



LONG BEACH

UNIFIED SCHOOL DISTRICT

*Excellence & Equity*

Business Systems Modernization

Program Update

March 19, 2025

# Agenda

- Program Overview
  - RPM Vision
  - Current State Architecture
  - Case for Change
  - Future State Architecture
  - Project Canvas
  - Resourcing Strategy
- Source Selection Process
- Project Schedule
- Metrics
- Next Steps

# Program Overview – Vision

RPM Means

**R**esource

**P**lanning

**M**odernization

**Objective**

**Modernize LBUSD's core business systems with an integrated, industry-standard digital suite**

## Major Business Processes



### Budget/Finance

- ❑ Budget
- ❑ Accounting
- ❑ Capital Planning
- ❑ Asset Management
- ❑ Work Order Management
- ❑ Financial Reporting



### HR/Payroll

- ❑ Recruitment
- ❑ Onboarding
- ❑ Transfers
- ❑ Payroll
- ❑ Benefits
- ❑ Travel & Expense
- ❑ Retirement

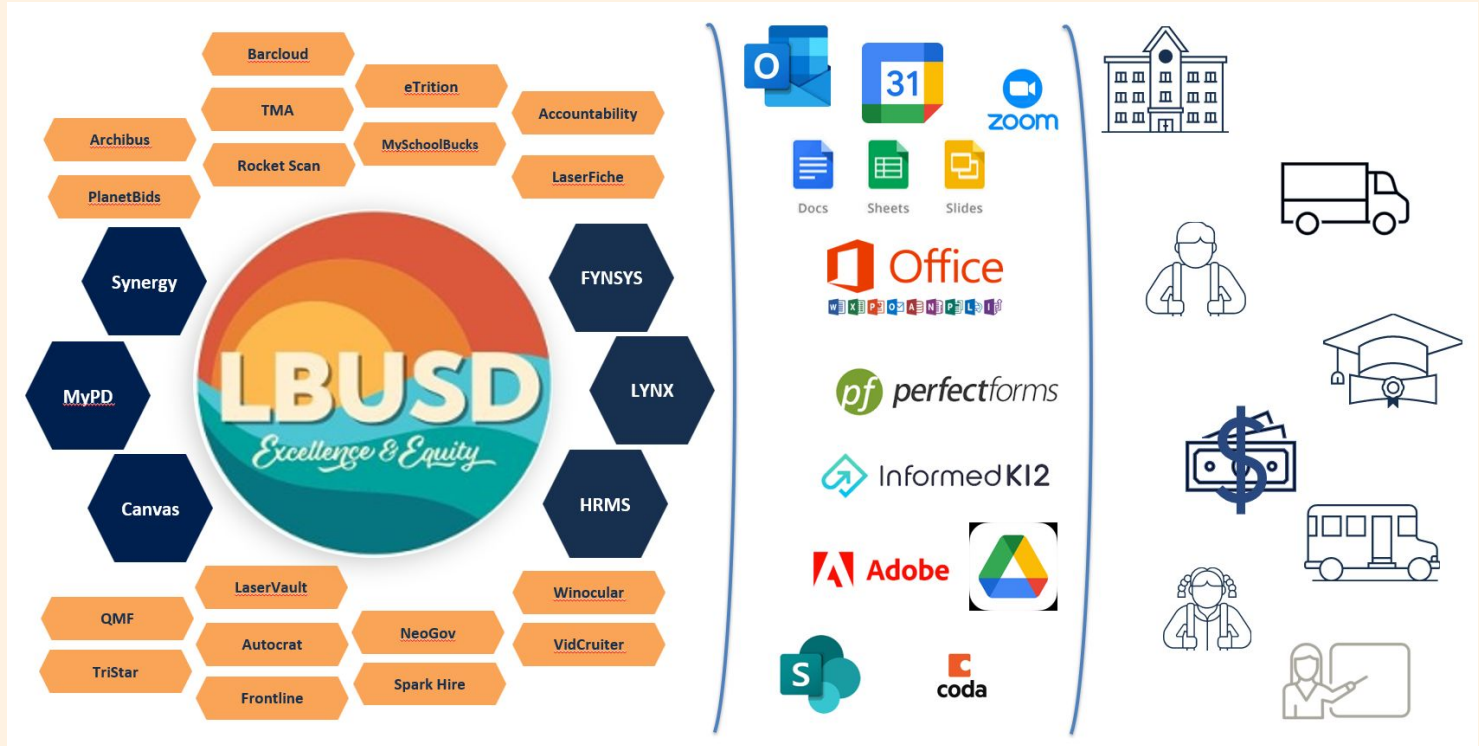


### Supply Chain

- ❑ Sourcing
- ❑ Purchasing
- ❑ Contracts
- ❑ Receiving
- ❑ Warehouse
- ❑ Distribution
- ❑ Accounts Payable

# Program Overview

## Current-State Architecture



# Program Overview – Why?

## Case for Change

- Antiquated systems
- Limited or no commercial support
- Business process complexity
- Manual work processes
- Duplicative data entry
- Limited data-driven decision making
- Speed
- Customer experience
- Business continuity risk

```
Long Beach Unified School District
Main Menu

Please enter menu selection: _

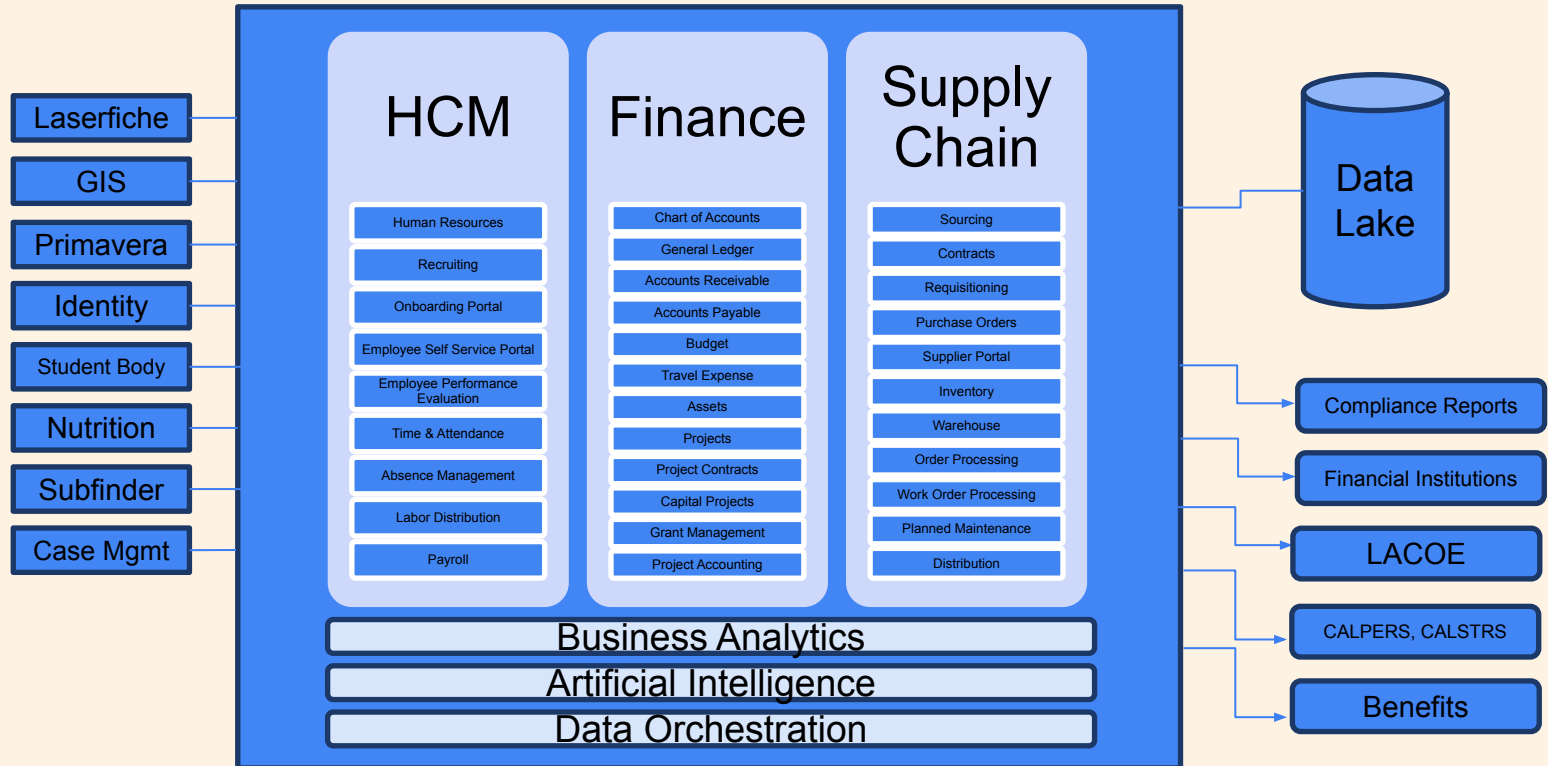
01  Inquiries           (PGMM1)
02  VA Processing      (PFE)
03  Position Control   (BLA)
04  Personnel          (PEM)
05  Risk Management    (PRM)
06  Accounting         (PAM)
07  Payroll            (PFM)
08  Remote Time Entry  (PFK)
09  Dictionary         (DTM)
10  Security           (DCM)
11  Logoff

Your last signon was at 16:34:01 on 04/25/2024.

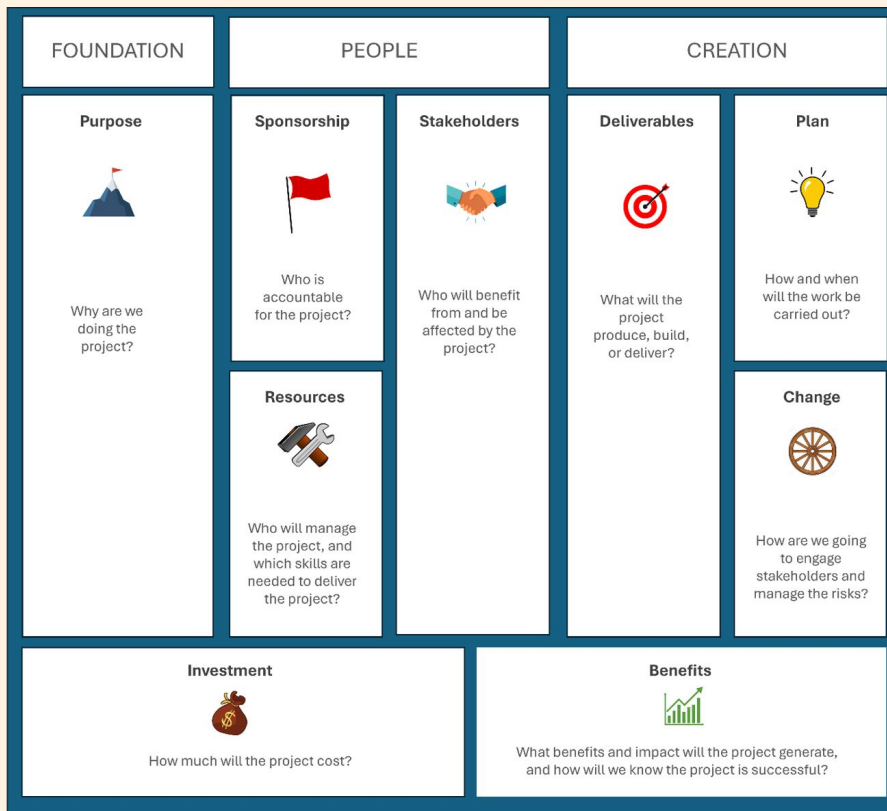
Command for Help
ands: E G X                                     Command
R 6 C 55
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# Program Overview

## Future-State Architecture



# Project Canvas



## THREE DOMAINS

- Project **Foundation**
- Project **People**
- Project **Creation**

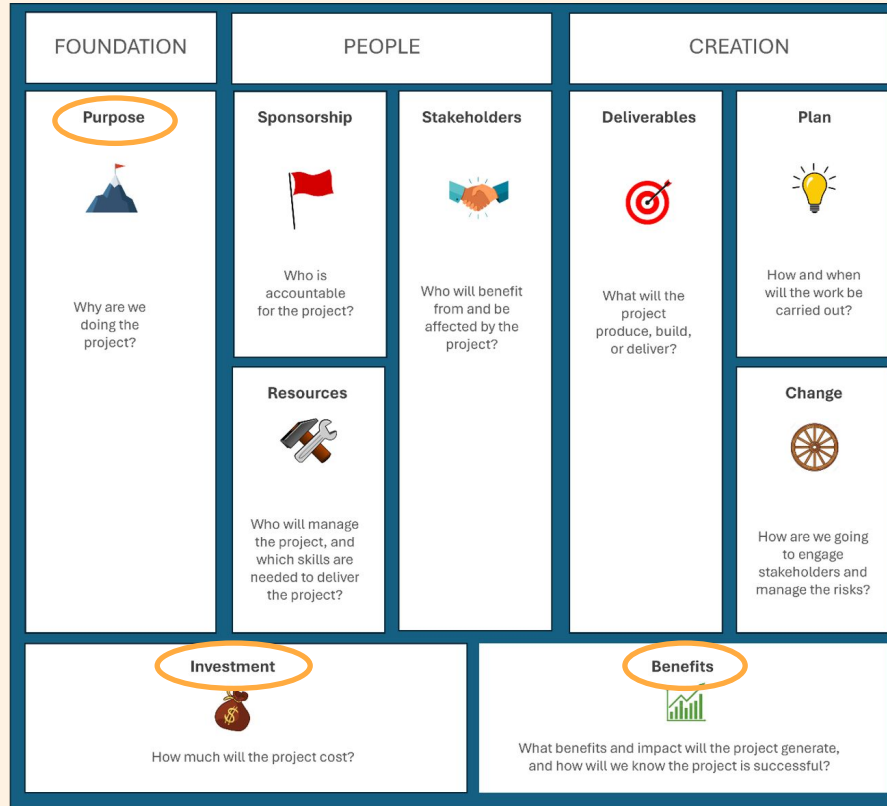
### Harvard Business Review

#### Project Management Handbook

How to Launch, Lead, and Sponsor Successful Projects

ANTONIO NIETO-RODRIGUEZ

# RPM Project Canvas – Foundation



**Purpose:** Streamline business operations, enhance efficiency, integrate data, and improve decision-making.

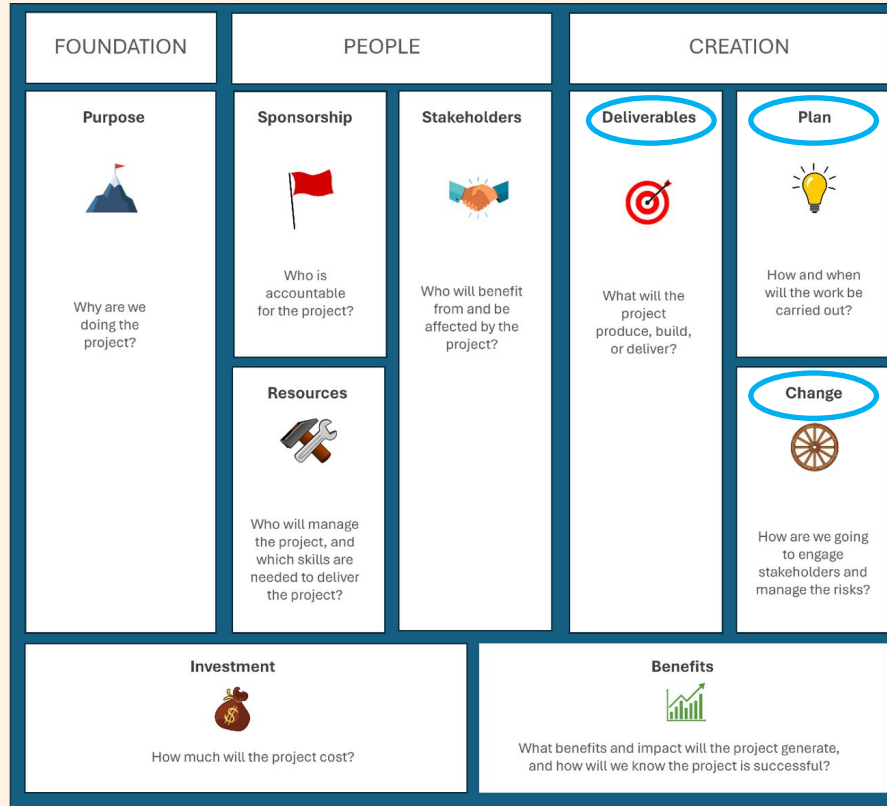
**Investment:** \$31.3–\$42.6M over four fiscal periods. Payback 12+ years.

**Benefits:**

- Replace antiquated systems
- Address data security concerns
- Improve operational efficiency
- Attract and retain talent
- Speed up support for schools
- Enable data-driven decisions
- Save money

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# RPM Project Canvas – Creation



**Deliverables:** Integrated Digital Business Suite tailored to LBUSD's business needs. Documentation. End-user training and support.

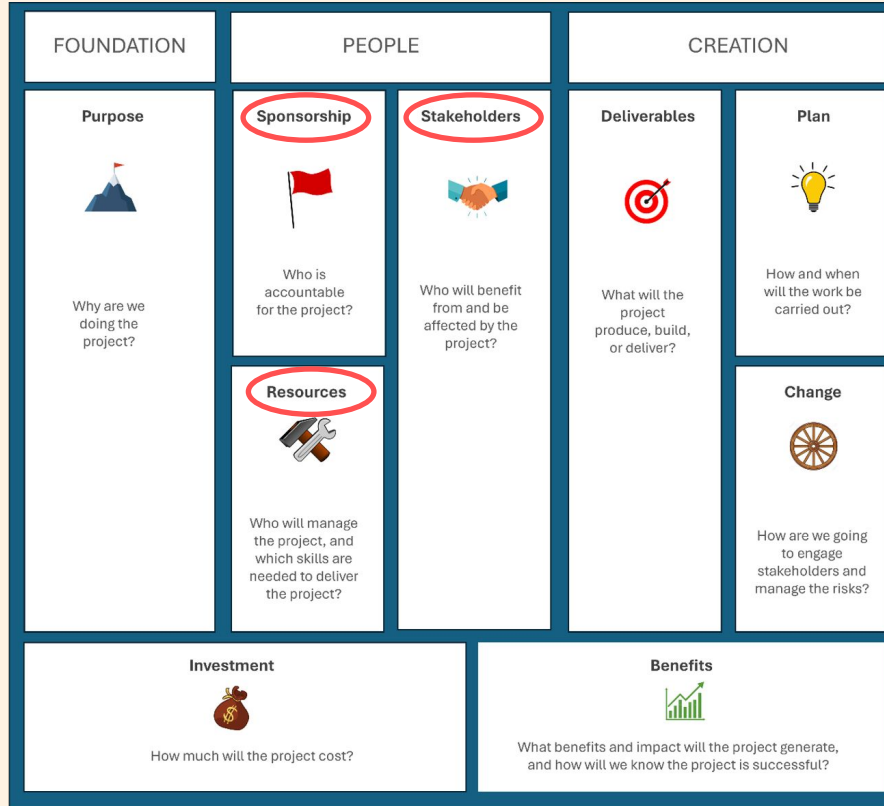
**Plan:** New system will be designed, configured, tested and rolled-out to District staff and vendor partners in three phases over approximately 36 months.

**Change:** Potential change impacts:

- Process transformation
- Workforce adaptation
- Data governance
- Cultural shifts
- Technology services

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# RPM Project Canvas – People



## Sponsorship:

Executive Sponsors: Kelly An, Yumi Takahashi

Steering Committee: Shawn Bartschi, Steve Bui, Kim Dalton, Susan Ginder, Lieling Hwang, Brian Jackson, Jack Kelanic, Margaret Lam, Susan Leaming, Juan Rivera, John Tamura, David Van Westerhuyzen

## Stakeholders:

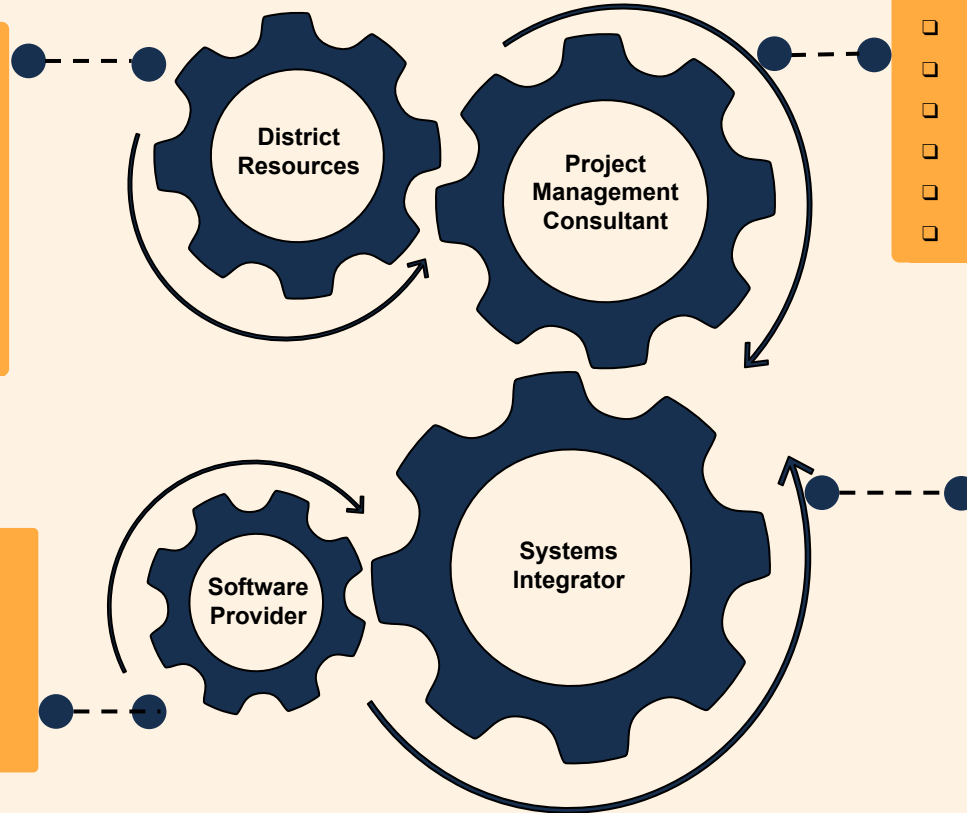
- Senior leaders
- Business departments
- IT, Finance, Certificated and Classified HR
- Purchasing department
- School-based office staff
- District employees
- Vendors
- Benefits providers
- LACOE, CalSTRS, CALPERS

Resources: Four-part resourcing strategy including software provider, systems integrator, consultants, and District staff.

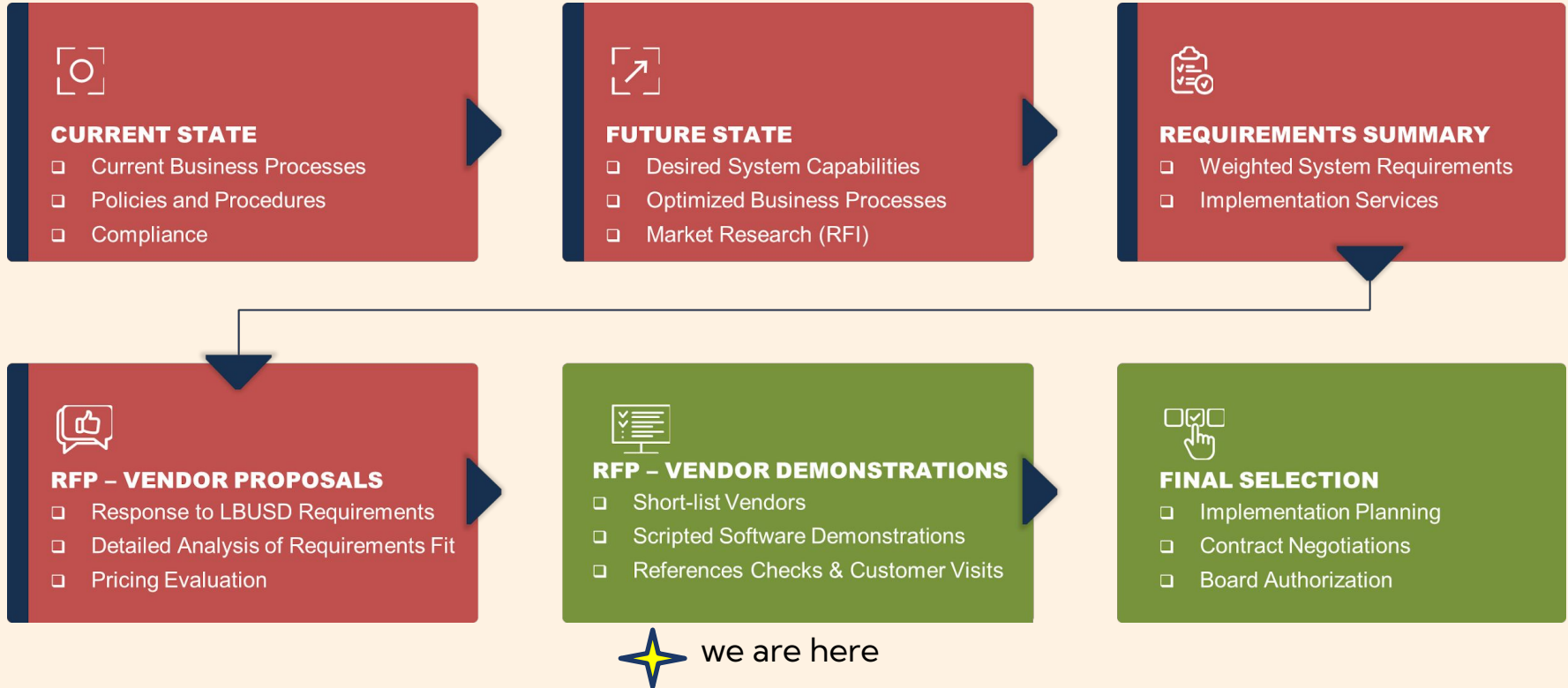
# Resourcing Strategy

- Advocacy
- Project Budget
- Solution Design
- Testing
- Data Validation
- Systems Integration
- Training
- Support

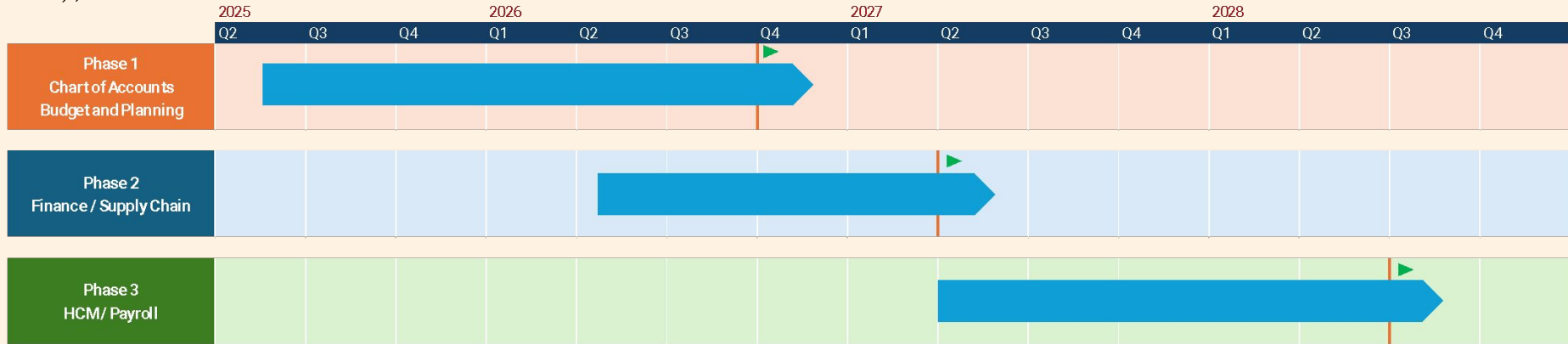
- Digital Platform
- Commercial Support
- New Functionality
- Artificial Intelligence
- Cloud Hosting
- Security & Compliance



# Source Selection Process



# Project Schedule



## Constraints

- Anticipated kickoff July 2025
- Finance launch aligns with Fiscal Year
- HCM/Payroll launch aligns with Fiscal Year
- Draft timeline based best practices and subject to change, depending on selected vendor and project kickoff

# Creating a Better Future Together



**13** Departments  
Included



**146** Process  
Workflows

APPROXIMATELY



APPROXIMATELY

**4000**  
Current State  
Process Steps



**18**  
months

SHORTENED  
FROM  
2.5 YR.



**150**  
LBUSD

TEAM  
MEMBERS  
INVOLVED



**936**  
hours Requirements  
Gathering  
Meetings



APPROXIMATELY  
**3500**  
REQUIREMENTS

**5** GUIDING  
PRINCIPLES



**6** INITIAL  
VENDOR  
PROPOSALS



**3** TOP-RANKED  
VENDORS

**9** RFP  
Evaluators



**12**  
WEEKS TO  
EVALUATE



**APPROXIMATELY**  
**60+**  
HOURS OF SOFTWARE  
DEMONSTRATIONS

# Next Steps



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Questions?

