



NEW HAMPSHIRE SCHOOL TRANSPORTATION ASSOCIATION

NEWSLETTER

FALL 2020



SUICIDE PREVENTION EDUCATION PROGRAMS

On Saturday, October 24 and again on November 7, 2020, NHSTA will host a three-hour online In-Service Program which will include a one-hour update from the Office of Pupil Transportation Safety followed by a two-hour special focus session on suicide prevention featuring speakers from NAMI New Hampshire (National Alliance on Mental Health -New Hampshire).

The suicide prevention education program has been developed to help school districts and the contractors who drive for them meet the new state law requiring key staff, contracted personnel and volunteers to take part in a formal suicide prevention education program. The requirement, which went into effect on July 1, 2020, is included in RSA 193-J (Suicide Prevention Education). School bus drivers and instructors are included under the category of “contracted personnel”.

Each program is limited to the first 75 who register per the request of our presenters, therefore, we are restricting enrollment to members and their personnel only. Online, individual registration is required and each participant registered must have an email address of their own. For those who wish to have small groups sit at one computer, each person must still be registered. Attendance certificates will only be printed and emailed to those who have registered and paid in advance. Extra, non-registered participants may not appear online or participate due to someone sharing a link. Only those registered in advance will be considered as official participants. The cost to participate is \$15 per person (\$25 for non-members). Members with an email on record will be emailed with more information and a link to register for one of the two programs.

Per RSA:193-J, school districts and chartered public school are to develop a policy that guides the development and implementation of a coordinated plan to prevent, assess the risk of, intervene in, and respond to suicide. The policy shall include, but shall not be limited to, the following provisions:

- a. Training school faculty and staff, including contracted personnel and designated school volunteers, in youth suicide risk factors, warning signs, protective factors, response procedures, referrals, post-intervention, and resources available within the school and community consistent with the provisions of paragraph II.
- b. Educating students in the importance of safe and healthy choices and coping strategies, recognizing risk factors and warning signs of mental disorders and suicide in oneself and others, and providing help-seeking strategies for oneself or others, including how to engage school resources and refer friends for help.
- c. Identifying within the school the person or persons who serve as the point of contact when a student is believed to be at an elevated risk for suicide.
- d. Making referral, crisis intervention, and other related information, both within the school and the community, available for students, parents, faculty, staff, and school volunteers.
- e. Promoting cooperative efforts between school districts, chartered public schools, and community suicide prevention program personnel.

II. Each school district and chartered public school shall, within 9 months of the effective date of this chapter, require all school faculty and staff, including contracted personnel, to receive at least 2 hours of training in

suicide awareness and prevention annually. Such training may include, but not be limited to, youth suicide risk factors, warning signs, protective factors, response procedures, referrals, post-intervention, and resources available within the school and community. The training may be accomplished within the framework of existing in-service training programs or offered as part of ongoing professional development activities. School districts and chartered public schools shall allow the use of self-training materials in fulfilling the annual training requirements of this paragraph and each school district and chartered public school may determine how to both administer the annual training requirements and ensure that such training requirements are met. This paragraph may apply to all or some school volunteers in accordance with school district policy.

As enacted RSA 193-J does not require the use of any specific curriculum, textbook, or other material designed to address the topic of suicide in any program or activity conducted by a school district or chartered public school.

NHSTA WORKED TO LESSEN DELAYS IN SCHEDULING SCHOOL BUS CERTIFICATE RENEWAL EXAMS

Throughout the early months of COVID-19 and continuing on through the summer, school bus professionals reported varying degrees of success in being able to obtain criminal background checks and to get driver's scheduled to be able to take the

exam needed to renew one's school bus driver certificate. Eventually, the criminal background issue was resolved, but the School Bus Certificate issue remained through August and into September.

The urgency of the situation escalated as the start of the new school year approached. Some drivers, in an effort to be proactive had pursued their renewal early on but were told it was too early to do so. The primary concern for districts and fleets is that some drivers would be out of compliance with DOS/DMV rules. Reports were coming in about drivers having to wait 2-3 weeks out to be able to visit DMV and complete the exam.

Through a series of emails and calls, including reports from his peers on the NHSTA board, Marc Raposo was able to work with the staff at DMV, including Director Elizabeth Bialecki to confirm a designated person to troubleshoot on behalf of school bus staff experiencing problems getting drivers through the exam process.

Anyone experience delays in testing dates should reach out to Kelly Brudniak via email sent to Kelly.a.brudniak@dos.nh.gov.

DMV CLARIFIES INSPECTION STICKER DEMARCATION

During recent school bus safety inspections, fleet mechanics had been asked by DMV staff for the SAU number for the vehicle being inspected before they would issue a new inspection sticker.

2020-2021 BOARD OF DIRECTORS

NEW HAMPSHIRE SCHOOL TRANSPORTATION ASSOCIATION

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Winfried Feneberg

Kearsarge Regional School District, New
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While it is understood that vehicles with G Plates (Permanent) are tied to a specific SAU, things were a bit vague or subject to interpretation when it can to those with School Bus Plates (SB).

The issue has been that school bus registrations are completed in a number of ways. Those vehicles with Permanent "G Plates" are tied to a single SAU. However, there are buses that are tied to an SB (School Bus Plate) and those are valid for every SAU in NH. The same situation applies to Commercial "A Plates", which are not associated to a specific SAU. For multi-purpose vehicles such as Dodge Caravans, they can have a regular registration in the name of the company and not be SAU specific.

NHSTA sought out clarifications from the DMV Inspection Department which confirms that school bus stickers are issued to a vehicle's specific VIN, so it is acceptable to put "ALL" on the sticker if the vehicle services more than one SAU.

In addition, Sergeant Chris Kelly provided the association with the following references when one completes a vehicle's DSSP336:

DSSP336 School Bus Inspection Report: District#/Bus#

SB Registered Vehicles, Apportioned Plate Vehicles,
Passenger Registered Vehicles: District# ALL

Government Registered / Municipally Registered Vehicles:
District# Appropriately numbered SAU (ex. 1)

PROSPECTIVE INSTRUCTOR TRAINERS TAKE NOTE...APRIL 2021 CLASS IN THE WORKS!

NHSTA is looking ahead to April 2021 when it expects to host its next School Bus Instructor Development Training Program in the Concord area on Tuesday, April 27 through Friday, April 30, 2021 during the Spring School Break. The program will move north from its former location in Nashua.

The four-day intensive training program is ideal for anyone in the school transportation industry who holds both a valid NH school bus driver certificate and the desire and passion to teach others. It's also a valuable credential to add to one's resume as a school transportation professional.

Offered every other year, the program was developed by the New Hampshire School Transportation Association and will be conducted in conjunction with Trooper Greg Hildreth, Supervisor of Pupil Transportation for the NH State Police.

New Hampshire school bus fleets (public and private) will be invited to register staff interested in becoming instructor trainers. Satisfactory completion of this course will satisfy the state requirement for 32 hours of training in an approved curriculum. A participant may then apply to the NH Department of Safety to sit for the certification exam.

Details, including the location and program format and registration information will be made available in the coming months. Class size is limited to the first 40 persons who register and we must attain a class size of at least 20 participants to host

the program. Pricing for the program is yet to be confirmed. With the challenges presented by COVID-19, the association is taking a hard look at the many factors that go in to staging this important program, so please stand by for more information. At this point we are asking members and any others interested in enrolling to indicate your interest by sending us an email to info@nhsta.org with the subject line "Instructor Development Program 2021" and the number of students that would enroll.

NHSTA MEMBER DUES...THANK YOU...YOUR SUPPORT MORE IMPORTANT THAN EVER!

In late June, NHSTA staff sent out member dues renewals via first-class mail. While the majority of members have already renewed, we know that some members are continuing to experience challenges with revenue, especially where local school districts may be using a fully online model with a limited number of buses running for homework or food deliveries or other special runs. Second notices have been sent out via email.

While COVID-19 has presented the industry with challenges in our ability to host live training programs and others member events, on several other fronts, the NSHTA board, management staff and volunteer committees have been meeting and working throughout the pandemic to intervene on several fronts including efforts to maintain access to the necessary services at NH Dept. of Safety and DMV, advocating for possible COVID-19 relief funds for eligible and fielding numerous inquires and requests from the media as the re-opening of school began to approach.

With a new legislative session set to unfold in January, NSHTA



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resources will be needed to monitor legislative activity to watch out for any possible LSRs (Legislative Service Requests) that might have the potential to become laws or institute rules applicable to the industry. During the early months of the pandemic, working in tandem with its lobbyist, NHSTA was successful in the passage of HB 1558, which was an Omnibus Education Bill signed by Gov. Sununu. It began its legislative journey as SB760 and ultimately became part of an Omnibus bill package (HB1588) which sought to have the Dept. of Education serve as a clearing house for criminal background checks for school bus drivers and many others who come into contact with school-aged children. The outcome as finally included in HB 1558 directs the Dept of Education and the Dept. of Safety to write rules changes to support the law. The new rules will allow the Dept. of Education to be a clearinghouse for background checks just as the Federal Clearinghouse does for drug testing. Once the rules are adopted, then the Dept. of Safety will write new rules to change the rostering process to be statewide instead of SAU specific.

We await the development of legislative rules by the Dept. of Educ. This successful effort took many months of meetings and communications with State Senators, Dept. of Education and Dept. of Safety officials as well as other interested stakeholders.

The bigger message here is that your dues dollars fund many different and important efforts on your behalf, some highly visible and others behind the scene. Such efforts by NSHTA are critical to the future operation of school bus fleets across the state. NHSTA looks forward to helping to meet your needs as school transportations providers and we all look forward to a time in the future when we can network and learn live again!

MOVING AHEAD TO RECOGNIZE SAFE DRIVERS AND MECHANICS IN 2020!

The goal in 2020 for the NHSTA Awards and Recognition Committee had been to move our former late winter recognition dinner program to a more pleasant time in the fall to honor school bus drivers and mechanics identified by their fleets and school districts as deserving of the Safe Driver and Mechanics awards. Due to the pandemic, those plans had to be cancelled.

While the decision has been made to postpone our annual dinner celebration until Fall 2021, a decision was made to ahead with plans to ask member fleets and districts to still recognize those drivers and mechanics who would have been honored this year.

For 2020, years of service pins and certificates of service will be provided to fleets and school districts who submit the names and years of service (in 5 year increments) of deserving drivers. For mechanics, members will be asked to submit the names of those mechanics will continue to ensure the safe operation of yellow school buses. Those recognized this year will be invited to join in the dinner with those nominated in 2021.

Watch your email and nhsta.org for a link to nominate 2020

Safe Driver and Mechanics Recognition recipients. The names of those who qualify are expected to be announced in late November or early December and they will be published in this newsletter and on our website. Fleets and districts transportation managers are encouraged to come up with their own way of recognizing the individuals around that time.

DERA FUNDING AVAILABLE

FY20 NH Clean Diesel Grant Program, Round 1 - Applications due November 16!

The New Hampshire Department of Environmental Services (NHDES) has approximately \$750,000 of funding available through the Environmental Protection Agency's Diesel Emissions Reduction Act (DERA) Program. This Request for Proposals (RFP) is a first round of funding administered by NHDES through the State Clean Diesel Grant Program. School bus owners/operators are eligible to compete for this funding.

The State Clean Diesel Grant Program provides partial funding for local/state governments and businesses operating in New Hampshire to reduce emissions through idle reduction technologies, exhaust controls, and/or replacement of older on- or off-road diesel engines/vehicles/equipment with newer engines/vehicles/equipment. Grant funding is available with a required match by the grantee. Eligible project submissions will be scored and selected through a competitive solicitation process. To view prior grant recipients and previous projects visit the NH DERA Project webpage at the link below.

Applications in response to this RFP must be received electronically by 4:00 PM on Monday, November 16th. If funding remains proposals submitted after November 16th, but by 4:00 PM on Tuesday, January 19th, 2021 will also be considered.

To access the RFP, Application, Scoring Criteria and "Frequently



New Hampshire State Clean Diesel Program
2020 Diesel Emissions Reduction Act (DERA) Program
Request for Proposals
October 1, 2020



Asked Questions (FAQ)" documents visit the NH DERA Project webpage: <https://www.des.nh.gov/organization/divisions/air/tsb/tps/msp/diesel-vehicles/dera.htm>

Questions can be directed to Jessica Wilcox, NHDES-ARD Grants Manager: jessica.wilcox@des.nh.gov

NHSTA WELCOMES TWO NEW BOARD MEMBERS

Winfried Feneberg

It has been a number of years since NHSTA has had a school superintendent serve as a director on its board. We are pleased to welcome Superintendent Winfried Feneberg who currently serves as the Superintendent of Schools in the Kearsarge Regional School District (SAU 65). His perspective in his role as a superintendent is already proving invaluable to board discussions.



Prior to being hired in SAU 65 on July 1, 2015, he was the first superintendent of the newly formed SAU 95 (Windham, NH School District) from 2013 to 2015. He began his educational career in the Timberlane Regional School District as a school psychologist in 1988, following his graduation with a CAGS degree from Northeastern University in Boston, MA. In 1998, Winfried moved to his first administrative position as Assistant Director of Pupil Personnel Services. He later served as the Director of Special Education in the Hampstead School District from 2003 to 2007, and was promoted to Assistant Superintendent of SAU 55 (Timberlane/Hampstead), a position he occupied until June 2013.

Mr. Feneberg was born and raised in Schwabmünchen, Germany. He graduated from Dominikus-Zimmermann-Gymnasium (High School) in Landsberg/Lech, a picturesque, medieval town some 40 miles west of Munich. After earning his Masters of Education (Staatsexamen) degree in 1986 with a double major in English and School Psychology, Winfried moved to the United States to pursue advanced graduate work.

Winfried is a resident of New London. He is married to his wife Jill (a New London native, who recently retired from a 36-year career as a teacher and literacy specialist. Winfried and Jill have a daughter, Hannah, who, despite her parents' best efforts to steer her into a career in business, decided to stick with established family tradition and become an educator as well. She currently teaches 1st grade at Bakie Elementary School in Kingston, NH.

A member of the New Hampshire School Administrators' Association, Mr. Feneberg also serves on the Governing Board of the American Association of School Administrators and is a Board Member for the New England School Development Council (NESDEC). As a member of the Rotary Club of New London, he contributes to various benevolent causes in his community. He looks forward to his membership on the NHSTA

Board of Directors as a representative of superintendents and educational leaders in the state.

Winfried enjoys camping, traveling, skiing, kayaking, and biking. The two family dogs, Sophie and Lily, keep both him and Jill active and busy.

Laurie A. Young

After the recent industry departure of Doris Nichols, formerly with Durham School Service, the board was very excited to be able to nominate and confirm Laurie Young onto the board. She too works for the same company known for special needs transportation. Having representation on the board by a member of the special needs provider community rounds out the board's industry experience.



Laurie started working in the school bus transportation business in 2009 with The Provider Enterprises, which was then acquired by Durham School Services in 2015.

Over the past 11 years, she has worked in multiple roles including payroll, accounts receivables and payables, budgeting and finance, plus she has managed State compliance in keeping driver files up to date. Additionally, she has supported driver and monitor trainings, as well as hiring. She is currently the Site Supervisor for Durham School Services at the Brentwood, NH location. Based on her tenure with the company, she can truly say that our school bus drivers and monitors are 100% dedicated to ensuring our students are transported to school and home safely each day.

During her free time, she enjoys baking, cross stitching, crafting and spending time with her family. Like many others that have taken up new hobbies this year, we opted to raise chickens. She can honestly say raising chickens has been a fun and amazing experience thus far, plus the "free" eggs is an added bonus!

NHSTA HAS A NEW EXECUTIVE DIRECTOR AND A NEW ADDRESS

Effective July 1, the day-to-day operations of NHSTA is now housed at DB Management, a subsidiary of Dennehy & Bouley located at 17 Depot Street, Suite 3 in downtown Concord, NH.

Cornerstone Association Management was acquired by DB Management. Mike Dennehy is now the executive director and he is joined by Dee Rainville, operations manager and Matt Gatzke, program administrator, both of whom were with the association while at the former management firm. Mike is also a principal of DB Management. NHSTA has also used the legislative monitoring and lobby expertise offered by Dennehy & Bouley.

NHSTA's hours of operation remain 8:00 a.m. – 4:30 p.m. New individual voicemail options are now available to leave

a message for staff either after hours or they are in a meeting. The phone number remains the same at 603-228-1231. While staff are available Monday through Friday, it is always best to call the office first before paying us a visit.

Prior arrangements should always be made for items such as our loaner training DVDs as well as any orders for Pre-trip Inspection Booklets.

Always visit nhsta.org to learn about any upcoming training programs or other important news alerts. We can also be reached at info@nhsta.org.

NHSTA'S PRESIDENT MARC RAPOSO IN THE SPOTLIGHT

Editor's Note: The September 2, 2020 edition of School Bus Fleet's online magazine includes an article in its "Management" section which features NHSTA President Marc Raposo. The following article written by Nicole Schlosser is reprinted from the online edition.

5 Questions: Marc Raposo on Leading Remotely, Driver Concerns

Looking for a simpler life was what spurred Marc Raposo, the president of the New Hampshire School Transportation Association and operations manager for a school bus company, to transition from working in the finance industry into the world of pupil transportation. He planned to drive a school bus for a year while he figured out his next step. He ended up enjoying it so much that he stayed with Community Transportation, which serves the Jaffrey-Rindge Cooperative and Mascenic Regional school districts in the southern part of the state, and getting increasingly involved in the industry over the last nearly decade and a half.

In this interview with School Bus Fleet, Raposo talks about running a state association with virtual meetings since the pandemic hit, members' concerns about drivers feeling comfortable enough to get behind the wheel again (some districts in the state began offering in-person instruction in mid-August), and the pride he feels in being a part of an association in which competing businesses team up for safe student transportation.

1. How did you get your start in pupil transportation?

I worked in high-tech corporate American finance for over 25 years and needed a break. I quit my job and decided to take a year off to live an easier life. I drove by a school bus terminal and saw the "We are hiring" sign and thought, 'OK, I can do that for a year.' That was 2006. I never went back.

2. What kind of work have you done for the New Hampshire School Transportation Association?

In New Hampshire, we are the one association that has membership from public school districts and private contractors. I joined the board of directors in 2008 and have been president for five years now. This was supposed to be my last year, but given COVID-19 and going remote, I agreed to



Marc Raposo says that the inability to host in-person training has been a hurdle, but the New Hampshire School Transportation Association's training committee is working on alternate solutions.

finish out one more year. I also serve on our Legislation and Training committees. I am extremely proud of the dedicated professionals on our board who volunteer many hours of their time.

3. What are you working on for the association, now that the pandemic has significantly limited in-person meetings, conferences, and training? Is the association holding any of these events virtually?

This has been a challenge. All of our board meetings have been via Zoom [since March], and I have been very impressed with the response. It was sad we couldn't have had our annual meeting in person — we had it via Zoom — and present our annual scholarships to the recipients; however, we will be sure to get a picture and put it in our next newsletter. We typically do not have a board meeting throughout the summer, but we have scheduled a weekly "informal Zoom" every Tuesday just to keep up on what is going on industry-wise here in New Hampshire.

The inability to host in-person training for drivers and trainers to obtain their state-required training hours and being together has been challenging, but our Training committee is actively working on alternate solutions.

4. Can you share some of the biggest concerns and ideas you are hearing from association members about providing safe school transportation as in-person instruction gets underway amid the pandemic?

Every district in New Hampshire creates their own plan and determines instruction, be it in-person, hybrid, or remote. There is no state mandate on how to implement it, so it's up to the district to determine and work with their transportation provider on requirements.

The biggest concerns I have heard are about driver availability, who will return when recalled, and the unknown regarding the federal unemployment compensation. Unlike other positions, drivers cannot work from home. Many may be nervous about returning for both their safety and others in their household.

Recruiting and hiring is difficult at best. Getting applicants is challenging. Also, social distancing on a school bus certainly limits seating capacity, so districts and contractors continue to strategize and meet the needs based on their requirements.

5. What do you like most about working in pupil transportation?

Here in New Hampshire, working with our association is something I am proud to be a part of. We have board members who represent school districts and private contractors, and although we may be competitors, you would never realize it when we operate as an association. Everyone is here to represent the safe transportation of the students of our state.

NHSTA MEMBERS CONTRIBUTED TO WMUR SPECIAL PROGRAM ON RETURNING TO SCHOOL

Several members of NHSTA were featured during an August 17 airing of a special program put together by WMUR titled, "Return to Learning." NHSTA Vice President Cynthia Fournier and Board Director Karen Holden (who was featured representing Manchester Transit Authority) along with member Ryan Renault-Smith each provided information about school re-opening plans and their impact on student transportation.

The following is a transcript of the program as featured on WMUR.com.

School Bus Companies Challenged by Driver Shortage & Safety Protocols

It's not uncommon to see packed school buses during a normal year, but with large groups in closed-in spaces discouraged due to COVID-19, a solution that works for everyone is difficult to reach.

The state's largest city returns to in-school learning in September, at least for kindergarteners, first graders and some specific student groups. The Manchester Transit Authority is figuring routes and details with the district, navigating uncharted territory.

"We're going to be putting a video together because it is going to look completely different than in years past," Karen Holden, the MTA's assistant director of school operations, said.

Buses will be cleaned twice per day, and each bus will carry at least 50 students less than usual.

"The first thing they're going to see is an adult in a mask and in a plastic barrier," Ryan Renault-Smith, the MTA's assistant director, said. Drivers and students will wear masks and they'll board from back to front, with seats assigned. "(The) student on the passenger side will be sitting up against the window," Holden said. "(The) student on the driver side will be sitting next to the aisle." Students will alternate each row, with 3-4 feet between them.

Even with safety plans in place, questions continue to be asked statewide. "How is that going to be monitored? Our drivers need to concentrate on the safe driving," Cynthia Fournier, the

vice president of the New Hampshire School Transportation Association, said.

In addition, there was already a driver shortage before the coronavirus outbreak, and the pandemic has further complicated matters. "We know that our drivers that are older have health concerns and we know on the other end, the drivers that are younger, those might be home with their little ones doing remote or might not want to bring them on the bus with them for just fear," Holden said.

In Manchester, about half of drivers said they will return. "We all, as management, drive a school bus and if need be, we'll be out there with our drivers transporting these kids to school," Renault-Smith said.

SUBJECT MATTER TOPICS FOR APRIL 2021 INSTRUCTOR TRAINING PROGRAM?

As NHSTA prepares to host the April 27-30, 2021 School Bus Instructor Development Training Program, the team of instructors who will be working on the program is asking currently certified instructor trainers to identify any subjects or topics to include in the 2021 program which you feel would be of benefit to new trainees. Is there something you include in your own training programs that was not included in the NHSTA program when you took the training? Are there topics you feel should be included but were not when you were first trained? While NHSTA strives to keep the training up to date and relevant, it is always helpful to hear from those of you in the field about new materials to include in our training program.

Please reach out to us either via email sent to info@nhsta.org or reach out via email to Cynthia Fournier at c.fournier.nhsta@gmail.com.



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CALENDAR OF EVENTS

- | | |
|-------------------|---|
| October 24, 2020 | In-Service Training – Suicide Prevention
Online, Pre-Registration Required
Go to nhsta.org |
| November 7, 2020 | In-Service Training – Suicide Prevention
Online, Pre-Registration Required
Go to nhsta.org |
| November 10, 2020 | NHSTA Board Meeting
On Zoom, Contact NHSTA in advance
for login information |

PRINT

NEWSLETTER IS
PRODUCED FOR
MEMBERS SIX TIMES
PER YEAR

MEDIA



NHSTA.ORG

EVENTS

IN-SERVICE TRAINING
INSTRUCTOR DEVELOPMENT PROGRAM
DRIVER & MECHANIC RECOGNITION