

NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 32,500 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:

Nebo Heroes Being your best when it matters most

What a wonderful sight to see how our Nebo Hero theme has caught on this year! Everywhere I go, there are visible signs that employees and schools have caught the vision.

One of my favorite observations is the impact we are having on our community as a whole. It is so fun to hear the stories of how our Nebo Hero shirts create conversations among employees at grocery stores, restaurants, sporting events, etc. Now we all realize just how many fellow colleagues are joining us in the produce aisle on a Monday afternoon!

Superintendent Nielsen will continue to post your school celebrations on Instagram, as SuperintendentRickNielsen, and Facebook, NeboSchoolDistrict.

I also love the stories of random people coming up to a Nebo employee and saying, "I have noticed about 15 people with that shirt on today. It's so good to be reminded to 'Be your best when it matters most.'" Just think of the positive impact we are having on our 4,000 co-workers, 33,000 students, and 130,000 community members when we collectively state to them that we will "Be our best when it matters most," and then prove it through our daily actions.

I am truly honored and proud to work with you Nebo Heroes!



Superintendent Nielsen engaged in the Special Education Extravaganza

Dates to Celebrate:

Oct. 1-31

Bullying Prevention Month

National Dental Hygiene Month

Oct. 2

Custodial Worker Day
Bullying Prevention/Blue Shirt Day

Oct. 4

World Animal Day

Oct. 6

National Diversity Day

Oct. 9

Columbus Day

Native American Day

Oct. 9-13

Fire Prevention Week

School Lunch Week

Oct. 16-20

School Bus Safety Week

Character Counts Week

Principals Week

Oct. 24

United Nations Day

Oct. 31

Halloween



Thinking of retiring at the end of 2017-18?

With the introduction of the new Early Retirement Incentive Plans, we recognize that many of our outstanding employees will be contemplating retirement at the end of this school year. We will be sad to see these good friends and dedicated coworkers leave our ranks and are so appreciative of their service to students.

In order to find the best possible candidates for open positions in the current competitive job market, it is important for supervisors to begin hiring new employees as soon as possible. Therefore, we are once again offering an Early Retirement Notice Incentive to those who have their retirement approved by the Board of Education before mid-February. The details are as follows:

- ◆ Any employee who is eligible for and retires from Utah Retirement System (URS) by June 30, 2018, can submit the final paperwork to the District by:
 - ◇ November 3, 2017, to receive \$1,000 in their November 30 paycheck, or
 - ◇ December 8, 2017, to receive \$1,000 in their December 31 paycheck, or
 - ◇ January 5, 2018, to receive \$1,000 in their January 31 paycheck, or
 - ◇ February 2, 2018, to receive \$500 in their February 28 paycheck.
- ◆ The final application deadline for this Early Retirement Notice Incentive is February 2, 2018.



This incentive is a one-time option for those who will retire at the end of the 2017-2018 school year. Interested employees who will be retirement eligible and would like to learn more about this option and their individual benefits may schedule an appointment with Robert Fleming at [801-354-7414](tel:801-354-7414). Retirement eligible employees will be given first priority for appointments.

A representative from Utah Retirement Systems will present basic retirement information for all employees on Tuesday, October 17, at 4:00 p.m. in the Nebo District office boardroom. Employees who would like to learn more about their retirement benefits are encouraged to attend.

Nebo School District Seeks Public Input

Nebo School District is in the initial planning process for a Bond Election to be held next year on November 6, 2018. Bonding is the primary method school districts use to construct new schools and meet other facility needs. Bond money cannot be used for salaries and benefits.

Based on previous community feedback of wanting to move to the middle school model, Nebo School District plans to ask patrons to approve a \$298 million dollar bond in November 2018. This tax-rate-neutral bond, which means no tax rate increase, will be used for:

- ◆ Building three new middle schools for students in sixth and seventh grade. These middle schools will be located within the boundaries of Salem Hills High, Springville High, and Maple Mountain High. As the new middle schools are completed, Mt. Nebo Junior High and Diamond Fork Junior High will become middle schools;
- ◆ Rebuilding Payson High, Spanish Fork High, and Springville High; and
- ◆ Making improvements to existing buildings and sites. It is estimated that approximately \$10 million dollars of bond funds will be focused on upgrades and improvements.

The Nebo School Board's decision on which projects to include will rely on public input and recommendations from parent committees.

- ◆ The purpose of this survey is to seek public input regarding facility needs in Nebo District.
- ◆ Public input will help determine priorities on how to best spend approximately \$10 million dollars intended for facility improvements.
- ◆ Parent committees will make recommendations to the Board regarding school facility priorities.

In accordance with state law, the Nebo School Board will finalize all plans prior to the 2018 Bond Election so the voting public will know the specific plans before voting. In the coming months, please continue to look for additional bond information at www.nebo.edu and in meetings held throughout Nebo School District.

We sincerely appreciate your input and support of Nebo School District and the opportunity to work together with you in providing an exceptional education for our students. Go to www.nebo.edu and click on Survey Banner.

Recognize Excellent Educators

Do you know someone in our schools and/or departments who really “gets it” when it comes to exceptional customer service? If so, Nebo School District, Nebo School Board of Education, and the Superintendent Staff want to recognize them for having a positive impact on customers—students and parents. We are looking for an employee that has Positive Energy And Kindness (PEAK), that has made a special effort by performing remarkable customer service.

We have such outstanding employees who give excellent service to students, patrons, and other employees. We encourage you to look for opportunities to nominate your coworkers and other Nebo employees who demonstrate exceptional service.

All nominations will be reviewed, and qualified candidates may be recognized at the Nebo School District Board meetings and/or in the Nebo News. (Keep nomination secret until announced.)

If you received EXCEPTIONAL customer service, you may nominate the person for the **PEAK Customer Service Award**. Please visit Nebo’s website on the employee page, scroll down to the PEAK Award or go to www.nebo.edu/peak click on the PEAK Award link to tell us about your experience today. (Keep nomination secret until announced.)

PEAK Award
Positive Energy and Kindness

Do you know someone in our schools and departments who really “gets it” when it comes to exceptional customer service? If so, Nebo School District wants to recognize them for having a positive impact on customers. We are looking for an employee that has Positive Energy and Kindness, that has made a special effort by performing remarkable customer service. All nominations will be reviewed, and qualified candidates will be recognized at the Nebo School District Board meetings. (Keep nomination secret until announced.)

I would like to nominate:
 Person’s Name & Job _____
 Person’s School and Dept. _____
 How did the above employee provide exceptional service?

How did this impact your perception of Nebo School District?

Your Name _____ Your Email _____
 Your Cell Phone _____ Date _____

September PEAK Awards

To read the nomination submissions, go to September 2017 PEAK Awards: <http://www.nebo.edu/news/2261>. To submit a PEAK Award nomination, go to employee page and scroll down, or go to: www.nebo.edu/PEAK.



Nominated by: Lisa Muirbrook
 PEAK Award: Karen Burton, Teacher, Art City
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Sarah Sumsion & Chalyce Peck
 PEAK Award: Katelyn Finch, Teacher, Cherry Creek
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: All your friends at Park Elementary
 PEAK Award: Allie Lowe, Foods, Park Elementary
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Adam Gull
 PEAK Award: Nikki Thomas, Secretary, Rees
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Kali Brown
 PEAK Award: Sherrie Peterson, Facilitator, Spanish Oaks
 Superintendent Rick Nielsen & Board President Kristen



Nominated by: Carl Swenson
 PEAK Award: Russ Wilkes, Bus Driver, Transportation
 Transportation Supervisor: Cliff Jex



Nebo School District

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www.nebo.edu



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



Nebo District's Celebrations

BE A Nebo Hero

Student Celebrations

Haden Norman, Springville High, earned a National Regional Bronze Award in Student Arc Welding.

Cheyenne Davies, MMHS, won Gold in Budgeting at the National FCCLA.

Hillary Hirst, MMHS, won Gold in Chapter Website at the National FCCLA.

Emily Eggleston, MMHS, won Gold in Pre-schooler Readiness at the National FCCLA.

Rachel Wasden, Diamond Fork Junior, selected the Daily Herald Student of the Week.

Owen Memmott, Meadow Brook Elementary, selected the Daily Herald Student of the Week.

Seth Arce, Westside Elementary, selected the Daily Herald Student of the Week.

Caitlyn Maloy, Spring Lake Elementary, selected the Daily Herald Student of the Week.

Dallin Hardy, Sierra Bonita Elementary, selected the Daily Herald Student of the Week.

Jayne Holdaway, Salem Elementary, selected the Daily Herald Student of the Week.

Employee/Program Celebrations

Nebo School District was the STEM Spotlight for implementing a "Students Teaching Students" model.

Nebo School District was honored as Business of the Month by the Spanish Fork/Salem Chamber of Commerce.

Khristen Massic, Advanced Learning Center (ALC), was honored as Teacher of the Year by the Utah Technology & Engineering Educators.

Mandy Young, Diamond Fork Junior, selected the Daily Herald Educator of the Week.

Dan Hansen, Wilson Elementary, selected the Daily Herald Educator of the Week.

Courtney Corbin, Taylor Elementary, selected the Daily Herald Educator of the Week.

Ariane Wengreen, Spanish Oaks Elementary, selected the Daily Herald Educator of the Week.

Patricia Garcia, Santaquin Elementary, selected the Daily Herald Educator of the Week.

Louise Crook, Sage Creek Elementary, selected the Daily Herald Educator of the Week.

PR Tips for Teachers

Parents always want to know more about "who's teaching my child." You can help your faculty members gain parent confidence, enhance your school's reputation and boost school morale by providing answers to that question.

Encourage teachers to list the following information about themselves on their teacher webpages or class newsletters, or put it in a flyer that can be distributed at parent conferences.

- ◆ Advanced degrees.
- ◆ Years of experience.

- ◆ Continued training and/or professional development.
- ◆ Educational honors.
- ◆ One or two sentences about family and/or background.
- ◆ One fact parents might find interesting.
- ◆ A personal note: "Why I love teaching."

Another suggestion to help teachers showcase the fact that they're "highly qualified" educators: have them **display their diplomas** prominently in their classrooms.

You can take added steps by giving teachers business cards that list their degrees and placing a group photo of faculty in the school lobby with a list of all degrees.

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