

Change is the *New Normal*

Southwest Michigan School Business Officials Annual Conference
March 5, 2025

Meet Your Presenters

Tim Raymer

- Retired School Business Official - 36 years
- MSBO Business Manager
Academy Facilitator

John Solomon

- Allegan Area ESA
- Supervisor of Financial Services

Sammi Stevens

- Portage Public Schools
- Business Manager

Years of Experience

Raise your hand if you've been in working in school business for:

0-3 years

3-5 years

5-7 years

7+ years

Concepts of Change

Structural	Organizational	Strategic
Policy Revisions	Staffing & HR Adjustments	Declining enrollment
Leadership Changes	IT - need we say more?	Federal funding decrease
PD & Teacher Pipelines	Curriculum & Instruction	Expansion of programs
Funding allocation & adjustments	Collective/Interest-Based Bargaining	Targeted Funding Streams

The Last 5 Years

More money, more money, more money. . .

- COVID Funding
- Growing fund balances
- Federal Funding & Fund Balances
 - Federal funding freeze
- Democratic control in Lansing
- District level changes



In the NOW

- Washington D.C.
 - MAJOR changes
- Declining Enrollment
- Structural deficits
 - They're looming!
- Fast and furiously changing



It's real. . .and it's happening

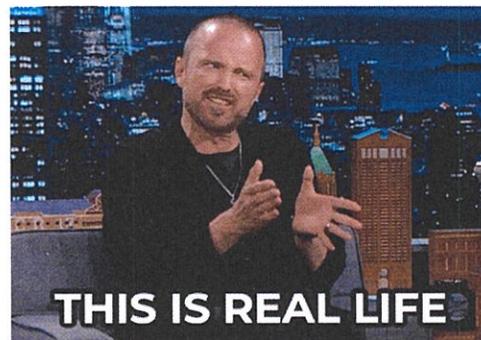


Is this real life?

Why, yes, yes it is.

Let's talk...

- Software conversions
- Staffing, new & changes
- What about you?



Things to Watch



- 147g
- 21x & 22x accounting changes
- GASB
- ESTA
- PA 152/HB 6058
- State budgets
- Federal funding

In the NOW...what?

- Structure
 - Make sure you have it
- PIVOT
- Proactive vs reactive
- Watch it!
- Communication
- Back-date planning



In the NOW...what?



- Progress meetings
 - Key team members
 - Accountability
- Data driven focus and decisions
- Incrementalism
- Controllable vs uncontrollable
- Someone to bounce ideas around with

Trust yourself.

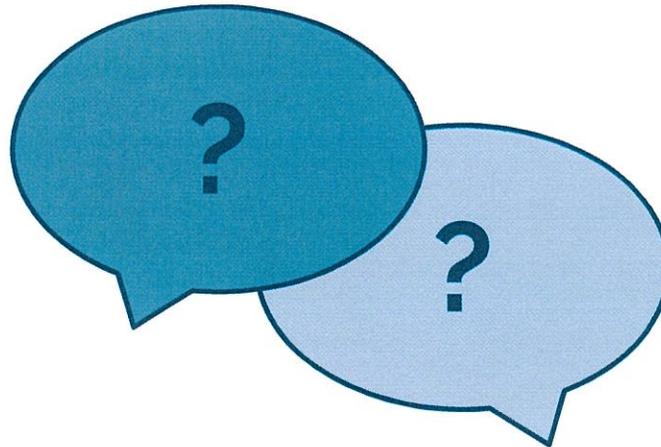
Trust your people.

Trust the process.

Always Remember...



- You're NOT alone
 - At least 539 others
- Misery loves company
- Embrace it
 - It's like a surprise party, except you didn't want a party, and no one asked you if you wanted to be surprised.
- It's confusing but will eventually become the "new normal" until...



Questions, comments, concerns?

Like we said...misery loves company 😊

Reach out! We are here to help!

Tim Raymer

616-893-0227

timraymer24@gmail.com

John Solomon

269-455-9933

john.solomon@alleganaesa.org

Sammi Stevens

269-271-0533

sstevens@portageps.org

