



# SUMMER NEWSLETTER

## VASBO Welcomes 2021-22 President

Greetings VASBO Members,

It is indeed an honor and a privilege to serve as the Virginia Association of School Business Official's President for 2021-2022. Many presidents before me have set the bar high, and I will do my best to keep up the standards that we all expect from our VASBO leaders.

I am happy to say opportunities are opening up for traveling and socializing. We hope students can return to consistent in-person instruction this fall. The current plan is to have three in-person conferences in the upcoming year and continue to offer valuable professional development along with networking and fellowship opportunities. We will gather in Virginia Beach, Richmond, and Roanoke respectively. Although we have not seen each other in many months, the VASBO leaders continued to reach out and serve our members while riding the "Wave of Change" over the past year.



In closing, it is with the support of the Executive Team, the Management Team, our Executive Director, Brandon Monk and his team, and all of our members that we will keep the VASBO ship steady and moving forward as we continue to "Navigate the Wave of Change" over the next 12 months.

I look forward to seeing all of you at the fall conference in Virginia Beach!

Respectfully,  
Tina Cropp  
VASBO President  
2021-2022

# ASBO Announces 2021 Pinnacle of Excellence Award Winner

ASBO International has recognized the recipient of the 2021 Pinnacle of Excellence Award recipient, Patty D. Camery, CPA, SFO, executive director of finance for Frederick County Public Schools in Winchester, Virginia, for a project aimed to help staff, parents, and community leaders better understand the budget process in a fun and engaging way. Seeking a way to combat misinformation and help staff, parents, and community leaders better understand the school division's budget process in an entertaining and engaging way, the division created a program called The Budget Game. The annual initiative is presented as part of the school division's community engagement program, FCPS 101, as well as at the local Chamber of Commerce's Community Leadership Program. Participants, are divided into teams and, after learning about the division's budgeting process, are tasked with determining how they, as superintendent, would allocate funds in the areas of instructional staffing, salary, technology, facilities, transportation, and professional development. During their decision-making process, they must consider needs, consequences if they choose not to fund an area, and options. The Budget Game has strengthened community engagement and advocacy for the school system.



Congratulations to Patty Camery for this achievement and your continued work for the betterment of our students and school business officials!

## Upcoming Events

### OCTOBER 2021

ASBO Annual Conference and Expo - October 13-16

VASBO Fall Conference - October 21-22

### NOVEMBER 2021

ASBO Annual Conference and Expo Encore! - November 3-4

### JANUARY 2022

2022 VASS-VASBO Winter Conference - January 9-11

### MAY 2022

VASBO Spring Conference - May 15-18

### SEPTEMBER 2022

ASBO Annual Conference and Expo - September 14-17



## 2021 VASBO Fall Conference

Join us for the 2021 VASBO Fall Conference, October 21-22, 2021 in Virginia Beach! This year's conference will be held at the Hilton Garden Inn- Virginia Beach Oceanfront. We look forward to being in-person as we network with colleagues across the state, take part in a variety of professional development opportunities, and much more!

**[CLICK HERE TO VIEW THE 2021 FALL CONFERENCE TENTATIVE AGENDA](#)**

Registration is now open for this year's conference! All VASBO members will be required to register online via the VASBO website.

For more information on this year's conference and to register please click [HERE](#).

Registration closes October 1, 2021.



# VASBO Recognizes 2021 Cardinal Award Winner



The Virginia Association of School Business Officials (VASBO) is pleased to recognize Ms. Brook Thomas of Northampton County as the recipient of the 2021 VASBO Cardinal Award. The Virginia Cardinal Award is VASBO's premier annual recognition for a member who exemplifies professionalism, leadership, and innovation in the field of school business management. Candidates for this award are nominated by their fellow colleagues from across the state and take part in a competitive application process to identify each year's recipient.

Brook Thomas has served as the Chief Financial Officer for Northampton County Public Schools for more than 11 years. As Chief Financial Officer, she oversees all areas of financial operations including accounting, purchasing, benefits, risk management, and more. She also serves as a member of Northampton's School Enhancement Committee and is primarily responsible for budgetary coordination for the use of Coronavirus Response, CARES Act, and American Rescue Plan funding for Northampton County Schools.

"Ms. Thomas has proven her leadership qualities both within and outside of the school division," said Northampton County Public Schools Superintendent Mr. Eddie Lawrence. "She has implemented cost-saving software platforms, solicits feedback from employees to consider input before making recommendations, and works collaboratively with her County counterpart to establish and maintain cooperation between the two entities. In addition, she has served as a mentor for Northampton's first Robotics Team and regularly volunteers to assist with both community and school initiatives, including her roles as Treasurer of the Eastern Shore of Virginia Chamber of Commerce and President of New Roots Youth Garden in Cape Charles."

Brook has been an integral part of VASBO for many years as she has served as a colleague, friend, and mentor to countless school business officials across the state. As past President of the organization, her leadership continues to serve as a model for VASBO members. For all that she has done and will continue to do for the betterment of school business, VASBO is proud to award the 13th annual Cardinal Award to Ms. Brook Thomas, Chief Financial Officer of Northampton County Public Schools.



ASBO INTERNATIONAL  
ANNUAL CONFERENCE & EXPO

October 13–16, 2021

MILWAUKEE



ENCORE!

November 3–4, 2021

Don't miss the one place your school business peers from around the world gather each year to connect and learn. Register for ASBO International's 2021 Annual Conference & Expo, October 13–16, in Milwaukee, Wisconsin! This professional development experience includes:

- A mingling of global and local perspectives from colleagues and experts around the world whom you can stay connected to year-round.
- Quality educational sessions offering SFO hours and CPE credits carefully reviewed by a diverse group of school business officials from a variety of countries and states.
- Direct access to a broad range of products, services, and providers in the Exhibits Marketplace.
- Breakdowns of current legislation and compliance requirements straight from Capitol Hill.
- Dynamic keynote speakers who will inspire you to refresh and fine-tune your sense of purpose in school business.

Register [HERE](#) by August 31, 2021 for early bird pricing!

### **Travel out of the question?**

Register for AC&E Encore!, a virtual event, Nov 3–4, 2021. Experience quality, live education from the comfort of your home or office. Have your entire district office team benefit from premier school business professional development with live education sessions and conference recordings. [Register today!](#)

# LEGISLATIVE UPDATE

## **Summary of Issues with Virginia Overtime Wage Act and Disallowing Compensatory Time for School Employees**

Effective July 1, 2021, the Virginia General Assembly enacted the Virginia Overtime Wage Act, Virginia Code Section 40.1-29.2. Like the federal Fair Labor Standards Act, the new Virginia law obligates employers to pay 1.5 times a non-exempt employee's regular rate of pay for all hours worked in excess of 40 hours in each workweek. This new Virginia law provides new protections and rights to Virginia employees, and departs from the federal FLSA in several ways, including how the regular rate of pay is calculated, the possible damages available in a civil action, and a longer statute of limitations to bring potential claims. Of significance to public employers, the language of the VOWA does not provide all public sector employers the right to offer compensatory time in lieu of overtime pay, which is permitted under the FLSA. Instead, it specifically identifies "fire protection or law-enforcement employees" of a public sector employee with some exceptions that do not apply to other or all "public sector employees."

After many inquiries by various stakeholders, local governments, and school associations, the Virginia Department of Labor and Industry and the Virginia Attorney General's office confirmed that, as constructed, the new statute did not allow for compensatory leave time to be paid instead of overtime wages. The widespread opinion is that the drafters of the legislation and the General Assembly did not intend to prohibit school employers from allowing for compensatory leave time, but it was an inadvertent consequence of the language used in the legislation.

Legislation was proposed during Virginia's special general assembly session earlier this month which provided a clarification to this issue. The following language was adopted to change the language so that public sector employers may now permit compensatory time in lieu of paying overtime wages.

20. That for the purposes of the Virginia Overtime Wage Act §40.1-29.2 the terms "Wages" and "Pay" shall also mean overtime compensatory time in lieu of wages for overtime pay by public agencies as provided by the Fair Labor Standards Act, 29 U.S.C. §207(o). Employees covered under 29 U.S.C. §213(b)(10)(A) shall be exempt from the overtime requirements set out in Code of Virginia §40.1-29.2.

# FINAL LEGISLATIVE REPORT FROM THE 2021 VIRGINIA GENERAL ASSEMBLY

The Virginia Department of Education has released its final legislative report for the 2021 Virginia General Assembly session. During this session, the General Assembly passed a number of bills related to education or of interest to the field.

The Virginia Department of Education's final legislative report includes a list of bills passed during the 2021 Session, organized by topic. By clicking on the bill or resolution number, you will be directed to the text of the final version of the legislation.

If you have any questions, please do not hesitate to contact the Office of Policy at (804) 225-2092 or by e-mail at [policy@doe.virginia.gov](mailto:policy@doe.virginia.gov).

[Click HERE to view the final report](#)

## How are school districts spending their federal relief funds?

That's the question of the month... or perhaps the year!

In a "pulse check" webinar, the Edunomics Lab highlighted three big trends so far:

- Districts have a LOT of decisions coming up between now and August, from state and federal reporting exercises to community engagement, budgeting, and hiring.
- It's still early, but many districts are choosing to continue with pre-pandemic types of spending, such as adding more non-instructional staff.
- We're not yet seeing much spending targeted to student needs, such as tutoring or other ways to add learning time for struggling students.

For a closer look at what we're seeing, and what we're not, [download the slides from the webinar](#), or [watch the video replay](#).

Speaking of federal funding, the Edunomics Lab talked to ASBO last month on this very topic, where she offered a [slide deck on how districts can make the most of their federal funds](#).



# Online Professional Development Series

SASBO's Expert Exchange online professional development series is a convenient and inexpensive way to earn up to twelve hours of valuable CPE credits.

Members may purchase individual sessions for \$50 or the entire series for \$200.

## **[Click here for more details](#)**

### **September 9, 2021**

"Too Much of a Good Thing? - Allowable Uses of ESSER Funding"

Aaron Kramer Brosnan, Associate, Brustein & Manasevit, PLLC, Washington, DC

### **October 7, 2021**

"ESSER Construction & Procurement Issues"  
Jim Keith and John Hooks, Partners, Adams & Reese Law Firm, Ridgeland, Mississippi

### **November 11, 2021**

"A Data-Driven Look at Workplace Depression in American Schools"

Lee Dukes, Vice President, Clinical Outcomes and

Andrew Gonzales, Regional Vice President of Sales, Catapult Health, Dallas, Texas

### **December 9, 2021**

"Utilizing Collaboration Through the Maze of Federal Funds"

David Rubenstein, Director of Finance and Business Operations and Tammie Skelton, Retired Director of Federal Programs, South Panola School District, Batesville, Mississippi

### **January 13, 2022**

"That's What I'm Talking About!"

Kelly Hayes, Deputy Superintendent, Springdale School District, Springdale, Arkansas

### **February 10, 2022**

"Simplify Procurement in Your District with Technology"

April Marzzacco, Strategic Account Manager, EqualLevel, Fort Myers, Florida

### **March 10, 2022**

"Getting Things Done: Time and Efficiency Strategies for the School Business Officials"  
John Hutchison, CPA, MBA, SFO, Assistant Superintendent for Business Operations / ASBO International Board of Directors, Olathe Public Schools, Olathe, Kansas

### **April 14, 2022**

"How to "Excel" with Accounting Functions"  
Robyn Presley, NCASBO Instructor and Retired Accounting Director, Wake County Public Schools, Knightdale, North Carolina

### **May 12, 2022**

"Weeding Through the Wolves"  
Speaker to be Announced, TIPS - USA, Pittsburg, Texas

### **June 9, 2022**

"Dissecting Maintenance of Effort"  
Amy Rowell, CPA Director, Financial Review Division, Georgia Department of Education, Atlanta, Georgia

NEW!

# VASBO JOB BOARD

VASBO is excited to share position announcements for careers in school business across Virginia. For information on open positions visit [vasbo.org/job-board](https://vasbo.org/job-board).

**Have a position announcement that you would like to advertise?**

Visit [vasbo.org/job-board](https://vasbo.org/job-board)! This is a free member benefit for all school divisions with active VASBO membership!



Scan the QR code to visit the VASBO Job Board



**Accurately Categorize Expenditures**

- 1) Only cost out **local and state dollars** – not federal
- 2) Expenditures must be **reported separately by state and local funds**
- 3) Only use expenditures that are **above and beyond the cost of providing regular education programs**

Reference: Virginia Department of Education, IDEA Maintenance of Effort Guidance Document, page 1-2



**5 things your people need from you in stressful times**

**Are you a transparent leader?**

- ✓ Am I candid, honest and genuine?
- ✓ Does the message I am delivering remain the same, regardless of the audience?
- ✓ Do I tell the truth?
- ✓ When I can't divulge information, do I let people know why I can't disclose the information at that time?
- ✓ Do I consistently keep commitments?
- ✓ Do I readily admit my mistakes?
- ✓ Do I handle my own defeats well, owning them and not blaming others?
- ✓ Do I ask good questions, listen to the answers, and remain open to new ideas?
- ✓ Do I value the feedback of others?
- ✓ Do I frequently ask others working with me, "How am I doing?" or, "What could I do to better support you?"

AMERICAN FIDELITY

# 2021 VASBO SPRING CONFERENCE

Thank you to everyone who participated in VASBO's 2021 Spring Conference. From hearing important updates from the Virginia Department of Education and others, to engaging with our partners and being motivated by our keynote speaker, Gerry Brooks, this conference was one for the books!

As a reminder, all registered attendees have access to conference materials through the VASBO website. To relive the conference and view any of the conference sessions and materials visit our Spring Conference Resources page [HERE](#).

A special thank you to all of our partners who helped make this year's conference possible!

# Interested in partnering with VASBO this year?

At VASBO, we build partnerships with business and industry in order to secure resources for the future of our schools and school business officials. Your support provides valuable tools for our members and an opportunity to network with school business officials and decision-makers across the commonwealth.

For more information on how you can support VASBO please reach out via email to [admin@vasbo.org](mailto:admin@vasbo.org) or by phone to (804) 404-8226.

## LEARN MORE ABOUT OUR 2021-22 PARTNERSHIP OPPORTUNITIES



### 2021-22 PARTNERSHIP OPPORTUNITIES



<b>DIAMOND PARTNER</b>	<b>\$7,500</b>
<ul style="list-style-type: none"> <li>• Full page advertisement in one newsletter</li> <li>• Logo and listing as sponsor on signage at all conferences and on the registration website*</li> <li>• Three complimentary registrations for all conferences*</li> <li>• Five minute speaking opportunity at each conference*</li> <li>• Opportunity to lead a breakout session at a conference*</li> <li>• One booth at spring conference**</li> </ul>	<ul style="list-style-type: none"> <li>• One exhibit table at fall conference**</li> <li>• One exhibit table at winter conference**</li> <li>• Opportunity to submit white paper to newsletter</li> <li>• Recognition in conference programs and newsletters*</li> <li>• Link to your website from the VASBO website</li> <li>• Vendor membership in VASBO</li> </ul>
<b>PLATINUM PARTNER</b>	<b>\$5,000</b>
<ul style="list-style-type: none"> <li>• Half page advertisement in one newsletter</li> <li>• Logo and listing as sponsor on signage at all conferences*</li> <li>• Two complimentary registrations for all conferences*</li> <li>• Opportunity to present at a webinar during the 21-22 year</li> <li>• One booth at spring conference**</li> </ul>	<ul style="list-style-type: none"> <li>• One exhibit table at fall conference**</li> <li>• One exhibit table at winter conference**</li> <li>• Recognition in conference programs and newsletters*</li> <li>• Link to your website from the VASBO website</li> <li>• Vendor membership in VASBO</li> </ul>
<b>GOLD PARTNER</b>	<b>\$2,500</b>
<ul style="list-style-type: none"> <li>• Quarter page advertisement in one newsletter</li> <li>• Listing as sponsor on signage at all conferences*</li> <li>• One complimentary registration for each conference*</li> <li>• One booth at spring conference**</li> </ul>	<ul style="list-style-type: none"> <li>• One exhibit table at fall conference**</li> <li>• Recognition in conference programs and newsletters*</li> <li>• Listing on VASBO website</li> <li>• Vendor membership in VASBO</li> </ul>
<b>SILVER PARTNER</b>	<b>\$1,000</b>
<ul style="list-style-type: none"> <li>• Listing as sponsor on signage at all conferences*</li> <li>• One complimentary registration for fall or winter conference*</li> <li>• One exhibit table at fall conference**</li> </ul>	<ul style="list-style-type: none"> <li>• Recognition in conference programs and newsletters*</li> <li>• Listing on VASBO website</li> <li>• Vendor membership in VASBO</li> </ul>

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### 2021-22 PARTNERSHIP OPPORTUNITIES

The Virginia Association of School Business Officials is excited to offer additional partnership opportunities for professional development, conferences, and our newsletters. For more information on these opportunities or how you can support VASBO, please email [admin@vasbo.org](mailto:admin@vasbo.org) or call (804) 404-8226.

<b>FALL CONFERENCE VENDOR RATES</b>	<b>SPRING CONFERENCE VENDOR RATES</b>
<ul style="list-style-type: none"> <li>• 2021 VASBO Fall Conference                             <ul style="list-style-type: none"> <li>◦ October 21-22, 2021</li> <li>◦ Hilton Garden Inn- Oceanfront</li> <li>◦ Virginia Beach, VA</li> </ul> </li> <li>• Vendor Booth Rate: \$800                             <ul style="list-style-type: none"> <li>◦ Includes one registration and one exhibit table</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 2022 VASBO Spring Conference                             <ul style="list-style-type: none"> <li>◦ May 15-18, 2022</li> <li>◦ Hotel Roanoke</li> <li>◦ Roanoke, VA</li> </ul> </li> <li>• Vendor Booth Rate: \$1,200                             <ul style="list-style-type: none"> <li>◦ Includes one registration and one vendor booth</li> </ul> </li> </ul>
<b>SPEAKER SPONSOR*</b>	<b>\$2,000-\$5,000</b>
<ul style="list-style-type: none"> <li>• Sponsorship of keynote or workshop speaker at one conference</li> <li>• Ability to meet speaker at meet and greet depending upon schedule</li> <li>• Ability to introduce speaker at conference</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance for 1 person at one conference</li> <li>• One exhibit table at the conference</li> <li>• Logo or listing on signage at conferences and on all materials for conference</li> <li>• Recognition in conference programs and newsletter</li> </ul>
<b>ACTIVITY SPONSOR*</b>	<b>ADVERTISING RATES</b>
<ul style="list-style-type: none"> <li>• Please reach out for additional information. Activities include:                             <ul style="list-style-type: none"> <li>◦ VASBO golf outing</li> <li>◦ Conference opening receptions</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Color advertisement in VASBO newsletter</li> <li>• Full page, 7.5" w x 9.75" h .....\$750</li> <li>• Half page, 7.5" w x 4.75" h .....\$500</li> <li>• Quarter page, 3.5" w x 4.75" h .....\$250</li> </ul>

To learn more visit:  
[vasbo.org/partnership-opportunities](https://vasbo.org/partnership-opportunities)

### THANK YOU FOR YOUR SUPPORT!

Please note that changes during the 2021-22 year, such as Covid-19 impacts, may alter conference and/or event format. VASBO remains committed to transparency with our partners as they enter the decision-making process for sponsorship. \*All conference registrations, speaking opportunities, and conference publicity will apply to in-person or virtual events. However, formatting may vary from above. \*\*Virtual exhibit opportunities will replace in-person offerings above, if needed.

For more information or questions, please email [admin@vasbo.org](mailto:admin@vasbo.org) or call (804) 404-8226.

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**LEARN MORE AT [VASBO.ORG/PARTNERSHIP-OPPORTUNITIES](https://vasbo.org/partnership-opportunities)**

# A SPECIAL THANK YOU TO OUR 2020-21 VENDOR PARTNERS

## DIAMOND



## PLATINUM



## GOLD



## SILVER

