



February 3, 2022

**TO:** Superintendents and Presidents  
Assistant Superintendents and Vice Presidents, Business Services and Human Resources  
Directors, Business Services and Human Resources  
Los Angeles County School Districts, Community Colleges, Charter Schools and Joint  
Powers Authorities

**FROM:** Ms. Patricia Smith  
Chief Financial Officer

Mr. Jose R. Gonzalez  
Chief Technology Officer

**SUBJECT:** Business Enhancement System Transformation (BEST) Advantage System – Human  
Capital Management (HCM) April 2022 Go-Live Postponement; Wave 4 Budget (BUD)  
and Finance (FIN) Implementation Still on Target

In recognition of the impact the Omicron variant surge has had on district and LACOE staffing and due to implementation challenges, the April 2022 HCM Go-live is postponed for the six agencies (i.e., Lancaster School District, Paramount Unified School District, Redondo Beach Unified School District, Westside Union School District and William S. Hart High School District), to a yet to be determined future date. LACOE will continue to work closely with each of these districts towards the implementation of the BEST Advantage System – HCM.

In the meantime, LACOE and the BEST Team will focus on parallel payroll testing for the six aforementioned agencies. Additionally, BEST Advantage System - HCM system customizations for California Public Employee Retirement System (CalPERS) and California State Teachers Retirement System (CalSTRS) will be developed, tested and implemented to enhance retirement reporting.

The Wave 4 implementation for the BEST Advantage System – Budget (BUD) and Financial (FIN) applications are not impacted by the April 2022 HCM postponement. The BEST BUD application is live for Wave 4 BUD districts as of January 31, 2022. As such, Wave 4 BUD districts will load their Fiscal Year 2022-23 Board Adopted budgets into the BUD application prior to July 1, 2022. The FIN implementation for Wave 4 agencies is still on target and scheduled to go-live in May 2022 (for requisitions and purchase orders) and in July 2022 for the General Ledger, Accounts Payable, Accounts Receivable, Inventory and Asset Management modules.

We would like to take this opportunity to thank all the districts and staff for their efforts on the BEST Project during this difficult and challenging time. LACOE is committed to moving forward with full implementation of the BEST Advantage System for all agencies.

Should you have any questions regarding this communication or require additional information, please contact Mr. Paul Landry, BEST Project Director, at [landry\\_paul@lacoe.edu](mailto:landry_paul@lacoe.edu).

PS/JRG:pl