



FRIDAY FLYER

Volume X, No 1 - January 8, 2021

UPCOMING EVENTS

Monday, January 11, 2021: *Monday Lunch with PAISBOA!* - 12:00 noon - [JOIN US!](#)

Tuesday, January 12, 2021: *PAISBOA Technology Group Meeting* - 4:00 pm - [JOIN US!](#)

Wednesday, January 13, 2021: *Webinar: COVID-19 Pool Testing Update with Fusion PPE* - 10:00 am - [CLICK HERE TO REGISTER!](#)

Thursday, January 14, 2021: *PAISBOA Auxiliary Programming Group Meeting* - 11:00 am - [JOIN US!](#)

Friday, January 15, 2021: *PAISBOA Business Insurance Group Office Hour* with Bolton & Company - 10:00 am - [DETAILS BELOW](#)

Wednesday, January 27, 2021: *PAISBOA Purchasing Consortium Virtual Annual Meeting* - 9:00 am - [REGISTER TODAY!](#)

Tuesday, February 2: *Webinar with PAISBOA Preferred Vendor Tarkett* - 10:00 am - [SAVE THE DATE!](#)

Wednesday, April 21: *PAISBOA Health Benefit Trust* General Meeting - 9:00 am - [SAVE THE DATE!](#)

Wednesday, May 5: *PAISBOA Annual Meeting* - 9:00 am - [SAVE THE DATE!](#)



Trends to Watch in 2021

Happy New Year!!! Like many of you, I am relieved to say goodbye to 2020 — I have had my fill of all things **COVID** and am ready to move on to other endeavors! While I am realistic enough to know that we have a long way to go to get the number of COVID cases under control, the new therapeutics and vaccines are exciting prospects. I am feeling hopeful about the new year, so Happy 2021!!!

As you know, I am not one for resolutions, and embrace change as needed rather than waiting for the new year. I much prefer greeting the new year by studying the trends expected for the upcoming year as I begin to plan and set goals for myself and for PAISBOA. Here are some of the things I am thinking about.

The one thing we know for sure about 2021 is that the “new normal” is here to stay. **3 Things COVID-19 Changed in Education** describes how school and the classroom will never be the same. Here are some changes that are likely permanent:

1. Hybrid Education – the shift toward integrated (in-person and remote) learning is unmistakable.
2. Hygiene (physical and emotional) is essential in education.
3. Teachers will teach differently in the new model.

As many of us know, trends in higher education usually impact K-12 education a few years later. *The College Stress Test* describes **6 trends that will influence higher education** in 2021:

1. Leaders just might get real about the business model.
2. Tenured faculty will face a squeeze.
3. The traditional curriculum will be transformed.
4. The three-year degree could be adopted.
5. Sports will dominate the headline ... for all the wrong reasons.
6. Campus leaders will not be calling all of the shots.

I am particularly interested in the discussion about the higher ed business model, as independent schools **must** examine their own business model if they are to be sustainable. And speaking of sustainable, the role of the CFO has been evolving for the past few years.

How **COVID is Changing the Role of CFO** asserts, “The CFO is no longer simply the mainstay of financial stewardship but is a business leader within their own right, with a strategic and multi-functional remit that historically has been more the domain of the COO and, on occasion, the CEO.”

A Grant Thornton article referred to the CFO as the Chief Flexibility Officer after COVID 19 has transformed the role of the CFO to change agents and strategists. As you think about the changes and the strategies you will enact in the coming year, here are some trends that may inform some of your decisions for 2021.

Speeding Towards Transformation: 2021 Trends In Finance And Accounting that we should watch include:

1. Automation will no longer be debated.
2. Remote working will become the norm for finance teams.
3. Environment, Social, and Governance (ESG) reporting will become more important.
4. Enterprise Risk Management (ERM) becomes a finance accountability.
5. Diversity, Equity & Inclusion (DE&I) will become a competitive differentiator in addition to being the right thing to do from a core values perspective.
6. Upskilling is a call to action (communication, decision making, and leadership).

As we reflect on the unprecedented disruption of 2020 and look forward to the continuing transformation we will see in 2021, **Five Lessons for CFOs as We Approach 2021** advises to build resilience and capitalize on future opportunities in the following ways:

1. Financial discipline is not just for hard times.
2. Don't let uncertainty deter you from growth.
3. Make cybersecurity a business-critical priority.

4. ESG strategy is no longer for just the big guys.
5. Invest in your employees.

You and your employees have access to a robust network of business officers, HR professionals, plant and operations professionals, technology teams, auxiliary programs professionals, sustainability advocates, food service teams, through your membership in PAISBOA. Join us every Monday at noon to share successes and challenges, get a reality check, have a therapy session—whatever you need. This time is your time!

We look forward to seeing everyone at the **PAISBOA Purchasing Consortium Annual Meeting** on **Wednesday, January 27** at 9:00 am. You will receive your link to this virtual meeting shortly (you must register first), and we thank all of our *PAISBOA Preferred Vendors* for their participation in this signature event for all PAISBOA members. What a great way to meet some of our new purchasing partners and hear from our *PAISBOA Preferred Vendors* about new products and programs!

Take Advantage of the Power of the Flock...

Aggie

GENERAL NEWS

COVID-19 Updates and Resources

Issues with COVID-19 are changing daily, and we want to provide as much information as possible, as quickly as we can. Please visit our **COVID-19 RESOURCE PAGE** for the latest information we have available. Managing expectations, pre-planning, and communicating to your students and their families as well as your faculty and staff, will help you navigate the threats to your school or university. We will post information as quickly as we receive it.



PAISBOA Staff Working Remotely

Like many of you, the PAISBOA staff continues to operate remotely, working hard to serve all our members! For immediate assistance please contact admin@paisboa.org or call **215-435-1355**.

For questions about the **PAISBOA Health Benefit Trust** and your medical benefits, please call the **PAISBOA HBT HelpLine** at **888-984-1186** or contact **Guy Gilpin** at guy.gilpin@phbtrust.org or **Joan Barone** at joan.barone@phbtrust.org.

Monday Lunch with PAISBOA Features Reopening Strategies

The *Monday Lunch with PAISBOA* for **Monday, January 11** will feature a discussion of reopening strategies. Now that schools have returned -- or are about to return -- from the holiday break, we'd love to hear about what's changed in your world since "the last time you reopened." Please join us at 12:00 noon.

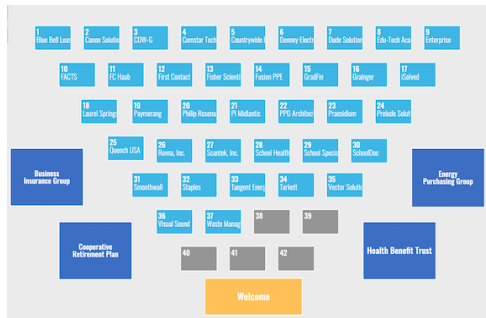
Let us know what's on your mind and let us help you with what's on your plate. No registration necessary! See you then!! [CLICK HERE](#) to join us!



Looking Ahead: Due to the Martin Luther King Jr. Holiday on Monday, January 18, we're moving our *Monday Lunch Program* to **Tuesday, January 19** at 12:00 noon. Topics to be announced!

JOIN US AT ANY MONDAY LUNCH WITH PAISBOA **AT THIS LINK!**

PURCHASING CONSORTIUM



Still Time to Register for the *PAISBOA Purchasing Consortium Annual Meeting* on January 27; Don't Miss Out!

The *PAISBOA Purchasing Consortium Annual Meeting* is rapidly approaching, and we hope you'll join us for a very special event. This important meeting, scheduled for **Wednesday, January 27**, is now a virtual program, and a "don't miss" affair!

Remember, ALL member schools and universities are part of the Purchasing Consortium, so this is an important opportunity for you to meet and talk with our *PAISBOA Preferred Vendors* and learn more about everything the Consortium has to offer to help you save your school time and money.

Beginning at **9:00 am**, we'll gather over Zoom for our annual business meeting. This will feature a panel of consortium "power users" who will talk about how they leverage PAISBOA resources for budget stability and other savings. Immediately after the business meeting, our vendor partners will be present in their virtual booths (see the diagram!) for you to check in and learn about the products and services they offer.

And just because we're going virtual this year, we haven't forgotten about our traditional **Door Prizes!** Members who visit our Vendor Booths will be eligible for a number of giveaways, including:

- Insulated water bottle from **Countrywide Pre-Paid Legal Services**
- PPE filled gift baskets from **Fusion PPE**
- UV phone sanitizer from the *PAISBOA Health Benefit Trust*
- "Techy" Swag Bag including a complimentary ½ day of Professional Development from **Visual Sound**

We encourage you to invite anyone at your school who would benefit from learning more about saving time and money with our *PAISBOA Preferred Vendors*. HR Directors, Facility Managers, Technology Directors... everyone is welcome!

Don't miss this important meeting! [CLICK HERE](#) to register!

BUSINESS INSURANCE GROUP

Work-From-Home Best Practices, Considerations and Tips for 2021



For professionals in education, making the transition from our offices and classrooms to the home work environment was not without its challenges. In fact, working from home (WFH) emerged so rapidly that many of us are still trying to figure out an arrangement and routine that works well.

As our schedules load up for the new year ahead, it's easy to overlook our own ergonomic wellbeing. To ensure we're doing the best for our bodies, the following provides some best practices and helpful tips for our home workspace.

WFH Best Practices: Beyond specific ergonomic challenges, WFH can lead to more sedentary behaviors that can cause long-term challenges for your health and happiness. Here are a few steps to consider:

- Move and change postures frequently—make sure you move every 30 minutes for 2 to 3 minutes.
- Make sure you have dedicated workspaces — if possible, have multiple spaces in which to work from to provide routine opportunities for movement.
- Find some time throughout the day to get some fresh air, take a walk or do some exercise (proper circulation is crucial).
- Ensure you are in a room that has proper lighting—avoid using a screen that is too bright in a room that is too dark (this can be straining).
- Try to take a break from tech occasionally—read a book, do some journaling or something similar.
- Download Bolton’s [Stretch Guide](#) to help develop a routine.

WFH Workspace and Equipment Tips: Your WFH space and equipment you use have a direct impact on your physical wellbeing. Try to create an environment that’s free of clutter, potential risks and consider the following as you evaluate your current arrangement:

Your Chair

- Ensure your chair supports your upper and lower back and is adjusted to the correct height (feet flat to the floor, the back of your thighs should not feel pressure).
- If your feet do not contact the floor, use a footrest.
- Pillows for seats and back padding can be used for chairs not designed for an office.
- Pay attention to overall posture—sit up straight and relax your shoulders.

Monitor

- The monitor should be an arm's reach from the body (closer if you are experiencing “tech neck”).
- The top of the monitor should be at eye level — to raise the monitor you can use a monitor stand (or ream of copy paper or a book).

Keyboard and Mouse

- The keyboard and the mouse should be close to your body (avoid reaching or extending the arms away from your body).
- If the keyboard and mouse are too high, elevate your chair.

We hope you’ve found the above helpful and informative. Remember, you know yourself the best. If you feel discomfort, pain or any kind of issue that lingers, listen to your body and don’t “tough it out.”

Reach out to **Cheryl McDowell** at 323-394-1592 or cmcdowell@boltonco.com or **Jamie Gershon** at 650-224-9298 or jgershon@boltonco.com if you have any questions or want to learn more about ergonomic resources that **PAISBOA Business Insurance Group** member schools can access.

Office Hour with Bolton: The **PAISBOA Business Insurance Group** will hold its next weekly “Office Hour with Bolton” on **Friday, January**. These meetings are designed for you! It’s an opportunity to ask the team from Bolton questions about the group, the February 2021 renewal process, and how to effectively evaluate your school’s insurance program. *Business Insurance Group members will receive **personalized invitations** a few days prior to each meeting. Look for yours in your email inbox.* If you have questions you’d like to submit in advance, please send them to Ron Hill at admin@paisboa.org.

For more information on the **PAISBOA Business Insurance Group**, contact Steering Committee chair **Rob Marcantuono** at rmarcantuono@germantownfriends.org.



Participation Agreements Still Needed

As discussed at the **December 9 PAISBOA Health Benefit Trust General Membership meeting**, signatures are required on a new Participation Agreement because existing agreements expire on 10/31/21. The Agreements were sent via email and require an electronic signature. **If you have not done so already, please return it at as soon as possible**, and contact us if you have any questions or concerns.



Wellness Resources Information Session: Are you familiar with all of the wellness resources available to your employees as part of your membership with the Trust? Let us help you! Representatives from the Trust and Armstrong, Doyle & Carroll, Inc. will be holding a short information session to review the many offerings on **Wednesday, January 20** from 10:00-10:30 am. **Please register for the session [HERE](#).**

Redeem \$200 in Gift Card Rewards with Achieve Well-being!

The **Achieve Well-being \$200 Reward** program offers gift card rewards for subscribers on the Trust's medical plan who complete five wellness activities by October 31, 2021. Many of our enrolled participants earned their reward during the last Plan year and now is the time to encourage your employees to restart or begin the program. **[CLICK HERE](#)** for more information and step by step instructions.

Please know that the Trust remains committed to offering programs that promote health and happiness to our members and we encourage you and your employees to take part in all of the Achieve Well-being programs!

New Year, New You!

Start off the new year right by taking part in the **Achieve Well-being@Work** program – and spread the word! Workshops are streamed live and recorded so that you and your employees can enjoy them at a time that's right for you. *You do not need to be enrolled in the HBT Plan to participate in these program offerings.* Here's what's coming up:

- **Monday, January 11** (4:00-5:00 pm) **[Resilience](#)**
- **Tuesday, January 12** (4:00-4:15 pm) **[Mindful Eating](#)**
- **Wednesday, January 13** (4:00-5:00 pm) **[Phone a Friend](#)**
- **Thursday, January 14** (4:00-4:15 pm) **[Joy](#)**
- **Thursday, January 14** (5:00-6:00 pm) **[Mug Cake Cooking Class](#)**

Visit the Wellbeing Hub **[HERE](#)** or at **ibx.com/paisboa** to register for a workshop, access the library and recorded sessions, or utilize the wellbeing resources.

Wishing You All the Best for a Happy, Healthy New Year!

Contact Us: For immediate assistance with your medical benefits, call the PAISBOA HBT Helpline at **888-984-1186** or contact **Guy Gilpin** at **guy.gilpin@phbtrust.org** or **Joan Barone** at **joan.barone@phbtrust.org**.

WEBINARS

Resume and Maintain 2021 In-Person Activities with COVID-19 Pool Testing



Please join us on **Wednesday, January 13** at 10:00 am as we present the next in our series of PAISBOA Wellness Webinars, featuring our *PAISBOA Preferred Vendor* Fusion PPE. Following on the heels of our most recent program, Fusion founder **Mark Rubino** and his testing partner **Mike Smith** of Anywhere Testing will explain in detail how COVID-19 Pool Testing is helping schools resume and maintain in-person activities. Mark and Mike will review Pool Testing and other coronavirus test options best suited for our schools.

Pool Testing helps contain transmission and reduce uncontrolled outbreaks through early detection of cases because *approximately 51% of infected people are asymptomatic (Duke University 11/18/2020)*. Many local schools are quickly adopting Pool Testing because of speed, accuracy, and a much lower price point than individual Saliva or Nasal PCR Testing.

What Makes our Pool Test Program Unique?

- Quick Turnaround Times – 24-hours for Pool Test results.
- Comfort – saliva swabs are more comfortable than oral or nasal swabs.
- Ease of Testing – saliva swabs can be self-administered.
- Individual Tests – do not require retesting.
- No Hidden Costs – pricing includes everything in addition to individual test.
- Outstanding Customer Service – you can get someone on the phone at any time.

New Year, New Health, New Hope Exclusive Sale

Fusion PPE welcomes 2021 with New Health and New Hope, offering an **exclusive sale on PPE and a new made-in-the-USA N95 respirator.**

**NEW YEAR,
NEW SAVINGS
OF 10%**

10% off is in addition to your regular 6% PAISBOA discount.

Special offer good through Friday, January 15.

New Year, New Savings Of 10% Off! To help make staying safe and healthy in our schools easier, Fusion PPE is offering **10% OFF all Personal Protective Equipment.** This limited-time offer of 10% off is in addition to your regular 6% discount and is good through Friday, January 15. It excludes COVID-19 Testing, Air Purifiers, and Sanitizer Stations.

COVID-19 Pool Testing: Martha Rutledge, School Nurse at the French International School of Philadelphia, shares her experience with Fusion PPE's COVID-19 Pool Testing: *"We looked for months for a lab that would work for our school. We wanted high efficacy, ease of testing, and low cost. Anywhere Testing and PHI Life Sciences was an easy pick. Throughout our discussions leading up to choosing moving forward, they were patient, honest, and very helpful. Everything was explained clearly before we began testing. The saliva swab is so easy, and it works so well for our school. The first time we tested, we had students literally begging to get tested. In fact, every time we test, we have students asking to be tested. It's nice to be able to have the security of solid testing, ease of the procedure, and the compliance of students and staff."*

New! N95 Respirator Made In The USA Of Globally-Sourced Materials: Fusion PPE now offers the Protective Health Gear N95 respirator. This particulate-filtering facepiece meets the U.S. National Institute for Occupational Safety and Health (NIOSH) N95 classification of air filtration.



For more information or to place an order, contact **Mark Rubino** at mrubino@fusion.healthcare or call 484-620-9031.

Follow Fusion PPE on Facebook, Instagram, LinkedIn and Twitter.

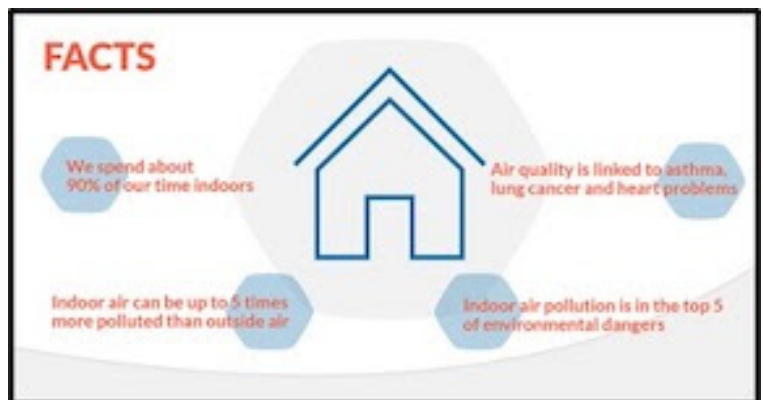
SUSTAINABILITY

Indoor Air Quality: Guidelines for Philadelphia and Beyond

Casey Maslan, Boyer Sudduth Environmental Consultants

The past year has taught us all a lot about invisible threats. The COVID-19 virus, however, is only one of the many things that travels about unaware to us, which is why **indoor air quality** is an important subject to understand.

Let's start with clarifying what good practices for indoor air quality are. While opening your windows to allow fresh air to circulate into your space can be beneficial, this infiltration can often bring moisture into your building, and almost always fails to satisfy filtration requirements (varied based on square footage and occupancy of a given room). Mechanical ventilation can ensure good air quality, as the air exits and enters through a controlled pathway, is filtered, and is heated, cooled, and/or dehumidified in the process.



Philadelphia has established [ventilation guidelines](#) to meet COVID-19 safety standards, particularly on filter options. Filters are rated by the [MERV \(minimum efficiency reporting values\) scale](#), and the city recommends

using a MERV-13 filter. However, Scott Seibert, operator of [Mt. Airy Axis](#) co-working space in Northwest Philadelphia and long-time sustainable builder, has found it often difficult to meet this recommendation, and tends to use a MERV-11 filter instead. Essentially, try for MERV-13, but you should be fine with the next-highest rated filter you can find. [READ MORE](#)

Casey Maslan is a graduate of Boston College '20 and a contributing writer for [Boyer Sudduth Environmental Consultants](#).

GENERAL NEWS

From Strategic Planning to Growth Planning: Starting the Journey to Sustainable Excellence



Scott E. Barron, School Growth

Your board and stakeholders are looking to you for a plan even as the struggle against the pandemic and other challenges continues to consume your time and resources. They want to have confidence in your leadership presence, know you're building and sustaining a remarkable team of people, and see progress toward the goals.

Most business officers know that strategic planning is important, but the process can also be a huge distraction for the administration that often doesn't make a real difference anyway. We've all seen the "shelf document" that actually contributed more dysfunction than cohesiveness.

The methodology you use for planning is the difference between achieving sustainable excellence versus renewing your commitment to the mediocre status quo.

You'll know that you have an effective plan if it actually makes your leadership team at least a little uncomfortable. Effective strategy requires facing the brutal facts, taking some risks, and making hard decisions. It requires improving management disciplines while also advancing organizational health and leadership capacity.

Setting goals is necessary but not sufficient. Your business is people, cultivating a very complex ecosystem of relationships in pursuit of sustainable excellence. That journey starts with disciplined board members, administrators, teachers, and staff who are strongly aligned with the mission and the core values.

It takes 3-5 years to accomplish that initial milestone on the path to greatness. Does your leadership have the fortitude and focus to get there? The ROI is worth the investment, especially for the faculty and families who are counting on you.

To learn more, visit www.SchoolGrowth.com.

VENDOR SPOTLIGHT

Three Rarely-Discussed Reasons Behind Telecom Overspending (Part 2)

Prelude Solutions continues with the second part of *Three Rarely Discussed Reasons Behind Telecom Overspend: Trust, Fear, and Complacency*.

Telecom overspend is a quick way of saying... "you're paying too much on your telecom invoices." Let's dive into some of the reasons we see it happening time and time again.

Fear: Fear that you will insult your employee's intelligence or negatively impact the relationship that you have with your current carrier rep.

We often see IT Directors fearful that they will offend the person they have hired to handle their day-to-day carrier interactions. In cases where Prelude has been brought in to assist, we end up complementing the current



staff and providing the extra tools that make these employees shine.

Is it worth your time to realize **33%** savings?

	INDEPENDENT	MEDIUM	LARGER/ CAMPUS
 EMPLOYEES	~100	~500	~1000+
 MOBILE DEVICES	~70	~250	~1000+
 PROJECT TIME	1 - 2 Months	2 - 3 Months	4 Months
 CLIENT TIME	7 Hours	< 2 Days	< 7 Days
 SAVINGS	\$30,000	\$150,000	>\$500,000

All services are contingency based
55% of savings over 12 months time.

There is typically fear from the carrier that a telecom consultant will try to turn the customer against them. We strive to do the exact opposite! We fully understand that we need the

carrier's buy-in to make this a long and healthy relationship. Beating up a carrier for cost savings is the worst approach a consultant can take; but rather, negotiation along with a built-in plan for partner success so all parties win, is the Prelude approach.

Prelude Solutions focuses on getting your telecom spend optimized while bringing efficiency to your internal staff to allow them to focus on what they do best. Reach out to your dedicated PAISBOA vendor representative **Brett Kahn**, Senior Director of Business Development at 267-223-0440 or bkahn@preludesolutions.com with any questions.

Easily Enhance Your Benefits Package



Since 1987, Countrywide Pre-Paid Legal Services has been helping people obtain affordable and reliable legal benefits through our credentialed attorney network as well as providing identity theft protection and financial wellness plans. We would appreciate the opportunity to speak with you about how we can enhance your current benefits package. Your dedicated PAISBOA vendor rep, **Heidi Swartz**, will be glad to help you understand how easy it is to get started with any of our plans.

- No Minimum Group Size
- No Minimum Participation
- No Cost To The Employer

Our legal plans will assist in taking care of your employees' personal legal issues by providing access to local attorneys. All plans are portable and are financed with payroll deductions. So, there is **no cost to the employer** and there is **no minimum participation**.

There are no additional fees for phone consultations, initial face-to-face consultations, will preparation, legal letters, and phone calls on the member's behalf.

Countrywide also offers identity theft and credit monitoring plans as well as a financial wellness plan, providing your employees with access to certified financial consultants on every topic from budgets, debt consolidation and bankruptcy counseling and education. This plan is employer-paid and covers the employee, spouse and dependents up to 26 years old.

Learn more about how **you** can take advantage of the offerings at Countrywide Pre-Paid Legal Services. Contact **Heidi Swartz**, your dedicated *PAISBOA Preferred Vendor*, at hswartz@countrywideppls.com or **609-502-8281**. Members can also visit their redesigned website at www.countrywideppls.com, where you can download free white papers on **The Spector of ID Theft** and **Helping Millennials Achieve Financial Wellness**.

Tarkett's Walk-Off Carpets Protect Floors from Winter Debris



THE ULTIMATE FLOORING EXPERIENCE

It's that Time of Year...Again! Snow, Ice, Winter. And, the dreaded Ice Melt Tracking on Carpet! The best defense is a diligent maintenance routine, including sweeping or vacuuming any loose particles (to prevent scratching), damp mopping regularly with recommended cleaners and procedures for your specific style of flooring, and **incorporating walk off mats at all exterior entrances**.

The Philadelphia School incorporated walk off into their entryway as a way to extend the life of their flooring and keep the school looking clean and neat.

Tarkett Walk-Off Product Highlights

- The ability to “hold” up to 1.5 gallons of water per square yard, prior to reaching “total saturation” level.
- Exhibit excellent stain resistance, excellent durability, and outstanding colorfastness.
- Utilize “scraper type” nylon to release tracked in soils from both foot and wheeled traffic, localizing it for easy removal via vacuuming/cleaning processes. This prevents “soil migration” into the built environment.
- Can be customized with School Logos etc. using Tarkett’s Imagination department.
- Results from AIA Survey: 5 feet of walk off matting at an entrance will capture 33% of external soil from entering building, and 10 feet will capture 52%.



For more information, contact your dedicated PAISBOA vendor rep **Melissa Carnival** at 267-432-8702 or email Melissa.Carnival@tarkett.com.

School Health Has Essential Supplies

With cold and flu season here, and COVID-19 still on the rise, daily temperature checks, symptom screenings, wearing appropriate PPE, and practicing social distancing are key in preventing and mitigating the spread of germs and infections.



School Health has the essential PPE supplies and equipment you need, at prices you'll love! Shop now!

For more information, contact your dedicated PAISBOA vendor representative, **Joanne Nicholas**, at jnicholas@schoolhealth.com or 630-339-7987.

Hybrid Classrooms and Remote Learning

Factors outside of the classroom can have a significant impact on teaching and learning. Educational institutions are faced with the challenges of delivering instruction in the time of rapidly shifting priorities. Now more than ever, the right tools will make the difference in students' success. The shift from the traditional physical classroom to a hybrid classroom model is transforming how schools engage, instruct, and assess their students. The hybrid classroom incorporates some of the most pertinent instructional tools available: From collaboration and content sharing to video conferencing and live streaming, the hybrid classroom redefines how instruction is delivered to your students.



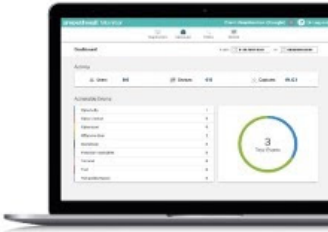
CDW and your Account Team are dedicated to ensuring that your needs are met and providing you with the most advanced technologies to meet your student learning outcome objectives. We have assembled a concise overview of our remote learning capabilities. We are confident that whatever your particular instructional need may be, CDW has the right solution to meet your requirements.

For more information, download our [information sheet](#), and contact your dedicated PAISBOA vendor rep **Thomas Figueredo** at 203.981.7349 or thomfig@cdwg.com.

How Can Your School Spot Vulnerable Students Who May Be Suffering In Silence?



At Smoothwall, we believe digital monitoring is so vital right now we are offering to monitor EVERY school in the PAISBOA consortium free of charge for 3 months.



Between virtual classes and home schooling, our students are spending more time online than ever before.

But their homelife in these pandemic times can be stressful. Parents juggling work, home schooling, financial difficulties, caring for elderly relatives and keeping everyone safe from the virus can add up to a pressure cooker situation. Living and learning in that environment is without doubt affecting the mental well-being of our students.

The National Crime Agency, Interpol and other law enforcement bodies are reporting an alarming rise in the number of perpetrators taking advantage of the pandemic and proactively targeting vulnerable children online for grooming.

Our students are surrounded by risk and though teachers do an amazing job in spotting those who may have a problem, there is only so much we can see with eyes and ears. Students don't often speak up if they have a problem. They don't always manifest any changes in behavior. And in some cases, such as grooming, they may not even recognize they have a problem at all.

So the question is, how does your school spot vulnerable students who are showing no outwards signs of distress? How do you spot those student at risk of being harmed or causing harm before it's too late?

A vulnerable child can often be spotted by their digital behavior. The words they type, the places they visit, the conversations they have, the images they share, can all give clues to hidden concerns.

Smoothwall's Monitor Managed Service sits on the student device and flags any signs of risk. A team of highly trained human moderators assess those risks, and if deemed genuine and serious, will contact your school by email or, in the case of a risk to health or life, by phone 24/7.

Smoothwall Monitor saves and changes lives. It is a vital, always-on, level of protection for student safety. It can help prevent at-risk students from slipping under the radar.

At Smoothwall we believe digital monitoring is so vital at this time we are offering to monitor EVERY school in the PAISBOA consortium **free of charge** for 3 months.

There are no contracts to sign, no obligations and no risk. Just a genuine opportunity for your school to learn about this technology in the context of your own school setting. And your students get 24/7 monitoring protection during these dark days of the pandemic.

I would love to talk with you. For an informal chat and to find out more please contact your dedicated PAISBOA vendor rep **Brian Muenster** at inquiries@smoothwall.com or Brian.muenster@smoothwall.com.

* **Please Note:** Monitor is for Chromebooks and Windows only.

FACTS Steps up to Fill Tuition Processing Void



FACTS Tuition has signed a number of schools this fall in the wake of the new owners of HES (Community Brands) deciding to "close shop" or end the services of this long-time tuition vendor for PAISBOA schools. The original stop date for HES was December 31, 2020. Happily, Community Brands has agreed to let HES continue processing tuition until June 2021. This delay is a great relief and help to CFOs trying to discern the best move regarding tuition management.

The past fall, when Community Brands made its announcement, the PAISBOA team reached out to FACTS, to serve its constituent schools and fill the void left by HES vacating the tuition arena. To get the word out about new tuition options, there was a well-attended webinar on FACTS's services and a follow-up with the interested schools. Many were signed to FACTS and still are.

One school was concerned that FACTS must be "inundated" with bringing on PAISBOA schools and perhaps it might be better "to wait for the rush to subside." Well, FACTS is big enough and experienced enough to handle any "rush" of schools, so do not hesitate to reach out to us! We can set you up completely for the coming year in 6 to 8 weeks.

If your registration fees are due soon, or have already been collected, you can still do FACTS! Our invoices will reflect all fees that were collected by the school. Schools often sign up with us as late as March or April, so there is still time to make that move over to FACTS.

We are here to help! For more information, contact your dedicated PAISBOA vendor representatives, **Topher Russo** at crusso@factsmgt.com or 410-831-9462, or **Tausha Bahm** at tbahm@factsmgt.com or 800-624-7092.

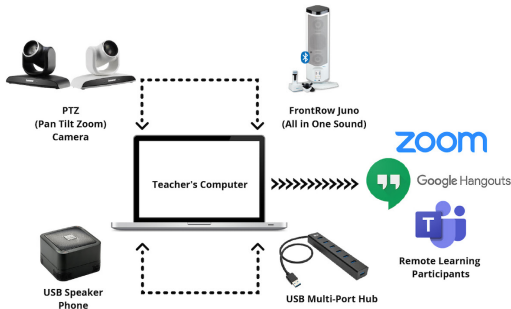
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