Administrator Retention: SY 2024–SY 2026

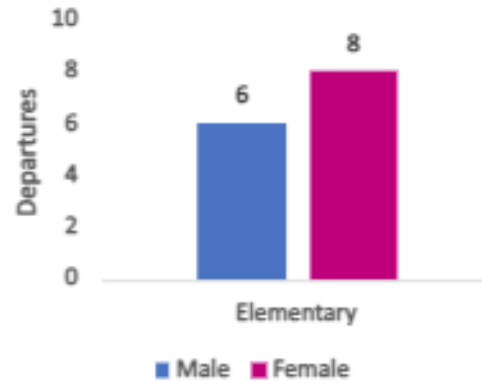
Elementary

14 total departures

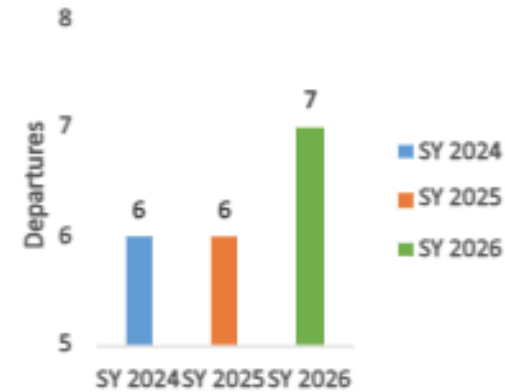
Departures by Year



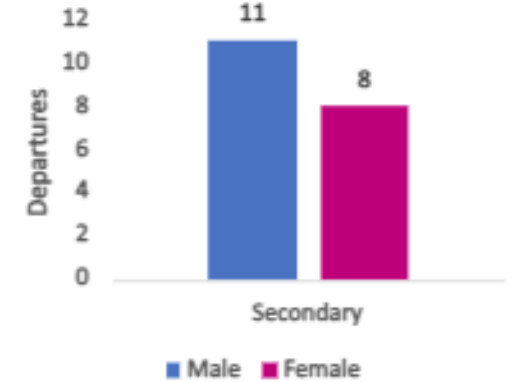
Male vs Female



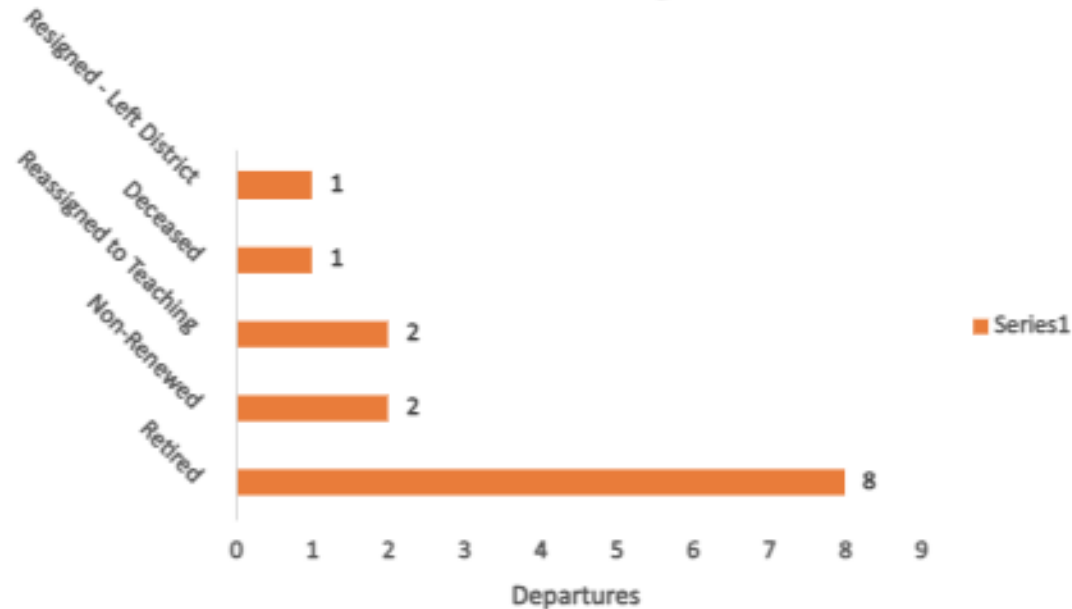
Departures by Year



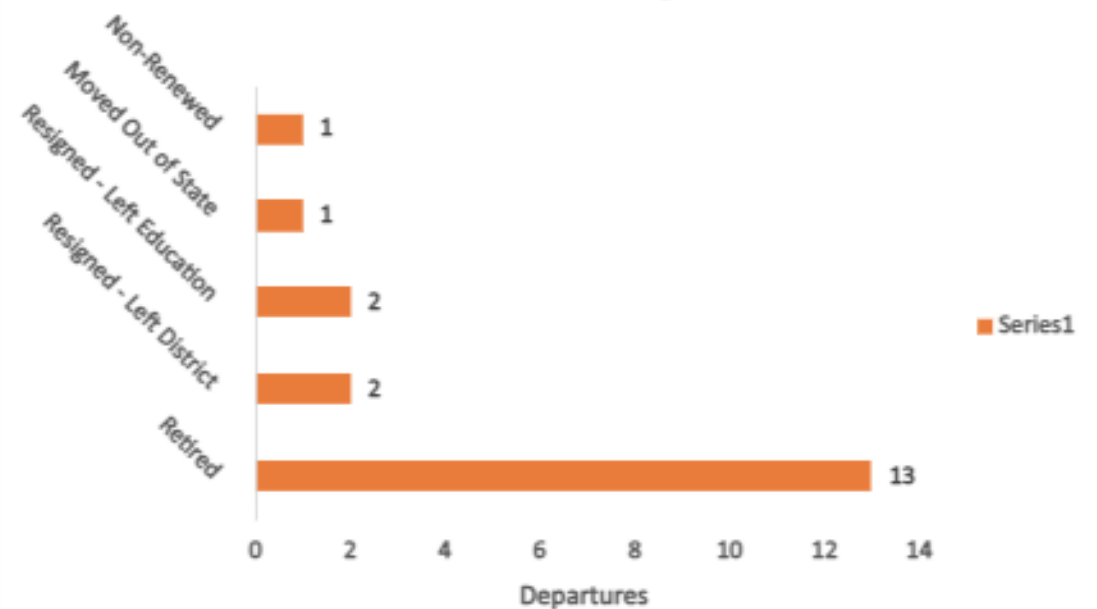
Male vs Female



Reason for Leaving



Reason for Leaving

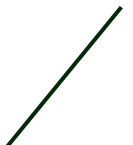


Executive Staffing Hiring Process



Position Assessment

All open positions are assessed by Superintendency to review job responsibilities; determination is made for reopening, realignment or reclassification.



Position Posting

Supervising superintendency member works in collaboration with HR to post position. Position descriptions always include minimum requirements and salary table.



Candidate Review By Committee

Superintendency selects hiring committee to review candidate files, and determine candidates for interview process.

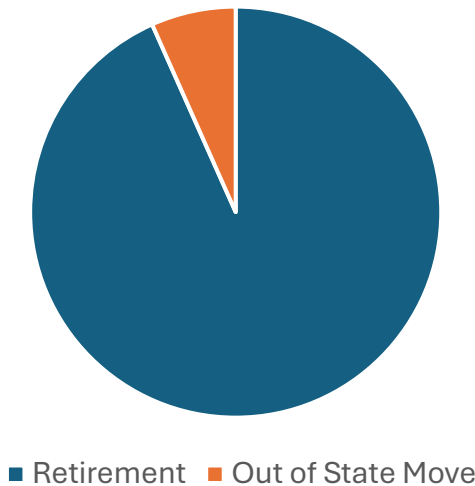


Applicant Selection

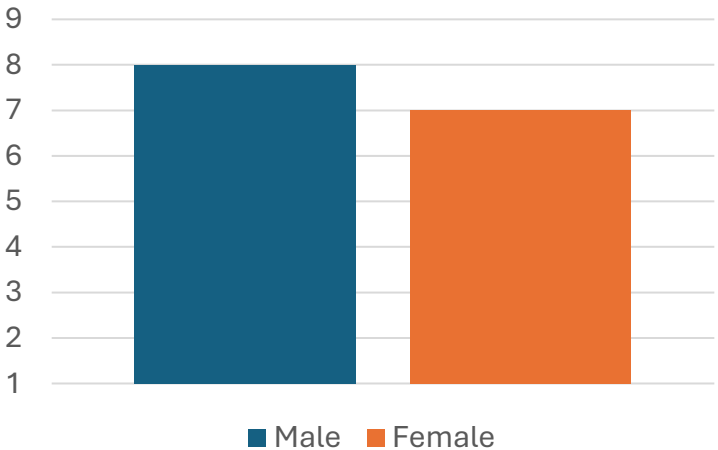
Similar to Principals, Superintendency reviews all applicants, experience, interview, and reference information. Applicant is selected based on work experience, demonstrated skillset, reference input, and clear understanding of how each applicant will best serve the district.

Executive Staff Retention Data

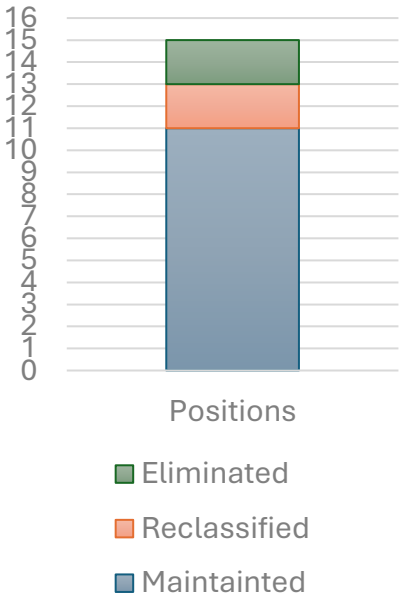
Executive Departures
2023-2026



Departures Male vs. Female
Executive Staff 2023-2026



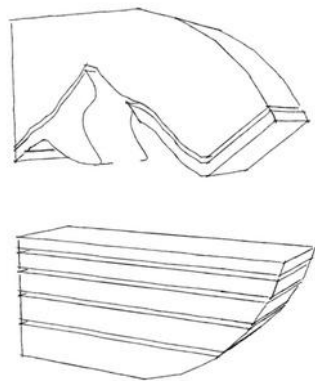
Position Assessment
Adjustments
2023-2026





Questions?

Ongoing Budgets	Budget	Budget	Budget	Budget	Budget
	FY26	FY27	FY28	FY29	FY30
Revenue:					
Capital Outlay Tax Levy	23,100,000	22,700,000	22,813,500	22,927,568	23,042,205
Interest	2,000,000	2,100,000	2,150,000	2,150,000	2,150,000
Other Local	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Capital Equalization	5,350,000	5,650,000	5,500,000	5,400,000	5,400,000
Total Current Revenue	31,450,000	31,450,000	31,463,500	31,477,568	31,592,205
Ongoing Projects:					
Computer Refresh Program (9904)	6,750,000	6,750,000	6,750,000	6,750,000	6,750,000
Island View LBA Bonds Pmt (9999 acct 830+840)	2,800,000	2,800,000	2,800,000	2,800,000	2,800,000
District IT Software Maint - 9914	2,200,000	2,200,000	2,200,000	2,200,000	2,200,000
District IT Equipment - 9911	2,100,000	2,100,000	2,100,000	2,100,000	2,100,000
Camera Refresh/VMS System	350,000	350,000	350,000	350,000	350,000
HVAC / Controls	800,000	800,000	800,000	800,000	800,000
Vehicle Purchases (9905)	850,000	850,000	850,000	850,000	850,000
Athletic Turf/Tracks	900,000	900,000	900,000	900,000	900,000
School Bus Purchases (9906)	2,500,000	2,500,000	2,500,000	2,500,000	2,500,000
Subtotal	19,250,000	19,250,000	19,250,000	19,250,000	19,250,000
Other Ongoing Projects:					
Project engineering/Planning (9915)	200,000	200,000	200,000	200,000	200,000
Small Capital Projects (9600s)	2,200,000	2,200,000	2,200,000	2,200,000	2,200,000
Weston Facilities Budget (9628-9642)	8,750,000	8,750,000	8,750,000	8,750,000	8,750,000
ADA (9550)	200,000	200,000	200,000	200,000	200,000
Distict Furniture/Equipment (9907)	350,000	350,000	350,000	350,000	350,000
Other 9930,9990,9999+trs out,	500,000	500,000	500,000	500,000	500,000
Total All Ongoing Projects	31,450,000	31,450,000	31,450,000	31,450,000	31,450,000
Excess (shortage) for year	0	0	13,500	27,567	142,205
One time Projects	FY26	FY27	FY28	FY28	FY28
Security Cameras (9165)					
Print Shop Move (9101)	1,600,000				
Freezer (9164)	2,000,000				
Pools (9146)	0	0	5,000,000	5,000,000	
DISC Building (9176)	1,250,000				
Doxey/Sunset Upgrades (9137)	450,000				
1st street road Freeport	245,000				
DO print shop space remodel	500,000				
Bus Tablets (Transp Budget)	150,000	100,000			
Catalyst 2	1,000,000	6,500,000	6,000,000		
Land (9999) Other		1,000,000			
Total One-time projects	7,195,000	7,600,000			
Total all Exp	38,645,000	39,050,000	31,450,000	31,450,000	31,450,000
Beginning FB	60,796,193	53,601,193	46,001,193	35,014,693	30,042,260
Bond reimbursement					
Program Carryovers					
Ending FB	53,601,193	46,001,193	35,014,693	30,042,260	30,184,466



DSD FACILITIES

CAPITAL PROJECTS



FACILITIES TEAM

17



Brian Roundy

DIRECTOR



Bryan Turner

DIRECTOR



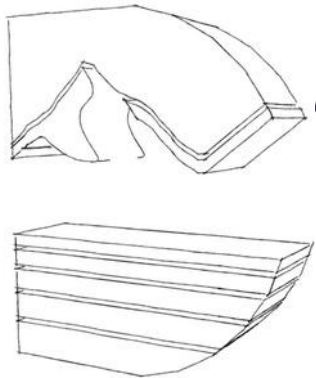
Kevin Walter

DIRECTOR



Marci Jefferies

COORDINATOR

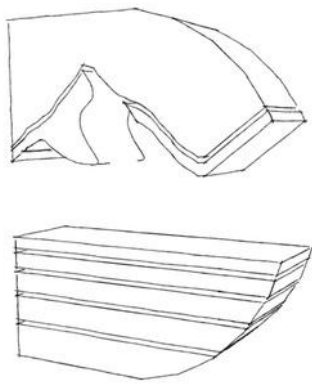


DSD FACILITIES

HIGH SCHOOLS	9
JR HIGH SCHOOLS	18
ELEMENTARY SCHOOLS	64
ALTERNATIVE SCHOOLS	6
SUPPORT BUILDINGS	14

TOTAL 111





AGE OF SCHOOL BUILDINGS

19

0-20 YEARS



25

20-40 YEARS

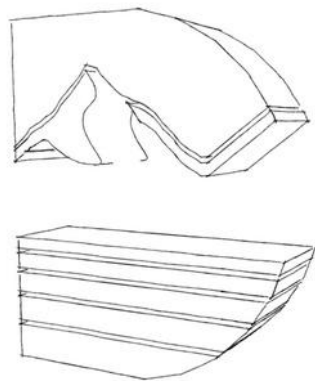


22

40-60+ YEARS



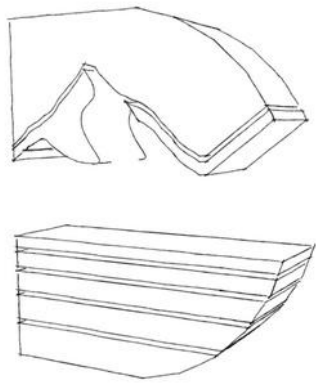
51



HOW PROJECTS ARE IDENTIFIED

20

- ✓ FACILITY ASSESSMENT
- ✓ BUILD SMART TEAM
- ✓ FACILITY MAINTENANCE GROUP
- ✓ MAINTENANCE/WORK ORDER TRACKING



HOW WE PRIORITIZE PROJECTS

21

① SAFETY

- LIFE SAFETY SYSTEMS
- SECURITY
- CODE COMPLIANCE/ADA
- HAZARDS

② SYSTEMS

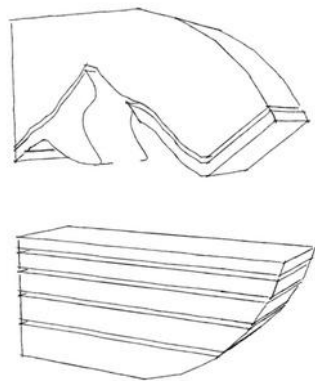
- HVAC
- ELECTRICAL
- PLUMBING
- ENERGY

③ ROOFING

- REPLACEMENT
- DRAINAGE
- REPAIRS
- ENERGY

④ CONDITION

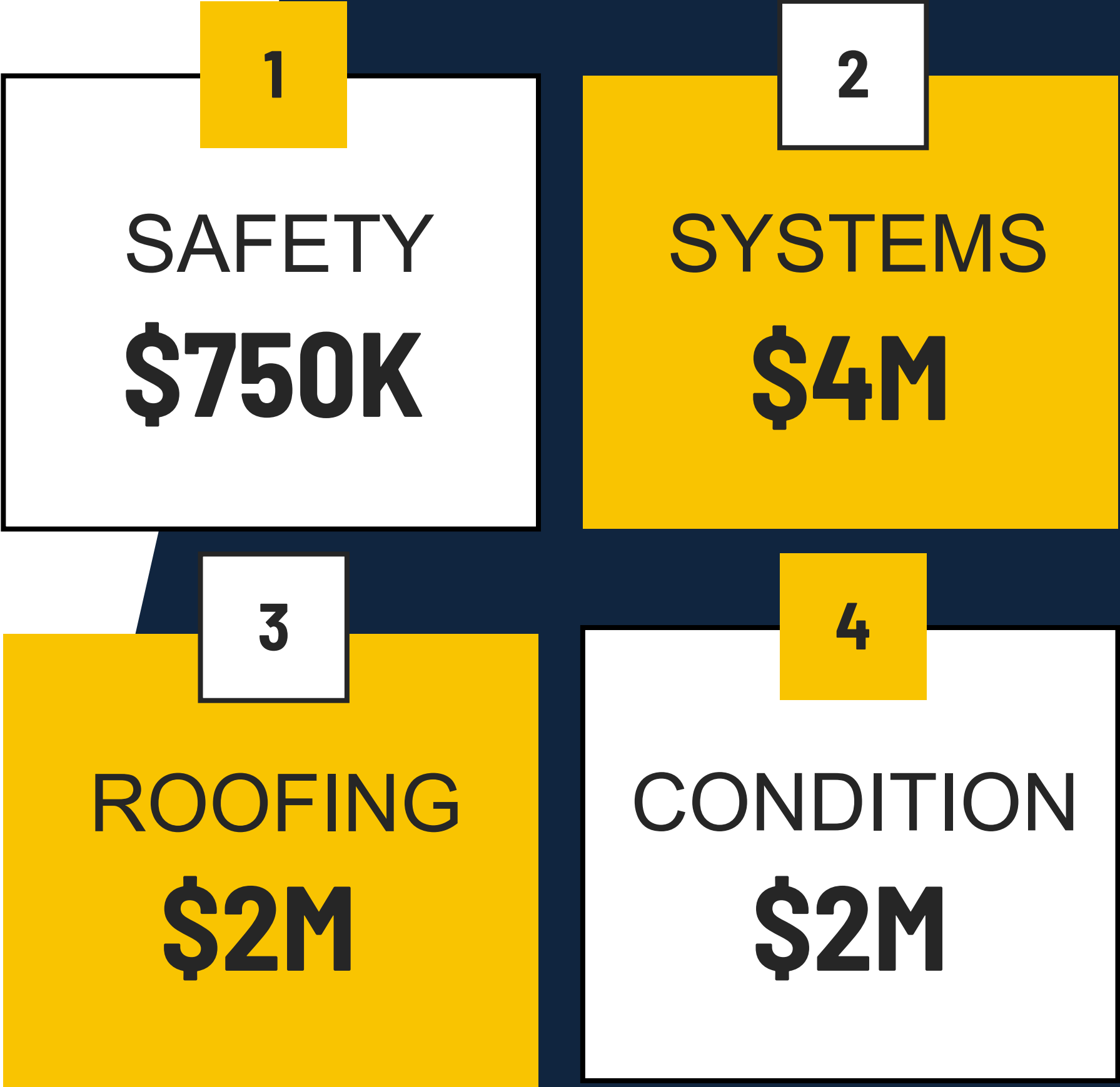
- INTERIOR/EXTERIOR FINISHES
- SITE IMPROVEMENTS
- FUNCTIONALITY
- DEFERRED MAINTENANCE



2026 CAPITAL OUTLAY

\$8.75M

× × × ×



DSD Administrative Changes

2026-2027 as of July 8, 2026

Elementary

New Elementary Principals

Maria King-Wasatch Elementary
Kerianne Carter-Adelaide Elementary
Amy Thompson-Valley View Elementary
Natalie Williams-Centerville Elementary
Jamie Moon-Taylor Elementary

New Elementary Interns

Liz Wiser-Buffalo Point Elementary
Monica Summerhays-East Layton Elementary
Jamie Hargreaves-Knowlton Elementary
Leanna Hamblin-Doxey Elementary
Mui Tran-So. Clearfield Elementary
Lisa Hyde-Island View Elementary
Kristy Rogers-Clinton Elementary
Jacob Strawn-Syracuse Elementary
Rachel Nielsen-Morgan Elementary
Heidi Allred-West Clinton Elementary
Katie Scholer-Farmington Elementary
*Jon Bridges-King Elementary

Junior High

New Junior High Principals

Erin Stumo – North Layton Junior High
Shon Feller – South Davis Junior High
Eric Castro – North Davis Junior High
Katie Frederiksen-Centerville Junior High

New Junior High Assistant Principals

Chris Carpenter – North Davis Junior High
Jessica Holtry – North Layton Junior High
Dawnelle Call – West Point Junior High
Chris Thomas – Legacy Junior High
Darren Atkinson-Central Davis Junior High
Eric Pratt-Sunset Junior High
Julliana Lund-Centennial Junior High
Stacie Barney-Shoreline Junior High

New Junior High Interns

Daniel Ehlen – Central Davis Junior High
Caryn Willardson – Millcreek Junior High
Devan Roper-North Layton Junior High

High School

New High School Principal

Corby Eason-Layton High School

New High School Assistant Principals

Mackenzie Loo – Davis High
Jeff Christensen – Syracuse High
Justin Spencer – Layton High
Trent Brown-Northridge High
Lucas Ensign-Clearfield High
Sydney Morse-Syracuse High

New High School Interns

Thomas Zarate – Bountiful High
Michelle Smith – Syracuse High
Nannette Barton – Woods Cross High
Jonathan Ellsworth-Northridge High
Kenna Jacobs-Viewmont High
Marley McClune-Clearfield High
Lyndsi Drysdale-Mountain High
*Andrew Bird-Layton High

District

New Elementary School Director

Patty Abron

Special Education Director

Cerissa Thompson

Transfers

Elementary Intern Transfers

Amber McCord-Ellison Elementary
Austin Green-Canyon Creek Elementary
Teri Ewell-Cook Elementary
Jared Johnson-Adelaide Elementary
Claudia Miramontes-Lincoln Elementary
Marianne Farnsworth-Mountain View Elementary
Courtney Ward-Oaks Hills Elementary
Amber Hansen-Lincoln Elementary
Monica Shears-Sunburst Elementary
Karly Black-Tolman Elementary
Brooke Pendleton-Woods Cross Elementary
Jill Weber-Valley View Elementary
Kami Dupree-Whitesides Elementary
Christine Neid Campos-Windridge Elementary
Heather Straw-Reading Elementary
Katrina Burg-Still Water Elementary
Tamara Kumar-Vae View Elementary
Christie Bouy-Wasatch Elementary
Kristen Kitamura-West Point Elementary

Junior High Principal Transfers

Merci Rossmango-Sunset Junior High
Aaron Hogge-Centennial Junior High

Junior High Assistant Principal Transfers

Kathy Evans-Shoreline Junior High
Stacy Miller-Fairfield Junior High
Tosha Miller-Syracuse Junior High
Chris Bertoldi-Centennial Junior High

Junior High Interns Transfers

Kennedy Murdock-Bountiful Junior High

High School Principal Transfers

Brock Jackman-Bountiful High

New Elementary Principals for 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Maria King Wasatch Elementary	Fairfield Jr. High	Assistant Jr. High Principal (6 years) Jr High Administrative Intern (1 year) Jr High Spec Ed Teacher (3 years) Spec Ed Teacher (3 years)
	Kerianne Carter Adelaide Elementary	Lincoln Elementary	Elementary Administrative Intern (2 years) Elementary Teacher (6 years)
	Amy Thompson Valley View Elementary	Island View Elementary	Elementary Administrative Intern (3 years) Elem Prep Time Teacher (1 year) Elem Administrative Intern (2 years) Literacy Coach (1 year)
	Natalie Williams Centerville Elementary	West Clinton Elementary	Elementary Administrative Intern (3 years) Literacy Coach (3 years) Elementary Teacher (3 years)
	Jamie Moon Taylor Elementary	Vae View Elementary	Elementary Administrative Intern (14 years) Elementary Teacher (7 years)

New Elementary Interns 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Elizabeth Wiser Buffalo Point Elementary	Millcreek Jr High	Jr. High Teacher (5 years) Elementary Teacher (20 years) Literacy Coach (3 years)
	Monica Summerhays East Layton Elementary	Ellison Park Elementary	Elementary Teacher (11 years)
	Jamie Hargreaves Knowlton Elementary	Island View Elementary	Elementary Teacher (3 years)
	Leanna Hamblin Doxey Elementary	Lakeside Elementary	Elementary Teacher (8 years)
	Mui Tran So. Clearfield Elementary	Holt Elementary	Elementary Teacher (24 years)
	Lisa Hyde Island View Elementary	Windridge Elementary	Elementary Teacher (3 years)

Continued New Elementary Interns 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Jacob Strawn Syracuse Elementary	Buffalo Point Elementary	Elementary Teacher (4 years)
	Rachel Nielsen Morgan Elementary	Central Davis Jr. High	Junior High Counselor (5 years)
	Heidi Allred West Clinton Elementary	Jefferson Academy Elementary	Special Ed Co-Director (1 year) Assistant Director-Math & Stem (3 Years) Instructional Specialist (1 year) Teacher (11 years)
	Katie Scholer Farmington Elementary	Technology Integration Center	School Technology Specialist (3 years) Technology Integration Specialist (3 years) Teacher (5.5 year)
	Kristy Rogers Clinton Elementary	Teaching & Learning Dept	Literacy Coach (7 years) Elementary Teacher (11 years)
	Jon Bridges King Elementary	Mueller Park Jr. High	Teacher (4 years)

New Junior High Principals 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Shon Feller South Davis Jr. High	Northridge High	High School Assistant Principal (5 years) Jr High Assistant Principal (1 years) Administrative Intern (1 year) Teacher (12 years)
	Erin Stumo North Layton Jr. High	Syracuse High	High School Assistant Principal (3 years) Jr High Assistant Principal (2 years) Administrative Intern (1 year) Teacher (2 years)
	Eric Castro North Davis Jr. High	Layton High	High School Assistant Principal (2 years) Jr High Assistant Principal (1 years) Administrative Intern (1 year) Teacher (5 years)
	Katie Frekricksen Centerville Jr. High	Syracuse High	High School Assistant Principal (2 year) Jr High Assistant Principal (2 years) Administrative Intern (1 year) Teacher (9 years)

New Junior High Assistant Principals 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Chris Carpenter North Davis Jr. High	Office Of Equal Opportunity	Oeo District Coordinator (2 years) Oeo School Coordinator (1 year) Elementary Teacher (7 years) Spec Ed Teacher (2 years)
	Jessica Holtry North Layton Jr. High	Syracuse High	Administrative Intern (1 year) Teacher (10 years)
	Dawnelle Call West Point Jr. High	Bountiful High	High School Administrative Intern (1 year) Junior High Administrative Intern (1 year) Counselor (4 years)
	Chris Thomas Legacy Jr. High	Clearfield High	High School Administrative Intern (1 year) Teacher (7 years)
	Eric Pratt Sunset Jr. High	Northridge High	High School Administrative Intern (1 year) Jr. School Administrative Intern (1 year) Teacher (12 years)

Continued New Junior High Assistant Principals 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Julliana Lund Centennial Jr. High	North Layton Jr. High	Jr. School Administrative Intern (1 year) Teacher (19 years)
	Stacie Barney Shoreline Jr. High	Mountain High	Intern (2 years) Teacher (13 years)

New Junior High Interns 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Daniel Ehlen Central Davis Jr. High	Fairfield Jr. High	Teacher (6 years)
	Caryn Willardsen Millcreek Jr. High	Bountiful Jr. High	Teacher (2 years)
	Devan Roper North Layton Jr. High	Legacy Jr. High	Elementary Administrative Intern (1 year) Teacher (7 years)

New High School Principals 2025-2026

	New Assignment	Current Assignment	Previous Experience
	Corby Eason Layton High	North Layton Jr High	Jr High Principal (2 years) High School Assistant Principal (2 years) Administrative Intern (1 years)

New High School Assistant Principals 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Justin Spencer Layton High	Salt Lake School District East High School	High School Assistant Principal (3 years)-SLCSD Administrative Intern (2 years) Teacher (7 years)
	Mackenzie Loo Davis High	Syracuse Jr. High	High School Assistant Principal (2 years) Administrative Intern (3 years) Teacher (5 years)
	Jeff Christensen Syracuse High	Centennial Jr. High	High School Assistant Principal (4 years) Administrative Intern (1 year) Teacher (6 years)
	Trent Brown Northridge High	North Davis Jr. High	Jr. High School Assistant Principal (4 years) High School Administrative Intern (1 year) Teacher (10 years)

Continued New High School Assistant Principals 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Lucas Ensign Clearfield High	Sunset Jr. High	Assistant Jr. High Principal (1 year) Jr. School Administrative Intern (1 year) High School Administrative Intern (1 year) Teacher (10 years)
	Sydnie Morse Syracuse High	West Point Jr. High	Assistant Jr. High Principal (2 years) Intern (2 years) Teacher (7 years)

New High School Interns 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Thomas Zarate Bountiful High	Northridge High	Teacher (8 years)
	Darren Atkinson Clearfield High	Central Davis Jr. High	Administrative Intern (1 year) Teacher (9 years)
	Michelle Smith Syracuse High	Viewmont High	Teacher (19 years)

Continued New High School Interns 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Nannette Barton Woods Cross High	Bountiful Jr. High	Jr. High Administrative Intern (1 year) Elementary Principal (6 years) Elementary Administrative Intern (2 year) Teacher (6 years)
	Jon Ellsworth Northridge High	North Davis Jr. High	Teacher (7 years)
	Marley McClune Clearfield High	Northridge High	Teacher (4 years) Previously taught at a Charter School
	Lyndsi Drysdale Mountain High	West Point Jr High	Counselor (8 years) Teacher (10 years)
	Andrew Bird Layton High	Northridge High	Teacher (2 years in district) Teacher (11 years out of district)

New Elementary School Director 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Patty Arbon Elementary School Director	Northridge High	Elementary Principal (4 years) Special Education Supervisor (5 years) Elementary Administrative Intern (2 years) Teacher (6 years)

Other District Assignments 2026-2027

	New Assignment	Current Assignment	Previous Experience
	Cerissa Thompson Special Education Director	North Davis Jr. High	Jr. High Principal (8 years) Assistant High School Principal (2 years) Assistant Jr. High Principal (5 years) Administrative Intern (2 years) Teacher (9 years)