



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: Nebo's Heroes—POWER to INSPIRE

What a treat to be inspired by Kevin Carroll at our opening meeting! His life story and message are so uplifting for us in our personal lives and our professional responsibilities. I encourage everyone to use his message and the resources he has provided to help us continue to be our best when it matters the most.

As a follow up, our theme this year will focus on Nebo Heroes gaining POWER through: Problem solving, Optimism, Working hard, Enthusiasm, and Responsibility; and then using that power to INSPIRE others:

Nurture -- "Be the one who nurtures and builds. Be the one who has an understanding and a forgiving heart, one who looks for the best in people. Leave people better than you found them."
~ Marvin J. Ashton

Share -- "Life is short, live your dream and share your passion."

Pass -- "The best feeling of happiness is when you're happy because you have made someone else happy."

Inflate -- "At the end of the day it's not about what you have or even what you have accomplished... it's about who you've lifted up, who you've made better. It's about what you've given back."
~ Denzel Washington

Return -- "The meaning of life is to find your gift. The purpose of life is to give it away."
~ Pablo Picasso

Encourage -- "A word of encouragement from a teacher to a child can change a life. A word of encouragement from a spouse can save a marriage. A word of encouragement from a leader can inspire a person to reach her potential."
~ John C. Maxwell

"Encouragement to others is something that everyone can give. Somebody needs what you have to give. It may not be your money; it may be your time. It may be your listening ear. It may be your arms to encourage. It may be your smile to uplift."
~ Joel Osteen

Thank you for your great work in support of each other and in support of students. I hope everyone has a wonderful school year as they live the Rules of the Red Rubber Ball!

Kevin Carroll's Additional links:

WYRRB?! PDF direct link is below: <https://files.acrobat.com/a/preview/45f89663-6ab4-4864-ae62-d3d324292cd9>

WYRRB?! Exercise Video Link: KC explains the WYRRB?! process... <https://www.youtube.com/watch?v=TJIGwJLJBDO>

High Performing Teams: <http://bit.ly/2aZRNis>

KC's Press Kit: <http://bit.ly/2ufHv0k>

KC's Raise Your Game! App - <https://app.adeption.io/account/signup?networkCode=f6f1fdd7-9433-4f0b-857f-7cc0f111e49d&programCode=287ae09b-c5dc-4fdc-b794-b6c2776538ac>

Nebo School Board Approved Raise

The Nebo Board of Education approved a 5% base salary increase for all employee groups for this school year. This is a significant investment into our most important assets, our employees. With this increase and other salary schedule changes, our beginning teachers will receive an annual compensation of \$42,388 for next year. Additionally, each employee will receive a bonus of up to \$500 this fall based on their FTE.

Dates to Celebrate:

Sept. 1-30
Library Card Sign-up Month
Good Manners Month
Backpack Safety Month

Sept. 3
Labor Day

Sept. 8
International Literacy Day

Sept. 9-15
National Arts in Education Week

Sept. 9
National Grandparents' Day

Sept. 11
Patriot Day National Day of Service and Remembrance

Sept. 15—Oct. 15
Hispanic Heritage Month

Sept. 17
Citizenship/Constitution Day

Sept. 21
International Day of Peace

Sept. 22
First Day of Autumn

Sept. 28
National Good Neighbor Day



Nebo Employee Training & Certification

Utah State Law and Nebo District Policy require ALL employees to complete an Employee Training and Certification process that includes reviewing Nebo District's "Critical Policies". The purpose of this training is to certify that all Nebo employees understand the laws, procedures, and policies they are expected to follow and to ensure the safety and well-being of all students, faculty, and staff. This year, there is a new task entitled "Job Description" that will give employees the opportunity to review the essential functions of their job.

To access the portal, go to the employee homepage and click on Employee Training and Certification. The username is your firstname.lastname and the password is your Nebo email password. If you have questions please contact your supervisor for help.

Employees are to complete all tasks by Monday, September 17.

Nebo Hero T-shirts

Just a reminder that we will be wearing our Nebo Hero t-shirts on the Second Monday of every month.

We will also wear them Monday, 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.



How Can I Be Involved?

Q. Can I talk about the bond during contract hours?

A. Yes, it is okay to **share factual information** such as that found on the bond infographic, bond website and other district publications. However you must remain neutral and not suggest a "yes" or "no" vote.

Q. Can I give my opinion when I see a parent at the store?

A. Yes, as a private citizen you can advocate outside of school time.

Q. Can I advocate for the bond or join a **bond advocacy** group?

A. Yes, Nebo employees can advocate for the bond and join advocacy groups as private citizens. This advocacy may only take place off contract hours and using a personal email and social media accounts (Cannot use a Nebo email).

Q. Can I ask my students to tell their parents to vote "yes" for the bond?

A. No, that would be advocacy during contract hours.

Q. Can I share details of the bond?

A. Yes, you can share factual information such as the fact that high school boundaries won't change.

You CAN be a VOICE!

Bond Information found at: <http://www.nebo.edu/bond2018>

Apple Valley Elementary Opens

Apple Valley Elementary in Santaquin opened its doors on August 21 for the first day of school. Principal Chad Argyle welcomed the excited students, parents, faculty, and community leaders. A dedicated Scout Troop 1619 raised the flag for the pledge and students sang their hearts out. Superintendent Rick Nielsen introduced the many guests including the architects, engineers, and construction workers.

School Board member, Lisa Rowley, spoke to the audience about the history of the area including that the first school was built in Santaquin 162 years ago in 1856. The rock school house was 32 feet by 18 feet, and the roof was made of cane hauled from the shores of Utah Lake. She ended her comments with this quote by Wayne Dyer:

“When given a choice between being right or being kind, choose kind.”

Apple Valley Elementary is on a 10 acre site in Santaquin with 6 acres of playing fields, 86,000 square feet of building, 31 classrooms, 2 computer classrooms, wood gymnasium floor and bleachers, plus more.

The students and parents were treated to apples at the ribbon cutting.



June 2018 PEAK Awards

To read the nomination submissions, go to June 2018 PEAK Awards: <http://www.nebo.edu/news/2513>. To submit a PEAK Award nomination, go to employee page and scroll down, or go to: www.nebo.edu/PEAK.



Nominated by: Mike Larsen, Brent Coffman, Chad Argyle, Lorie Reese, Cheri Cornaby
PEAK Award: Lynn Hansen, Speech, Goshen, Spring Lake, Santaquin
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Teresa Gordon, Dawn Stoddard, Kelley Kurban, Mark Binks, Jamey Smith, Connie Parker
PEAK Award: Jason Beardall, Assist. Principal, SHS
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Abbey Marshall, Marnie Meredith, Tiesha Christensen, Adam Gull
PEAK Award: Nathan Wright, Teacher, Rees Elementary
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Mark Davis, Jake Corbett
PEAK Award: Gretchen Powell, Technician, Payson Junior
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Lin McKinnon
PEAK Award: Candi Bown, Audiologist, Across District
 Superintendent Rick Nielsen & Board President Kristen Betts



Nominated by: Mike Johnson
PEAK Award: Jessica Ribble, Teacher, Hobbie Creek Elem.
 Superintendent Rick Nielsen & Board President Kristen Betts



Please register online at <https://vote.utah.gov/vote/menu/index> by October 9, so you will receive a mail-in ballot to vote in the November 6, 2018 election.



Nebo School District

NOVEMBER 6, 2018

\$298 MILLION BOND

Phone: 801-354-7400
 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.

PHASE 1 Projected to begin in 2019 MIDDLE SCHOOLS

Valley View Middle School in Salem Hills High area
Construction begins 2019



Maple Grove Middle School in Maple Mountain High area
Construction begins 2020



Spring Canyon Middle School in Springville High area
Construction begins 2020



\$90,000,000 (est.) from bond

PHASE 2 Projected to begin in 2022 HIGH SCHOOLS

REBUILD Springville High, Spanish Fork High & Payson High



REBUILD First High School
Construction begins 2022



REBUILD Second High School
Construction begins 2023



REBUILD Third High School
Construction begins 2024



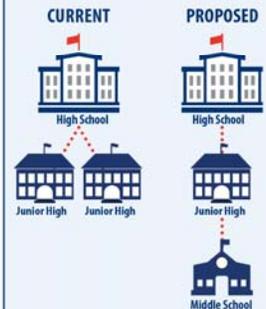
\$208,000,000 (est.) from bond

\$47,000,000 (est.) from district savings

\$255,000,000 (est.) Total

FACTS TO KNOW

Building Middle Schools creates a Straight Alignment Pattern



No Tax Rate Increase



Bond Money cannot be used for salaries

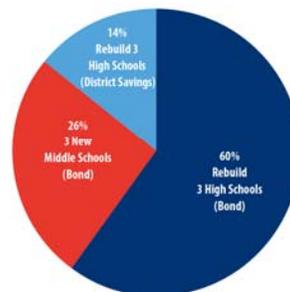


LEGEND

Projected Cost & Completion Time

= \$30,000,000 each (18 months to build)

= \$85,000,000 each (26 months to build)



FINANCIAL EXPLANATION

\$90 M 3 New Middle Schools from Bond

\$208 M Rebuild 3 High Schools from Bond

\$47 M Rebuild 3 High Schools Nebo District Savings

Total \$345 M

www.nebo.edu/Bond2018