

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.

INSIDE THIS ISSUE:

Dates to Celebrate	2
Retirement Options	2
Your Vote Counts	2
At-A-Glance Questions	3
PEAK Awards	3
Frequently Asked Questions	4

Superintendent's Message: Nebo's Heroes—Outpouring of Support

Like all of you, I marvel at the tremendous outpouring of community support for our students, coworkers, friends, and family members who were displaced from their homes with the recent fires and then faced with potential flooding. Our own schools, students, and employees played critical roles in hosting evacuees, coordinating meetings, helping with communications, and receiving and distributing commodities. The gratitude from those who benefitted has been heartfelt and sincere.

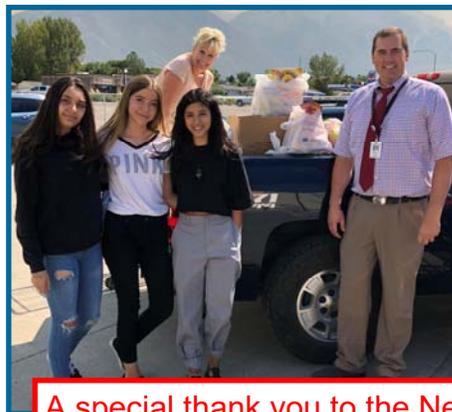


Regardless, it was important to give students the opportunity to be with Nebo Heroes – people who are at their best when it matters the most – in those very moments when it did matter the most. In those critical circumstances, Nebo Heroes gave students a place of physical and emotional safety. They provided meals, emotional support from caring adults, an environment where peers could gather together, and a degree of consistency and continuity at a very uncertain time.

On the first night of evacuation, we were asked whether or not school would be held at the affected schools the following day. Once we determined that schools were not needed for sleeping accommodations, the decision was clear: school would be held as scheduled.

For some, this may not have been a popular decision and maybe not even a logical one.

Thank you all for being Heroes we can count on to Help People . . . with no strings attached, provide Exceptional Experiences for those in need, and take Responsibility for the welfare of others. You create optimism, hope, and continued passion for excellence. We have such outstanding employees who have a tremendous impact for good on our students and in our communities. Thank you!!!



A special thank you to the Nebo operations warehouse staff for their long hours and support to many families that were evacuated from their homes. YOU are truly NEBO HEROES!!!

Dates to Celebrate:

- Oct. 1-31
Bullying Prevention Month
- National Principals Month
- Oct. 7-13
Fire Prevention Week
- National Metric Week
- Oct. 8
Columbus Day
- Oct. 10
International Walk to School Day
- Oct. 14-20
National Character Counts Week
- Oct. 15-19
National School Bus Safety Week
- National School Lunch Week
- Oct. 23 - 31
Red Ribbon Week
- Oct. 24
United Nations Day
- Oct. 27
Make a Difference Day
- Oct. 31
Halloween



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.



Bond Election Dates

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

Oct 16
Ballots mailed to registered voters

Nov 5
Last day to postmark mail-in ballots

Nov 6
Election day



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.

2018 Nebo School District Bond Proposal FREQUENTLY ASKED QUESTIONS

WHY?

- New growth: 500 new students/year
- Fund building of 3 new middle schools
- Fund rebuilding of 3 old high schools

WHEN?

- Spring 2019 – Begin First new middle school
- Fall 2026 – Finish rebuilding last high school

HOW TO ADDRESS GROWTH

- Bond & build new schools
- Consistently buy more portable classrooms
- Increase class size

BENEFITS?

- Reduce overcrowding at schools
- Students attend same middle, junior and high schools together – Direct Alignment
- Technology-based classrooms, increased school security, & updated seismic standards

COST?

- No property tax rate increase
- Extend length of existing bond with same property tax rate

MORE INFO?

- www.nebo.edu/bond2018
- Ask an informed neighbor, teacher or school administrator

September 2018 PEAK Awards

To read the nomination submissions, go to September 2018 PEAK Awards: <http://www.nebo.edu/news/2542>. To submit a PEAK Award nomination, go to employee page and scroll down, or go to: www.nebo.edu/PEAK.



Nominated by: Melissa Hartley & Ashleigh Redman
PEAK Award: Tani Griffin, Teacher, Payson High
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Lori Pruitt
PEAK Award: Peggy Rothaug, Secretary, Westside Elem.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Todd Claybaugh, Ellen-Anita Olson, James Clark, Kelly Cole Taylor, Scott Buck, Mandy Young, Rebecca Antares, Susane Anderson, Leslie Parrott, Maria Lewis, Brenda Burr, Rhet Rowley
PEAK Award: Dennis Olsen, Teacher, Diamond Fork Junior
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Marissa & Kristen Betts
PEAK Award: DeAnn Nielsen, Principal, MMHS
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Kim Thompson & Dana Beckert
PEAK Award: Darla Stapel, Teacher, Brookside Elem.
Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Alesha LeMmon
PEAK Award: McKayla Loftin-King, Teacher, Sp. Fork Jr.
Superintendent Rick Nielsen & Board President Kristen Betts



*You can still register to vote:
<https://vote.utah.gov/vote/menu/index> by
 You will need to go to a polling location to
 cast your vote on Nov. 6.*



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



FREQUENTLY ASKED QUESTIONS regarding the 2018 NEBO SCHOOL DISTRICT BOND PROPOSAL

- 1. What is a bond?** Bond funds are for construction of new buildings, renovation and refurbishing of existing facilities, and purchasing property. General obligation bonds carry the lowest possible interest rates and are the least costly form of financing available. Authorization from the voting public is required before the District may issue bonds. State law states that bond funds cannot be used for salaries.
- 2. Why does Nebo School District need to bond?** Nebo continues to grow by approximately 500 students each year. Bond money is used to build new schools and make improvements to existing schools.
- 3. What options does Nebo have available to address growth?** In order to accommodate a rapidly increasing student population, Nebo School District has three options. It can bond and build new schools, it can bring in portable classrooms, or it can increase class size. Nebo School District prefers to bond and build new schools as a long-term solution to address growth and as a potential way to reduce class size.
- 4. Will the bond increase my property tax rate?** Current projections show that Nebo School District can bond without increasing property tax rates. Homeowner's property taxes will remain the same, provided that Utah County does not change the assessed value of their home.
- 5. Why does one part of the ballot say "property tax increase," and another say "no tax rate increase"?** Some people believe that if taxes could go down and do not, then it should be considered a tax increase. Nebo School District's new debt obligation will not require a tax rate increase for the bond. However, the number of years of the debt obligation will be lengthened.
- 6. How can Nebo bond for \$298 million with no tax rate increase?** With growth, more taxpayers share the responsibility for payment and existing bonds have been deliberately structured to allow new bonds to be issued without a tax rate increase. Nebo School District also qualifies for lower borrowing rates due to their AAA rating that is comparable to a personal credit score of 850. It is also important to understand that the money will be borrowed in smaller amounts (not all at once) over a number of years until the building projects are complete.
- 7. What will the bond money be used for?** Recent public surveys have informed Nebo School District that the majority of parents are extremely interested in creating middle schools and rebuilding the older high schools. Therefore, Nebo School District is proposing to build three new middle schools and rebuild Payson High, Spanish Fork High, and Springville High. The new middle schools will be located within the boundaries of Springville High, Maple Mountain High, and Salem Hills High.
- 8. What are the benefits of building middle schools?** Along with academic and social reasons, Nebo students can have a "straight alignment pattern" in their secondary schools. A "straight alignment pattern" means that all students in a middle school will go to the same junior high school and then to the same high school. In other words, the middle school and junior high boundaries are the same as the high school boundary.
- 9. Why do we need to rebuild the older high schools?** Payson High, Spanish Fork High, and Springville High School will all be over 60 years old when/if they are rebuilt. They are currently in constant need of costly repair. When the schools are rebuilt, the need for portables will be greatly reduced. The new schools would be adaptable and ready for technology-based learning, while also having increased security measures and modern security systems. New schools are also built to current seismic standards, reducing risk to anyone that enters the buildings. All of these benefits help Nebo School District prepare for the future by addressing the academic and safety needs of students and staff.
- 10. What is the timeline for construction of the schools?** If the bond passes, the district will begin construction of the first new middle school in the Spring of 2019. The last high school will be completed by the Fall of 2026.
- 11. Where can I go if I have more questions?** More information regarding the bond can be found on the Nebo School District website: www.nebo.edu/bond2018.