



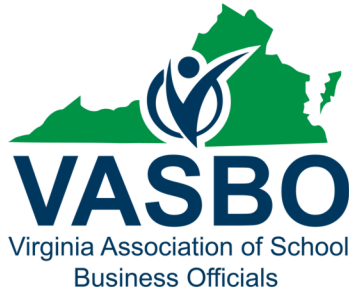
**VASBO**  
Virginia Association of School  
Business Officials

# 2025 VASBO SPRING *Conference*

📍 **Marriott Oceanfront - Cavalier Resort**  
Virginia Beach, VA

**MAY 19-21, 2025**





Hello VASBO Members and Partners,

Welcome to the 2025 VASBO Spring Conference! I'm so glad you're here, and I'm excited we have this opportunity to come together once again as a community of school business officials from across Virginia.



Whether this is your first VASBO conference or you've been attending for years, I hope you find this time valuable, energizing, and full of connections that remind you why our work matters. We all know how much goes on behind the scenes to keep our schools running smoothly—and this conference is a great chance to share ideas, learn something new, and support one another in the process.

We've got a fantastic lineup of sessions, speakers, and networking events, and I encourage you to dive in and make the most of it. Ask questions, swap stories, meet someone new—you never know what connection or insight might help you in your work back home.

A huge thank you to our partners and the incredible planning committee who helped make this event possible. Their support and hard work are what bring us all together.

Thanks for all you do for your schools, your divisions, and for public education in Virginia. Enjoy the conference—I'm looking forward to seeing you around!

All the best,



*John Broderick*

John Broderick

2024-25 VASBO President

Director of Finance & Operations, Sussex County



# 2024-25 VASBO EXECUTIVE TEAM



|                               |                                 |
|-------------------------------|---------------------------------|
| President.....                | John Broderick, Sussex County   |
| Vice President.....           | Kathleen Jackson, Roanoke City  |
| Secretary/Treasurer.....      | Marcia Stevens, Caroline County |
| Director.....                 | Staci Longest, VDOE             |
| Director.....                 | Jacqueline Brooke, Norton City  |
| Director.....                 | Jason Tibbs, Appomattox County  |
| SASBO Director.....           | Christina Berta, VDOE           |
| Immediate Past President..... | Tina Cropp, Madison County      |

## MANAGEMENT TEAM

|   |   |
|---|---|
| Audit.....                              | Brook Thomas, Northampton County                |
| Constitution and Bylaws.....            | Elizabeth Franklin, Essex County                |
| Data Quality Improvement.....           | Debbie White, Retired                           |
| Investment.....                         | Christina Berta, VDOE                           |
| Legislative.....                        | Amber DeRosier, York County                     |
| Membership.....                         | Nishawn Lee, Richmond City                      |
| Nominations.....                        | Mandy Hall, Salem City                          |
| Past President Liaison.....             | Tina Cropp, Madison County                      |
| Professional Development Taskforce..... | Brook Thomas, Northampton County                |
| Resolutions.....                        | Christie Fleming, Dinwiddie County              |
| Scholarship.....                        | Christina Berta, Hanover County                 |
| Technology.....                         | Heath Bain, Sussex County                       |
| Vendor Representative.....              | Riley Davis, RDA Systems<br>Lee Brannon, VAcorp |
| Welcoming.....                          | Monique Barnes, Henrico County                  |



# CONFERENCE AGENDA



## MONDAY, MAY 19, 2025

- |   |   |
|---|---|
| <b>8:00AM - 4:00PM</b>                                    | <b>REGISTRATION OPEN</b><br><i>Seaside Registration</i>   |
| <b>8:00AM - 9:00AM</b>                                    | <b>VASBO MANAGEMENT TEAM BREAKFAST (INVITE ONLY)</b><br><i>Kaye</i>   |
| <b>9:00AM - 12:00PM</b>                                   | <b>VASBO MANAGEMENT TEAM MEETING (INVITE ONLY)</b><br><i>Calloway</i>   |
| <b>11:00AM - 4:00PM</b>                                   | <b>EXHIBITORS MOVE IN</b><br><i>Salons A-C</i>  |
| <b>12:00 - 1:00PM</b>                                     | <b>VASBO MANAGEMENT TEAM LUNCH (INVITE ONLY)</b><br><i>Kaye</i>   |
| <b>1:00PM - 4:00PM</b>                                    | <b>OPENING SESSION</b><br><i>Salons D-E</i><br><i>Presentation and walkthrough of Budget Tool Part 1 &amp; 2</i><br><i>Presentation of IDEA from the Office of Special Education</i><br><i>Finance and Budget</i><br><i>*To make the most of the session please bring:</i><br><i>- Laptop</i><br><i>- Approved FY25 Budget</i><br><i>- Fall (Sept 2024) and Spring (March 2025) SRC to show enrollment data</i> |
| <b>2:30PM - 2:45PM</b>                                    | <b>REFRESHMENT BREAK</b><br><i>Big Band Prefunction</i>   |
| <b>IMMEDIATELY AFTER<br/>OPENING SESSION -<br/>4:30PM</b> | <b>NEW MEMBERS' RECEPTION</b><br><i>Seaside Event Terrace</i><br><i>All new VASBO members within the last three years welcome</i>   |
| <b>4:00PM - 6:00PM</b>                                    | <b>VENDOR VISITATION (CASH BAR AVAILABLE)</b><br><i>Salons A-C</i>  |
| <b>6:30PM</b>   | <b>DINNER ON YOUR OWN</b>   |

## TUESDAY, MAY 20, 2025

- |                        |   |
|------------------------|---|
| <b>7:00AM - 5:30PM</b> | <b>REGISTRATION OPEN</b><br><i>Seaside Registration</i>                           |
| <b>7:00AM - 8:00AM</b> | <b>VASBO PAST PRESIDENTS' BREAKFAST</b><br><i>Kaye</i>                            |
| <b>7:00AM - 8:00AM</b> | <b>BREAKFAST</b><br><i>Salons D-E</i>   |
| <b>8:00AM - 9:00AM</b> | <b>OPENING SESSION</b><br><i>Salons D-E</i><br><i>Joe Pettit, Keynote Speaker</i> |

## TUESDAY, MAY 20, 2025 (CONTINUED)



**9:10AM - 10:00AM**

**BREAKOUT 1A: WORKERS COMPENSATION**

Miller  
Terri Dillard, VAcorp  
Megan Taylor, VAcorp

**BREAKOUT 1B: GOVERNMENTAL ACCOUNTING STANDARDS BOARD (GASB) COMPENSATED ABSENCES**

Goodman  
Katie Babb, Brown Edwards CPAs

**BREAKOUT 1C: FROM BID TO BUILD: NAVIGATING CONSTRUCTION SERVICES PROCUREMENT**

Calloway  
Lorie Newton, NIGP

**10:05AM - 10:30AM**

**BREAKOUT 2A: GLP-1'S: HOW THEY REGULATE BLOOD SUGAR, APPETITE, AND DIGESTION**

Miller  
Jeff Hall, Keenan Pharmacy

**BREAKOUT 2B: PUBLIC SCHOOL CONSTRUCTION AT A CROSSROADS: INNOVATION, INVESTMENT, AND THE IMPACT OF TARIFFS**

Goodman  
Ben Drake, The Garland Company

**10:35AM - 11:00AM**

**BREAKOUT 2C: DOING MORE WITH LESS- SUSTAINABLE STRATEGIES FOR SCHOOL BUSINESS OPERATIONS**

Calloway  
Jesse Roy, Allovue - Powerschool

**BREAKOUT 2D: SHORTAGE OF TEACHERS AND ALTERNATIVE PATHWAYS**

Kaye  
Charles Solis, Frontline Education  
Vickie Theodoropolous, Frontline Education

**11:00AM - 11:40AM**

**VENDOR VISITS**

Salons A-C

**11:40AM - 12:30PM**

**BREAKOUT 3A: INTERNAL CONTROLS FOR FRAUD PREVENTION**

Miller  
Staci Longest, VDOE

**BREAKOUT 3B: BUILDING SCHOOLS- DO'S AND DON'TS PANEL**

Goodman  
Kathleen Jackson, Roanoke City Public Schools  
Jennifer Brody, Fredericksburg City Public Schools

**BREAKOUT 3C: STAYING POSITIVE WITH YOUR SCHOOL NUTRITION FUND**

Calloway  
Keith Conner, Caroline County Public Schools

**12:30PM - 1:30PM**

**LUNCH**

Salons D-E

## TUESDAY, MAY 20, 2025 (CONTINUED)



**1:30PM - 2:20PM**

**BREAKOUT 4A: PAYROLL AND HR PANEL**

*Miller*

*Heather McElligot, York County Public Schools*

*Amber DeRosier, York County Public Schools*

*Courtney Mitchell, King William County Public Schools*

**BREAKOUT 4B: HOW TO ALLOW ELECTRONIC BIDDING ON ITEMS**

*Goodman*

*Lawrence Shaw, DGS*

**BREAKOUT 4C: GENERATIONS IN THE WORKPLACE**

*Calloway*

*Jackie Sparks, Cook County Board of Education*

**2:20PM - 3:00PM**

**VENDOR VISITS (REFRESHMENTS SERVED)**

*Salons A-C*

**3:00PM - 3:50PM**

**BREAKOUT 5A: NAVIGATING SCHOOL PAYROLL WITH CONFIDENCE**

*Miller*

*Stephanie Wyche, Goochland County Public Schools*

**BREAKOUT 5B: FACILITY/SECURITY STUDY OVERVIEW AND A CONSTRUCTION GRANT OVERVIEW**

*Goodman*

*Vijay Ramnarain, VDOE*

**BREAKOUT 5C: ADMINISTERING MANAGED DISABILITY BENEFITS FOR HYBRID RETIREMENT PLAN EMPLOYEES**

*Calloway*

*Michael Pote, VRS*

**6:00PM - 8:30PM**

**LUAU RECEPTION**

*Light Hors d'oeuvres, Dinner and Drinks Served*

*Ocean Lawn*

## WEDNESDAY, MAY 21, 2025

**8:00AM - 8:45AM**

**BREAKFAST**

*Salons D-E*

**8:45AM - 9:30AM**

**GENERAL SESSION: BRAIN HACKS FOR BETTER LIVING AND LEADING**

*Salons D-E*

*Joel McKenzie, American Fidelity*

**9:30AM - 10:30AM**

**LEGISLATIVE UPDATE**

*Salons D-E*

*Pak Phinyowattanachip, Haney Phinyowattanachip PLLC*

**10:30AM - 11:30AM**

**VASBO BUSINESS MEETING AND AWARDS**

*Salons D-E*

*Open to all VASBO Members*



# MEET THE PRESENTERS



**Joe Pettit** is a keynote speaker, leadership expert, and founder of New Leaf Leadership, with over 20 years of experience, including seven as a school nutrition administrator leading a 100-person team. Author of *Seeds to Success*, he blends emotional intelligence with practical leadership strategies that boost revenue, reduce turnover, and strengthen leadership pipelines. His energetic, activity-based sessions equip audiences with tools they can use immediately. Joe has impacted over 10,000 leaders in the past four years, helping improve workplace culture and productivity. Through his nonprofit, New Leaf Farm, he also offers a retreat space for learning, connection, and renewal in nature.



**Terri Dillard** is the Workers' Compensation Supervisor and has been with the VACORP team since 2002. Prior to joining VACORP she worked in claims at Atlantic Mutual. Combined, she has thirty years of insurance experience. She was born a twin in Alleghany County, Virginia and raised in Salem, Virginia. She is happily married to her high school sweetheart and enjoys traveling, gardening, Virginia Tech football and watching her three grandchildren grow.



**Megan Taylor** has worked in the insurance industry since 2008 and has been with VAcorp since 2012. After several promotions, she now serves as a Claims Trainer as well as a Workers' Compensation Claims Specialist. In addition to handling lost-time claims, she assists with Line of Duty Act claims. Megan received a bachelor of fine arts from Longwood University in 2012. Megan resides in Franklin County, VA with her husband, son and 5 cats.



**Katie Babb** is a Manager in the Newport News office. She has over 9 years of public accounting experience. Katie's focus is on governmental entities and not-for-profit organizations and she has experience performing audits, reviews, compilations, and agreed-upon procedures. Katie holds a Bachelor of Science in Business, with a concentration in Accounting and Information Systems and a Master of Accounting and Information Systems, both from Virginia Tech. She is a member of the American Institute of Certified Public Accountants and the Virginia Society of Certified Public Accountants.



**Lorie Newton** retired in 2021 after more than 34 years in public procurement, having served as Assistant Director/Director of Procurement for Chesterfield County. She has experience across state government, higher education, K-12, and local government, and has held leadership roles with the Virginia Association of Governmental Purchasing and as NIGP Area II Chapter Ambassador. Lorrie has received numerous awards, including VAGP Manager of the Year (2020) and NIGP Distinguished Service Award (2023), and holds CPPB, CPPO, and NIGP-CPP certifications. She currently teaches for VAGP, presents nationally, mentors emerging professionals through NIGP, and consults for several public and private clients.



**Jeff Hall** leads the Keenan Pharmacy Service (KPS) pharmacy practice for the parent company AssuredPartners (AP) for clients in throughout the United States. He is the original architect and oversees the national KPCC (Keenan Pharmacy Purchasing Coalition) and KPCM (Keenan Pharmacy Clinical Management) programs serving over 1,000,000 members with annual savings of more than \$50 million with historical savings over \$500 million since 2007. These two programs provide enhanced Pharmacy Benefit Management (PBM), pharmacy contract transparency, advanced therapeutic and pharmaceutical management of medications covering specialty and non-specialty drugs.





**Ben Drake** has been a Territory Manager for Garland since 2015, and supports the Northern Virginia region. Ben supports customers with a full range of projects including new construction, roof replacement, restoration, and repair, leveraging strong partnerships in the area with trusted contractors and design professionals. Ben lives in Arlington, VA with his family.



**Jesse Roy** is Director of Education Strategy for PowerSchool. Prior to joining PowerSchool, Jesse led the Federal grants team at the Vermont Agency of Education and worked closely with school districts in adopting data-driven practices for continuous improvement planning. A former special education teacher, Jesse lives in Vermont with his wife, a school psychologist, his eleven-year-old son and eight-year-old daughter.



**Charles Solis** has been an Education Solutions Consultant for our Virginia School Divisions since 2018. A native of Northern Virginia, Charles attended Fairfax County Public Schools and graduated from George Mason University. Charles has extensive experience serving our Virginia School Divisions and helping them manage ongoing organizational transition and all processes to improve the long-term development and retention of their employees. Charles and his family are living in Reston.



**Vickie Theodoropoulos** grew up in Binghamton, New York, and now calls Falls Church, Virginia home. She serves as a Solutions Consultant for Frontline Education, partnering with school districts to tackle challenges and drive meaningful improvements. With a passion for supporting educators and students, Vickie brings over 20 years of classroom experience, having taught in both New York and Fairfax County Public Schools. Her deep understanding of the unique challenges facing today's schools informs her work every day, as she strives to help districts find innovative, effective solutions.



**Staci Longest** serves as the Assistant Superintendent of Budget and Finance at the Virginia Department of Education. In this role, she oversees financial planning and resource management for public education across the Commonwealth. Prior to joining the department, she was the Director of Budget and Finance for King William County Public Schools, where she was recognized nationally with the 2024 Emerging Leaders Scholarship from the Association of School Business Officials. Staci also serves on the executive team of the Virginia Association of School Business Officials.



**Kathleen Jackson** serves as the Chief Financial Officer for Roanoke City Public Schools, where she oversees the district's fiscal operations, including budgeting, accounting, payroll, grants, and purchasing. Since assuming the CFO role in October 2014, she has played a pivotal role in maintaining the division's financial integrity and transparency. Under her leadership, Roanoke City Public Schools has consistently received the Meritorious Budget Award from the Association of School Business Officials International, recognizing excellence in budget presentation. Kathleen is a dedicated member of VASBO and currently serves as Vice President.



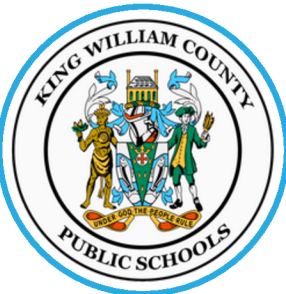
**Jennifer Brody** serves as the Chief Financial Officer for Fredericksburg City Public Schools, where she oversees the division's financial operations, including budgeting, procurement, payroll, and benefits administration. Jennifer brings a collaborative and strategic approach to school finance, ensuring fiscal responsibility while supporting educational excellence. She plays a key role in navigating the division through complex funding challenges, including federal grant management and budgetary planning.

**Keith Conner** has supervised the various nutrition programs utilized by Caroline County Schools for over 17 years. He brought over 30 years of private sector experience to the position, having previously worked as a Proprietor, R&D manager, District Manager, Corporate Training Manager and Regional Director with companies throughout the Southeastern US. His educational background includes a Bachelors in Business Communications from SNHU, Masters Certification in Human Resources Management from Villanova, National Restaurant Association's Food Management Professional credential as well as industry certificates. Under his supervision the Department has been recognized for outstanding operations and financial controls. His team has won the VSBA "Food for Thought" award two times. To achieve success, Keith has focused on team building - the right person in the right place with the right tools - combined with training staff in the financial impacts resulting from operating a sound school nutrition program.



**Heather McElligott** serves as the Payroll Supervisor for York County School Division, where she manages payroll operations and ensures accurate and timely compensation for all staff. With a strong focus on compliance and efficiency, Heather plays a key role in supporting the division's financial integrity.

**Amber DeRosier** is the Benefits Program Specialist for York County School Division, where she oversees employee benefits and provides guidance on health, retirement, and wellness programs. Her dedication to supporting staff well-being enhances the overall employee experience across the division.



**Courtney Mitchell** is the Director of Finance for King William County Public Schools, responsible for leading the district's budgeting, accounting, and financial planning functions. She is committed to transparency and fiscal responsibility in support of the division's educational mission.

**Lawrence Shaw** serves as a Local Government Account Executive with the Virginia Department of General Services (DGS), supporting procurement and financial operations for public entities. With a background in public sector procurement and a commitment to streamlining purchasing processes, Lawrence provides strategic guidance to local governments to enhance efficiency and compliance in their procurement practices.





**Jackie Sparks, CPA**, is the Finance Director of the Cook County Board of Education, a role she has held since 2007 after working over eight years as an auditor with the Georgia Department of Audits and Accounts. Committed to staying close to her family, she resides on her family farm in Georgia with her sons, Drew and Jackson, and grandsons, Beckett and Cooper. Jackie has been an active leader in school business organizations, serving as President of the Georgia Association of School Business Officials (GASBO) in 2014 and of the Southeastern Association of School Business Officials (SASBO) for 2022–2023. She continues to support SASBO and has been honored with the SASBO School Business Administrator Award since 2023.

**Stephanie Wyche** has over twenty-five years of experience in benefits administration, payroll, and school finance. She is currently the Director of Finance with Goochland County Public Schools. She became a certified Administrator of School Finance and Operations through ASBO in 2020. Stephanie holds a Bachelor of Business Administration in Accounting from Meredith College.



**Vijay Ramnarain** is the Director of Support Services at the Virginia Department of Education (VDOE), a position he has held for over 35 years. An architect by training, he has led initiatives in school safety, facility planning, and transportation, including co-authoring the VDOE's "School Safety Audit Protocol, Checklist and Procedures" and leading the development of the "From Play to Learning Environments" guide. He has also served on the Virginia Chapter Board of Directors for the Association for Learning Environments.

**Mike Pote** is the Managed Disabilities Programs Administrator for the Virginia Retirement System (VRS), a \$114.3 billion public employee retirement system, where he has overseen the Virginia Sickness and Disability Program (VSDP) and the Virginia Local Disability Program (VLDP) since May 2013. In his role, he also supports school divisions that offer comparable VLDP plans. Prior to joining VRS, Mike served as Human Resources Policy Director at the Virginia Department of Human Resource Management, overseeing the development and implementation of state HR policies. He also brings over a decade of experience in the insurance industry, having worked as an Account Manager, Underwriter, and Disability Case Manager with Unum Life Insurance and its affiliates.



**Joel McKenzie** has worked for American Fidelity over 38 years in a variety of areas all involving training and developing teams. He speaks regularly to education associations on leadership, strategic growth and personal development.



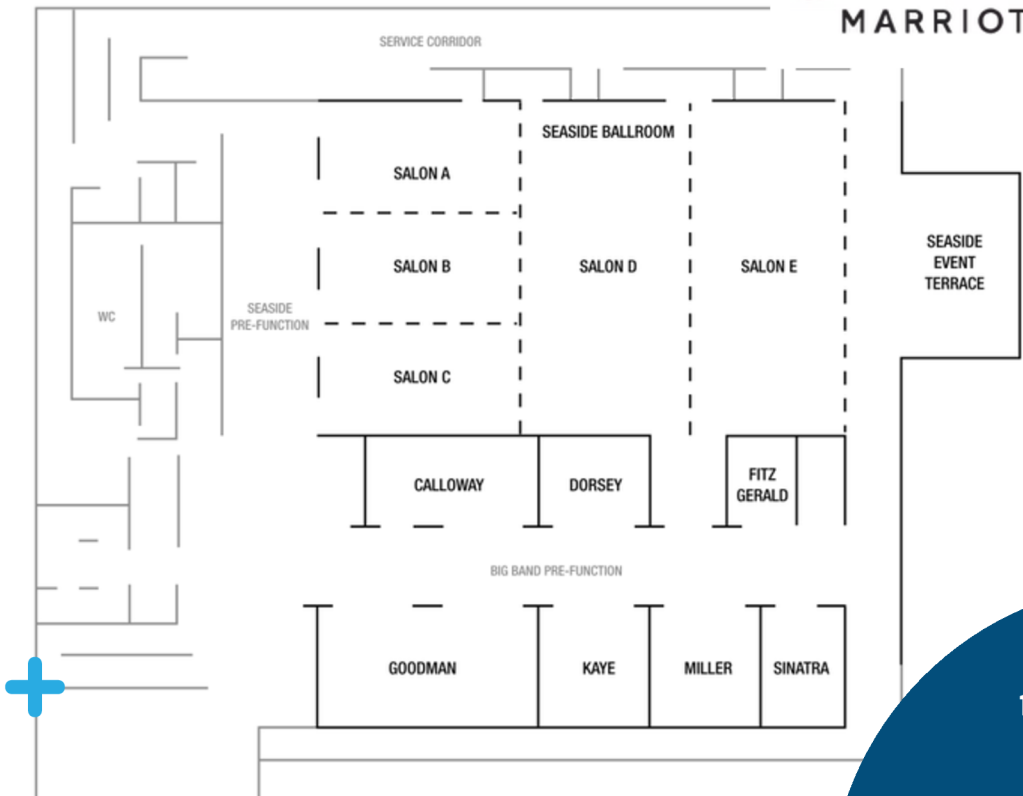
**Pakapon ("Pak") Phinyowattanachip**, a former public school math teacher in Philadelphia, now dedicates his legal practice to representing educational institutions. He advises on a wide range of issues including constitutional law, FERPA, student discipline, employment matters, and compliance with civil rights laws such as Title IX and Section 504. Pak has successfully defended numerous discrimination complaints at both the state and federal levels and has experience working with agencies like the DOJ, OCR, and EEOC. He has also counseled university athletic departments on NCAA compliance and policy development. Before co-founding Haney Phinyowattanachip PLLC, Pak practiced at Reed Smith LLP and held roles in both judicial and university legal offices. He holds degrees from Michigan State University, the University of Pennsylvania, and Washington and Lee University School of Law.



# SAVE *the* DATE

2025 VASBO FALL CONFERENCE  
THE OMNI HOMESTEAD RESORT  
HOT SPRINGS, VA  
NOVEMBER 13-14, 2025

## HOTEL MAP



# 2024-25 VASBO PARTNERS



## DIAMOND



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a PowerSchool Company

**AMERICAN FIDELITY**

a different opinion



since 1895



*Keenan Pharmacy Services*

## PLATINUM



**EQUITABLE**



**Horace Mann**

Founded by Educators for Educators



## GOLD



**chartwells**  
serving up happy & healthy

**SSC**  
services for education



## SILVER

Amazon Business for Education  
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Hord Coplan Macht  
Kelly Education  
Key Group  
Keystone Information Systems  
McClure Company  
ODP Business  
Paul Davis Restoration of Greater Richmond  
PenServ Plan Services, Inc.  
Purchasing Cooperative of America  
Red Rover Technologies LLC

Sonny Merryman  
Tarkett Sports  
TIPS- The Interlocal Purchasing System  
TrackYourFunds  
Tyler Technologies, Inc.  
UHY LLP  
UPMC Partnerworks  
U.S. BENCOR/MidAmerica  
Virginia Retirement Specialists, Inc  
VRC VitalECM  
Whitsons Culinary Group  
Window Film Depot  
Your Money Line

*Thank You!*