

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

"Blue Car Syndrome" is one term commonly used to describe the phenomena that occurs when a person is inclined to notice something after being made more aware of the concept or item. For example, a few years ago, our family purchased a charcoal gray Toyota Camry. Suddenly, I began to notice that there are *a lot* of gray Camrys out there.

I have personally noticed a similar effect this year with "Heroes." Now that I am inclined to look for Heroes – those who *Help* people...with no strings attached; create *Exceptional* experiences; take *Responsibility* for their actions, attitudes, and results; and see life through a lens of *Optimism* – it is obvious to me that there are *a lot* of Heroes out there.

For example, I really enjoy being among our students. Just this fall, I have

personally observed students do the following:

- ◆ carry a fellow competitor who had fallen during a cross country meet,
- ◆ honor veterans with a solemn flag raising,
- ◆ honor an ill opponent from a rival school,
- ◆ send flowers and notes to a neighboring high school who had lost a student,
- ◆ complete a student project as a present to grieving parents -- to name a few.

These examples, and thousands of others like them, give me daily reminders that the world is filled with everyday Heroes. My hope for all of us who are now aware of what it means to be a Hero is that we will regularly recognize and acknowledge the many among us who are "Being Their Best When it Matters the Most". Thank you for being Nebo Heroes!!!

Regular Employee Bonus

A Nebo Employee bonus just in time for the holidays. As a show of appreciation to employees the Board of Education has chosen to pay a bonus to all regular employees. The bonus will be included with the November paycheck and will be \$1,000 for full-time employees and prorated for those working less than full time. To be eligible, an employee must be employed in good standing on November 4, 2017 and scheduled to receive a November paycheck for work performed.



Dates to Celebrate:

- Nov. 1-30
Native American Heritage Month
- Military Family Appreciation Month
- Family Literacy Month
- Nov. 5
Daylight Savings Time Ends
- Nov. 6-10
National Young Readers Week
- Nov. 7
Election Day
- Nov. 11
Veteran's Day
- Nov. 13
World Kindness Day
- Nov. 13-17
American Education Week
- Nov. 15
Education Support Professionals' Day
- America Recycles Day
- Nov. 19-25
National Family Week
- Nov. 19
Gettysburg Address Anniversary
- Nov. 20
Universal Children's Day
Promoting mutual exchange and understanding
- Nov. 23
Thanksgiving Day
- Nov. 28
National Day of Giving
(#GivingTuesday)

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 the 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.

Nebo Foundation Paper & Pan Sale

Tuesday, November 14 through Thursday, November 16 from 3:00 to 5:30 p.m. at the Summit Center, 165 South 700 East, Springville.

Educational Support Professionals Day Nov. 15

Nebo's support professionals provide invaluable services and are essential partners in the children's education process. These incredible employees include all secretaries, classroom aides, cafeteria workers, maintenance workers, bus drivers and others that help and do their part in making public schools great for every child so that they can be safe, learn, grow and achieve. So support these amazing employees and use #EducationalSupportProfessionalsDay.



PARAPROFESSIONAL:
The heartfelt hero. Using their talents to help students discover their own. Dedicating their time and energy each day to the students in their care, and doing it all while meeting the individual needs of many.

#schoolheroes
TERESA KWANT



SCHOOL SECRETARY:
You always save the day by passing out Band-Aids to kids, making extra copies for teachers, and answering calls from worried parents. You run both the office and school with ease, bringing warmth to the building and everyone inside it.

#schoolheroes
TERESA KWANT

SCHOOL BUS DRIVER:
You are sometimes the first smiling adult a child sees each morning and the last before they get home. You always brave the weather to get our kids safely where they need to be, while being a shining example as you do it.

#schoolheroes
TERESA KWANT

SCHOOL CUSTODIAN:
The quiet hero of the school. They are always the first to arrive each day, cleaning up messes no one dares to touch and befriending everyone that passes by.

#schoolheroes
TERESA KWANT

Nebo App

The Blackboard (formerly Parentlink) app for Nebo School District will be available in [Apple](#), [Google](#), and [Windows](#) app stores. You can access social media, grades, news, and participate all on your mobile device. The Nebo Blackboard app is a mobile solution designed especially for students, parents, and teachers. The app provides an intuitive way to interact and communicate. The Nebo Blackboard app can be used throughout a student's academic journey to stay on top of information and plan ahead. You will be able to download the Blackboard app soon (hopefully by the end of November)!



BE A Nebo Hero

VOTE Tuesday November 7

Don't forget to VOTE in this general election and have your voice heard. Please know that your VOTE counts for the children of Nebo School District.



General Election Day – November 7, 2016

Open 7:00 a.m. to 8:00 p.m. Go to: vote.utah.gov (link is external) for polling places.

October 2017 PEAK Awards

To read the nomination submissions, go to October 2017 PEAK Awards: <http://www.nebo.edu/news/2282>. To submit a PEAK Award nomination, go to employee page and scroll down, or go to: www.nebo.edu/PEAK.



Nominated by: Dave Jex
PEAK Award: Jessica Mohler, Teacher, Mapleton Jr.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Kristi Jensen
PEAK Award: Karolann Pace, Para Educator, Brockbank
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Ryan Pitcher, Sarah Ledingham, Holly Hancock
PEAK Award: Kayla Jones, Technician, Meadow Brook
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: David Knudsen, Anne Cook, Christine Beardall
PEAK Award: Kevin Mecham, Assist. Principal, Salem Jr.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Katherine Beck
PEAK Award: Penny McEntire, Inst. Coach, East Meadows
Superintendent Rick Nielsen & Board President Kristen Betts



PEAK Award Winners and Nominators October 2017



Nebo School District

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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

Student Celebrations

Addi Slider, Payson Junior, selected with Youth Recognition Award by Payson Mayor Moore.

Alexis Christensen, Mapleton Junior, selected the Daily Herald **Student of the Week**.

Sakia Brost, SHHS, selected Utah FFA National Officer candidate.

MMHS Girls' Soccer 5A STATE CHAMPIONS!

SHS Boys' Cross Country 5A STATE CHAMPIONS!

Ammon Wallace, Salem Jr., places in the top 2017 Broadcom MASTERS program of Society for Science.

Andy Hiatt, Bridges, won the Golden Keys Scholarship and will be honored by Governor Herbert.

Taylor McDaniel & Tayler Olson, PHS, won Best of Show at the 2017 Utah State Fair for their 28 ft. dove-tail gooseneck trailer welding project.

Employee/Program Celebrations

Devin Jackman, Mapleton Junior, selected the Daily Herald **Educator of the Week**.

Kim Golding, Cherry Creek, selected as **Teacher of the Week** by KSL.

Amy Huhtala, Sara Barber, & Caroline Howard, Salem Junior, are presenting at the National Council of Teachers of English in St. Louis.

Brenda Wesson, psychologist, recognized as a Model School Psychology Intern by National Association of School Psychologists.

BE A Nebo Hero

Kristen Vandegraaff, Teacher, Salem Junior, "Kristen is punctual, articulate, positive and happy to help. She encourages students that inspire and motivate." Recognized by Monica Lamb.

Carolyn Creer, Teacher, Brockbank, "Carolyn loves her job. You can feel her positive energy. She knows what it means to change the world one student at a time." Recognized by Tara Farr.

Monica Giffing, Teacher, SHS, "Monica goes above and beyond for her students. She works after school and weekends. She started a special needs mentor program." Recognized by Brian Fredrickson.

Brett White, Assistant Principal, SHHS, "Brett emulates that a good leader takes more than his share of the blame. He seeks growth of each person." Recognized by Lee Gillie.

Kim Golding, Teacher, Cherry Creek, "Kim helped my son with panic attacks. She'll stop by the house and gives out her cell number. She shows much love." Recognized by Tabitha Pacheco.

Justin Brooks, Teacher, Landmark & SHHS, "He enjoys his job and is always checking with parents. He is kind, sweet, and has a lot of patience." Recognized by Erika Campbell.

Susan Ogden, Bus Driver, Transportation, "Susan is always so caring. She treats students with love and respect and always builds them up." Recognized by Kim Black.

Tammy Halcrow, Counselor, Salem Junior, "Tammy works patiently with my son. She works in a kind manner and makes school a positive place." Recognized by Stacey Petersen.

Brenda Mikesell, Skill Building, Barnett, "Brenda is the kindest person I know. She handles delicate situations with ease and class. She tell the kids she believes in them." Recognized by Bobbi Diamond.

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