

NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 33,000 students 2017-2018.
- Nebo District has over 3,800 employees.
- Nebo District is the 6th largest district in Utah.
- Nebo District is the 5th largest employer in Utah County.

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Superintendent's Message: Create an Exceptional Experience

Kevin Brown's "Apple Pancakes" story continues to resonate with me as a magnificent example of what it means to create an exceptional experience for those we serve. In his book, Kevin shares the following wisdom in prelude to the "Apple Pancakes" story:

"One of the things I have learned by studying hundreds of organizations and literally thousands of people is that high performance is the result of an intense focus and unrelenting pursuit of delivering the best possible experience for the people we serve.

"There are those we are drawn to and completely taken by how they do what they do. Giving them our approval, admiration, and the precious gift of our loyalty. We are fans.

"This one idea can revolutionize the way you see yourself, the people around you, and the world at large. It is the foundation of great cultures, high performance, and personal success" (p. 50-51).

I recently had my own "apple pancakes" experience at a weekend leadership training. While the curriculum was outstanding, the lesson that was most profound came from the employees at the training venue. They were the most welcoming, friendly, conscientious, service-oriented group with whom I have ever associated. Over the course of three days they remembered and called you by your name, asked about your family, attended to personal needs and interests -- even remembering what type of beverage you liked with your meals.

This company and their employees clearly believe that Heroes are at their best when it matters the most, including the commitment to create an exceptional experience for the people they serve. There is no question that they have my approval, admiration, and loyalty. After just three days, I am a fan!

My hope is that we are all committed to creating exceptional experiences like these for our students, colleagues and community members. Let's make sure that they are our fans!



Nominate Classified Employee of the Year

All of our Nebo employees are amazing and deserve recognition. It is that time of year to nominate our hard working friends who are classified employees. Our classified employees include bus drivers, secretaries, technicians, food service workers, custodians, technical support, and maintenance workers. They work hard each day to ensure a positive, safe environment for our students to learn.

Please take five minutes and nominate one or more classified employees who have made a

difference in your life or in the lives of our students. Click on the link below to make your nomination.

[Link: Classified Employee of the Year Form.](#)

**Classified Employee
Nominations**

**Due by:
February 16, 2018**

Youth Board Meets with Nebo School Board

Superintendent Rick Nielsen and the Nebo School Board of Education meet with students from each of the high schools and junior high schools on a quarterly basis. Each Youth Board representative is selected by his/her principal to be a spokesperson for their school.

In January 2018, secondary director, Ann Anderson, asked the junior high school Youth Board students questions. The junior high school

students first introduced themselves and named their favorite class subject with the Nebo School Board of Education. Some of the classes included: biology, band, honor classes, history, and math.

Next the students were asked about the culture of their school. Many students mentioned that it felt like a family, something that most students want to be a part of. One student said the school seemed to have 'clicks'. The Nebo School Board quickly asked how the student leaders could change that and make the school be more inclusive.



The most robust discussion centered around the students asking questions about the proposed middle school configuration, straight alignment patterns, a 5 x 5 class schedule compared to a 7 period class schedule, as well as the length of Christmas break.

The Nebo School Board of Education expressed that this Youth Board meeting time is valuable because they hear from the

students. Past President, Rick Ainge, thanked the students for one of the most robust conversations in a Youth Board meeting.

An advantage of these group discussions for students to be heard and to learn from each other. This sharing opportunity promotes friendships between the schools in our Nebo School District that is growing about 650 students yearly with over 33,000 students this year.

Dates to Celebrate:

- Feb. 1-28
American Heart Month
Dental Health Month
African American History Month
- Feb. 1
National Freedom Day
Commemorating the end of slavery on the date of passage of the 13th Amendment in 1865
- Change Your Password Day
- Feb. 2
Groundhog Day
- Feb. 3
Take Your Child to the Library Day
- Feb. 4
Rosa Parks Day
Honoring an important person in the civil rights movement
- Feb. 5-9
School Counseling Week
- Feb. 9
National Stop Bullying Day
- Feb. 12
Abraham Lincoln's birthday
- Feb. 12-16
International Friendship Week
Random Acts of Kindness Week
- Feb. 14
Valentine's Day
- Feb. 17-24
National FFA Week
- Feb. 19
Presidents' Day
- Feb. 22
George Washington's birthday

Why You Want to Review Your Paycheck

You have probably heard by now that the new tax reform bill will hit your paycheck as soon as February. According to the IRS, many people will see more take-home pay because of this, but that is not a guarantee.

Nebo School District recently received new withholding tables from the IRS which will go into effect with the February paycheck. It is suggested that you wait for your first paycheck that reflects the new withholding tables before consulting your tax advisor to determine if you need to make an adjustment.

The IRS will be publishing a new online calculator by the end of February that can help you decide how to adjust your allowances based on your specific circumstances. You may want to use this free option to check your tax situation when it becomes available.

Academic All-State Teams

Girls' Swimming GPA 4.0	Girls' Basketball GPA 4.0
Shelby Brown, MMHS	Haley Green, MMHS
Anna Brower, SHS	Natalie Pendleton, SFHS
Emily Colton, SFHS	Boys' Basketball GPA 3.9, 4.0
Cassady Gappmayer, SFHS	Jacob Ford, PHS
Kacie Jones, SFHS	Spencer Griffin, MMHS
Natalie Reese, SFHS	Marcus Krommenhoek, MMHS
Boys' Swimming GPA 3.9	Ethan Nelson, MMHS
Logan Marks, MMHS	Wrestling GPA 3.9
Spencer McQueen, SHS	Brandyn Van Tassell, MMHS
Drill Team GPA 3.9	Scott Earl, PHS
Tiffany Asay, MMHS	Jacob Ethridge, PHS
Hannah Finch, MMHS	Austin Hone, PHS
Megan Martin, SHS	Brennan Cook, SHHS

Charitable Giving

The Charitable Giving campaign, "Spread the Sunshine" is a great way to donate to great causes. This years' campaign includes the opportunity to give to United Way, Nebo Education Foundation, Community Shares Utah and Community Health Charities. The most effective way to give is through payroll deduction. Last years' campaign brought in over \$4,000 in new payroll deduction donations and another \$1,200 in one time donations. We thank you Nebo School District employees for your generous donations.

This years' Charitable Giving campaign began on February 1 with a kick-off meeting for Charitable Giving Representatives. The campaign in your schools will run February 6-24. If you have been the recipient of charity, please consider offering to help your building representative to "Spread the Sunshine".

To make giving even simpler and to use less paper, the campaign this year will be an online donation process that should take less than ten minutes to complete.

Letters of Intent

It is now time for Nebo School District Employees (certified and classified over 4 hours) to complete the annual Letter of Intent. This assists the district in understanding openings that each school will have and help with the district recruitment needs.

This year, employees will submit their "Letter of Intent" electronically.

Please follow this link to: [Employee Training and Certification](#) to complete your Letter of Intent. Login as you would with your email. You then will be given a list of tasks. In

the current task group select Letter of Intent 2018-2019. Read the instructions, respond, and select save. It will then show at the top of the page that the task has been completed.

Letters of Intent
Due by:
February 16, 2018



Nominated by: Courtney Corbin
PEAK Award: Macie Steele, Food, Taylor Elementary
Superintendent Rick Nielsen & Board President Kristen Betts

January 2018 PEAK Awards

To read the nomination submissions, go to January 2018 PEAK Awards: <http://www.nebo.edu/news/2368>. To submit a PEAK Award nomination, go to employee page and scroll down, or go to: www.nebo.edu/PEAK.



Nominated by: Keri Huntsman
PEAK Award: Amy Russell, Teacher, Foothills Elem.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Cami Burton
PEAK Award: Danielle Lopez, Sp. Ed. Tech., Mapleton Jr.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Kim Droubay
PEAK Award: Deanna Lindsey, Librarian, Art City Elem.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Lori Pruitt
PEAK Award: Steve Hall, Teacher, Westside Elementary
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Kelly Cole Taylor & Cecily Yeager
PEAK Award: Melanie Wilde, Secretary, Diamond Fork Jr.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Emmalee Stewart, Jessica Larsen, Erin Spung, Camille Pearson, Lorraine Nelson
PEAK Award: Sherry Plaisted, Facilitator, Brockbank Elem.
Superintendent Rick Nielsen & Board President Kristen Betts



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If your successes are not listed above, please get awards to iana.hiskey@nebo.edu with Award Nebo News in the subject line.

Nebo Hero

Nebo District's Celebrations

Student Celebrations

Tanner Rogers, Salem Junior, selected the Daily Herald **Student of the Week**.

Madison Parker, Spanish Fork Junior, State Swim Champion with the Utah Valley Rays Aquatic Team.

Kyler Carpenter, Westside Elementary, won the Utah Department of Environmental Quality Poster Contest and met Lt. Governor Spencer Cox.

Employee/Program Celebrations

Andrew Lovell, Westside Elementary, selected as the KSL & Zions Bank Teacher Feature.

Employee/Program Celebrations Cont.

Nebo School District selected as **Business of the Year** by the Spanish Fork/Salem Chamber of Commerce.

Heidi Preece, SFHS, and **Shannon Williams**, SHHS, were published in *Teaching Exceptional Children*.

Nikki Mendenhall, Salem Junior, selected the Daily Herald **Educator of the Week**.

Heather Mendonsa, Tech Teacher Spotlight by Nebo School District.

BE A Nebo Hero

Monica Valerio, Curr. Coach, Santaquin, "Always helpful to everyone around her. She provided extra benchmark training and support. She has an uplifting word." Recognized by Laurie Moray.

Joe McCrillis, Custodian, Mt. Nebo, "He stepped in and helped my daughter with a smashed ring. He was kind to drop everything and help her." Recognized by Amber Capell.

Jill Hanks, Facilitator, Mt. Loafer, "She works tirelessly to help all the new teachers. When the principal is away, she advises and supports others." Recognized by Sarah Sumsion.

Nichelle White, Secretary, PHS, "She is bubbly and makes everyone feel welcomed. She does an exceptional job of whatever is asked of her." Recognized by JoAnna Hall.

Amy Ollerton, Teacher, Mapleton Jr., "She is amazing and cares deeply for her students. She is fantastic at collaborating with special education." Recognized by Cami Burton & Danielle Lopez.

Talie Roundy, Custodian, MMHS, "She is always friendly and happy. She is quick to respond to work requests with a smile." Recognized by Melinda Banks.

Paula Quay, Payroll, DO, "She took care of a payroll problem at 9:00 p.m. right before payroll would be posted the next day. She was at her best when it matter most." Recognized by Deanna Herrmann.

Janna Manookin, Tracker, Landmark, "She encourages, challenges, and works with students until they succeed. Parents sing her praises." Recognized by Lynn Mecham.

Michelle Richins, Lab Tech., MMHS, "She handles challenging students with kindness and still sets high expectations." Recognized by Lori Zarembo.

Ben Gasser, Teacher, Landmark, "With Ben's positive outlook on education, students and faculty are reaping the benefits. He is a natural leader, teacher, example, and mentor." Recognized by Kristeene Zeeman.

If you have noticed any wonderful people or experiences that need to be recognized, please email them to iana.hiskey@nebo.edu.