

NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 33,000 students in 2018-2019.
- Nebo District has approximately 4,500 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: Be a Nebo Hero—INSPIRE

A couple of weeks ago, I was blessed by the receipt of a letter from an anonymous Nebo employee. The thought and insight expressed by this educator made it clear to me that he/she is a Nebo Hero who clearly knows how to INSPIRE students and colleagues. I'll keep the personal content private, but want to share a story that was included. Hopefully it will inspire you in your delicate, daring, difficult work with children as it has inspired me:

In 1862, Abraham Lincoln found himself torn between the polarizing interests of abolitionists and pro-slavery advocates. When pressed concerning his position, he reminded his audience of the daring feats of the tightrope walker Jean-Francois Gravelet -- the Great Blondin -- who made a series of crossings over the falls of Niagara in 1859. He had pushed a wheelbarrow, stopped to cook an omelet, even carried his manager on his back.



One of the visitors later recalled the President's words, after he had described this image of a man making his way along a 3-inch rope above such sublime and terrifying force: "Suppose," Lincoln said, "that all the material values in this great country of ours -- its wealth, its prosperity, its achievements in the present, and its hope for the future -- could all have been concentrated and given to Blondin to carry over that awful crossing. Suppose you had been standing upon the shore as he was going over, as he was carefully feeling his way along and balancing his pole with all his most delicate skill over the thundering cataract. Would you have shouted to him,

'Blondin, a step to the right! Blondin, a step to the left!' or would you have stood there speechless and held your breath and prayed to the Almighty to guide and help him safely through the trial?"

Later that same year of 1862, and one month before signing the Emancipation Proclamation, Lincoln boldly declared in his message to Congress:

Fellow-citizens, *we* cannot escape history. We of this Congress and this administration, will be remembered in spite of ourselves. No personal significance, or insignificance, can spare one or another of us... We shall nobly save, or meanly lose, the last best hope of earth... The way is plain, peaceful, generous, just -- a way which, if followed, the world will forever applaud, and God must forever bless.

Even as he felt his way along the tightrope, Lincoln always kept his eye -- and the eyes of the public -- on the shore beyond. Americans have always been a future-oriented people, and our most admired [leaders] have been the ones who painted tomorrow in bright colors, no matter how grim the today.

As educators, we hold all of the value of this great country in our hands. I am humbled to be one of the many who stand in awe at your great work, hold my breath, and pray for your safe passage as you teach our children, "the last best hope of earth."

(Story adapted from an article titled "Lincoln to the Rescue")

Dates to Celebrate:

- Nov. 1-30
Native American Heritage Month
- Military Family Appreciation Month
- Family Literacy Month
- Nov. 4
Daylight Savings Time Ends
- Nov. 6
Election Day
- Nov. 11
Veteran's Day
- Nov. 12-16
National Young Readers Week
- Nov. 13
World Kindness Day
- Nov. 12-16
American Education Week
- Nov. 14
Education Support Professionals' Day
- Substitute Educators' Day
- Nov. 18-24
National Family Week
- Nov. 19
Gettysburg Address Anniversary
- Nov. 22
Thanksgiving Day



Thinking of retiring at the end of 2018-19?

With the 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, 2019, can submit the final paperwork to the District by:
 - ◇ November 2, 2018, to receive \$1,000 in their November 30 paycheck, or
 - ◇ December 7, 2018, to receive \$1,000 in their December 31 paycheck, or
 - ◇ January 4, 2019, to receive \$1,000 in their January 31 paycheck, or
 - ◇ February 1, 2019, to receive \$500 in their February 28 paycheck.
- ◆ The final application deadline for this Early Retirement Notice Incentive is February 1, 2019.

This incentive is a one-time option for those who will retire at the end of the 2018-2019 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 Wednesday, November 7, 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.

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.
 Teresa Kwant #schoolheroes

SPED TECH:
 The extra time and attention you give to your students is remarkable. Even if it takes all year (or more) to meet a goal, your enthusiasm for their success is contagious. You make a difference each day and uplift students in ways no one else can.
 #schoolheroes Teresa Kwant

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

#nebohero #NeboSchoolDistrict #studentsuccess #empowerstudents #engagestudents #focusonstudents

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 \$500 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 2, 2018, and scheduled to receive a November paycheck for work performed.




Educational Support Professionals' Day Nov. 14

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, food 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](#). #schoolheroes


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, clean up messes no one dares to touch and befriend everyone that passes by.
 #schoolheroes
 Teresa Kwant



SCHOOL LUNCH WORKER:
 You are behind the scenes most of the day, but during lunch you let kids know they matter. You always serve kids healthy meals and happy attitudes. Without you students don't have the energy to conquer their day.
 #schoolheroes
 Teresa Kwant



October 2018 PEAK Awards

To read the nomination submissions, go to September 2018 PEAK Awards: <http://www.nebo.edu/news/2577>. To submit a PEAK Award nomination, go to employee page and scroll down, or go to: www.nebo.edu/PEAK.



Nominated by: Shawn Rawlings
PEAK Award: Breanna Partridge, Art Tech., Wilson Elem.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Julie Graves
PEAK Award: Heather Bingham, Teacher, Sage Creek
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Melody Green
PEAK Award: Jenny Bradford, Teacher, Mapleton Elem.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Holly Kent, Tara Makin, Gwen Spencer, Sarah Sumsion
PEAK Award: Tim Ernst, IT, Technology
Rick Nielsen & Board President Kristen Betts



Nominated by: Nebo District 4,000 Employees, 33,000 Students
PEAK Award: Lana Hiskey, Community Relations
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Aubree Barnum
PEAK Award: RaeAnn Nelson, Technician, Riverview
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Mike Adams
PEAK Award: Keith Richards, Assist. Principal, Mapleton Jr.
Superintendent Rick Nielsen & Board President Kristen Betts

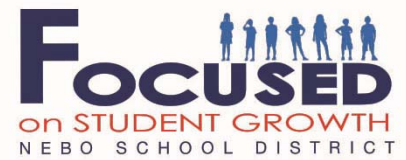


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Just a reminder to wear your t-shirt on **November 5** to help remind everyone to be a **Nebo Hero** and **vote**.

Nebo School District has a bond on the ballot to build three new middle schools and rebuild the three older high schools.



Bond Election Dates

You can still register to Vote at:
<https://vote.utah.gov>

Nov 5
 Last day to postmark mail-in ballots

Nov 6
 Election day


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

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 _____



Must Use—Nebo App

The Blackboard (formerly Parentlink) app for Nebo School District is 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. Get the Nebo app at: <http://www.nebo.edu/bb-mobile-app>.

