

NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 34,000 students in 2019-2020.
- 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.

INSIDE THIS ISSUE:

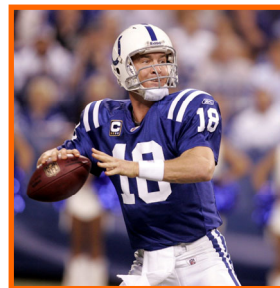
Dates to Celebrate	2
Retirement Options	2
New Professional Learning Center	2
Vaccination Clinics	2
Nebo Heroes	3
PEAK Awards	3
Celebrations	4

Superintendent

Discover the Power Within—A Life of Significance

"In 1998, the Indianapolis Colts were confronted with a dilemma... they held the first pick in the NFL draft that April. Their selection would affect the direction of the team for years to come, positively or negatively.

"Bill Polian, President of the Colts, was faced with a difficult choice between two great talents: Ryan Leaf and Peyton Manning. Both were big players with strong arms... Media analysts and scouts around the league were split evenly, but Bill decided to select Manning."



In reporting on this decision, Tony Dungy recalls, "What tipped the scales in Bill's mind were Peyton's work ethic, his love for the game, his approach toward football as a job, and his quiet private life. Ultimately, when faced with the choice that would define the course of their franchise, the Colts based that decision on character, and that choice resulted in great success for us and for our future Hall of Fame quarterback."

"Coaching ability or talent cannot make up for a lack of character. In the draft, there are only a few things that will knock a player out of consideration for our team, and this issue of character is one of them. We have a category on our evaluation form that is labeled 'DNDC' – *Do Not Draft because of Character.*"¹

On the title page of his book, *Uncommon*, Coach Dungy poses this question: "What does it take to live

a life of significance?" In Nebo District, we rephrase this in our own declarative theme: Discover the Power Within! Both statements require a life committed to the highest qualities of character.

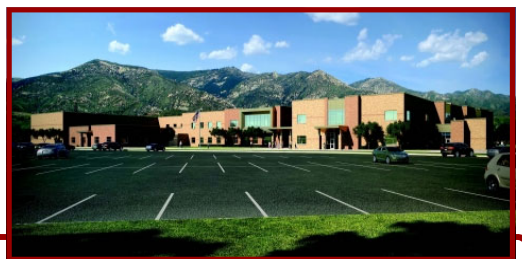
"Character begins with the little things in life. I must show that I can be trusted with each and every little thing, no matter how trivial it may seem... Character may be manifested in the great moments, but it is made in the small ones... Character is tested, revealed, and further developed by the decisions we

make in the most challenging times. We have to know what is right, and we have to choose to do it... outwardly, character reflects an inner life committed to honor and uncompromising integrity... Character is a blend of inner courage, wisdom, and a sense of duty to yourself, to others, and to something greater than you."²

Always remember, "*How you do your job has always been more important than what you do.*"³

Construction Updates

- Valley View Middle (Salem) opens Fall 2020
- Mt. Nebo Jr. becomes a middle school Fall 2020
- Maple Grove Middle (MMHS) opens Fall 2021
- Diamond Fork Jr. becomes a middle school Fall 2021
- Spring Canyon Middle (SHS) opens Fall 2021



- Rebuild of SFHS starts 2022
- Rebuild of PHS starts 2023
- Rebuild of SHS starts 2024

For construction updates and photos, go to:
www.nebo.edu/node/2848

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 2019-20?

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, 2020**, can submit the final paperwork to the District by:
 - ◇ **November 8, 2019**, to receive \$1,000 in their November 30 paycheck, or
 - ◇ **December 6, 2019**, to receive \$1,000 in their December 31 paycheck, or
 - ◇ **January 3, 2020**, to receive \$1,000 in their January 31 paycheck, or
 - ◇ **February 7, 2020**, to receive \$500 in their February 29 paycheck.
- ◆ The final application deadline for this Early Retirement Notice Incentive is **February 7, 2020**.

This incentive is a one-time option for those who will retire at the end of the **2019-2020** 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. The dates for the URS Retirement Information meetings are at 4:00 p.m. on October 22 for Tier 1 employees and October 23 for Tier 2 employees. Tier 2 employees are those who began their URS eligibility after July 1, 2011. You can contact Robert Fleming if you are unsure which Tier you are on. The meetings will be held at 4:00 p.m. in the new **Nebo Professional Learning Center** west of the District Office. Parking is available on the west side. Employees who would like to learn more about their retirement benefits are encouraged to attend.

Flu & Vaccination Clinics

October 1: 11:30 to 2:30 p.m.

Goshen Senior Center, 79 S. Center,

October 1: 1-4 p.m. Mapleton Senior Center, 125 W. Comm. Way

October 7: 1-5 p.m. Wilson Elem.

90 W. 500 S., Payson

New Professional Learning Center

Nebo School District has renovated a former storage facility for professional learning and collaboration for our dedicated educators. The new Professional Learning Center (PLC) is located just directly west of the Nebo School District office building with ample parking on the west side of the renovated Professional Learning Center. The north side of this building will also house our new medical clinic next spring.



BE A Nebo Hero

Andrew Hunsaker, teacher, Spanish Fork High, “He continues to produce amazing plays and musicals that teach students great skills. He entertains and educates the entire community.” Recognized by Luke Isley & Melissa Hartley.

Tricia Nielson, former secretary, Riverview, “Tricia has been so devoted to parents and students for 12 years. When we heard she was moving jobs, we wondered how will Riverview function? Tricia has a way of becoming everyone’s best friend.” Recognized by Aubree Barnum & Sherilyn Woodhouse.

Tara Pina, teacher, Springville Junior, “Tara was consistently supportive and flexible with me as a new administrative intern. She is always willing to help.” Recognized by Kelly Taylor.

Daun Sorensen, secretary, Special Ed., “Daun is always helpful when I have a question or concern. If she doesn’t know the answer, she will find out. She always has a smile and positive attitude.” Recognized by Lindsey Hughes.

Mandy Young, digital coach, Diamond Fork Junior, “She is the kindness, friendliest, and most genuine person. She always helps at a moment’s notice.” Recognized by Nicole Draper, Rebecca Antares, Todd Claybaugh, Shan Daniels, Darwin Deming.

Polaris Li & Erica Murdock, teachers, Sage Creek, “They recreate positive learning environments and give engaging assignments.” Recognized by Tina Rimmasch.

Austin Cope, teacher, Barnett, “Austin is that teacher that makes students feel safe and wanted. Students flock to him for high fives.” Recognized by Gwen Spencer.

MaryLynn Graff, Secretary, Maple Mountain High, “She jumped right in to make sure the office ran smoothly when others were gone even though she was out of her comfort zone. She did an amazing job.” Recognized by Jessica Knotts.

September 2019 PEAK Awards

To read the nomination submissions, go to September 2019 PEAK Awards: <http://www.nebo.edu/news/2891> To submit a PEAK Award nomination, go to employee page and scroll down, or go to www.nebo.edu/PEAK



Nominated by: Sue Ann Harding
PEAK Award: Chelsie Young, Teacher, Landmark High
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Patti Erickson
PEAK Award: Dixie Dalton, Technician, Orchard Hills
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Necia Albrecht & Teresa Jordan
PEAK Award: Kenneth N. Shaw, Building Tech., Spring Lake
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Mandie Peterson
PEAK Award: Kim Larsen, Teacher, Art City Elementary
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Mike Johnson
PEAK Award: Shelly S. Smith, Reading Tech., Hobbie Creek
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Kali Brown
PEAK Award: Tonia Ivie, Secretary, Spanish Oaks Elem.
 Board President Christine Riley, Superintendent Rick Nielsen



Nebo District's Celebrations

Nebo School District
Phone: 801-354-7400
Fax: 801-798-4010
Email: lana.hiskey@nebo.edu
www.nebo.edu

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

Student Celebrations

MMHS Welding, Placed First at Nationals—Ladd Davis, Sam Christmas, Wyatt Justensen and advisor Jared Massic.

Hunter Moses, ALC, wins **First Place** in the Big Shot Pitch Competition at CTE Expo.

FCCLA Maple Mountain High:
 Chapter in Review Display: Brynn Kilpatrick - Gold, Mary Kilpatrick - Gold, Erika Webster - Gold, Chapter Service Project Display: Sophia Hirst- Gold, Isabel Hirst,- Gold, Ashlyn Paulson,- Gold, Fashion Construction,- Kristi Mendenhall - Silver and won a sewing machine, Hospitality & Tourism: Alicia Zarembo - Gold.

FCCLA Payson High:
 Fashion Construction: Kassie Neal - Silver, Student Competitive Events Volunteer: Cooper Heaps

FCCLA Salem Hills High:
 Chapter in Review Display: Brock Bayles - Gold, Sarah Rogers - Gold, Audrey Millet- Gold, Entrepreneurship: Maggie Van Orman - Gold, Food Innovations: Sheridan Vest - Gold, Chapter Service Project Display: Camie Thurgood - Gold, Briana Butters - Gold.

FCCLA Springville High:
 Fashion Design: Hana Miyasaki - Silver, Job Interview: Jackie Durfy - Gold, Life Event Planning: Vanessa Goodsman - Silver, Recycle & Redesign: Jane Wilson - Gold.

Gus Brinkerhoff, Foothills Elementary, was selected as the Daily Herald Student of the Week.

Jackson Greenwood, Spanish Fork Junior, was honored with **First Place** in the State of Utah High Points Long Distance Swimmer.

Kaleb Kymock, Goshen Elementary, was selected as the Daily Herald Student of the Week.

Wyatt Smith, Mapleton Junior, was honored by **KSL High 5** for making a difference.

Jvin Kom, Cherry Creek Elementary, was selected as the Daily Herald Student of the Week.

Employee/Program Celebrations

Nebo's Superintendent, **Rick Nielsen**, was selected as the **2020 Superintendent of the Year** for the state of Utah.

Nebo secondary students earned **31 awards** at Central Utah Science Fair (CUSF).

Salem Hills High Envirothon Team placed **Fourth at Nationals**, advisor Brad Shuler.

Stephanie Truscott, Cherry Creek Elementary, was selected as the **Daily Herald Educator of the Week**.

Nikki Mendenhall, Salem Junior, was selected by the state as a finalist for the **Presidential Awards in Excellence in Mathematics and Science**.

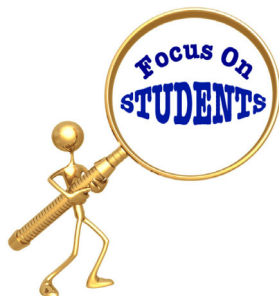
Kate Elliott, Foothills Elementary, was selected as the **Daily Herald Educator of the Week**.

Kaylee Liddiard, Spanish Fork High FFA Advisor, was selected as the **FFA Teacher Ambassador for Utah**.

Gregory Hunt, Goshen Elementary, was selected as the **Daily Herald Educator of the Week**.

Angela Harman, SFHS & SFJHS, won the **Best of State** for her Orchestra programs.

Nebo graduated 33 students with their **associate degrees** from Utah Valley University.



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