

"X" marks the SPOT



Nebo News



VOLUME V ISSUE VI FEBRUARY 2016



NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 32,000 students 2015-2016.
- Nebo District has over 3,600 employees.
- Nebo District is the 6th largest district in Utah.
- Nebo District is the 5th largest employer in Utah County.

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Message from Superintendent Nielsen

The highlight of my week...

The highlight of any week for me is time spent walking the halls of a school, popping into a classroom, cheering on our Nebo teams, enjoying student performances, visiting with coworkers across the district, or any other opportunity to associate with our students and our amazing employees. I am so impressed with the goodness of our people, our student-centered focus, our professionalism, and our overall commitment to excellence.

For several years, I went to universities recruiting potential teaching candidates. I didn't spend much time talking about compensation packages, but instead focused on the positive experience they would have working in Nebo. To help them visualize the experience, I invited them to think back to their hometown and remember that restaurant or fast food place that was the local favorite, and then to think about

all of the reasons why that was THE PLACE everyone in town went to eat.

It didn't take long for smiles and sniffs and sighs to surface. I would then say something like, "Whatever it is you are feeling or remembering right now, that is what Nebo District will do for you as an educator. We are the Glades, Barry's, Stan's, La Casita, Daley Freez, Polar Queen, or J-Dawg of education. We are the place where people want to be."

You are the reason I feel confident in this declaration. Our employees make Nebo a great place to work and this results in a great place for students to learn. Thanks for always being the highlight of my week and for your dedication to students!

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. <http://goo.gl/forms/62CV8B8E65>

Classified Employee Nominations

**Due by:
February 15, 2016**

Dates to Celebrate:

Feb. 1-29

National Black History Month

American Heart Month

Dental Health Month

Feb. 1-5

School Counseling Week

Feb. 1

National Freedom Day

Commemorating the end of slavery on the date of passage of the 13th Amendment in 1865

Feb. 2

Groundhog Day

Feb. 8

Chinese New Year

Feb. 9

Safer Internet Day

Feb. 12

Abraham Lincoln's Birthday

Feb. 14

Valentine's Day

Autism Sunday

Feb. 15

Presidents' Day

Feb. 17

National PTA Founder's Day

Feb. 22

George Washington's birthday

Feb. 29

Leap Year Day

Altius Health Insurance Transition

Beginning February 1, 2016, all Nebo employees on health insurance will be covered by Altius Health Insurance. You should have received new insurance cards before February 1, 2016. Please destroy your Arches card and use the new Altius card beginning February 1.

All deductibles and pre-authorized medications will be honored in the Altius system.

The network of providers and hospital facilities is the same as the Arches plan.

For detailed information about the Altius plans and providers, see the Employee Home Page, Benefits 2015-16 (<http://www.nebo.edu/node/1638>)

Build Trust About Your School

What you say matters. An offhand comment made in the heat of the moment can haunt you. Message discipline should apply to all conversations.

React with compassion. How we react to a situation can be more important than the situation itself. Show appropriate emotion. If people are hurt acknowledge the pain. Show a commitment to solve the problem.

Do the right thing. Keep students and staff safe.

- ◆ Keep students learning.
- ◆ Protect district resources. Follow the law.
- ◆ Keep the community informed.
- ◆ Show the community you care.

Providing information always builds trust.

Keep messages simple.

- ◆ Our top priority is your child's safety/education.
- ◆ We want to get classrooms back to normal as quickly as possible.
- ◆ We cannot share this information because the law requires us to protect the privacy of our staff/students.

Don't elevate or minimize the situation.

Use strong words sparingly—for example: crisis, shocking, frightening. But, if something truly shocking has occurred, acknowledge it.

Avoid temptation to speculate. You don't want to start rumors. Say, "I can tell you what I know, but I cannot answer hypothetical questions."

Following these principles in tough times help build trust.

NEW Nebo Employee Health Insurance Forms

1095-C Tax Form

- ◆ The end of January each employee on Nebo health insurance will receive a new tax form called a 1095-C. This form, along with the W-2, will be needed by employees to prepare 2015 tax returns. (You will need both forms.)
- ◆ The 1095-C form is part of the reporting component of the Affordable Care Act. The Affordable Care Act requires that all employers provide a 1095-C form for all active employees on health insurance. The form shows the months of the year the employee was covered by Nebo health insurance. (Also, you should receive a 1095-B form from your health insurance company.)
- ◆ Please watch for these forms around the end of January and put them with other important tax documents to prepare your 2015 tax returns.

February—Charitable Giving Campaign

The Charitable Giving campaign, “Spread the Sunshine” is a great way to donate to great causes. This year’s 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 year’s campaign brought in over \$9,000 in new payroll deduction donations and another \$750 in one time donations. We thank you for your contributions. Our goal this year is to have every Nebo employee donate \$1 per month through payroll deduction.

This year’s Charitable Giving campaign begins on February 4 with a kick-off meeting for Charitable Giving Representatives. All schools’ Charitable Giving Representatives will meet on February 4 in the Board Room at 3:30 p.m. The campaign in your schools and workplaces will run February 8-26. If you have been the recipient of charity, please consider offering to help your building representative to “Spread the Sunshine”.



4A Academic All-State Teams

- | | |
|--|--|
| Girls’ Swimming GPA 3.9
Shelby Bulkley, PHS | Girls’ Basketball GPA 3.9
Kaitlyn Davis, PHS
Hallie Neves, PHS
Amy Pouliot, PHS
Emily Allan, SFHS
Elise Wilson, SFHS
Alexis Monson, SHS
Alexandria Sorensen, SHS |
| Boys’ Swimming GPA 3.9
Caleb Peterson, PHS
Noah Larsen, SHHS
Tate Colton, SFHS | Drill Team GPA 3.9
Karly Mecham, PHS
Keilani Fifita, SHHS
Taisha Howard, SHHS
Natasha Wagstaff, SHS |
| | Wrestling GPA 3.9
Taylor Lamont, MMHS
Kolby Smith, MMHS
Korbon Tibbals, MMHS
Jorgen Olsen, SFHS |

January PEAK Awards

To submit a PEAK Award nomination, go to employee page and scroll down, or go to: www.nebo.edu/PEAK



Letters of Intent
Due by:
February 12, 2016



Nominated by: Ryan Kay
 PEAK Award: Kandie Jensen, Finance, Nebo District
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Jeanmarie Andersen
 PEAK Award: Jethro Gillespie, Art Teacher, MMHS
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Mike Duncan & Rachel Gardner
 PEAK Award: Lyndsee Brice, Teacher, Cherry Creek
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Michele Thompson & Neeley Kay
 PEAK Award: Jana Russell, Special Ed., District-Wide
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Amy Darrington
 PEAK Award: Dave Harlan, Principal, Canyon Elementary
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Sara Matis
 PEAK Award: David Swenson, Custodian, Maple Ridge Elem.
 Superintendent Rick Nielsen & Board President Kristen Betts



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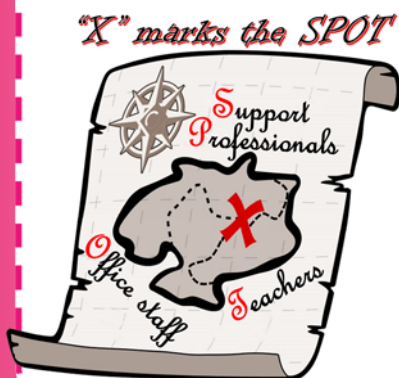
Fax: 801-798-4010

Email: iana.hiskey@nebo.edu

www.nebo.edu



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



Nebo District's Celebrations

Student/Program Celebrations

Emily Escamilla, Rees Elementary, was selected as the Daily Herald Student of the Week.

Nebo School District earns Energy Star Award for all of our buildings being Energy Certified!

Employee Celebrations

Carrie Van Nosdol, Park View Elementary, was selected as the Daily Herald Educator of the Week.

Loretta Walker, music art specialist, is published in *Arts Education Policy Review*.

New—Employee Direct Deposit

Nebo employees can now make adjustments to direct deposits through the employee portal. Go to: <http://www.nebo.edu/employees/finweb/help/direct-deposit>

“X” Marks the SPOT

Tricia Nielson, Secretary, Riverview, “Tricia is the glue that holds us together. She takes care of students’, teachers’ and the principal’s needs. She does this with a smile and kindness. She is ultra organized and can accomplish several tasks at one time,” recognized by Lisa Muirbrook.

Necia Albrecht, Instructional Coach, Salem, “She constantly serves all the teachers and students and does an excellent job modeling and coaching teachers. She is a pleasant person to work with and jumps in and helps without having being asked,” recognized by Jim Welburn.

Esther Wirfs, Title I Tech., Park, “Ester goes above and beyond her job requirements. She spends extra time, without pay, working with struggling students. She is creative and tries to find new strategies to help individual students,” recognized by Jennifer Sorensen.

Melany Lingam, Teacher, Hobble Creek, “Melany has such a positive attitude and is willing to do anything asked of her. She spends hours setting up extra technology in our school and takes the time to teach faculty and staff how to use the technology,” recognized by Ginger Hansen.

Marcie Wilson, Librarian, Spanish Fork Junior, “Mandy is a wonderful librarian that runs a safe, friendly, and accessible junior high library. She is an advocate for literacy and has significantly revamped this library,” recognized by Jonathan Lawrence.

Sheila Robison, Office Assistant, Goshen, “For the past 20 years Sheila has made a difference in so many ways: checking late students in and taking their lunch count followed by ‘Have A Good Day!’ doing the Principal 200 Club Celebrity Book which includes calling the parents to share the good news about their students,” recognized by Brenda Oberg & Lynette DeGraffenried.

Jodi Beck, Special Ed., Payson High, “Jodi is the best at serving parents and students. Jodi goes out of her way to make sure that her students have great learning opportunities here at Payson High. She serves others with a huge smile,” recognized by Amy Fox.

Debbie Jarrett, Foods Manager, Mt. Nebo, “Debbie is an exceptional leader. She treats everyone with love, kindness and respect. She makes others feel important and part of a team. She compliments everyone for their hard work and makes sure we know how much we are appreciated,” recognized by Felicidad Winget.

Kim Knuteson, Randalynn Hickman, Cristi Starr, Georgia Hancock, UEI Techs., Mt. Loafer, “The ladies in this class work in very special circumstances. The students all have handicaps of some kind. The many in wheelchairs have feeding tubes and require diaper changes. These ladies LOVE these children unconditionally! They have provided clothing and toys for some that are in need with money out of their own pockets. They are nurses, hair dressers, nurturers and mothers on top of their teaching duties. When a child is sad, they shed tears ! They are amazing!” recognized by Lisa Pruitt.

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