

TRI-STATE 28



TIME TO INNOVATE

Tri-State ASBO Conference

May 13—15, 2020

DoubleTree by Hilton

Burlington, Vermont



*Tri-State Association
of School Business Officials*



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Tri-State Association of School Business Officials

The Tri-State ASBO Conference Program is published for the Maine Association of School Business Officials, the New Hampshire Association of School Business Officials, and the Vermont Association of School Business Officials by the Tri-State Association of School Business Officials, PO Box 572, Rollinsford NH 03869

Tri-State ASBO Conference Program

Program Book Committee:
Cheryl Somma

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Tri-State ASBO Conference Program Book

Printed by:
Evans Printing, Concord, NH

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Welcome Attendees to

Tri-State 28

Time to Innovate!

Welcome to the 28th Annual Tri-State Conference. We are excited to host this year's conference in the beautiful state of Vermont at the Double Tree by Hilton in Burlington. The hotel, formerly the Sheraton, has completed renovations and is now the Double Tree by Hilton.

The Tri-State committee has been busy coming up with this year's theme. "Tri-State 28, Time to Innovate!" With 21 committee members we have a wide range of experiences to pull from to come up with valuable professional development. We are continuing with our three-strand set up as it had positive feedback from last year.

Each break out segment of the overall program will have 3 distinct strands:

- Finance strand breakout sessions will be denoted with an "F" in the schedule.
- Technology strand breakout sessions will be denoted with an "IT" in the schedule.
- Legal strand breakout sessions will be denoted with an "L" in the schedule.

But wait there's more! We have plenty of other things to do. Besides the awesome professional development opportunities, we have innovative ways to network with fellow school business officials from our three states. From cocktail hour on Wednesday evening before dinner at Lang Farms in Essex, including the Ben & Jerry's Ice Cream truck for dessert to Yoga, Mediation with Jon Wortmann, Paint & Sip, Walk/Runs and Aqua Fitness. Not to mention beautiful downtown Burlington to explore on your own after dinner Wednesday and Thursday night.

As always, we will have our Vendor Exhibition on Thursday afternoon followed by our formal dinner. Please make sure to stop and check out all the wares our vendors have to offer. The support of these vendors is the reason we are able to provide an outstanding Keynote speaker, Kay Frances, and great professional development general and breakout sessions.

Our jobs are demanding, stressful and always innovating, so take the time to come together to learn, share, relax and enjoy time with our colleagues from Maine, New Hampshire and Vermont.

Co-Chairs

Rebecca Goulet

Martha Gagner

2020 PLANNING COMMITTEE

Host State: Vermont

Conference Co-Chairs: Rebecca Goulet and Martha Gagner

Secretary: Cheryl Somma

Tri-State Treasurer: Steve Bartlett

MAINE REPRESENTATIVES

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Gorham, ME

Stacie Field, Business Manager
Poland, ME

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Westbrook, ME

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Waitsfield, VT

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Newport, VT

Christine Blouin, Business Administrator
Laconia, NH

BILL MOORMAN, EMERITUS

OLLIE JAKOB, EMERITUS

PRESIDENTS' MESSAGES

VERMONT ASBO

Dear Colleagues:

It's time to innovate! Let 's all start together at the 28th Tri-State ASBO Conference at the Doubletree by Hilton Hotel and Conference Center in South Burlington, Vermont. This venue is a stylish midtown hotel with one of the largest conference centers in the state.

"Time to Innovate" is the theme of our conference this year which takes place on May 13th-15th with concurrent sessions centered on finance, legal, and technology. Friday will be dedicated to individual state's hot topics of their choosing. The keynote speaker is Kay Frances, a hilarious motivational presenter who will leave you energized and ready to take on new challenges.

The Tri-State ASBO Committee members work very hard to plan and deliver an experience that is filled with professional development options, relevant topics, wellness activities, entertainment and time for leisure. Each Tri-State conference I have attended has been amazing from start to finish. Networking with fellow Vermont colleagues and getting to know our counterparts in Maine and New Hampshire is one of the highlights. Professional development opportunities are bountiful and provide us with certification hours, but more importantly, time to learn together. I have always been impressed with the knowledgeable and dynamic presenters.

Don't miss the vendors' exhibit on Thursday afternoon. Their products and services help us to innovate and provide us with efficient, state of the art solutions for our schools. They also play a critical role in the financial success of the conference, and we appreciate their contribution to this important event. They are also tons of fun!

Learning, sharing, and creative innovation allows us to continuously strive to be better business officials for our schools, students and communities. I'm looking forward to seeing all of you at this fantastic annual conference.

Lisa Perreault, SFO

President, VASBO



PRESIDENTS' MESSAGES

MAINE ASBO

It is my honor and privilege to represent Maine ASBO and to welcome business officials from our three great states to the 28th annual Tri-State ASBO Conference in gorgeous Burlington, VT.

The theme of this year's conference, "Time to Innovate", truly embodies what we do in our daily lives as school business officials. We all know that innovation is necessary for our schools to grow and to prepare our students for a creative and dynamic global society. As we face many challenges, including more work to accomplish with fewer staff and less time, we continue to strive for innovation in order to meet and exceed these challenges. Tri-State ASBO is a tremendous example of how the collaborative efforts of three terrific organizations can come together and create innovative learning, professional development and networking. It is through these continued efforts that we proudly become the best informed and educated business officials for our schools, students and communities.

I would like you to join me in thanking the Tri-State ASBO Committee for their hard work and dedication in organizing this conference. Each year it is impressive to see the amount of detail that goes into organizing the topics, presenters, vendors and hotel accommodations that occur seamlessly for all of us in attendance.

I hope that you enjoy this year's conference, share your knowledge and expertise with others and thank those members of the Tri-State ASBO Committee for their hard work and dedication.

Colin M. Walsh, CPA
President, Maine ASBO



PRESIDENTS' MESSAGES

NEW HAMPSHIRE ASBO

The Tri-State Conference shares insight into the most innovative professional development for School Business Officials. The conference offers many opportunities to exchange views and share experiences during a wide variety of workshops. "Time to Innovate" is a timely topic as we are trying to do more with less in our jobs. Also, take time to relax and socialize during the evening events.

This conference offers a variety of captivating sessions and dynamic speakers that are certain to make a lasting impression. Break-out sessions will focus on the often complex topics of Finance, Technology, and Legal.

In closing, I would like to acknowledge the tireless efforts of the Tri-State ASBO Conference Committee. This 21-member committee devotes their time and energy to coordinate an event that offers valuable professional development opportunities as well as leisurely activities throughout the three-day conference. Please extend your thanks to committee members when you see them at the conference.

I look forward to spending time with past acquaintances, meeting new Tri-State area members and, establishing networks.

I sincerely hope you enjoy your stay.

Sincerely,

Cheryl A. Covill

President, NHASBO





STATE ASBO OFFICERS

NEW HAMPSHIRE

Cheryl Covill - President
Susan Caswell - Vice President
Deb Mahoney- Secretary
Karen Lessard - Treasurer
Steve Martin - Executive Director

MAINE

Colin Walsh – President
Sherry Moody– Second Vice President
Sherrie Proctor– Treasurer
Brigette Williams – Secretary
Luci Milewski – Immediate Past President

VERMONT

Lisa Perreault – President
Michelle Baker – Vice President
Nathan Lavery– President Elect
Brittany Gillman – Secretary
Frank Rucker – Past President
Elizabeth Atkins - Treasurer

2019 ASBO SCHOLARSHIP RECIPIENTS

DOUGLAS H. BROWN TRI STATE MEMORIAL SCHOLARSHIPS



From left - Deb Mahoney, Pelham School District, NH; Deb Clark, Lamoille North, VT; Michele Coates, MAD52, ME; Dan Rossner (committee member)

SIEMENS INDUSTRY INC. SCHOLARSHIPS



Siemens Industry Inc. awarded three \$750 College Scholarships, one to a Business Official from each state for a student pursuing a STEM related field from that BA's school district.

Winners were:

Lora McAllister, Vermont

Michele Coates, Maine

Susan Caswell, New Hampshire



THANK YOU 2019 SPONSORS



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RHR SMITH & COMPANY

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REGISTRATION

The Conference Attendee Registration Fee is \$ 160.00 per person and includes:

Admission to all general sessions, keynote speakers and professional development workshops, breaks, student entertainment, all wellness activities, the Wednesday evening off site meal and networking session at Lang Farms and the vendor exhibition on Thursday afternoon.

The Guest Registration Fee is \$ 75.00 per person and includes:

Admission to all general sessions, keynote speakers, breaks, student entertainment, all wellness activities, the Wednesday evening off site meal and networking session at Lang Farms and the vendor exhibition on Thursday afternoon. The guest registration does not include concurrent sessions nor does it award professional development credits.

Please note: guest registrations are intended for spouses and significant others of registered school business officials.

Lodging and meal packages as well as commuter meals, must be made directly with the DoubleTree by Hilton. This information is available on our website under the Rooms & Meals link.

Conference Fee Refunds are subject to a \$ 25.00 Service Charge.

DON'T FORGET TO REGISTER FOR ROOMS AND MEALS ON NEXT PAGE.

REGISTRATION PROCEDURES

Registration for the Conference and for post conference activities must be done online. Log on to www.tristateasbo.org and follow the instructions.

- Presentations will be available to download from the Tri-State website.

TRI-STATE ASBO Conference – May 12 – 15, 2020

Doubletree by Hilton Hotel Burlington, Vermont

870 Williston Road, South Burlington, VT 05403

Hotel General Phone: 802-865-6600

Please fax your form to our secure fax machine: 802-865-6613

Hotel Rooms & Meals Reservation Form – Deadline April 21, 2020

Name: _____ Sharing With: _____
Street Address: _____ City, State, Zip Code: _____
Email Address: _____ Best Contact Phone: _____
Arrival Day / Date: _____ Departure Day / Date: _____

Check In Time: 4:00pm Check Out Time: 11:00am

Please check your choice of room / meal package, or order meals individually below. All prices are inclusive of service charge and taxes.

ONLY THE FOLLOWING PACKAGES ARE AVAILABLE; NO VARIATIONS OR SUBSTITUTIONS WILL BE ACCEPTED. NO REFUNDS WILL BE PROVIDED ON UNUSED PORTIONS OF THE PACKAGES

Package #1 _____ Includes: Lodging for 3 nights (Tuesday, May 12, Wednesday, May 13, Thursday, May 14): Wednesday Breakfast and Lunch, Thursday Breakfast, Lunch & Dinner, Friday Breakfast

Single Occupancy: \$764.50 _____ Or Double Occupancy: \$507.25 per person _____

Package #2 _____ Includes: Lodging for 2 nights (Wednesday, May 13 & Thursday, May 14): Wednesday Lunch, Thursday Breakfast, Lunch & Dinner, Friday Breakfast

Single Occupancy: \$559.45 _____ Or Double Occupancy: \$387.95 per person _____

Package #3 _____ Includes: Lodging for 1 night (Thursday, May 14): Thursday Lunch & Dinner, Friday Breakfast

Single Occupancy: \$304.05 _____ Or Double Occupancy: \$218.30 per person _____

DEPOSIT POLICY: We require a full deposit on all reservations within 7 days of making your reservation. The reservation will be cancelled if the deposit is not received within the 7 day period. A full pre-payment of each package and this completed reservation form is required for all reservations. Once we have processed your deposit, a confirmation number will be sent via email confirming your reservation.

CANCELLATION POLICY: Deposits (less \$35.00 processing fee) are refundable only if we are notified in writing at least 14 days prior to arrival. If reservations are made within 14 days of arrival, deposits will be non-refundable. There are no refunds for late arrivals, early departures or unused portions of the package.

DEPOSIT PAYMENT: Business or Personal Checks will be accepted as well as all major credit cards. Your credit card will be processed upon receipt of this form. Purchase Orders will not be accepted.

Commuters: Commuter Meals must be reserved and paid for in advance. No refunds will be issued for commuter meal payments received after April 28, 2020.

Commuter Meals	Number Needed	Price (Inclusive)	Total
Wednesday Breakfast		\$33.55 per person	
Wednesday Lunch		\$50.00 per person	
Thursday Breakfast		\$33.90 per person	
Thursday Lunch		\$45.00 per person	
Thursday Dinner		\$54.00 per person	
Friday Breakfast		\$33.55 per person	

Credit Card: Type: _____ Number: _____ Exp. Date: _____

Name on Card: _____ Total Amount to be billed: _____

Signature: _____

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HELPFUL HINTS FOR A SUCCESSFUL CONFERENCE

- As the conference will have activities outside the hotel, be sure to pack appropriate clothing and an umbrella to be prepared for whatever the weather may be. (though we are hoping for a warm and sunny forecast).
- The proper attire for most of the conference is office casual.
- The Thursday evening banquet, professional attire would be appropriate.
- Please notify the hotel if you require a special diet.

KEYNOTE SPEAKER

KAY FRANCES, MBA, BS EDUCATION, CSP (Certified Speaking Professional)



Kay Frances has spent years as a professional standup comedian and keynote speaker.

She will be here to make sure you hear:

- * Funny, clean relatable humor.
- * Real-life, workable solutions to the things you struggle with in your work and your lives.
- * An experience you will never forget!

I spent a lot of years doing everything *wrong* and I simply had to discover how to make friends with my stress. With a degree in Health and Physical Education, I knew what to do, but struggled to implement it in my own life. I was like the shoemaker's wife who has no shoes! So, I love to share what I've learned through my research, education and personal experience. And, of course it's all delivered with lots of laughs! Humor really does help the medicine go down!

I spent many years as a professional standup comedian, including living and performing in New York City. I came to see the value of humor for our overall well-being and how therapeutic it is. Plus, it just feels good to laugh! So, I want people to leave my presentations feeling good. But, I also want them to have valuable tools to continue this good feeling into their lives; not only humor, but optimism and other "feel-good" emotions that are the key to success in life.

28h ANNUAL TRI-STATE ASBO CONFERENCE

SCHEDULE OF EVENTS

TRI-STATE ASBO 2020

WEDNESDAY, MAY 13, 2020

7:00 AM – 8:30 AM

BREAKFAST

8:00 AM – 1:30 PM

ATTENDEE REGISTRATION

8:45 AM - 9:00 AM

WELCOME

*Tri-State Co-Chairs Martha Gagner & Rebecca Goulet
Students of Winooski School District*

9:00 AM – 10:30 AM

GENERAL SESSION

**THE MANAGER'S ROLE IN CREATING A SAFE, HEALTHY AND
EFFECTIVE LEARNING ENVIRONMENT**

Presenter: Chris Hodges, Facility Engineering Associates

When "people problems" seem to defy lasting solution, we need a different approach. A new problem-solving method called design thinking offers a fresh, effective way to achieve better and more lasting results with less wasted time and effort.

10:30 AM – 10:45 AM

AM BREAK

10:45 AM – 12:00 NOON

CONCURRENT SESSIONS

FINANCE

SCHOOL SAFETY SESSION FOLLOW UP

**ENHANCING YOUR CULTURE OF HEALTH AND SAFETY AT YOUR
SCHOOLS AND WHAT YOU CAN LEARN FROM YOUR FACILITY
MANAGER TO IMPROVE SAFETY AND SAVE MONEY**

Presenters: Ben Provost & Heidi Joyce, VISBIT Multi-line Risk Management Consultants

A safety program can be built in a few meetings. A whole new culture involves diligent work and ongoing cooperation at all levels. This workshop will address how you can build successful health and safety teams and improve on the cultures you already have. You will learn to identify the top 5 hazards in school buildings, playgrounds and at workstations. Tools and resources will be shared to help you and your safety teams reduce risk and save money.

LEGAL

FOIA—WHAT ARE THEY & HOW DO WE HANDLE THEM

Presenter: Richard Sala

The finances of public education are under increasing demands for transparency. Frequently, the people making demands for information are misinformed as to what they are entitled to and how we must respond to their requests. This session will provide a solid foundation for understanding the legal parameters of those requests for information.

WEDNESDAY, MAY 13, 2020

SCHEDULE OF EVENTS - WEDNESDAY, MAY 13, 2020

WEDNESDAY, MAY 13, 2020

10:45 AM – 12:00 NOON
TECHNOLOGY

CONCURRENT SESSIONS
USING TECHNOLOGY TO COLLECT DATA & INFORM DECISION MAKING

Presenter: Chris Record & Heather Perry

12:00 NOON – 1:00 PM

LUNCH BUFFET

1:00 PM – 2:30 PM

GENERAL SESSION

10 THINGS AN EFFECTIVE BUSINESS MANAGER DOES

Presenters: Meghan Glynn & Connor Schratz

The challenges of negotiating with employee unions often frustrates school district managers and governance boards. Complex psychological and power dynamics that play out behind the scenes are what often make success elusive. Why is collective bargaining with teacher unions so different from other types of contract negotiations? Recognizing and managing the pivotal, underlying dynamics of collective bargaining will help negotiators adjust their strategies to better meet their goals and objectives. "Unreality is the true source of powerlessness. What we never come to understand, we can never come to control." Charles Reich

2:30 PM – 2:45 PM

BREAK

3:00 PM - 4:30 PM

WELLNESS ACTIVITIES
WALK WITH MIKE TROJANO
MEDITATION WITH JON WORTMANN
PAINT AND SIP
YOGA

6:30 pm—7:30 pm

DINNER

LANG FARMS, ESSEX VT
VERMONT COMEDY IMPROV



SCHEDULE OF EVENTS - THURSDAY, MAY 14, 2020



DID YOU FORGET TO PACK YOUR BATHING SUIT?

*As part of our wellness program we are encouraging all participants to join us in the hotel pool for a fun session of **AQUA FITNESS** on **Thursday & Friday Mornings (May 14-15th) at 6:00 am.***

6:00 AM	WALK/RUN SPONSORED BY PRIMEX <i>Monica Panait & Sandy Burroughs</i> AQUA FITNESS
7:00 AM – 8:30 AM	BREAKFAST
7:30 AM – 8:30 AM	STUDENT ENTERTAINMENT <i>Winooski HS Band, Randy Argraves Conducting</i>
8:00 AM – 1:30 PM	ATTENDEE REGISTRATION

THURSDAY, MAY 14, 2020



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SCHEDULE OF EVENTS - THURSDAY, MAY 14, 2020

THURSDAY, MAY 14, 2020

9:00 AM – 10:30 AM	GENERAL SESSION – CENTER FOR INTERNET SECURITY—CYBER SECURITY
10:30 AM – 10:45 AM	BREAK
10:45 AM – 12:00 NOON FINANCE	CONCURRENT WORKSHOPS WORKERS’ COMPENSATION STRATEGIES TO REDUCE CLAIMS <i>Presenter: Dan Landers</i> Risk Managers know that claim avoidance is the best strategy for minimizing insurance costs. Three senior level risk managers will discuss strategies to minimize risk and avoid claims in the Workers’ Compensation field. This session will provide an overview of workers’ compensation, topics including Injury Prevention & Worksite Wellness; and how wellness impacts workers’ compensation costs.
LEGAL	LEGAL LANDSCAPE OF SOLAR ENERGY IN NEW ENGLAND <i>Presenter: Patrick Jackson, Sunraise Investments</i>
TECHNOLOGY	CENTER FOR INTERNET SECURITY—BREAKOUT SESSION FOLLOW UP ON CYBER SECURITY
12:00 NOON – 1:00 PM	LUNCH BUFFET
1:15 PM – 2:30 PM	GENERAL SESSION WORK LIFE PRIORITIES—THE IDENTITY, HABITS & CHOICES OF A HAPPY HEALTHY BUSINESS OFFICER <i>Presenter: Jon Wortmann</i> Certain facts about work today are self evident. Work is more intense than it was a few decades ago. We are more productive, but never feel like we get enough done. We used to love what we do and the people we served, but sometimes, now it doesn’t feel worth it. Behind some of the scary trends in our experience of work has been a shift in the importance work plays in our lives. Work-life balance is often talked about, but a more important work life topic should drive our thinking: Priorities. We haven’t really reflected on what makes up our identities and how our attachment, even addiction to work, gets in the way of a more meaningful experience at work and a more satisfying life.
2:30 PM – 5:00 PM	EXHIBIT HALL OPEN /VENDOR RECEPTION
6:30 PM – 8:30 PM	BANQUET SIEMENS SCHOLARSHIP—DARRYL JOURDY/TOM SEEKINS DOUG BROWN SCHOLARSHIP—DAN ROSSNER
7:45 PM—8:30 PM	STUDENT ENTERTAINMENT TBD
8:30 PM – 11:00 PM	EXPLORE BURLINGTON ON YOUR OWN

SCHEDULE OF EVENTS - FRIDAY, MAY 15, 2020

FRIDAY, MAY 15, 2020

6:00 AM

WALK/RUN SPONSORED BY HEALTHTRUST

Darlene Simmons

AQUA FITNESS

7:00 AM – 8:30 AM

BREAKFAST BUFFET

7:30 AM—8:30 AM

STUDENT ENTERTAINMENT

Winooski HS Strings, Randy Argraves, Conducting

8:45 AM – 10:15 AM

GENERAL SESSION

HOT TOPICS BY STATE

10:15 AM – 10:30

AM BREAK

10:30 AM – 12:00 NOON

KEYNOTE ADDRESS

THE FUNNY THING ABOUT STRESS—Keeping our sense of humor, our sanity and our health in the ever-changing world of school business!

Presenter: Kay Frances

We all know that we should manage our stress, but we don't necessarily know why or how! It's Kay Frances to the STRESS-cue! She literally wrote the book on stress! With this energetic, upbeat presentation, attendees laugh while they learn without straining their brains.

Stress is not something that we can or should eradicate from our lives. If we care about anything at all, we are going to experience some stress, anxiety, frustration, fear and other so-called negative emotions.

In the frenzied world of school business, people need to be reminded of the importance of managing their stress, keeping a sense of humor and maintaining a positive attitude for peak performance and success in all areas of their lives. The so-called "little things" in life can become cumulative if we don't stop them in their tracks. We need to manage our stress before it manages us. We also need to remember that change is an inevitable part of life, but how we choose to view it is up to us.

Not only will attendees get solid information on wellness and stress management, but they'll leave this session motivated, energized and ready to take on their challenges with renewed vigor.

Sit back, relax and prepare to laugh while you learn. Your stress level will thank you!




STUDENT ENTERTAINMENT

Thursday 7:30 AM—Winooski HS Band

Thursday 7:45 PM—TBD


Friday 7:30 AM—Winooski HS Band






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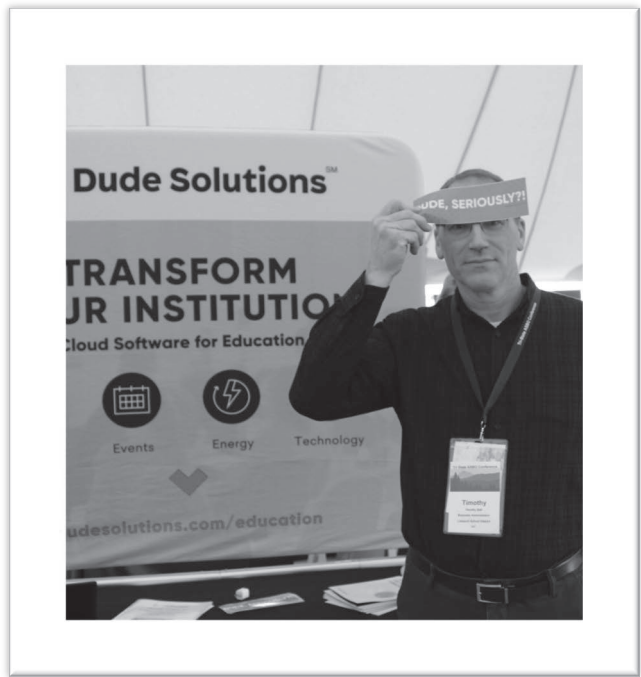
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The background of the advertisement is a photograph of a playground with various equipment like slides, climbing structures, and a seesaw, all set on a bed of wood chips. In the upper left, the "SAFETY FIBER" logo is displayed in large, bold letters, with "BY DURGIN AND CROWELL" written below it. In the bottom left corner, there is a square logo for "DURGIN CROWELL" featuring a stylized graphic of two figures. To the right of this logo, the text "Certified Playground Chips" is written in a large, bold font, followed by the website "WWW.SAFETYFIBER.COM" and the phone number "603-763-2860" in the same bold font.

MEET THE PRESENTERS

Center for Internet Security CIS®

Center for Internet Security CIS® (Center for Internet Security, Inc.) is a forward-thinking, non-profit entity that harnesses the power of a global IT community to safeguard private and public organizations against cyber threats. The CIS Controls® and CIS Benchmarks™ are the global standard and recognized best practices for securing IT systems and data against the most pervasive attacks. These proven guidelines are continuously refined and verified by a volunteer, global community of experienced IT professionals.

Meghan Glynn

Meghan Glynn is a member of the School and Education Group, where her practice focuses in the areas of general school law, special education, and school employment and labor law.

As part of Drummond Woodsum's school group Meghan helps clients in all aspects of school law, including special education, Section 504, and student discipline, student rights, policy development and implementation, investigations, and annual school district meetings.

Prior to joining Drummond Woodsum in 2016, Meghan spent four years practicing law in Boston and clerked for the Massachusetts Teachers Association. Before entering private practice, Meghan clerked for Honorable Paul Barbadoro at the U.S. District Court for the District of New Hampshire.

Meghan is a 2012 graduate from Northeastern University School of Law. While in law school, Meghan was an Articles Editor for the Northeastern University Law Journal.

Chris Hodges, P.E., CFM, LEED-AP, IFMA Fellow, FRICS

Chris is a founding Principal of Facility Engineering Associates, with over 35 years of experience in building operations, facility management, and strategic facility planning. He is a Registered Professional Engineer, Certified Facility Manager (IFMA), Fellow of The Royal Institution of Chartered Surveyors, and IFMA Fellow. Chris is an IFMA qualified instructor and teaches in each of IFMA's credential and professional development programs. Chris also teaches in the Graduate Program in Facility Management at Catholic University and in the continuing education programs at George Mason University and Rice University. He is co-author of the book, "Sustainable Facility Management, the Facility Manager's Guide to Optimizing Building Performance".

Patrick Jackson

Patrick Jackson is a co-founder of SunRaise Investments and is primarily responsible for business development and general company strategy. His relentless drive and optimism result in a variety of great partnerships with solar developers, land owners and municipalities. Thus far, his efforts have led to over \$100 million of solar projects developed and financed by SunRaise, with an additional \$200 million of projects under development. Pat has a guiding principle of making the process easy for partners, no matter what role they play in the sequencing of a project, in hopes that it leads to more solar in the world and more solar with SunRaise. Pat is a Bates College graduate. When Pat is not working, you can find him playing pretty much any sport he can get his hands on, adventuring on the water and land around the seacoast with his wife and their dog, "Rags," enjoying live music, and spending lots of time with his family and friends.

MEET THE PRESENTERS

Heidi Joyce

Heidi Joyce is a Risk Management Consultant with VISBIT Multi-Line. Heidi conducts building safety inspections, playground safety inspections, and ergonomics evaluations for VSBIT Multi-line members. She is currently working on her Certified Safety and Health Official designation through the OSHA Training Institute accredited by Keene State College. She has certifications as a professional Playground Safety Inspector and Ergonomics Evaluation Specialist. Prior work experience involved successfully developing and disseminating a wide range of safety- and wellness-oriented programs to help members control the health and workers' compensation insurance costs. Heidi says a healthy lifestyle is the fabric which has been woven through her personal and professional life since childhood. Though "safe and healthy culture" may be a new term in the industry, it's the culture she was raised in and feels fortunate to be able to help people develop safe and healthy cultures at home, at work, and in their community and improve their lives through wellbeing.

Dan Landers

Dan Landers is Vice President of Sales & Marketing for A.I.M. Mutual Insurance Companies, responsible for underwriting, marketing, and agency operations as well as injury prevention and worksite wellness. Previously, he was Director of Field Operations.

Dan joined A.I.M. Mutual in 2002 as Regional Manager in New Hampshire and was later named Director of Marketing, heading New Hampshire underwriting and regional marketing operations.

His workers' compensation career began in 1990 as a Loss Control Representative with The Hartford Insurance Company.

Heather J Perry

Heather J Perry is Superintendent of Schools for the Gorham School Department, Gorham, ME. where she has served the community for the past 5 years. The Gorham School Department serves approximately 2,800 students in Cumberland County, ME. In her 23 years of experience as a Maine public school employee, she has worked her way up from the role of an Educational Technician, to a middle school social studies teacher, to a building principal, and now as a passionate Superintendent of Schools for the past 14 years. She received her Masters of Educational Leadership from the University of Maine and her Bachelor of Arts in History from the University of Maine at Machias. She is currently working on her Doctoral studies in the field of Educational Leadership at the University of Southern Maine. She currently chairs the Maine School Superintendent's Association (MSSA) State-wide Funding Committee and serves as a member of MSSA's Executive Board. She is also a graduate of the Maine Development Foundation's Educational Leaders Experience, Alpha class. She currently sits on the Board of Directors for Good Will Hinckley and Jobs for Maine's Graduates (JMG). In the past she has served as president of the Penquis and Kennebec Regional Superintendent's associations, Vice President of the Piscataquis County Economic Development Council, Trustee for the Moosehead Historical Society, and chaired the National Rural Trust Finance Policy Committee. She is also a proud wife, mother, and most recently grandmother!

MEET THE PRESENTERS

Ben Provost

Ben is a Risk Management Consultant for Vermont School Boards Insurance Trust, going on three years. At VSBIT he has performed many building safety inspections, playground inspections, and ergonomic assessments for schools across the state of Vermont. He is a Safety and Health Specialist in General Industry through the OSHA Training Institute, Certified Playground Safety Inspector, and a Registered IFMA instructor. Recently he helped develop VSBIT's Facility Education and Development Program (FEDP), with the mission to provide Facility Managers at Vermont school's with professional development. Ben also holds a bachelor's degree in Facilities Planning and Management from Wentworth Institute of Technology in Boston, Massachusetts.

Chris Record PH.D.

Chris has been a school leader for 15 years. Currently he is the Assistant Superintendent of Gorham Schools in Maine. In 2008, Chris was named, "Maine Assistant Principal of the Year" while at Oxford Hills Comprehensive High School. In 2014 and 2015, while at Gorham High School, Chris was finalist for "Maine Principal of the Year." In 2016, Chris completed his doctoral dissertation titled, Secondary School Principal Stress & Coping Strategies. Most recently, Chris was named "Maine Assistant Superintendent of the Year" for 2020. Chris was inspired to co-found the Maine School Leaders Network because leadership matters and there is a crisis of school administrator "churn" in Maine. Leaders owe it to each other and our students, staff, and communities to help each other succeed in this extremely challenging yet rewarding work. Prior to becoming a school leader, Chris earned a Bachelor's degree in history from Bates College and served as high school social studies teacher. He then went on to earn his Master's in School Leadership and a Doctorate in Public Policy & Educational Leadership from the University of Southern Maine. He has two wonderful teenage children and an amazing wife who teaches high school health. Besides family time, he enjoys downhill & XC skiing, soccer, hiking, and is a bit of a political junkie.

Richard Sala

Major Richard K. Sala, USMC (Ret.), retired from the U.S. Marine Corps on August 1, 2018 after twenty-one years of military service including service as an Infantry Marine, Infantry Officer, and Judge Advocate. As an Infantry Officer, Richard served as platoon commander, 3rd platoon, Company C, 1st Light Armored Reconnaissance Battalion and as Company Executive Officer, Company C, 1st Light Armored Reconnaissance Battalion. As a Judge Advocate, Richard served as a criminal prosecutor before managing a criminal prosecution office. He also served as general counsel to the Commanding Officer of Marine Rotational Force-Darwin, Australia and as Assistant Deputy Staff Judge Advocate to the Commanding General of the 1st Marine Division. He holds Bachelors of Arts in Political Science and International Affairs from the University of Colorado; a Master of Environmental Law and Policy and Juris Doctorate from Vermont Law School; and a Masters in Business Administration from the Simon Business School. His military decorations include the Navy and Marine Corps Commendation Medal and the Navy and Marine Corps Achievement Medal. He is the recipient of the Lieutenant Colonel Vic Taylor Award for infantry excellence and the Major General Edwin B. Wheeler Award for being the Distinguished Graduate of the Marine Corps' Infantry Officer's Course. He is also the recipient of Vermont Law School's Maximilian Kempner Award. Richard lives in New Hampshire's Upper Valley with his wife, Melanie; daughter, Lidia; and son, Taggart. He currently serves as Attorney to the Office of the Commissioner at the New Hampshire Department of Education.

MEET THE PRESENTERS

Connor Schratz

As a member of the firm's Labor and Employment and School and Education practice groups, Connor works with private companies, schools, and municipalities on a broad range of legal issues. Connor has helped clients resolve issues involving wages and hours, employee leave, employee and student discipline, privacy, compliance with state and federal drug testing requirements, and labor relations. He has represented clients in state courts and administrative agencies, and in federal immigration court. Connor is a regular contributor to the School Law Advisory and a frequent presenter at seminars and trainings for clients on a variety of legal topics. Recently, Connor has given presentations on the First Amendment, the Family and Medical Leave Act, and Maine's collective bargaining law. Connor is a graduate of Fordham University and the University of Maine School of Law. While in law school, Connor was the Head Case Note and Comment Editor of the Maine Law Review, co-chair of the Maine Association for Public Interest Law, a student attorney at the school's Refugee and Human Rights Clinic, and a teaching assistant. He also received the school's Faculty Scholastic Achievement Award. He is member of the Board of the Muskie Fund for Legal Services, and does pro bono work with the Immigration Legal Advocacy Project. Prior to attending law school, Connor was a journalist.

Jon Wortmann

Jon is an executive and mental coach, minister, and speaker. A graduate of Carleton College and Harvard, his books have been #1 best sellers in 22 categories on Amazon. . His three books, Mastering Communication at Work: How to Lead, Manage, and Influence, The Three Commitments of Leadership: How Clarity, Stability, and Rhythm Create Great Leaders, and Hijacked by Your Brain: Discovering the Path to Freedom From Stress teach leaders the essential communication, leadership, and stress reduction skills that make them the kind of people others want to work with, and the kind of managers, executives, and coaches that produce teams of leaders. In the non-profit world, he has trained dozens of towns and affiliate groups in addition to thousands of public sector leaders to be strategic communicators and intentionally manage stress. Jon also coaches on the PGA tour, assists the Golf Team at the University of Connecticut, teaches Philosophy and Ethics at the Institute for Rowing Leadership, and serves an advisor to Sasha Bruce Youthworks in Washington, DC. He lives with his wife outside Boston.



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27th TRI-STATE ASBO CONFERENCE HIGHLIGHTS



2019 CONFERENCE IN REVIEW

Tri-State ASBO— The Three States and the perfect cube! - Rubik's Cube that is, as we celebrated our 27th annual conference. As we gathered and enjoyed our time of having the Mountain View Grand for our exclusive use, there were so many opportunities for Learning, Laughter, and Leisure. Let's take a moment and reflect on some of the more memorable moments from May 15th—17th.

The debut of our Stranded Professional Development series received strong support in our Conference Review Surveys, so we plan to continue similar programming in the future. Highlighting three of the School Business Officials' primary responsibilities, Finance, Technology, & Legal issues we believe the curriculum strongly aligns with our goals. Whether it's GASB changes, emerging Technology, or evolving legal issues, there are always new challenges to navigate. Wednesday's general session with Dr. Gerry King was packed! All in attendance seemed to feel some resonance for the message of how detrimental gossip and blame are in the workplace. Maybe it was odd that we took that into an evening Murder Mystery where finding out who was at fault was the main objective? Dan still wants to know who volunteered him for the act!

Leisure time and wellness activities were interesting, relaxing and exciting. For the less athletic participants, skills were put to the test creating artistic river rocks. Some of us were also very limber as we positioned our Downward Facing Dog (Adho Mukah Svanasana) poses in the Yoga studio. And who knew we had so many amazing axe throwers among us? Definitely want to keep those BA's happy and away from the woodpiles. The action pictures are awesome.

The Student Entertainment was unbelievable and unforgettable. From the Campton 4th & 5th grade chorus (featuring Wolfgang on violin) to the rocking beats from White Mountain Regional High School, we have given these kids a new experience in a new venue. And then we were on to a wonderful Vendor Fair. Thanks again to Mountain View Grand for advancing their construction schedule to suit our needs. We always appreciate the opportunities presented by our partners in the business!

Thursday night brought a live concert from Tickle, with a side order of Bruins' playoffs. The band had many of us who hadn't danced in years reliving our youth to classic tunes on the dance floor, flanked by great cheers on the sidelines as the local favorites scored goals! Rumor has it great conversations were carried late into a beautiful spring night on the expansive porch under the northern moonlight.

Then comes Friday morning, where we gather together for another enjoyable meal with great conversation before we attend our last round of trainings and eventually return to our district duties. The keynote speaker, Dave Devlin, amazes us with all of his skills, we were laughing, then crying, then laughing again. An emotional journey, which really helped many of us remember what is most important in our lives.

Our sincere appreciation to all our fellow business leaders, presenters, vendors and committee members, it's not a success without your participation.

Sincerely,

Jamie & Dan, NH Conference Co-Chairs

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TRI-STATE ASBO—MAY 19-21, 2021



The Tri-State ASBO Committee is looking forward to seeing everyone at the 29th Annual Conference, May 19th – 21th at the Holiday Inn—By The Bay in beautiful downtown Portland, Maine. Set along the beautiful shores of Casco Bay, The Holiday Inn Portland—By The Bay's location combines convenience, entertainment and beauty to create the perfect environment for every traveler.

Please join us as we return to this beautiful vibrant location in Maine. The hotel is located within walking distance to the old port with its numerous unique shops and award winning restaurants.

For a listing of events and area attractions visit: PortlandMaine.com.

The Abbey Group logo features a decorative border of stylized leaves at the top. Below the border, the text "The Abbey Group" is written in a large, ornate, gothic-style font. Underneath, in a smaller, sans-serif font, is "New England's Local Food Service Management Company". The background of the entire advertisement is a black and white photograph of several fishing boats on the water. Overlaid on the left side of the boats is the text "Specializing in:" followed by a list of services: "Local, sustainable ingredients", "Fresh, handcrafted meals", "Outstanding Customer Service", and "Strong Community Ties". On the right side, overlaid on the boats, is the text "and Introducing Our Brand New Sea to School Program!". At the bottom, a dark banner contains the website "abbeygroup.net" and the email "info@abbeygroup.net".

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