

The summit is what drives us,



But **The CLIMB** itself is what matters.

Nebo News

Nebo
SCHOOL DISTRICT

VOLUME XII ISSUE III NOVEMBER 2022



NEBO SCHOOL DISTRICT'S SPECIAL POINTS OF INTEREST:

- Nebo District has approximately 36,000 students in 2022-2023.
- 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 – Rick Nielsen The Power of Self-Acceptance

What is self-acceptance?

“Self-acceptance is the act of accepting yourself and all your personality traits exactly as they are. You accept them no matter whether they are positive or negative. This includes your physical and mental attributes. Self-acceptance means recognizing that your value goes beyond your personal attributes and actions. Self-acceptance gives you more confidence in yourself and makes you less vulnerable to criticism. It means to deeply and totally accept every aspect of yourself unconditionally and without exception.

How does self-acceptance affect your day-to-day life?

- **Self-acceptance helps you control your emotions**
High levels of self-acceptance are linked to more positive emotions and greater psychological well-being.
- **Self-acceptance helps you forgive yourself**
Learning to accept yourself helps you be less self-critical. It helps you create a more positive, compassionate, and balanced view of yourself.
- **Self-acceptance gives you more self-confidence**
Self-acceptance can give you more confidence in yourself. It helps you understand that your perceived negative qualities don't define you or your worth.
- **Self-acceptance leads to self-compassion**
Self-compassion is giving yourself “the same kindness and care you would give to a good friend.” Cultivating self-compassion can help you be kinder to yourself when you fail and make you more resilient to setbacks.
- **Self-acceptance helps you be yourself**
Self-acceptance can help you show up more authentically without worrying about others' judgments of you. Essentially, when you accept yourself, you feel free to be your whole self.



need a little inspiration on your self-acceptance journey.

“You can search throughout the entire universe for someone who is more deserving of your love and affection than you are yourself, and that person is not to be found anywhere. You, yourself, as much as anybody in the entire universe, deserve your love and affection.” ~Sharon Salzberg, author

“There is a magnificent, beautiful, wonderful painting in front of you! It is intricate, detailed, a painstaking labor of devotion and love! The colors are like no other, they swim and leap, they trickle and embellish! And yet you choose to fixate your eyes on the small fly which has landed on it! Why do you do such a thing?” ~C. JoyBell C., Author

“To accept yourself is to step into your power. When you cultivate self-acceptance, you no longer need to look for external sources of validation. You become sure of who you are and learn to own both your strengths and your weaknesses.” (<https://www.betterup.com/blog/self-acceptance>)

“The Promise of Self-Acceptance is to continually allow others to feel the goodness that is you, which equates to self-confidence in your ability to contribute, to make a difference, to be the reliable helper when others are in need.” (The Promise to the One, p. 83)

Clearly, “*The Climb*” is more enjoyable and we can more effectively help others on their journey when we have a strong commitment to self-acceptance.

Self-acceptance quotes

“So now that you know why self-acceptance is important, here are some quotes you can refer to whenever you

Dates to Celebrate:

Nov. 1-30

- ~American Indian & Alaska Native Heritage Month
- ~Military Family Appreciation Month
- ~Family Literacy Month
- ~National Homeless Youth Awareness Month

Nov. 6

Daylight Savings Time Ends

Nov. 7-11

National School Psychology Wk.

Nov. 8

Election Day

Nov. 10

National Community Education Day

Nov. 11

Veteran's Day

Nov. 13

World Kindness Day

Nov. 13-19

- ~American Education Week
- ~Geography Awareness Week
- ~National Young Readers Week

Nov. 16

National Education Support Professionals Day

Nov. 17

National Parent Involvement Day

Nov. 18

Substitute Educators Day

Nov. 19

Gettysburg Address Anniversary

Nov. 24

Thanksgiving Day



Inclement Weather

Throughout the winter months, there is an increased possibility of school disruptions due to inclement weather. *Nebo School District will be open and functioning normally throughout the winter unless parents/employees are notified otherwise.*

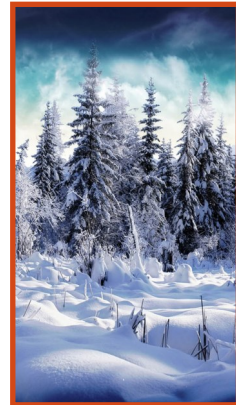


The decision to cancel or delay the start of school is a very complicated process.

On occasion, weather may be so extreme the district may close schools or implement a Delayed Start. In each case, a notice will be sent via phone, text, or email to parents/guardians. If a Delayed Start is called at your particular school, your school's starting time will be postponed for two hours. Although the start time will be delayed two hours, we will work to ensure that the school itself will be open by the regular start time in order to accommodate working parents and students that arrive early.

The following information may be helpful for individuals with questions regarding inclement weather days.

1. **Inclement Weather Decisions:** Inclement weather decisions will be made by approximately 6:30 a.m. on the day of the event. Decisions and action plans are for one school day only.
2. **Snow Day or Delayed Start:** If the weather is overly severe, a Snow Day or Delayed Start may be implemented. If this happens, parents/employees will be notified. If a Delayed Start is implemented, schools will start exactly two hours later than their regular start time. (As an example, a school regularly starting at 8:00 a.m. will start at 10:00 a.m. A regular bus pick-up at 7:15 a.m. will be at 9:15 a.m.) During a delayed start, AM Kindergarten, AM Preschool, and AM ALC will be cancelled.
3. **Delayed Start on an Early Out Day (Teacher Collaboration Day):** If a delayed start is implemented during an early out day, the early out schedule will be cancelled and school will run on a regular schedule.
4. **Phone, Email, and Text Messages:** Nebo School District will send notifications regarding inclement weather decisions via phone, email, and text. It is important that parents/employees have updated personal contact information available so effective communication can occur.
5. **Announcement posted on Nebo District Website – www.nebo.edu:** An announcement concerning an inclement weather decision will be posted on the district website. Specific information about each school can be found by clicking the *Inclement Weather* link on the main page.
6. **Hotline:** Parents can call the Nebo District hotline at 801-354-7498 for updated information.
7. **Media Announcements:** Local media outlets will be contacted and informed of school closure status.
8. **Social Media Announcements:** Notifications will be posted on social media pages.
9. **Bus Stops:** On inclement weather days, buses may be running late due to road conditions or traffic delays. Please watch for email, phone, or text messages regarding specific delayed bus routes.
10. **Employee Expectations:** Even though the district has declared a "Delayed Start" for students and schools, the expectation is that employees will arrive at their schools/departments at their regular contract time, or as soon as they can safely arrive.
11. **Make-up Days:** State law requires each district to have 180 days of instruction. For each Snow Day taken, the day must be made up later in the school year. Parents/employees will be notified in advance of the make-up day(s). Delayed Start days do not need to be made up.



Dealing with inclement weather can be a frustrating experience for everyone. If you have any ideas or suggestions that you feel might help improve our process, we would love to hear from you. Please feel free to contact us at question-comment@nebo.edu. Thank you.

Thinking of Retiring at the end of 2022-23?

Nebo School District is once again offering an Early Notice Incentive in order to find the best possible candidates for open positions in this competitive job market. The intent of the Early Notice Incentive is to reward those employees who complete their 2022-2023 employment commitments and who give sufficient notice to supervisors to enable them to hire qualified new employees. The guidelines to receive the Early Notice Incentive are as follows:

- ◆ Be employed by the District for a minimum for four (4) years immediately preceding District retirement,
- ◆ Submit completed retirement forms to the Human Resources Office at least four (4) months prior to District retirement date, and
- ◆ Retire from URS within forty-five (45) days of retirement from District service.

The payment details of the Early Notice Incentive are as follows:

- ◆ Employees who meet the above guidelines and submit completed retirement forms to the Human Resources office by:
 - ◇ **November 4, 2022**, to receive \$1,000 in their November 30 paycheck, or
 - ◇ **December 2, 2022**, to receive \$1,000 in their December 31 paycheck, or
 - ◇ **January 9, 2023**, to receive \$1,000 in their January 31 paycheck, or
 - ◇ **February 6, 2023**, to receive \$500 in their February 28 paycheck.
- ◆ The final deadline to submit completed retirement forms to the Human Resources office for this Early Notice Incentive is **February 6, 2023**.

Although we have offered this option for a handful of years, this incentive should be considered a one-time option and may not be offered in future years. Interested employees who are or 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.



Thank you!

I am a parent in Nebo and have five kids who are either currently or have attended Nebo District. I want to tell all the employees who work for Nebo how grateful I am for how the pandemic was handled. I can't imagine how difficult the 2020-2022 school years were for everyone working for school districts. I have family and friends all over the country. In my opinion, very few school districts handled the pandemic as well as Nebo. The balanced approach, I feel, worked really well. I was so grateful my kids were able to go back to school in fall 2021, because all three of my kids told me they didn't feel they learned anything on-line. That isn't to say the teachers weren't doing all they could; they definitely were. It just didn't work well for my kids. Now, as more and more studies are coming out on the significant detrimental effects long-term school closures had on students, I am so very grateful Nebo School District employees were able to navigate the fears, opinions, and needs of the students and parents in a very effective manner. You all deserve raises! At the very least, the deep gratitude of everyone in Nebo School District. Thank you, thank you, thank you! ~Email sent to Nebo School Board President, Christine Riley.

October 2022 PEAK Awards

To read the nomination submissions, go to **October 2022 PEAK Awards: <https://www.nebo.edu/news/4060>**. To submit a PEAK Award nomination, go to employee page and scroll down, or go to: www.nebo.edu/PEAK.



Nominated by: Brad Fillmore & Cindie Simmons
PEAK Award: Robyn Miller, Secretary, SHHS
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Katy & Joy Smith
PEAK Award: Courtney Packard, Counselor, MMHS
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Jane Price, Kristie Bowers & Andrew Lovell
PEAK Award: Lori Nielsen, Principal, Westside Elem.
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Shauna & Brooke Shepherd
PEAK Award: Bryan Paxton & Amber Stokes (not shown), Bus Driver & Bus Attendant, Transportation
 Board President Christine Riley, Superintendent Rick Nielsen



Nominated by: Cecily Yeager, Danielle Gardiner, Brenda Burr, Sandy Caceres, Russ Sumens
PEAK Award: Anthony Bowden, Teacher, Diamond Fork
 Board President Christine Riley, Superintendent Rick Nielsen



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On-Site Health Screening

There is one more on-site health screening on November 21 at Park Elementary in Spanish Fork. You will log into your [SelectHealth account](#) and click the Health Screening button from your dashboard to reserve a time. If a location/date does not show up, that means it is full.

If you have questions or need additional information - please visit our [EMPLOYEE BENEFIT WEBSITE](#).

BE A Nebo Hero

Crystal Hayes, Teacher, Hobble Creek, "She wants her students to succeed both in and out of the classroom and is constantly invested in ways to make their lives better. She is an advocate to empower her students to defy any odds." Recognized by Alyssa Larsen.

Jodi Partridge, Digital Coach, Maple Grove, "She helped set up grade book and sync it with iCampus. She set up my canvas pages and helped me with so much. I am so grateful for her expertise and willingness to all of us." Recognized by Bethany Brown.

Jamal Pugmire, Social Worker, MMHS, "My child struggled socially and being connected to anyone. Mr. Pugmire reached out to and met with him regularly to provide support and encouragement. Thank you." Recognized by Sarah Sumsion.

JoAnn Baker, Bus Driver, Transportation, "We have the safest drivers and attendants which starts with training. JoAnn shares her knowledge and skills to new and existing drivers and attendants, keeping student safety always in mind." Recognized by Cory Mendenhall, Brad Jex, & Shelly Underwood.

Alice Owen, Teacher, Meadow Brook, "My son loves going to school so that he can see her. She gives him the confidence to be himself, and her love of teaching is contagious." Recognized by Melissa Fahrni and Christy West.

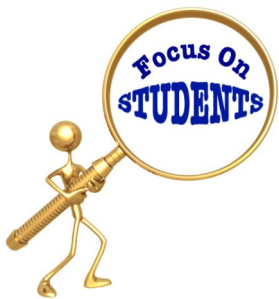
Cherise Mikesell, Nutrition, Apple Valley, "Cherise is the epitome of a hard-working employee. She is a self starter and works hard to make sure the job is done and done right. She serves with the biggest smile." Recognized by Morgan Kinyon.

Michele Thompson, Teacher, Foothills, "She goes out of her way to help support teachers in any way. She spends time with parents answering questions, comforting them, and helping them with the needs of their children." Recognized by Kathryn Salzl.

Mallory Ross, Teacher, Maple Grove, "She is the best of the best. Her job is not easy but she loves each and everyone of the kids in her classroom. She creates a positive environment. She is incredible with my child." Recognized by Abbey Marshall.

Ryan Magoffin, Teacher, SHHS, "Ryan brings in guest speakers to help students understand resiliency and grit that sparks a light bulb in these students to keep on going." Recognized by Aubrey Turnbow.

Becky Antares, Teacher, Diamond Fork, "Students love science with Mrs. Antares. She has a keen understanding of how to accommodate for students with special needs in her classroom. She brings science alive for students." Recognized by Jeremy Chandler, Cecily Yeager, Brenda Burr, Russ Sumens.



If your successes are not listed, please get awards to lana.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 lana.hiskey@nebo.edu.