



Nebo News



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NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 35,000 students in 2021-2022.
- 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 Rise Up – Whenever I Look in the Mirror...

Early in my teaching career a wise mentor told me, “Always remember that **every** parent is sending you the **very best child** they have. They’re not keeping the best one’s home.” Meeting the needs of each one of these **very best** 35,000 students in our care is becoming increasingly more difficult. Many of our students (and even our colleagues) struggle with negative perceptions about themselves. They “look in the mirror [and] are mean to the incredible, amazing, beautiful, and magnificent person staring back at [them].” They see this powerful poem by Abdullah Shoaib in their reflection:

Pretty Ugly

I’m very ugly
 So don’t try to convince me that
 I am a very beautiful person
 Because at the end of the day
 I hate myself in every single way
 And I’m not going to lie to myself by saying
 There is beauty inside of me that matters
 So rest assured I will remind myself
 That I am a worthless, terrible person
 And nothing you say will make me believe
 I still deserve love
 Because no matter what
 I am not good enough to be loved
 And I am in no position to believe that
 Beauty does exist within me
 Because whenever I look in the mirror I always
 think
 Am I as ugly as people say?

Thankfully, Nebo District students are served by caring adults who can help each child (and each coworker) to realize the very best in themselves. We can help those who struggle to apply a new perspective – a **Rise Up perspective**. Do this by

reading this same poem from the bottom line to the top line:

Am I as ugly as people say?
 Because whenever I look in the mirror I
 always think
 Beauty does exist within me
 And I am in no position to believe that
 I am not good enough to be loved
 Because no matter what
 I still deserve love
 And nothing you say will make me believe
 That I am a worthless, terrible person
 So rest assured I will remind myself
 There is beauty inside of me that matters
 And I’m not going to lie to myself by saying
 I hate myself in every single way
 Because at the end of the day
 I am a very beautiful person
 So don’t try to convince me that
 I’m very ugly

Thanks to each of you for your positive impact on individual lives. I hope we will all find at least one student, friend, family member, or colleague in the coming months who we can help to realize that “at the end of the day [they are] a very beautiful person.”



Dates to Celebrate:

- Nov. 1-30**
Native American Heritage Month
- Military Family Appreciation Month
- Family Literacy Month
- Nov. 2**
Election Day
- Nov. 7**
Daylight Savings Time Ends
- Nov. 11**
Veteran's Day
- Nov. 13**
World Kindness Day
- Nov. 15-19**
American Education Week
- Geography Awareness Week
- National Young Readers Week
- Nov. 17**
National Education Support Professionals Day
- Nov. 18**
National Parent Involvement Day
- Nov. 19**
Gettysburg Address Anniversary
- Substitute Educators Day
- Nov. 21-27**
National Family Week
- Nov. 25**
Thanksgiving Day



Employee Bonus

In recognition of our tremendous employees and their dedication to Nebo students, the Nebo District Board of Education recently approved a one-time 2% bonus that will be paid along with November paychecks.



View and listen to President Christine Riley on the employee page: Video Message.

School Board President Christine Riley said, "It's been a difficult 18 months to say the very least. I've always been grateful to work with educators. They are some of the finest people on the face of the earth.

"We would like you to know that we acknowledge and validate the difficult time you have had over the last 18 months. In doing so, we would like to offer you a 2% one-time bonus that will be on your upcoming November paycheck.

"We have seen what you have done--from those who are getting the children to school on buses, those that are feeding them, those that are cleaning up after them, to the teachers who spend all day with them. How grateful we are for your service!

"I've always said, it is impossible to be unhappy and grateful at the same time; and on difficult days, I try to remember that. I hope you will too. So happy Thanksgiving from the Nebo School Board of Education, and please know how grateful we are for all of your efforts."

Building level administrators will soon have additional details. We encourage those with questions to visit with their administrator or call the Nebo District Payroll Office for more information.



Thinking of retiring at the end of 2021-22?

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 again the year. Therefore, we are once again offering an Early Notice Incentive to those who have their retirement approved by the Board of Education at least four months prior to their retirement. The details are as follows:

- ◆ Any employee who is eligible for and retires from Utah Retirement System (URS) by at the end of the 2021-22 school year, can submit the final paperwork to the District by:
 - ◇ November 5, 2021, to receive \$1,000 in their November 30 paycheck, or
 - ◇ December 3, 2021, to receive \$1,000 in their December 31 paycheck, or
 - ◇ January 7, 2022, to receive \$1,000 in their January 31 paycheck, or
 - ◇ February 4, 2022, to receive \$500 in their February 28 paycheck.
- ◆ The final application deadline for this Early Notice Incentive is February 4, 2022.

Although we have offered this option for a handful of years, this incentive should be considered a one-time option for those who will retire at the end of the 2021-2022 school year and may not be offered in future years. 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 Troy Bohling at 801-354-7480. Retirement eligible employees will be given first priority on appointments.

Representatives from Utah Retirement Systems present basic retirement information for all employees at various times of the year in the Nebo District office boardroom. Employees who would like to learn more about their retirement benefits are encouraged to attend one of these meetings.

Nebo Honors Education Support Professionals

To provide an exceptional education for our Nebo students, we need all educators including support staff such as: child nutrition, transportation, custodians, special education, technicians, secretaries, construction, paraprofessionals, technology, finance, and maintenance to name a few.

Education Support Professionals Day was first celebrated in 1987 to honor contributions of school support staff.

Nebo's support professionals provide invaluable services and are essential partners in our

children's education process. Thank you, support professionals, for using your talents and extra time to genuinely care about each individual student and making Nebo a safe and wonderful place for students.



Nominate Employees for PEAK Awards

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 our 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.

PEAK Award
Positive Energy and Kindness

Nebo
SCHOOL DISTRICT

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 _____

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



We encourage you to look for opportunities to nominate your coworkers and other Nebo employees who demonstrate exceptional service.

click on the PEAK Award link to tell us about your experience today. (Keep nomination secret until announced.)



Did you know that when you shop for the holidays at smile.amazon.com/ch/87-0546418, AmazonSmile donates to Nebo Education Foundation? One hundred percent of these monies fund teacher grants to help supplement equipment and supplies for students.

Thank you for supporting the Nebo Education Foundation by shopping at smile.amazon.com instead of just Amazon. Remember to use the link above.





SCHOOL DISTRICT

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Nathan Mohler, Teacher, Diamond Fork Junior, "He is fun as a teacher and gets things done. He will explain things until we understand. He never gives up on me and makes everyone that he interacts with feel like they belong." Recognized by students: Donald Pixley, Layne Haderlie, & Malee Burraston.

Melissa Oldham, Secretary, SFHS, "She is a joy to have in the counseling center! She is so kind and makes many students feel welcomed and cared for. She strives to make connections and has great customer service." Recognized by Leslie Swenson.

Aubree Judkins, Counselor, Park, "She works to support staff and students at all levels. Students feel supported and understood and have concrete steps to handle difficult emotions and problems. She makes Park an even better place to be!" Recognized by Carrie Dunn.

Brooke Davis, Teacher, Foothills, "She switch grades to Kindergarten—enthusiastically—with a team member on maternity leave for three months. Brooke is helpful, supportive, and kind. She bent over backwards to help my long-term substitute and students." Recognized by Gabrielle Wilson..

Patti Barnett, Librarian, Barnett, "She goes above and beyond teaching students. She is so excited to see all students and provides fun projects with her own money. She is so helpful and shows true kindness to everyone." Recognized by student Michael Maxwell-Hartman.

Amy Darrington, Principal, Cherry Creek, "Amy is a total ROCK STAR! She took on a Title I school with financial, academic, and behavioral challenges of its own and handled all the issues of the virus with great leadership qualities and perseverance. She is a beacon of light, as she meets each person she encounters with her pleasant smile and contagious laugh. We love her!" Recognized by Starr David.

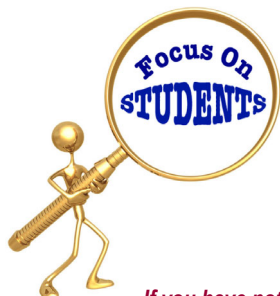
Don Remy, Technology Engineer, District Wide, "Don is a Nebo Hero and saved the day again—but not with technology! We had over 50 business leaders and Rotarians coming to a district meeting to sign dictionaries for our third-graders. Those that usually help with forklifts were sick that morning. Who knew Don could run the forklift and deliver thousands of books. You are a true Nebo Hero!" Recognized by Lana Hiskey.

Sarah Lemmons, Psychologist, Mt. Loafer, "She spends her personal time helping the Special Education staff organize schedules and goes out of her way to see to individual students' needs. She spends time studying behavior strategies to be an advocate for all students." Recognized by Deon Bradford.

Morgan Kinyon, Secretary, Apple Valley, "She is an absolute blessing. My child struggles with anxiety. Morgan is ALWAYS there when she needs her. She shows so much love, kindness, genuine care, and gives a safe person/place for bad days. Seriously, her kindness has brought me to tears. We absolutely love and adore her. ♡ Recognized by Ashley Powell & Stacey Holmes.

Ashley Roberts, Teacher, Rees, "Ashely is an amazing team player. I am new to the team, and she has completely taken me under her wing. She plans with me every day and helps all of us. She is selfless and an extremely hard worker." Recognized by Clarissa Putnam.

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



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