

**Division of Finance Management
 Department of Procurement
 MONTGOMERY COUNTY PUBLIC SCHOOLS
 45 W. Gude Drive, Suite 3100
 Rockville, Maryland 20850**

July 09, 2026

NOTICE TO OFFERORS

**The following are questions and responses regarding
 RFQ No. 1083.7, Professional Services and Temporary Personnel for Information Technology
 Consulting/Contractual Services**

No.	Question	Answer
1.	Do you require the state of Maryland MB/DB certification?	MCPS does not have a set aside program, it is not required, but if you have one, please indicate it on Attachment C.
2.	Financial statements (Sec. 12.2 and Sec. 9.0). Section 12.2 lists certified financial statements for the two most recent full fiscal years as a requisite go/no-go criterion, while Section 9.0 states that the annual fiscal report "is not mandatory." Please clarify which provision governs. For a newly established small business that has not yet completed two full fiscal years, will MCPS accept an alternative demonstration of fiscal responsibility — such as a CPA-reviewed opening balance sheet, a shorter operating-period statement, or bank/credit references — or are newly formed firms ineligible for award?	Yes. Please submit documentation that you have that can demonstrate fiscal responsibility to the extent you are able.
3.	SOC 2 / third-party security assessment (Sec. 3.4.5.b, Sec. 3.5.2, and Appendix A Article 18.F.2). Is a current SOC 2 Type II report required of every awarded vendor, or only of vendors that host, process, transmit, or store sensitive MCPS data? For an Offeror proposing only advisory or consulting services that do not involve handling sensitive MCPS data, does the third-party assessment provision in Appendix A Article 18.F.2 — which lists SOC 2, ISO 27001/42001, or NIST 800-171 as acceptable — satisfy this requirement in lieu of a SOC 2 Type II report?	Only vendors that host, transmit, or store sensitive data. For consulting services, the third party assessment is acceptable.
4.	Cyber insurance limit (Sec. 3.4.5.c, Sec. 3.5.6, and Appendix A Article 23.A.5). Section 3 specifies	The \$5,000,000 per occurrence is applicable.

	<p>cyber/IT insurance of \$2,000,000 per claim and aggregate, while Appendix A Article 23.A.5 — listed as non-negotiable in Section 21.0 — specifies \$5,000,000 per occurrence with additional endorsements and a three-year tail. Which limit applies to an awarded vendor at the time of contract execution?</p>	
5.	<p>Past-performance source (Sec. 7.1 and Sec. 7.2). For the required five references and the one project example per proposed functional area, may an Offeror present documented project experience of its principal(s) and key personnel performed under prior employers, where the firm itself is newly established? Or must all cited experience have been performed under the proposing entity's own contracts?</p>	<p>Yes, documented project experience with a principal is acceptable.</p>
6.	<p>Data Privacy and Regulatory Compliance – SOC 2 Type II:</p> <p>Section "Data Privacy and Regulatory Compliance" states that a current SOC 2 Type II report is required for the Contractor and any subcontractors handling sensitive MCPS data.</p> <p>Please clarify whether this requirement applies to all offerors, including firms providing staff augmentation services only, or only to contractors and subcontractors that directly host, store, process, manage, or otherwise control sensitive MCPS data and systems.</p> <p>Additionally, if proposed personnel will perform services within MCPS-managed environments and MCPS retains ownership and control of all systems and data, is a SOC 2 Type II report still required for the staffing vendor?</p>	<p>The SOC II report is only required for vendors who host, transmit, or store sensitive data.</p>
7.	<p>Scope of Services / Proposal Eligibility:</p> <p>Please clarify whether offerors are required to provide both IT professional consulting services and temporary personnel staffing services to be eligible for award, or whether vendors may submit proposals for only the service categories in which they specialize (e.g., temporary IT personnel/staff augmentation services only).</p>	<p>Offerors may submit proposals for proposals for both IT professional services and temporary staffing services.</p>
8.	<p>Can MCPS clarify if a contractor that does not host or store MCPS data on its own servers (e.g., resources</p>	<p>The SOC II report is only required for vendors who host, transmit, or store sensitive data.</p>

	working entirely within MCPS-hosted environments) is still required to provide a SOC 2 Type II report?	
9.	Under Section 3.2.3, is a Source Code Escrow agreement required for temporary personnel or staffing-only task orders where no custom software products are being sold?	No, it is not required in that case.
10.	Does MCPS accept out-of-state Minority Business Enterprise (MBE) certifications, such as Cendien's NCTRCA certification, or is Maryland-specific certification required for evaluation credit?	See answer No.1
11.	For offsite hourly rate ranges in Attachment 2, are there any geographic restrictions on where the offsite resources must reside, provided they are 100% onshore in the United States?	Yes, must reside within the US.
12.	Section 3.4.4.c references a Cyber/IT Insurance requirement of \$2,000,000, while Appendix A (Article 23) references \$5,000,000. Which minimum coverage limit is authoritative for the prime contract?	\$5,000,000
13.	Are vendors permitted to bid on a subset of labor categories and functional areas, or must they submit rates for every category in Attachment 2 to be considered for pre-qualification?	Vendors may bid on a subset of the listed labor categories and functional areas as some offerors may not specialize in all the categories listed.
14.	Can MCPS clarify if fingerprinting and background checks at the Rockville, MD screening office are mandatory for 100% remote personnel who will have no physical access to school grounds or direct access to children?	Only if awarded any staff that may work with children.
15.	To what extent will municipal, county, or other non-K-12 public sector references of comparable complexity be weighted if an offeror does not have five direct K-12 references of similar scale?	The references from non K-12 will be weighed equally with those that are.
16.	Is there an active incumbent currently performing these services, and if so, what are the names of the contract holders? If yes, are there any pain points?	The list of awardees for the 1083.6 contract can be found on the MCPS Procurement site under "Awarded Contracts"
17.	How will task orders (SOWs or RFRs) be distributed among pre-qualified vendors once the Master Agreement is awarded? Is it based on a secondary competitive bid, rotation, or direct assignment?	No secondary bid. Task orders are sent in the form of Statements of work once vendors are awarded the contract and MCPS has a need in the areas listed in the scope of services.
18.	Does MCPS allow the substitution of professional certifications (such as PMP, SQL Certified DBA, or CISSP) for up to two years of experience across all labor categories, or is this subject to approval on an individual task order basis?	See answer No.1
19.	SOC 2 Type II Timing Reference: Section 3.5.2, Section 3.4 (Item 5b), Page 8:	The report would expect within 30 days of the request from MCPS.

	<p>Question: Section 3.5.2 states that a current SOC 2 Type II report is required "at the time of proposal or upon request." May offerors satisfy this requirement by providing the SOC 2 Type II report upon MCPS's request after award, rather than including it with the proposal submission? If so, what is the expected timeframe within which the report must be delivered following a request?</p>	
20.	<p>Personnel Experience as Past Performance Reference: Section 7.0, Section 12.3, Pages 11-12: Question: Section 7.2 requires one successful project example for each functional area proposed. May project examples include work performed by the offeror's key personnel in prior roles, where the offeror's firm was not the contracting entity, provided the personnel are proposed for those functional areas in this engagement?</p>	Yes.
21.	<p>Maryland Public Sector Contract History Reference: Section 7.3, Page 12 Question: Section 7.3 requires a list of all contracts held with any Maryland government entity within the past five years. If an offeror has no such contracts, is the correct response to state "none" in that section, and will the absence of Maryland public sector history result in any scoring penalty?</p>	No, it will not result in a penalty.
22.	<p>Reference Scope Reference: Section 7.1, Page 11 Question: The RFP requests references from school districts or public organizations of comparable size to MCPS where possible. Will references from large commercial organizations and federal agency engagements be accepted and scored on equal footing with public sector references, where comparable-size public sector references are not available?</p>	Yes.
23.	<p>Financial Statements Format Reference: Section 12.2 (Requisite Criteria), Page 20 Question: The requisite criteria require "certified financial statements (balance sheets and income statements) for the most recent two full years." Does "certified" require CPA-audited financial statements, or are internally prepared and owner-certified financial statements acceptable for this submission?</p>	Internally prepared and owner certified financial statements are acceptable.

24.	<p>Proposal Organization and Submission Format Section 8.0 requires proposals to be organized according to the tab structure identified in that section and states that failure to provide information in the required manner may result in disqualification. However, Section 9.0 introduces a different organizational structure under the two-volume submission model. Please clarify whether Offerors should organize their proposals using the Section 8.0 tab structure or the Section 9.0 format.</p>	<p>Follow the instructions on the Erratum/Addendum No.3.</p>
25.	<p>Staffing Plan and Labor Category Mapping Section 9.2 requires a "Staffing Plan and Labor Category Mapping" within Volume I; however, Section 8.0 does not identify a specific proposal tab for this requirement. Please confirm where Offerors should include the Staffing Plan and Labor Category Mapping in their proposal submission.</p>	<p>The Staffing Plan and Labor Category may be included in Volume 1 after the Functional Area Competency Matrix.</p>
26.	<p>Transition and Risk Management Plans Section 9.2 requires Offerors to provide Transition and Risk Management Plans, but Section 8.0 does not designate a proposal tab for these narratives. Please advise where these plans should be incorporated within the proposal format.</p>	<p>The transition plan may be included in Volume 1 following the Staffing plan.</p>
27.	<p>Vendor Requirements (Section 3.4) Section 3.4 includes requirements related to technical qualifications, staffing protocols, security, data privacy, administrative oversight, and other compliance obligations. Please confirm whether Offerors should provide a standalone response to Section 3.4, or whether these requirements should be addressed within other sections of the proposal. If the latter, please identify the preferred proposal tabs for these responses.</p>	<p>It may be addressed within other sections of the proposal.</p>
28.	<p>Required Affidavits and Certifications Proposal Tab #7 references specific attachments and certifications, while Section 9.2 identifies additional affidavits, including a Conflict of Interest Disclosure and RFP/Proposal Affidavit. Please confirm the complete list of mandatory affidavits and certifications that must be included with the proposal submission.</p>	<p>The only mandatory affidavits are listed in Proposal Tab #7, Attachment E, Conflict of Interest Affidavit and Disclosure has been added to the RFP, see Erratum/ Addendum No.4.</p>

29.	<p>Redacted Proposal Submission</p> <p>Section 9.4 states that Offerors must submit one (1) redacted copy of their entire proposal and provide justification for each redaction under the Maryland Public Information Act (MPIA). Please confirm whether the redacted copy should include both the Technical Proposal and Financial Proposal, and whether the justification for redactions should be included within the redacted version or provided as a separate document.</p>	<p>Please provide a redacted version of each (Technical and Financial) where applicable. Please provide the justification for the redaction separately.</p>
30.	<p>Will MCPS make awards to all technically qualified vendors or only a limited number?</p>	<p>Awards will be determined by the evaluation team based on submissions received. There is no pre-determined number of awardees.</p>
31.	<p>Is this a multiple-award IDIQ-style master agreement with no guaranteed minimum spend?</p>	<p>Correct.</p>
32.	<p>Please confirm that proposals cannot be submitted via email or procurement portal.</p>	<p>No, we require hard-copies and flash drive, See Erratum/ Addendum No.1.</p>
33.	<p>Section 8.0 & 9.0:</p> <p>The RFP requires Offerors to submit a redacted copy of their proposal, along with written justification for each redaction, for purposes of compliance with the Maryland Public Information Act (MPIA). Please clarify whether MCPS has established any specific guidelines, templates, formatting requirements, or redaction standards governing the preparation of the redacted proposal (e.g., acceptable redaction methodology, required legends, justification format, page marking, or file naming conventions), or whether Offerors should prepare the redacted copy in accordance with their standard corporate practices and reasonable interpretation of the applicable MPIA requirements. Additionally, please confirm whether MCPS has any expectations or best practices regarding the scope and extent of information that may be redacted beyond the requirements explicitly stated in the RFP.</p>	<p>Offerors should prepare the redacted copy in accordance with their standard corporate practices and reasonable interpretation of the applicable MPIA requirements. Information that you consider confidential or proprietary may be redacted.</p>
34.	<p>Section 9.0:</p> <p>Confirm required submission package (1 original, 1 copy, 1 flash drive, 1 redacted copy).</p>	<p>Follow the instructions on Erratum/Addendum No.1 and Erratum No.3.</p>
35.	<p>Section 12.2 identifies the provision of certified financial statements (balance sheets and income statements) for the two most recent full fiscal years as a requisite evaluation criterion. However, Section 9.0 (Mandatory Submissions) indicates that the Vendor's annual fiscal report is optional and states that such documentation is "not mandatory." Please clarify</p>	<p>Financial statements are not mandatory at the time of submission. They should be available from successful offerors during contract finalization.</p>

	whether certified financial statements are a mandatory submission to be included with the proposal at the time of bid submission, or whether they may be requested from shortlisted or apparently successful Offerors during the evaluation, due diligence, or contract finalization stage. Additionally, if financial statements are required with the proposal, please confirm whether audited financial statements are mandatory or whether internally prepared financial statements are acceptable.	
36.	Section 8.0 & 9.0: Please confirm whether any documentation or certification demonstrating compliance with the NVA and ADA Section 508 requirements is required to be submitted with the proposal, or whether compliance is required only upon contract award and during project execution.	Compliance documentation is only required at contract award.
37.	Section 8.0 & 9.0: Please confirm whether the current SOC 2 Type II report and, where applicable, the HIPAA Business Associate Agreement (BAA) are required to be submitted with the proposal or may be provided during contract finalization or upon MCPS request.	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
38.	Section 8.0 & 9.0: Please confirm whether evidence of Cyber/Information Technology Insurance (e.g., Certificate of Insurance or policy documentation) is required to be submitted with the proposal, or whether it is required only from the successful Offeror during contract finalization in accordance with Article 23 of the MCPS General Contract Articles.	It is required only from the successful Offeror during contract finalization.
39.	Section 7.1 – References: Please confirm whether exactly five (5) references are mandatory or if additional references may be submitted for evaluation.	Additional references may be submitted for evaluation.
40.	Section 7.1 – References: Please confirm whether all five references must be from K-12/public sector organizations or whether private sector references for similar services are also acceptable.	No, all five do not need to be from K-12. Organization of similar size/or services are completely acceptable.
41.	Section 7.1 – References: Please confirm whether the five references must be unique clients or whether multiple project references from the same client are acceptable.	Multiple project references from the same client are acceptable.
42.	Section 7.1 – References – Attachment 3:	Yes.

	Please confirm whether Attachment 3 – Vendor Reference Form must be completed separately for each of the five required references.	
43.	Section 7.2 – Functional Area Performance Mapping: Please confirm whether Attachment 2A – Services Details is the required format for submitting the project examples referenced in Section 7.2, or whether Offerors may submit the information in an equivalent format.	Offerors may submit the information in an equivalent format.
44.	Section 7.2 – Functional Area Performance Mapping: Please confirm whether one project example is required for each functional area proposed, regardless of the number of competencies selected within that functional area.	A single project may be used to demonstrate experience across multiple functional areas, where applicable.
45.	Section 7.2 – Functional Area Performance Mapping: Please confirm whether a single project may be used to demonstrate experience across multiple functional areas, where applicable.	A single project may be used to demonstrate experience across multiple functional areas, where applicable.
46.	Section 7.2 – Functional Area Performance Mapping: Please confirm whether the client identified in the project example may also be used as one of the five mandatory references.	Yes, that is acceptable.
47.	Section 7.3 – Maryland Public Sector History: Section 7.3 requires a list of Maryland government contracts from the past five years; however, no template or attachment has been provided. Please confirm whether Offerors should submit this information in a self-developed table or whether MCPS has a prescribed format.	Offerors should submit this information on a self-developed table or whether MCPS has a prescribed format.
48.	Section 7.3 – Maryland Public Sector History: Please clarify whether the Maryland contract history requirement applies to all contracts with Maryland government entities or only those related to the services proposed under this RFP.	only those related to the services proposed under this RFP.
49.	Section 7.3 – Maryland Public Sector History: Please confirm whether submission of the Maryland Public Sector History is mandatory for all Offerors.	It is not mandatory.
50.	Section 7.4 – Verification Authority: Please clarify whether MCPS will contact references during the initial technical evaluation or only for Offerors in the competitive range.	Only for offerors in the competitive range.
51.	Sections 9.4, 10.0 & 11.0:	See answer #29.

	<p>The RFP requires submission of a redacted copy of the proposal. Please clarify whether MCPS has established any specific guidelines, templates, formatting requirements, or redaction standards for preparing the redacted proposal, or whether Offerors should prepare the redacted copy in accordance with their standard corporate practices and applicable MPIO requirements.</p>	
52.	<p>Section 9.4: Please confirm whether the redacted copy is required only as a printed hard copy or whether an electronic redacted copy is also required as part of the flash drive submission.</p>	See answer #34.
53.	<p>Section 9.0: Please clarify the electronic submission requirements for the flash drive. Specifically, should the flash drive contain (i) the complete unredacted proposal only, (ii) both the unredacted and redacted proposals, or (iii) only the redacted proposal? Additionally, please confirm the required electronic file formats (e.g., searchable PDF, native Microsoft Word/Excel, or both).</p>	See answer #34.
54.0	<p>Section 9.0: The RFP requires submission of one (1) original and one (1) copy of the proposal. Please clarify MCPS's definition of an "Original" and a "Copy." Specifically, please confirm whether the Original must contain original (wet ink) signatures on all required forms and certifications, and whether the Copy may be a complete photocopy of the signed Original.</p>	See answer #34.
55.	<p>Sections 8.2 & 9.0: Please confirm whether original (wet ink) signatures are mandatory on all required forms and certifications, or whether electronically signed documents will be accepted as part of the proposal submission.</p>	The proposal submissions signature can be electronically.
56.	<p>Section 8.2: Please confirm whether all mandatory attachments (Attachments A–D, Attachments 1, 2, 2A, and 3, W-9, and other required documents) must be submitted as originally issued by MCPS, or whether Offerors may reproduce the forms provided that the content remains unchanged.</p>	Must be submitted as originally issued by MCPS.
57.	<p>Section 8.2: Please confirm whether any additional supporting documentation (e.g., SOC 2 Type II report, Cyber Insurance Certificate, Accessibility/Section 508 compliance documentation, or HIPAA Business</p>	All the documents must be submitted with the Proposal submission.

	Associate Agreement) is required to be submitted with the proposal, or whether these documents may be provided during evaluation or contract finalization.	
58.	Sections 8.0 & 9.0: Where the RFP requires submission of supporting information but does not provide a prescribed template or attachment, please confirm whether Offerors may submit the required information in a self-developed format.	Offerors may submit the required information in a self-developed format.
59.	Section 10.1: Please confirm whether MCPS has a prescribed format for submitting the written justification required for confidential or proprietary information, or whether Offerors may use their own format.	Offerors may submit the required information in a self-developed format.
60.	Section 10.2: Please confirm whether electronic confidentiality markings (e.g., PDF watermark, header, or footer) are acceptable in lieu of physical page stamping for proposal documents submitted electronically on the flash drive.	Electronic markings are acceptable; however, we will not accept on a flash drive.
61.	Sections 8.2 and 23.0: Section 8.2 requires Offerors to complete Items I–III under Section 23.0 (Notice to Bidders). Please confirm whether the Anti-Lobbying Certification (Section IV) is also required to be completed and submitted as part of the proposal.	Yes.
62.	Attachment A – Question 5: If the response to Question 5 is "Yes," please confirm whether the latest compliance report is required to be submitted with the proposal or may be provided upon request during evaluation or contract finalization. Additionally, please specify the acceptable compliance report (e.g., EEO-1 or equivalent).	It may be provided upon request during contract finalization.
63.	Attachment A – Subcontractor Information: Please confirm whether the subcontractor information section is required only if subcontractors are identified at the time of proposal submission. If no subcontractors are proposed, is a "Not Applicable" response acceptable?	Yes.
64.	Attachment A – General: Please confirm whether Offerors that are not subject to the federal affirmative action reporting requirements referenced in Attachment A may respond "Not Applicable" or "No," as applicable, without providing additional supporting documentation.	If a requirement is not applicable, please indicate not applicable.

65.	Attachment B – Certification of Non-segregated Facilities: Please confirm whether Attachment B is required to be executed and submitted only by the Prime Offeror at the time of proposal submission, or whether certifications from proposed subcontractors are also required to be submitted with the proposal.	Please submit a response for all parties that will be subject to the MCPS terms and conditions if awarded a contract.
66.	Attachment B – Notice to Prospective Subcontractors: Attachment B requires certifications from subcontractors exceeding \$10,000. Please confirm whether such subcontractor certifications are required at the time of proposal submission or may be obtained prior to subcontract award, as stated in the attachment.	It may be obtained prior to subcontract award.
67.	Section 9: Should Volume I and Volume II be in separate sealed envelopes?	They do not have to be.
68.	Section 9: Should the redacted copy include both technical and financial volumes?	Just financial but either is fine.
69.	Section 8: Is double-sided printing acceptable?	Yes.
70.	Section 8: Are there page limits for any section?	No.
71.	Section 8: Is there a preferred font size?	No.
72.	Section 8: Can binders be used instead of spiral binding?	Yes.
73.	Section 8: Please provide a definitive checklist of all mandatory executed forms.	See answer #24.
74.	Section 8: Which forms require wet signatures?	See answer #55.
75.	Section 8: Are electronic/Digital signatures acceptable?	See answer #55.
76.	Section 8: Please provide the Conflict of Interest Affidavit referenced in the RFP.	Attachment E, Conflict of Interest Affidavit and Disclosure has been added to the RFP, see Erratum/ Addendum No.4.
77.	Section 8: Is notarization required for any attachment?	No.
78.	Section 3.1: May vendors bid only selected functional areas?	Yes.
79.	Section 3.1: Will evaluation be independent by functional area?	The evaluation criteria are standard across the areas.
80.	Section 3.1:	Yes.

	Can additional competencies be added after award during expansion windows?	
81.	Section 3.2: Is Oracle Integration Cloud expertise mandatory for all vendors?	No, it is not.
82.	Section 3.2: Are IV&V services expected from all vendors?	No, vendors may respond to select functional areas.
83.	Section 3.2: Does Section 508 apply only to software deliverables?	Yes.
84.	Section 3.2: Are Microsoft Copilot skills mandatory or illustrative?	No, not mandatory.
85.	Section 3.3: May equivalent labor categories be mapped to MCPS categories?	Yes.
86.	Section 3.3: Must resumes be submitted with proposal?	Yes, but it is not necessary.
87.	Section 3.3: Can proposed staff be replaced before SOW award?	Yes, MCPS will vet staff, but alternative staff can be replaced.
88.	Section 3.4: When are CJIS checks required?	See answer #3.
89.	Section 3.4: Is drug screening mandatory?	See answer #3.
90.	Section 3.4: Will MCPS sponsor CJIS access?	No.
91.	Section 3.5: Must SOC 2 reports be submitted with proposal?	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be delivered upon request from MCPS
92.	Section 3.5: Does HIPAA apply only to healthcare engagements?	No, as MCPS data contains PII including health related information.
93.	Section 3.5: Are FedRAMP environments acceptable where applicable?	Yes.
94.	Section 3.5: Can data reside in commercial US cloud environments?	Yes, but MCPS must be aware and agree to that cloud environment as owners of the data.
95.	Section 3.5: Is source code escrow required only for custom development?	Yes.
96.	Section 3.6: Must subcontractors execute all certifications?	Yes.
97.	Section 3.6: Can subcontractors be added after award?	Yes, through amendment if awarded.
98.	Section 4.0: Will pricing remain fixed through all option years?	We are reserving our right to extend at existing prices, however, the awardee may

		request an increase at the renewal period, but MCPS may not accept it.
99.	Section 4.0: Is there an annual price escalation provision?	No, but we are reserving our right to extend at existing prices, however, the awardee may request an increase at the renewal period, but MCPS may not accept it.
100.	Section 5.0: Must vendors price every labor category?	No, that is not required. Vendors may price labor categories applicable to them
101.	Section 5.0: Should vendors leave non-offered categories blank?	Put N/A
102.	Section 7.0: Can one client provide multiple project examples?	Yes.
103.	Section 7.0: Must all five references be public sector?	No, it is not restricted to public sector only.
104.	Section 7.3: Must all Maryland contracts be disclosed regardless of relevance?	No, please provide only relevant contract information
105.	Section 8.0: Should technical response mirror RFP numbering exactly?	It should remain close to the numbering or indicated where the information aligns.
106.	Section 8.0: Can hyperlinks be used in lieu of appendices?	No.
107.	Section 9.0: Can financial statements be marked confidential?	Yes.
108.	Section 10.0: Please clarify acceptable redaction justification format.	See answer #29.
109.	Section 10.0: Can resumes be redacted for personal information?	Yes.
110.	Section 12.0: Will interviews be conducted?	Interviews are conducted once the contract is awarded and Statements of Work are issued for specific efforts
111.	Section 12.0: Will product demonstrations be required only for shortlisted vendors?	No.
112.	Section 12.0: Will pricing be normalized across labor categories?	Yes.
113.	Section 12.0: Will incumbent vendors receive preference?	Yes.
114.	Section 13.0: If addenda are issued close to due date, will proposal due date be extended?	It will depend on the reason for the Addenda.
115.	Section 14.0: Will pre-proposal conference recording be shared?	Yes, on the solicitation webpage
116.	Section 15.0: Will responses to questions become binding addenda?	Yes.

117.	Appendix A: Will MCPS consider limited liability caps?	MCPS will not respond to questions of variances taken to the MCPS contracting terms and conditions. If variances are taken, they must be disclosed at the time of submission and will be reviewed during evaluation.
118.	Appendix A: Can mutual confidentiality language be added?	MCPS will not respond to questions of variances taken to the MCPS contracting terms and conditions. If variances are taken, they must be disclosed at the time of submission and will be reviewed during evaluation.
119.	Appendix A: Can IP clauses be limited to work product?	MCPS will not respond to questions of variances taken to the MCPS contracting terms and conditions. If variances are taken, they must be disclosed at the time of submission and will be reviewed during evaluation.
120.	Appendix A: Does AI prohibition extend to internal coding assistants?	Not necessarily but any use of AI within the MCPS domain must align with MCPS policy and regulations on responsible use of AI
121.	Appendix A: Can anonymized metadata be retained?	MCPS will not respond to questions of variances taken to the MCPS contracting terms and conditions. If variances are taken, they must be disclosed at the time of submission and will be reviewed during evaluation.
122.	Attachment 2: Will editable Excel be provided if formulas change?	MCPS will not respond to questions of variances taken to the MCPS contracting terms and conditions. If variances are taken, they must be disclosed at the time of submission and will be reviewed during evaluation.
123.	Attachment 2: Should hourly rates include travel?	Yes.
124.	General: Is there a minimum utilization guarantee?	No.
125.	General: Will task orders be competed among all awardees?	Yes.
126.	General: What is the expected annual spend under this master agreement?	Varies from year to year.
127.	General: Will remote work be permitted where appropriate?	Yes.
128.	General: Are travel expenses reimbursable?	No.

129.	Should Offerors submit proposals for only selected Functional Areas identified in Section 3.1, or is MCPS expecting Offerors to propose across all ten Functional Areas?	Only submitter for applicable functional areas.
130.	Please confirm that one example can be used across multiple functional areas to satisfy the requirement in Section 7.2 to provide at least one successful project.	Yes.
131.	Can Offerors use subcontractor experience, project examples, references, certifications, and personnel qualifications to satisfy the technical competency, past performance, and Functional Area Performance Mapping requirements?	Yes.
132.	Can MCPS consider accepting electronic proposal submissions in lieu of the hard-copy and flash-drive submission requirements.	Only hard-copy and flash-drive submission are accepted, see answer #32.
133.	Section 12.1 references a potential product/services demonstration. Please clarify: <ul style="list-style-type: none"> a) Is the demonstration intended to be an oral presentation, solution demonstration, interview, or all three? b) Will demonstrations be required for all Offerors or only shortlisted Offerors? c) Is there a prescribed format, duration, agenda, or evaluation criteria? d) For staffing and professional services vendors, what specific products or services should be demonstrated? 	No demonstration is expected.
134.	Regarding Sections 3.2.3 > Regulatory Frameworks and 3.4.5.b and 3.5.2 SOC2 and HIPAA: Does a current certification for ISO 27001 and compliance with NIST 800-171 fulfill this requirement?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
135.	Can Past Performance of teammates be used to fulfill some of the Past Performance requirements?	Yes.
136.	How many contractors currently have an existing master contract and how many do you anticipate awarding?	We currently have 9 approved vendors. We don't have a targeted number of vendors identified for the award.
137.	May Offerors propose only selected Integrated Functional Areas, or must Offerors propose all ten areas to be eligible for award?	Selecting integrated functional areas are acceptable.

138.	For each functional area marked “Yes,” should Offerors provide one project example per functional area, or can one project example support multiple functional areas if applicable?	One project example is acceptable.
139.	Are resumes required at the Master Agreement proposal stage? If yes, please clarify whose resumes MCPS is seeking: named key personnel, representative sample resumes by labor category, resumes for all proposed staff, or resumes only for personnel assigned later under specific SOW/RFR requests.	No, resumes are not required at the time of submission.
140.	The RFP references labor categories in Section 4.4, but the labor categories appear in Section 3.3. Please confirm the correct section/labor category list to use for staffing and pricing alignment.	Section 4.4 is not part of the RFP, it is Section 3.3, see Erratum/ Addendum No.4.
141.	Must Offerors price all labor categories to be considered for award, or only the labor categories aligned to the functional areas proposed?	Only the labor categories aligned to the functional area is acceptable.
142.	Are the hourly rate ranges submitted in Attachment 2 binding maximum rates for the full contract term and renewal periods?	Yes.
143.	May Offerors propose annual escalation for option years, or must rates remain fixed for all renewal terms?	Yes, offerors may submit new rates upon renewal of the Statements of work.
144.	Are CJIS background checks and drug screening required at proposal submission, after award, or only before personnel are assigned to MCPS work?	Afterwards and only if awarded any staff that may work with children.
145.	Is a current SOC 2 Type II report mandatory at proposal submission for all Offerors, or only upon request / before handling sensitive MCPS data?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
146.	Please confirm that Source Code Escrow applies only to custom software developed under future SOWs and not to staff augmentation, configuration support, COTS products, or pre-existing vendor tools.	Based on the definition of Source Code Escrow, it applies to proprietary business-critical software licenses where the organization relies heavily on a third-party vendor’s technology.
147.	Must subcontractors be identified at proposal submission, or may they be proposed later for specific SOW/RFR opportunities subject to MCPS approval?	Subcontractors may be proposed for specific SOWs.
148.	May the same client engagement be used both as one of the five references and as a functional area project example?	Yes.
149.	Will MCPS score vendors separately by functional area, or will vendors receive one overall technical score?	Vendors receive one overall technical score.
150.	Section 9.3 (Volume II: Financial Proposal): The section states that offerors must "propose pricing for all labor categories defined in the RFP to be considered for a Master Agreement award." The	Only the labor categories associated with the functional areas for which the offeror is proposing.

	<p>following sentence states that hourly rate ranges must be provided in the "2-Cost" tab "for all prioritized labor categories."</p> <p>Could MCPS please clarify whether offerors are required to provide hourly rate ranges for (a) every labor category defined in Section 3.3, or (b) only the labor categories associated with the functional areas for which the offeror is proposing? This will determine how we complete the "2-Cost" tab of Attachment 2.</p>	
151.	<p>Could you please let us know if there are incumbents and list their names?</p>	<p>Please see the 1083.6 Contract on the MCPS Procurement site under "Awarded contracts" to view the list of incumbents.</p>
152.	<p>Please let us know if any local preference is given.</p>	<p>Yes, local preference is given</p>
153.	<p>SOC 2 Type II Requirement: The RFP references a current SOC 2 Type II report for contractors and subcontractors handling sensitive MCPS data. Is a SOC 2 Type II report mandatory for all vendors responding to this RFP, or is this requirement applicable only to vendors that will host, process, store, or manage MCPS data and systems? Would staff augmentation and consulting firms that do not maintain custody of MCPS data remain eligible without a SOC 2 Type II report?</p>	<p>The SOC II report is only required for vendors who host, transmit, or store sensitive data.</p>
154.	<p>Cyber Liability Insurance: The RFP requires Cyber/Information Technology Insurance with limits of \$2,000,000 per claim and aggregate. Must this coverage be in place at the time of proposal submission, or may the successful vendor provide evidence of coverage upon contract award?</p>	<p>If you do not currently have this coverage in place, you must indicate such in your submission. You should also indicate that if awarded, you will provide evidence of coverage upon award.</p>
155.	<p>What was the annual spend for the previous year on this Project?</p>	<p>Please see the 1083.6 Contract on the MCPS Procurement site under "Awarded contracts" for historical spend.</p>
156.	<p>If this is a new contract, what is the annual budget for it?</p>	<p>Please see the 1083.6 Contract on the MCPS Procurement site under "Awarded contracts" for historical spend.</p>
157.	<p>Can you please give us an extension of 1-2 weeks to submit our proposal?</p>	<p>No, you must submit the proposal at the date and time indicated in the RFP, if an extension is required, an Addendum will be published prior the due date.</p>
158.	<p>Who were the previous incumbents on this project?</p>	<p>Please see the 1083.6 Contract on the MCPS Procurement site under "Awarded contracts" to view the list of incumbents.</p>
159.	<p>What are the challenges or pain points you are facing with the current contractor?</p>	<p>No pain points. This RFP was solicited as the existing contract has expired.</p>

160.	How will work orders be shared among multiple awarded vendors?	If awarded, vendors compete on SOWs issued based on department needs.
161.	Will there be any tiering or hierarchy in distributing task/work orders among awarded vendors? If yes, what criteria will be used to determine such a hierarchy?	No.
162.	Could you please provide a list of the most commonly utilized positions under this contract?	Most of the efforts are aligned with reports development, application configuration, ETL processes and dashboards, etc for metrics.
163.	Are there any mandatory subcontracting goals (e.g., small business, disadvantaged business, or similar requirements) associated with this contract?	No.
164.	How many positions are required under this contract?	Varies by department as SOWs are issued by departments based on individual need.
165.	Is there a projected award and start date?	October 1, 2026.
166.	Is this for single vendor or multiple vendor awards?	Multiple vendors.
167.	What communication method will be used to distribute requisitions and task orders to the vendors awarded under the contract? This includes options such as Email, VMS, or any alternative mode.	If awarded, SOWs are issued based on department needs to all approved vendors.
168.	In the event that the agency opts to use a VMS for requisition/task order distribution under the contract, could you please verify the name of the VMS being considered?	MCPS does not use a VMS for this contract.
169.	How many vendors does MCPS anticipate awarding under this Master Agreement for each functional area?	No set number has been determined. Please see the existing 1083.6 contract on the MCPS procurement site for a list of vendors.
170.	Will awards be made separately by functional area, or will awarded vendors be eligible to compete across all approved competency areas?	Qualified vendors will be awarded a Master Agreement and compete through future SOWs.
171.	Does MCPS anticipate awarding contracts to all technically qualified vendors, or is there a target number of awardees?	No set number has been determined. Please see the existing 1083.6 contract on the MCPS procurement site for a list of vendors.
172.	Can MCPS provide historical spend data for similar IT consulting and staff augmentation contracts over the last three years?	Please see the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” for historical spend.
173.	What percentage of future work is expected to be issued through Statements of Work (SOWs) versus Requests for Resumes (RFRs)?	~75% of the work on this contract will be through SOWs.
174.	Please describe the anticipated process and timeline for issuing and evaluating future SOWs and RFRs under the Master Agreement.	The demand varies are the needs span across departments and divisions. Once awarded, individual divisions may issue statements of work depending on need. That could be within 1 week of award.

175.	What evaluation criteria will be used during secondary competitions, and what weighting will be assigned to technical qualifications versus pricing?	The evaluation criteria are listed in the RFP.
176.	Will incumbent contractors receive any preference or scoring advantage during future SOW/RFR competitions?	Yes, there is a 5 pt preference for incumbents.
177.	Is there a minimum response time vendor can expect when responding to RFRs for staff augmentation positions?	No
178.	Can MCPS provide estimated annual volumes of staff augmentation requests by labor category?	The demand varies are the needs span across departments and divisions but most of the efforts are aligned with reports development, application configuration, ETL processes and dashboards, etc for metrics.
179.	Are resources expected to work primarily onsite, remote, or in a hybrid capacity, and will this vary by project?	Remote work is primary for MCPS contractors.
180.	For positions requiring CJIS background investigations, what is the average processing timeline for clearance?	Processing time varies but typically between 2 to 4 weeks.
181.	Will MCPS permit vendors to propose equivalent labor categories when a requested role does not align exactly with the standardized labor categories defined in the RFP?	Yes, that is permissible.
182.	Is there a required timeframe for replacing personnel who leave an engagement or become unavailable?	No, no required time has been established.
183.	Among the ten Integrated Functional Areas, which areas represent MCPS's highest anticipated demand during the first contract year?	The demand varies are the needs span across departments and divisions.
184.	Can MCPS provide additional details regarding its current Oracle Fusion Cloud footprint (HCM, ERP, EPM) and planned modernization initiatives?	MCPS has adopted HCM, ERP, and EPM and all platforms have been customized to comply with local, state and federal laws as well as MCPS business specific needs. Ay
185.	What are MCPS's primary priorities regarding AI-enabled solutions, Microsoft Copilot initiatives, and intelligent automation projects over the next 24 months?	No specific AI initiatives, that align with this RFP, have been identified .
186.	Are there any planned enterprise-wide modernization, cloud migration, cybersecurity, or ERP initiatives expected to be released under this contract vehicle?	The demand varies are the needs span across departments and divisions, so while none have been identified, those are possible efforts.
187.	Since hourly rates are requested as ranges, how will MCPS evaluate rate competitiveness during proposal evaluation and future task-order competitions?	If awarded, SOWs are issued based on department needs of all approved vendors and the department selects the contractors

		based on the cost and qualifications of submitted contractors.
188.	Will awarded vendors be permitted to propose rates outside their submitted ranges for highly specialized resources during future SOWs?	Yes.
189.	Will vendors be required to provide a current SOC 2 Type II report at the time of proposal submission, or will it only be required prior to engagement involving sensitive data?	No, it should be submitted upon request, and The SOC II report is only required for vendors who host, transmit, or store sensitive data.
190.	For projects involving student or employee data, will MCPS provide standard data security, data-sharing, and confidentiality agreements for review prior to award?	Yes.
191.	For Functional Area Competency Matrix requirements, may vendors provide the same project reference across multiple competency areas when the engagement included services spanning several domains?	Yes.
192.	Under the "Ability to Perform Scope of Services" criterion, does MCPS prefer detailed methodologies and sample delivery approaches for each functional area or a consolidated enterprise delivery model?	A consolidated enterprise delivery model is acceptable.
193.	Given the broad nature of this Master Agreement, does MCPS have any preference for vendors demonstrating depth in selected competency areas versus breadth across all ten functional areas?	Vendors may respond to the competency areas relevant to them; there is no requirement to address all areas.
194.	Who is the incumbent vendor currently providing similar services?	Please refer to the approved 1083.6 contract on the MCPS Procurement site to view incumbent vendors.
195.	Is the incumbent vendor allowed to participate in this RFP?	Yes.
196.	What are the primary business, technical, or operational challenges MCPS is seeking to address through this Master Agreement?	The demand varies are the needs span across departments and divisions. Much of the work is related to custom report development, ETL processes, and configuration with much of the work focused around the Oracle Fusion Cloud platform (ERP, HCM, EPM).
197.	Can vendors submit proposals for only selected Integrated Functional Areas, or is coverage across all ten functional areas preferred for evaluation?	Yes.
198.	For vendors proposing multiple functional areas, will MCPS evaluate and award each functional area independently?	No, MCPS will not award based on each functional area but rather will select vendors based on the services that most align with the needs of the district.

199.	Are there any anticipated priority functional areas or upcoming projects expected during the first contract year?	No specific initiatives are aligned to this RFP. The demand varies are the needs span across departments and divisions.
200.	What cloud platforms are currently utilized by MCPS (Azure, AWS, Oracle Cloud, Google Cloud, hybrid environments)?	Oracle Cloud, AWS, Azure and some hybrid environments exist within the district.
201.	Are contractors expected to provide architecture services only, or also operational support for cloud environments?	The district is seeking vendors who can both architectural and/or operational support. Both are needed but not necessarily expected from the same vendor.
202.	What are the primary technologies currently used within the MCPS data center environment?	Technologies vary across the district.
203.	What are the primary reporting and analytics platforms currently deployed across MCPS?	Technologies vary across the district.
204.	Does MCPS maintain an enterprise data warehouse or centralized analytics environment?	MCPS does have a data warehouse, but it is not centralized to the district.
205.	What source control, CI/CD, and project management platforms are currently standardized within MCPS?	The information may be supplied to the approved vendors.
206.	Do you expect the vendor to perform any tasks on-site, or can all work be performed remotely?	Work may be performed remotely.
207.	Do you accept offshore resources?	Yes.
208.	What is the approved budget or range allocated for this project?	The total contract award amount is fixed; however, the value of the SOW will vary
209.	What is the anticipated contract term, including any renewal or extension options?	See Section 4.0, Contract Term.
210.	Can MCPS provide additional information regarding its current enterprise technology landscape, including major platforms, cloud environments, and development ecosystems expected to be supported under future SOWs?	The demand varies are the needs span across departments and divisions. Much of the work is related to custom report development, ETL processes, and configuration with much of the work focused on the Oracle Fusion Cloud platform (ERP, HCM, EPM).
211.	Are there preferred or mandated technology standards, frameworks, or toolsets that vendors should be aware of for future engagements?	No.
212.	Will labor rates submitted in Attachment 2 serve as ceiling rates for the duration of the contract, or may rates be negotiated at the individual SOW level?	May be negotiated at the individual SOW level.
213.	Does the CJIS background screening requirement apply to all personnel proposed under the contract or only personnel assigned to specific engagements requiring such access?	It is only applicable to staff that may work with children.
214.	Will MCPS accept equivalent industry certifications where applicable, or are the qualifications and	Yes.

	certifications listed in the RFP mandatory for all proposed personnel?	
215.	Does MCPS have an estimated annual spend, projected volume of work, or historical utilization data that can be shared for planning purposes?	Please see the MCPS Procurement site to review the 1083.6 contract. The total award amount has been between.
216.	Approximately how many vendors does MCPS intend to award under this master contract vehicle?	No set number has been identified to date, however, MCPS currently has 9 approved vendors for the existing 1083.6 contract.
217.	Eligibility: Must the offeror be a CATS/Master Contract holder, or is this RFP open to all bidders?	Open to all bidders.
218.	Subcontractors: If subcontractors are permitted, should they be identified in the proposal? Are there specific commitment forms or disclosures required?	Please indicate any subcontractors intended to be used at the time of submission.
219.	Budget: What is the allocated budget, funding estimate, or not-to-exceed amount for this engagement?	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
220.	Incumbent Information: Is there an incumbent contractor currently providing these services? If so, please provide the incumbent's name, contract number, value, and expiration date.	Please see the MCPS Procurement site to review the 1083.6 contract.
221.	Submission Format: Should the proposal be mailed to the physical address provided, or is electronic submission via email or a portal an option?	Mailed only, see section 9.0, Mandatory Submissions and See answer #34.
222.	Can MCPS consider the response submission to be online rather than a hard copy submission?	Mailed only, see section 9.0, Mandatory Submissions and See answer #34.
223.	Can we request an extension on the proposal's submission date?	No, you have to submit the proposal at the date and time is indicated in the RFP, if an extension is required, an Erratum/Addendum will be published prior to the due date.
224.	Please confirm that there are no subcontracting goals or set aside for this opportunity.	Correct. No subcontracting goals have been identified for this opportunity.
225.	Section 3.1 mentions that Offerors must clearly identify the specific competency areas proposed. Please clarify where in the technical proposal we identify this?	Specify in Attachment 2A.
226.	The technical proposal format and headings requested in Sections 8 and 9.2 is different. For e.g. in Section 9.2, the 2 nd bullet point says Executive Summary and Exceptions, whereas in Section 8 it only says	Apologies for the confusion. Please provide the Staffing Plan, Labor Category Mapping and additional plans in Volume 1 – Technical Proposal.

	<p>Executive Summary. Similarly, Section 9.2 asks us to provide the Staffing Plan and Labor Category Mapping, and Transition and Risk Management Plans. However, we do not see this as part of the ask in Section 8.2.</p> <p>Please clarify what format and headings to use. If we use the format in Section 8.2, where do we accommodate the sections for Staffing Plan and Labor Category Mapping, and Transition and Risk Management Plans?</p>	
227.	<p>The Transition and Risk Management Plan heading in section 9.2 asks for a narrative on how we will migrate services and build contingencies to mitigate project risks. Can MCPS clarify the context of services and project risks over here?</p>	<p>The demand varies are the needs span across departments and divisions. Much of the work is related to custom report development, ETL processes, and configuration with much of the work focused on the Oracle Fusion Cloud platform (ERP, HCM, EPM). As Oracle Fusion Cloud serves as the district's business Hub as well as to the HRIS, risks associated with bad data injection, configuration errors, and outages are some of the risks we've identified as potential threats to continuous operations.</p>
228.	<p>Section 9.2 asks for a Completed RFP/Proposal Affidavit and Conflict of Interest Disclosure. Can you please let us know where these forms are located?</p>	<p>Attachment E, Conflict of Interest Affidavit and Disclosure has been added to the RFP, see Erratum/ Addendum No.4.</p>
229.	<p>Section 3.4, sub point 3 (a) and Section 9.2, Staffing Plan and Labor Category Mapping Mention Standardized Labor Categories defined in Section 4.4. Please clarify if this is an error, and that the correct section number cross-referred should be Section 3.3- Standardized Labor Categories and Qualifications</p>	<p>See answer #140.</p>
230.	<p>Section 9.4 requires us to submit a Redacted copy and the redacted section, accompanied by a written Justification on why the information is exempt from disclosure under MPIA. Can MCPS please clarify if the Justification should be at the start of each section, or can we have a combined table after the Table of Contents that has all the redacted section numbers and Justification?</p>	<p>It may be combined in a table after the Table of Contents.</p>

231.	Section 9.5 mentions a signed acknowledgment of MCPS Enhanced Vetting Protocols. Can you please share this acknowledgment form, or what do we need to acknowledge and sign, and where should this be placed in the technical proposal	We they sign the vendor certification from they are acknowledging this as it is stated below, by submitting a proposal they contractor agrees to bear all costs.....
232.	In Section 12.3- Scoring Rubric, there is a 10-point weightage given for Support Services and Training. If we are not bidding on the functional area- Media, Training, and Documentation, can MCPS please clarify how we get these 10 points?	If not bidding on a section, the 10 points will be removed from the equation to ensure fair evaluation across the services for which the vendor is bidding.
233.	Sections 7.1 and 7,2 asks us to provide 5 references and use Attachment 3 for the required Reference information. To provide the 5 references, do we just replicate the Attachment 3 for each reference and provide this under Proposal Tab #6? Please clarify.	You need to add the reference in Section 7.4 and in Attachment 3.
234.	If we are bidding on 6 functional areas and we have 3 references that align with the 6 areas, do we still need to provide 5 references?	Yes.
235.	If we have expertise in 5 functional areas, can we partner with another company for the other areas and use their experience and references?	Yes.
236.	We infer that the Number of Employees field in Attachment 3 is that of the client organization. Please clarify if this understanding is correct.	Yes.
237.	The Attachment 3- Vendor Reference is asked as part of Proposal Tab # 6 as well as 7. Similarly, the Attachment 1- Company Background information is asked as part of Proposal Tab # 4 as well as 7. Please clarify under which proposal tab we provide Attachments 1 and 3.	You have to submit each attachment separately as part of the RFP.
238.	Can MCPS please clarify where in the Proposal response format we cover the information asked in Section 7.3- Comprehensive Maryland Public Sector History?	If applicable, that information may be provided as part of the Company Background.
239.	Regarding Section 7.4-Verification Authority and Evaluation, can MCPS please clarify the following: ➤ What information is required here	There is no Attachment T, it is in reference to Attachment 3, see Addenda No.1

	<ul style="list-style-type: none"> ➤ How different is this from the Reference information that we are providing as part of Attachment 3? ➤ Where in the Proposal response format do we cover this information? ➤ There is a reference to Attachment T. We do not see this as part of the solicitation package. Can MCPS please share this. 	
240.	Section 8.2 mentions that Vendors are required to submit electronic documents using the attachments contained herein; the documents should be returned in the same file format. Considering this is a hard copy submission, what documents need to be submitted electronically.	The complete RFP should be in hard copy submission and a flask drive with all the required documents, See answer #34 for details.
241.	For Proposal Tab #4 – Company Background, please clarify if we replicate the Attachment 1 table in the technical proposal, or if we just fill in Attachment 1 and take a screenshot and place it under Tab# 4 of the technical proposal.	Yes, can you replicate it in the Technical Proposal.
242.	For Proposal Tab #5, sub-point b mentions that - For each checked competency in the "I-Work" tab of Attachment 2, the Vendor must provide evidence of relevant experience. Attachment 2A also has the same language on evidence of relevant experience. There are 49 line items in the "I-Work" tab of the Attachment 2 spreadsheet. Can MCPS clarify if we just need to map the 49 line items in Attachment 2 to the 5 references and provide this as part of Proposal Tab #5? If not, what is required as part of Tab #5?	Section 8 has been eliminated from the RFP, please follow the instructions on the Erratum/ Addendum No.3.
243.	Please clarify if you need any capabilities write-up on any of the 10 functional areas that we are proposing.	No write-up is required.
244.	The second last bullet point in Proposal Tab #7 mentions the process you would use to analyze, plan, migrate, and implement a new Web Content Management System (CMS). Can MCPS give some insights or clarifications into this and what is expected here?	This is not part of this RFP, See Erratum/Addendum No.4.
245.	The 5 th bullet point in Section 9.2 asks for a detailed chart mapping proposed personnel to the Standardized	Resumes are not required at time of submission. Resumes are requested when

	<p>Labor Categories. Section 12.3 also has a 30-point weightage for the quality of proposed personnel against the Standardized Labor Categories. Please clarify if any resumes are required during the proposal submission stage.</p> <p>Since this is an IT staffing engagement, can you please also clarify what kind of chart to provide, or how we can show the quality of personnel at the proposal stage?</p>	<p>Statements of work are issued for specific initiatives.</p>
246.	<p>Page 19 of the RFP mentions that we need to provide an annual fiscal report in order to demonstrate the Vendor's financial stability. Can MCPS clarify how many years of fiscal reports are needed, and which Volume will this be part of?</p>	<p>The last two years – Should be part of Volume II.</p>
247.	<p>Section 22 asks to acknowledge and tick the Work-Based Learning for Employer. Can MCPS clarify if this is required to be submitted with the proposal? If yes, where in the proposal format do we provide this information</p>	<p>Yes, it is required to be submitted with the proposal.</p>
248.	<p>If we have any confidential information to be redacted in the forms, how and where do we mark it?</p>	<p>See answer #29.</p>
249.	<p>The Evaluation Criteria mentions the evaluation of visual work plans, flow charts, and commitment to the full SDLC. Can MCPS please clarify this, and what is expected here?</p>	<p>This can be client references, staffing plans, detailed explanations, and/or case studies. This is evaluating how well the vendor demonstrates their understanding, approach and execution capabilities across the proposed functional areas and project delivery lifecycle. If submissions include work flows as evidence (not required), do the workflow aligns with the SDLC methodology. It is in essence evaluating if the vendor demonstrates a comprehensive, well-thought-out, end-to-end approach to solutioning and professional services.</p>
250.	<p>SOC 2 Type II Requirement: Please clarify whether the requirement for a current SOC 2 Type II report applies to all Contractors responding to this RFP, including staffing firms</p>	<p>The SOC II report is only required for vendors who host, transmit, or store sensitive data.</p>

	providing personnel services only, or only to Contractors and subcontractors that will host, process, store, transmit, or otherwise directly manage sensitive MCPS data.	
251.	<p>Requests for Resumes (RFRs) vs. Statements of Work (SOWs):</p> <p>Can MCPS provide historical usage data or anticipated usage estimates for this vehicle, including the approximate percentage of work expected to be procured through Requests for Resumes (RFRs) for individual resources versus Statements of Work (SOWs) for project-based deliverables?</p>	~75% of the work on this contract will be through SOWs. In terms of the historical usage, the contract vehicle has been utilized for several years to augment IT staff.
252.	<p>Historical Contract Utilization:</p> <p>Can MCPS provide the annual spend and number of task orders issued under the predecessor contract(s) for similar IT consulting and staffing services during the last three years?</p>	Please see the 1083.6 contract on MCPS Procurement site under Awarded contract for the annual spend. The number of SOWs issued under this contract varies by department but averages 10 – 20 task orders annually under this contract.
253.	<p>Labor Category Demand:</p> <p>Which labor categories have historically been utilized most frequently by MCPS, and which labor categories are anticipated to have the highest demand under this contract?</p>	Most of the efforts are aligned with reports development, application configuration, ETL processes and dashboards, etc for metrics.
254.	<p>Work Location Expectations:</p> <p>Does MCPS anticipate that resources acquired through this vehicle will primarily be onsite, hybrid, or remote?</p>	Most MCPS contractors work remote.
255.	<p>Functional Area Participation:</p> <p>May Offerors propose for only selected Functional Areas, or does MCPS expect vendors to provide services across all ten Functional Areas?</p>	Yes, an offeror may propose only selected functional areas to respond to.
256.	<p>Teaming and Subcontracting:</p> <p>Will Offerors be permitted to utilize subcontractors and teaming partners to satisfy Functional Area coverage requirements?</p>	Yes.

257.	Who is the incumbent vendor(s) currently providing services under the predecessor contract to this Master Agreement, and is there a current published rate card available for reference?	Please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” to view the list of incumbents.
258.	What was the total dollar volume of spend under the predecessor contract(s) in each of the last three fiscal years, broken out by functional area if possible?	Please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” for historical spend.
259.	What is the anticipated annual budget or estimated spend range under this new Master Agreement?	Please see the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” for historical spend.
260.	Of the ten Integrated Functional Areas listed in Section 3.1, which areas have generated the highest historical utilization, and which have seen little to no activity?	The demand varies are the needs span across departments and divisions. Much of the work is related to custom report development, ETL processes, and configuration with much of the work focused around the Oracle Fusion Cloud platform (ERP, HCM, EPM).
261.	How many active SOWs or RFRs were issued under the prior contract in the last 12 months, and what was the average dollar value per SOW/RFR?	The demand varies are the needs span across departments and divisions, however, there are currently more than 12 contractors with varying associated costs.
262.	Is MCPS able to share a summary or tabulation of historical task orders (functional area, labor category, duration) issued under the predecessor agreement?	Please see the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts”
263.	Which Standardized Labor Categories (Section 3.3) have been filled most frequently under the prior contract, and which are anticipated to see the most demand under this new agreement?	The demand varies are the needs span across departments and divisions. Much of the work is related to custom report development, ETL processes, and configuration with much of the work focused around the Oracle Fusion Cloud platform (ERP, HCM, EPM).
264.	Are there any known or anticipated near-term SOWs or RFRs (e.g., for Oracle Fusion Cloud support, cybersecurity, or web/CMS work referenced in Tab #7) that MCPS can describe at this stage?	New SOWs are expected to be issued within 30 days of award.
265.	Does MCPS anticipate a mix of long-term embedded staff augmentation versus short-term project-based engagements, and in what proportion historically?	The demand varies are the needs span across departments and divisions.

266.	For positions filled in the past, what has been the typical duration of assignment (e.g., average tenure of a Senior Systems Security Specialist or Database Management Specialist placement)?	Varies by department. Some contractors have been on staff for more than a year.
267.	Does MCPS apply any form of local vendor preference, Maryland-based business preference, or scoring credit for Maryland-registered/headquartered firms in the evaluation of this RFP?	No preference has been assigned.
268.	Is preference given to vendors with an established physical presence in Montgomery County or the State of Maryland, and if so, how is that documented or verified?	No preference has been assigned.
269.	Does MBE/SBE/WBE subcontracting participation factor into the 120-point scoring rubric in Section 12.3, even though it is not explicitly listed as a scored category?	See answer #1.
270.	Are resumes for proposed temporary personnel required at the time of proposal submission, or only at the time of an individual SOW/RFR response?	No, only required upon request.
271.	If resumes are required at proposal stage, is there a required resume format or template, and should resumes be mapped directly to the Standardized Labor Categories in Section 3.3?	Resumes are only required upon request when SOWs or RFRs are issued.
272.	For named personnel submitted with the proposal, is MCPS requiring certifications, degree verification, or references to be submitted concurrently, or can those be furnished upon request?	Resumes are only required upon request when SOWs or RFRs are issued.
273.	Since Section 3.4(3)(b) requires 15 business days' notice for personnel substitution, does that clock start at proposal submission, contract award, or first SOW assignment?	The clock starts when the SOW is issued
274.	Section 8.2 Tab #5 references a "Web Content Management System (CMS)" migration/implementation need under Tab #7 mandatory submissions, but this is not described anywhere in Section 3.1's ten functional areas. Can MCPS clarify the scope, platform, and timeline for this CMS initiative?	Please disregard. Not applicable to this RFP.
275.	For Attachment 2A (Services Details), is one project example sufficient per checked competency, or is one example required per Ref-# line item within a competency?	Yes.

276.	Can a single reference project on Attachment 3 be used to simultaneously satisfy Section 7.1 (General References) and Section 7.2 (Functional Area Performance Mapping), or must these be distinct, non-overlapping project examples?	Yes.
277.	Are vendors permitted to propose for a subset of the ten functional areas, or is full-scope proposing across all areas required to be considered "reasonably susceptible of award"?	Yes.
278.	Section 8.2(c) and Section 9.3 require an hourly rate range in the "2-Cost" tab. Is there a maximum allowable spread between the low and high end of a proposed range, or any guidance on how narrow/wide ranges should be?	No minimum or maximum has been identified.
279.	Will rates be evaluated purely on competitiveness, or will MCPS also assess rate credibility against published benchmarks (e.g., flagging unusually low rates as a risk factor)?	MCPS will also rate based on credibility.
280.	Section 8.4 states the pricing proposal must be a separate document from the technical response, while Section 9.1 describes a two-volume submission (Volume I Technical, Volume II Financial). Can MCPS confirm these are the same two-volume structure and not three separate packages?	See answer #24.
281.	Given the requirement for one original, one copy, one electronic version on flash drive, and one redacted copy (Section 9.5/13.0), should the electronic flash drive copy include both volumes, or only the technical volume?	See answer #34.
282.	Can MCPS confirm whether electronic submission via email or portal will be accepted under any circumstance, or whether physical/hand delivery is strictly mandatory with no exceptions?	Only physical/hand delivery is accepted, See answer #34.
283.	Will the Expansion Window referenced in Section 1.0 (three-year intervals) apply to this contract's term, and if MCPS extends the agreement for additional one-year terms, would a new Expansion Window open mid-term?	See section 4.0, Contract Term.
284.	Section 9.4 and Section 13.0 both require one redacted copy of the proposal. Does this redacted copy need to cover both Volume I (Technical) and Volume II (Financial), or only the Technical Proposal?	Just Volume II (Financial).

285.	Section 9.4 states that classifying an entire proposal or total price as proprietary is prohibited, while Section 10.3 separately prohibits classifying "line-item prices or total proposal prices" as proprietary. Given that Volume II is exclusively pricing content, what specifically should the redacted copy of Volume II contain if total price and line-item prices cannot be redacted?	Any trade secrets or pricing formulas should be redacted.
286.	Section 10.1 requires that confidential information and its written justification be identified by page and section number and placed in the Technical Proposal. Should this justification be a standalone document within Tab #7, or embedded directly on the pages where redactions occur?	It may be included on the pages where the redactions occur.
287.	Section 10.2 requires a cover sheet legend listing the specific page numbers containing technical data restrictions. Is a single cover sheet for the entire submission acceptable, or is a separate cover sheet required for each tab/section that contains confidential material?	A single cover sheet is acceptable.
288.	Section 10.2 also requires physical stamping of "CONFIDENTIAL" or "PROPRIETARY" in one-inch boldface letters on the bottom right corner of each pertinent page in the original (unredacted) copy. Is this stamping requirement intended for the original/unredacted copy only, or also for pages in the redacted copy that have content removed?	The stamping is applicable to the original copy.
289.	Is the redacted copy expected to be submitted as a physical hard copy alongside the original and one copy referenced in Section 13.0, or can it be submitted solely on the electronic flash drive along with the other two volumes?	All must be submitted in physical hard copy. See answer #34.
290.	For content redacted under MPIO exemption claims, should the redacted version show blacked-out/obscured text in place, or should the redacted sections simply be omitted/removed from the document entirely with a placeholder noting the redaction?	See answer #33.
291.	Given that MCPS reserves the right to an independent determination under Section 10.5 regardless of vendor marking, is there a specific MCPS staff contact or process for vendors to seek informal feedback on whether a category of information (e.g., specific	MCPS follows laws associated with public information requests. If there is information that you deem confidential or proprietary that you do not want disclosed in the event

	staffing rates, methodology details, or named subcontractor terms) is likely to qualify as MPIA-exempt before final submission?	of an MPIA, please indicate on the page(s) and in your redacted copy.
292.	If a vendor determines it has no information it wishes to redact, is a redacted copy still mandatorily required (even if effectively identical to the original), or can the vendor state in writing that no redactions are being claimed in lieu of submitting a duplicate copy?	You can state in writing.
293.	Are there any current incumbent contracts or vendor pools performing similar IT consulting and staffing services that will be replaced by this Master Agreement?	Yes, Please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” to view the list of incumbents.
294.	Will MCPS conduct oral presentations, interviews, or demonstrations as part of the evaluation process?	No. Once awarded, departments will issue SOWs based on department needs and interviews are held then. Demonstrations are only applicable to products under consideration.
295.	Does MCPS plan to open the contract to additional vendors before the stated three-year expansion window?	No.
296.	Can MCPS provide historical spending data, and the number/value of task orders issued under any predecessor IT consulting or staffing contracts to help vendors estimate the opportunity size?	Please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” for historical spend.
297.	Is MBE participation mandatory for this Master Agreement or only for future task orders?	See answer #.1
298.	If MBE participation is not proposed at the Master Agreement stage, can subcontracting plans be submitted later at the task-order level?	It is not required.
299.	Can a single project be used to demonstrate experience across multiple functional areas?	Yes.
300.	Are resumes required as part of the Master Agreement submission, or only during future RFRs?	No, resumes are not required at time of submission. Resumes are requested when Statements of work are issued for specific initiatives.
301.	How many vendors does MCPS anticipate awarding under this Master Agreement?	No number has been identified. Please see the existing 1083.6 contract on the MCPS

		procurement site for the list of existing, approved vendors.
302.	Will awards be made by functional area/category, or will vendors be awarded a single master contract covering all approved categories?	Vendors will be awarded based on the single master contract covering all approved categories.
303.	Is there an estimated total contract value or anticipated annual spend under this vehicle?	Please see the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” for historical spend.
304.	Should Offerors submit a single proposal covering all desired functional areas/categories, or is a separate proposal package required for each functional area/category being proposed?	A single proposal covering the specific areas is sufficient.
305.	If a single proposal is submitted for multiple categories, should experience, references, and pricing be provided separately for each category?	It may be included in the proposal.
306.	May we use MCPS contacts as references, provided they are agreeable to act on our behalf?	Yes.
307.	Section 7.1 requires that Attachment 3 be completed for each of the five references provided. Section 7.4 also contains space to enter reference information directly. Please advise whether the reference information in Section 7.4 must also be completed and, if so, under which Tab it should be included in the proposal response.	You have to complete attachment 3 and also section 7.4
308.	Section 8.2, Proposal Tab #5 (Responses to Scope of Work) provides instructions for completing Attachment 2 – Services and Cost.xlsx and requires, in item b), evidence of relevant experience. However, Section 9.1 requires Attachment 2 – Services and Cost.xlsx to be included separately in Volume II – Financial Proposal. Please clarify whether Tab #5 in Volume I should therefore contain only the “evidence of relevant experience” referenced in item b).	Attachment 2 is being updated to reflect the Scope of Services, see Erratum/Addendum No.4.
309.	Section 8.2, Proposal Tab #7 requires inclusion of items that will have already been provided in earlier tabs of the proposal. Specifically: <ul style="list-style-type: none"> • Company Background Form (Attachment 1) – already included in Tab #4 	Section 8.0 has been removed from the RFP, see Erratum / Addendum No.3.

	<ul style="list-style-type: none"> • Service and Cost (Attachment 2) – already included in Tab #5 • Vendor Reference (Attachment 3) – already included in Tab #6 <p>Should these items be duplicated under Tab #7 in addition to their original location?</p>	
310.	<p>Section 8.2, Proposal Tab #7 requires inclusion of Service Details (Attachment 2A). However, Tab #5, item b) requires that “for each checked competency, Vendor must provide evidence of relevant experience,” which appears to describe the content of Attachment 2A. Please confirm whether Attachment 2A should be included under Tab #5 or Tab #7. If Tab #7, please clarify what specific information is required under Tab #5, item b) and in what format it should be presented.</p>	<p>Section 8.0 has been removed from the RFP, see Erratum / Addendum No.3.</p>
311.	<p>The second-to-last bullet point under Section 8.2, Proposal Tab #7 requests information on qualifications and the process to analyze, plan, migrate, and implement a new Web Content Management System (CMS) as specified in the Scope of Services. However, there is no mention of a CMS in Section 3.0 (Scope of Services) or anywhere else in the RFP. Please clarify what information is required and whether this requirement is applicable to this solicitation.</p>	<p>See answer #24.</p>
312.	<p>Section 9.1 requires that Volume II – Financial Proposal contain the completed Attachment 2 – Services and Cost, along with “any cost-related justifications.” Please describe what type of information is expected for these cost-related justifications.</p>	<p>The cost justification should include costs associated with labor categories/roles, Hourly rates (can be adjusted when SOWs are issued), Level of effort</p> <p>Basis on rates</p> <p>If subcontractors are included, you may include:</p> <p>Scope of work</p> <p>Cost allocation</p> <p>Selection rationale</p>
313.	<p>Section 9.2 requires a Functional Area Competency Matrix. The ten integrated functional areas are listed in Section 3.0 (Scope of Services). Please advise whether there is a required format for this matrix, and confirm</p>	<p>There is no required format and could be added in Attachment 2A.</p>

	under which Tab in the proposal response it should be included.	
314.	Section 9.2 references a Staffing Plan and Labor Category Mapping requirement, citing the Standardized Labor Categories defined in “Section 4.4.” There is no Section 4.4 in the RFP; the Standardized Labor Categories and Qualifications are addressed in Section 3.3. Additionally, the RFP does not specify staffing needs by category, scope, or duration, nor does it require offerors to identify specific named personnel (e.g., names, education, experience) to be engaged. Please elaborate on what is actually required for this element and confirm under which Tab it should be included in the proposal response	Please refer to Section 3.3, see answer #140.
315.	Section 9.2 references a Transition and Risk Management Plan as a required component of Volume I. Please confirm under which Tab in the proposal response this narrative should be included.	Please include under Volume I.
316.	Section 9.2 requires completion of a Conflict of Interest disclosure. Please confirm whether this disclosure is contained within Attachment D (Non-Debarment Acknowledgement). If not, please identify where the Conflict of Interest disclosure form can be obtained.	Attachment E, Conflict of Interest Affidavit and Disclosure has been added to the RFP, see Erratum/ Addendum No.4.
317.	Section 9.5 requires a signed acknowledgment of MCPS Enhanced Vetting Protocols. Please identify in which document or attachment this signature is required.	See answer #231.
318.	Section 12.1 indicates that a vendor’s annual fiscal report is required as part of the complete response. Please confirm under which Tab this document should be included and whether it should be submitted as part of Volume I (Technical Proposal) or Volume II (Financial Proposal).	Volume II.
319.	Please confirm under which Tab the Work-Based Learning for Employer acknowledgment (Section 22.0) should be included in the proposal response.	It must be submitted in the same order it is in the RFP.

320.	Section 17.0 (Multi-Agency Participation) states that MCPS reserves the right to extend the terms and conditions of this solicitation to other governmental agencies and qualifying organizations. Please confirm whether this clause requires a formal written acknowledgment in the proposal response, or whether agreement is assumed upon submission.	It is just for general information; no action or attachment is required regarding this section.
321.	Can subcontractors be identified after award for specific task orders, or must all anticipated subcontractors be identified during the RFP response?	Yes.
322.	What is the expected timeline for MCPS approval of subcontractors before task order performance begins?	SOWs are expected to be issued within 30 days of award.
323.	Please clarify whether MBE participation goals or subcontracting percentages apply to this solicitation.	See answer #.1
324.	Please clarify whether MCPS has a preferred timeframe for past performance references (e.g., projects completed within the last 3, 5, or 7 years) and whether ongoing projects are acceptable as references.	Within the last 3 years is acceptable.
325.	Please confirm whether MCPS permits formal teaming arrangements (e.g., prime/subcontractor teams, joint ventures, or subcontractor partnerships) at proposal submission and whether all team members must be identified in the initial proposal	Yes, teaming arrangements are permitted and if known at the time of submission you should indicate such arrangements. It is understood that those arrangements may change.
326.	Will MCPS award vendors by individual functional area, by labor category, or as a single pre-qualified pool covering all areas proposed?	Vendors will be evaluated based on single pool covering all areas.
327.	Is there a minimum number of the 10 Integrated Functional Areas a vendor must propose to be considered responsive, or may a vendor propose only selected areas where it has strong experience?	Vendors may respond to specific areas.
328.	For secondary competitions after award, will MCPS issue Statements of Work, Requests for Resumes, or both, and how will awarded vendors be selected for those opportunities?	SOWs will be issued to all approved vendors based on department needs.
329.	Can MCPS clarify whether the reference to implementing 'a new Web Content Management System (CMS)' in the mandatory submissions section	See answer #244.

	is intentional for this RFP, or leftover language from another solicitation?	
330.	For Attachment 2A, is one project example sufficient to support multiple checked competencies if the project used several listed tools/technologies, or must each competency have a separate project/task form?	Yes.
331.	Should vendors complete Attachment 2A once per functional area, once per product/tool/technology, or once per project?	Once per project is sufficient.
332.	If a vendor checks 'Yes' for a competency in Attachment 2 but proposes to fulfill it through a subcontractor, is that acceptable, and what evidence must be provided for the subcontractor?	Yes.
333.	Are vendors required to identify named personnel in the proposal, or may they provide representative resumes/labor category qualifications and submit named candidates later during SOW/RFR competitions?	No, SOWs are issued based on department needs and resumes may be submitted then.
334.	If named personnel are required, must those personnel remain committed for the full master agreement term, or only for work actually awarded under a SOW/RFR?	No, SOWs are issued based on department needs and resumes may be submitted then.
335.	Can MCPS clarify the referenced 'Section 4.4' for standardized labor categories, since the labor category definitions appear in Section 3.3?	Please defer to section 3.3.
336.	For education/experience substitutions, should vendors document substitutions in resumes, in the staffing plan, or in a separate compliance matrix?	May be included in the Staffing Plan.
337.	Can subcontractors be identified after award for specific Statements of Work, Requests for Resumes, or task orders, or must all anticipated subcontractors be identified in the initial RFP response?	Yes, however, resumes are not required at the time of submission. They are only required upon request.
338.	If subcontractors may be identified after award, what information must be submitted to MCPS for subcontractor review and approval before the subcontractor begins performance?	If awarded and a subcontractor is intended for use, MCPS project lead should be notified and any further qualification or materials for review will take place at that time.

339.	Please confirm whether MCPS permits formal teaming arrangements at proposal submission, including prime/subcontractor teams, joint ventures, or other partner arrangements. If so, must all team members be identified in the initial proposal, and what documentation is required for each team member?	Yes, subcontractors and team partners must be identified, however we do not require the submission of individual team members.
340.	If a vendor relies on subcontractor or teaming partner experience to support a proposed functional area or competency, will MCPS evaluate that experience the same as prime contractor experience, provided the subcontractor or teaming partner is identified and its role is clearly described?	Yes.
341.	Please clarify whether this solicitation includes any Minority Business Enterprise, Small Business Enterprise, Women-Owned Business Enterprise, or other subcontracting participation goals, targets, or required percentages.	See answer #.1
342.	If no MBE/SBE/WBE participation goal applies, will MBE/SBE/WBE status be evaluated or scored in any way?	No required.
343.	Please clarify whether MCPS has a preferred timeframe for past performance references, such as projects completed within the last three, five, or seven years. Are ongoing projects acceptable as references if the work is substantially similar to the scope of this RFP?	The past 3 years of performance is acceptable, and ongoing projects are acceptable as well.
344.	Can one reference be used to support multiple functional areas, or must vendors provide distinct references/project examples for each proposed functional area?	Yes.
345.	Are private-sector references acceptable if they are comparable in size and scope, or will public-sector/K-12 references receive higher evaluation credit?	Yes, and all evaluation criteria are equal.
346.	For the Maryland public sector contract history requirement, should vendors include only prime contracts, or also subcontracts and task orders?	Please include any applicable contract history.
347.	If a reference contact becomes unavailable despite being accurate at submission, will the vendor have an	This will be held to the discretion of the evaluation team.

	opportunity to provide an alternate contact before the reference is scored as a failure?	
348.	Must the SOC 2 Type II report be submitted with the proposal, or only upon request? If submitted, may vendors provide a bridge letter, executive summary, or confidential version instead of the full report?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
349.	If a vendor does not directly host, store, or process MCPS sensitive data but provides staff augmentation or advisory services, is SOC 2 Type II still required?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
350.	Can MCPS confirm whether the cyber/privacy insurance minimum for this solicitation is \$2 million or \$5 million?	The requirement is \$2,000,000.
351.	Are CJIS checks, drug screenings, and background investigations required for all proposed personnel at proposal submission, upon award, or only before assignment to MCPS work?	See answer #3.
352.	Must vendors price every labor category in Attachment 2, even if they are not proposing every functional area or competency?	No, you may specify pricing based on the specific proposed areas.
353.	Should hourly rate ranges include all overhead, travel, subcontractor markup, insurance, background checks, and administrative costs?	Yes.
354.	Will MCPS permit annual rate escalation during option years, or must the proposed rates remain fixed for the initial term and all extensions?	New rates may be proposed upon renewal of SOWs.
355.	Should pricing be submitted only in Attachment 2, or should vendors also provide a separate pricing narrative as referenced in Section 8.4?	Attachment 2 is sufficient.
356.	Should the redacted copy include both Volume I and Volume II, and should redaction justifications be included in the redacted copy, the original proposal, or both?	Only in the original.
357.	For the electronic flash drive copy, should vendors provide separate files for Volume I, Volume II, attachments, and redacted copy, or a single combined PDF?	See answer #34.

358.	Are wet signatures required on all forms, or are digital/electronic signatures acceptable for the paper submission?	Digital/ Electronic signatures are acceptable.
359.	The RFP requires a current SOC 2 Type II report for the contractor and any subcontractor handling sensitive MCPS data. Is a current SOC 2 Type II report mandatory at proposal submission, or may an offeror present its other security certifications (e.g. ISO/IEC 27001) now and commit to obtain SOC 2 Type II before any task order that touches sensitive MCPS data?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
360.	Does MCPS recognize an out-of-state (New York) Minority Business Enterprise certification for MBE acknowledgment under this RFP, or is Maryland MDOT MBE certification required?	See answer #1.
361.	The mandatory go/no-go criteria require certified financial statements for the two most recent full years. Will MCPS accept reviewed or compiled statements prepared by a CPA if independently audited statements are not available?	You must provide the applicable documentation you have available.
362.	For the one verifiable project example required per functional area bid, must the project be one Cardinal delivered as prime contractor, or does a staff-augmentation engagement in which Cardinal supplied the qualified personnel also qualify as verifiable evidence?	Either may be submitted.
363.	Must all five references be K-12 school districts or comparably sized public bodies, or do large enterprise and other public-sector IT staffing engagements also qualify? Must any reference be a Maryland entity?	No large enterprise and public sector initiatives may be included.
364.	Hourly pricing is submitted as a range (example \$95-\$110). For the 30 pricing points, is the range evaluated at the low end, the midpoint, or the high end? And which point in the submitted range binds the vendor at task-order award?	It is evaluated at mid-point and is factored into the other criteria.
365.	Are the submitted hourly rate ranges fixed for the full term (up to five years), or may rates be escalated at each annual renewal (for example by a fixed	New rates may be proposed when SOWs are renewed or new SOWs are issued.

	percentage or CPI)? The cost tab has no per-year columns.	
366.	The cost tab note invites up to five additional services, but only three rows are provided (labeled Other-3, Other-4, Other-5 / P-12 to P-14). Are five additional categories permitted, and what should occupy Other-1 and Other-2?	The cost tab has been revised to reflect 5, see Erratum/Addendum No.4.
367.	The 2-Cost note states pricing must be provided for every item checked on the 1-Work tab, but 1-Work lists 48 task and technology skills while 2-Cost prices only the 11 labor categories per track. Please confirm pricing is required per labor category only, not per individual 1-Work skill line.	It is only per category, not per line.
368.	The onsite rate is described as all-inclusive with travel. For personnel based outside the Maryland and DC metro who are called onsite, is travel and lodging truly absorbed in the onsite rate regardless of the resource's home location, or are out-of-area trips separately reimbursable?	Most MCPS contractors work remotely.
369.	Will task orders, candidate submission, and timesheets run through a Vendor Management System or a Managed Service Provider intermediary? If so, is there an administrative fee or rate reduction (for example 2 to 3 percent) the vendor must absorb?	MCPS does not use a VMS; Timesheets and candidate submission are submitted and managed by the individual department that issued the SOW.
370.	What are the standard invoicing cadence and payment terms for task orders under this contract (for example Net 30, 45, or 60 from invoice)?	Invoices are typically paid every 30 days.
371.	Can MCPS provide an estimated annual contract value, historical spend under any predecessor vehicle, or any minimum guaranteed hours? The RFP states value is task-order dependent.	Please the 1083.6 Contract on the MCPS Procurement site under "Awarded contracts" for historical spend.
372.	When MCPS issues a request for resources or SOW, what is the required turnaround to submit qualified candidates (for example 3, 5, or 10 business days)?	The turnaround time is typically 10 to 15 days.
373.	Does MCPS interview and approve each proposed individual before placement, and what is the right-to-reject and MCPS-initiated removal process and timeline once a resource is placed? Vendor-initiated	SOWs are issued based on department needs. MCPS interviews candidates based on submission and accepts the vendor

	substitution requires 15 business days notice; the MCPS-initiated path is unspecified.	proposed rate based on their candidate selection.
374.	For MCPS-directed Temporary Personnel, who is the employer of record? Are W-2 employees required, or are 1099 or independent-contractor placements permitted? Who carries benefits, ACA, overtime, and unemployment obligations for placed staff?	All MCPS TPT's are employees of MCPS.
375.	CJIS state and federal checks are at the vendor's expense. What is the typical clearance turnaround, may checks begin before a task order is awarded, and will MCPS accept an existing valid CJIS or equivalent clearance to avoid re-running it?	Typical turnaround is two weeks; however, this is not guaranteed. MCPS will only accept reports completed through its fingerprinting and background check process.
376.	Where do onsite personnel physically report (for example the Rockville central offices), and is the work concentrated at central sites or distributed across MCPS school locations? Is hybrid or remote attendance permitted for the onsite categories?	Most MCPS contractors work remote.
377.	Are there maximum-tenure caps on an individual placed under this contract, and does MCPS reserve a temp-to-permanent conversion, right? If so, is conversion at no cost to MCPS or governed by a conversion-fee schedule?	No MCPS does not reserve temp-to-perm conversion and there is no maximum tenure cap set.
378.	The 11 standard categories are generic (for example Senior Application Developer). For the scarce specialties named in the RFP (Oracle Fusion HCM/ERP/EPM, OIC, GIS, security and penetration testing), must these be priced within the standard category rates, or may they be priced as separately listed additional categories?	They may be included in the standard category areas.
379.	The cost tab requests an offsite hourly rate but does not defines geography. Does offsite permit delivery from outside the United States (offshore), or is it limited to US-based remote work? If offshore is permitted, what conditions apply for personnel who do not access live MCPS systems or student data?	MCPS contractors must reside within the US.
380.	For any permitted offsite or offshore work, must all MCPS data, including development and test data,	MCPS contractors must reside within the US.

	remain on US-based infrastructure, and is access to MCPS systems restricted to US locations?	
381.	Does MCPS expect a minimum share of personnel onsite, or is the onsite-versus-offsite mix proposed by the vendor per task order?	Most MCPS contractors work remotely.
382.	What system and format does MCPS require for weekly productivity reports and timesheet approval: an MCPS-provided portal or VMS, or a vendor-supplied tool?	Varies by department. Most use timesheet and communicate via email. MCPS does not use VMS.
383.	For custom software developed under task orders, who bears the escrow agent fees, and is escrow established per task order or as a single master arrangement?	In the event that custom software were developed under this contract, MCPS would be responsible for the escrow agent fees as a contract cost and subject to terms of the task order. While it is listed as a possibly, historically, MCPS has not developed software under this contract.
384.	For SOWs valued at one million dollars or more, what specifically must the vendor self-report under the Contract Management Oversight requirement, and at what cadence?	MCPS does not issue SOWs under this contract in that amount. Internal policies govern the dollar amount. Should a SOW require additional work, MCPS will issue a SOW extension.
385.	Because award goes to all responsible offerors, approximately how many vendors does MCPS expect to award, and how is work allocated among awarded vendors at task-order time: open competition on each request, rotation, or best value?	No set number has been determined. Please see the existing 1083.6 contract on the MCPS Procurement for the list of incumbents.
386.	Must every subcontractor that handles MCPS data hold a current SOC 2 Type II report at submission, or may a subcontractor commit to obtain it before touching MCPS data?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
387.	Must the 2,000,000 dollar Cyber/IT policy (with two-year tail) be in force at submission, or is a binder or commitment-to-bind on award acceptable? Is the same 2,000,000 dollar limit required of subcontractors at submission or only at engagement?	The Cyber/IT Policy is required at submission.
388.	Can the required CJIS federal background check be completed for personnel who are not US persons or who are located abroad? If it cannot, does that	No and MCPS require that contractors for this bid reside within the US.

	effectively bar offshore or foreign-national delivery for any role under this contract?	
389.	For the General Contract Articles listed as non-negotiable (5, 12-14, 16-18, 21-24, 26, 28), will MCPS entertain a clarifying exception noted in the Executive Summary, or does noting any exception to a non-negotiable Article risk disqualification?	If you are taking any exception to MCPS' terms you must state them separately. Do not include in the executive summary.
390.	Under what task-order scenarios would MCPS treat the vendor as a Business Associate requiring a signed BAA (for example student health records or employee benefits data)?	Only when the task order will cause the vendor to become a Business Associate if the vendor will create, receive, maintain, or transmit Protected Health Information (PHI) on behalf of a covered entity or another business associate. That is not within the scope of this RFP.
391.	Does answering Yes to an individual 1-Work line item require supporting evidence for that specific skill, or is verifiable evidence required only at the functional-area level (the 10 integrated areas)?	Only at the functional-area level
392.	On the 1-Work tab, item 2.09 reads PowerSchool Tools (Substitute with no closing text, and item 2.08 is absent from the list. Please confirm the intended application or applications for 2.09 and whether 2.08 was omitted intentionally.	Attachment 2 is being updated to reflect the Scope of Services, see Erratum/Addendum No.4.
393.	If invited to the product demonstration stage, what would a staffing and professional-services vendor be expected to demonstrate (candidate sourcing process, sample resumes, or a delivered solution), and what are the format and timeline?	No demonstrations are expected. Demonstrations are only applicable to products.
394.	Under Section 3.4 Vendor Requirements, Number 3 - Personnel Management and Staffing Requirements, the RFP states, "a. Staffing Plan and Mapping: Vendors must provide a Staffing Plan Chart showing the time commitment of each professional staff member mapped to the Standardized Labor Categories defined in Section 4.4." We have the following questions: a. There is no section 4.4. Please clarify to where you are referring. Are you instead referring to the labor categories	Please defer to section 3.3, see Erratum/Addendum No.4.

	<p>referenced in section 3.3, specifically 3.3.3, 3.3.4, 3.3.5, and 3.3.6?</p> <p>b. How are offerors to show time commitment of these labor categories, given this is a Master Agreement and there is no defined project scope at this time? Depending on the needs of a future project, time commitments can differ.</p> <p>c. Must offerors provide a resume for all 12 labor categories listed?</p> <p>d. Can offerors re-use a resume for multiple labor categories in different areas (e.g., one resume is submitted for Analyst, Financial (Senior) under Enterprise Cloud and Data, and that same resume is submitted for Quality Assurance Consultant (Senior) under Cybersecurity and Quality Assurance Categories?</p>	
395.	<p>Please confirm your expectations as it relates to providing evidence of relevant experience. On page 14, under Proposal Tab #5 - Responses to Scope of Work, you write the following: "For every requirement listed in Attachment 2 - Services and Cost.xlsx of this RFP: Vendors must provide either a "Yes" or "No" in "column B" of the "I-Work" tab of the spreadsheet. A blank, null or any value other than "Yes" in column B will be evaluated as same as "No". For each checked competency, Vendor must provide evidence of relevant experience." In the "I-Work" tab in Attachment 2, there are 48 discrete tasks/competencies. Are offerors expected to provide evidence of each discrete task/competency (meaning potentially 48 pieces of evidence)?</p>	<p>No, evidence may be provided at the functional -area level.</p>
396.	<p>There is a possible contradiction between question 2 above (found on page 14) and the instructions on page 16 under 9.2 Volume I: Technical Proposal Organization. In this section, you do not list Attachment 2 as part of the submission, and write that offerors should identify which of the 10 Integrated Functional Areas we are responding to, and for each of the 10 functional areas checked, offerors should provide project examples. Please confirm what you are</p>	<p>No, evidence may be provided at the functional -area level.</p>

	expecting given this contradiction. Do offerors need to provide examples of up to 48 discrete tasks found on Attachment 2, or examples for up to the 10 functional areas?	
397.	Do project examples need to be completed/ended, or are currently in-progress projects acceptable?	In Progress examples are acceptable.
398.	On page 12, the RFP says "The Offeror must provide at least one (1) successful project example (delivered on time, within budget, and within scope) for every functional area for which they are proposing." Does this mean that bidders do not have to propose ALL functional areas? Or does it just indicate that every individual project example may not include all functional areas?	Offerors are not required to respond to every functional area and may provide examples based on the areas they are proposing in their submission.
399.	Are there any current or planned major initiatives (for example, specific Oracle Fusion Cloud modules, data center migrations, or GIS projects) that MCPS anticipates prioritizing under the first year?	Initiatives will vary by department.
400.	For standardized labor categories, may vendors propose additional internal titles as long as they map to the required categories and minimum qualifications?	Yes.
401.	Should hourly rate ranges in Attachment 2 represent fully burdened rates inclusive of all travel and overhead, or may travel be billed separately?	Yes.
402.	Does MCPS anticipate awarding multiple vendors per Integrated Functional Area?	No, awards will be based on the single master agreement.
405.	May vendors be pre-qualified for some functional areas and not others?	Yes, vendors may propose specific functional areas.
406.	Can MCPS provide any historical or projected information about the anticipated annual volume of SOWs/RFRs (for example, approximate number of engagements or hours) for each of the 10 Integrated Functional Areas?	Initiatives vary by department. Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
407.	When filling roles for the standardized labor categories, can we propose blended roles (for example, one person covering responsibilities of two categories)?	Yes.
408.	For the required weekly productivity and usage reports, does MCPS have a desired template?	Templates vary by department and will be provided to selected vendors.

409.	For the required weekly productivity and usage reports, can MCPS clarify the minimum level of detail expected?	Templates vary by department and will be provided to selected vendors.
410.	Is compliance with WCAG AA criteria for accessibility satisfactory to meet the Accessibility and Non-Visual Access requirement as described in paragraph 3.2.2?	Only for products created as part of a SOW or RFR.
411.	Is there a limit to the number of vendors who will be pre-qualified?	No limit has been identified. See the MCPS Procurement site for the existing 1083.6 to view the list of incumbents.
412.	Section 3.2.2 Methodological Frameworks and Industry Standards: Please clarify whether vendors are expected to provide complete NVA/Section 508 accessibility services, or if a written narrative describing the vendor's approach to meeting NVA requirements is sufficient at the Master Agreement level, with detailed accessibility activities to be defined under individual SOWs.	It is not mandatory for all tasks. Section 508 would only apply to tasks associated with development work that would result in an application or program that will be used by MCPS staff or students.
413.	Does vendor need to provide SOC 2 Type II Certification/Report at the time of RFP Submission. If yes, Will MCPS accept ISO 27001 certification instead?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
414.	If a vendor provides an evidence that they have started certification process for SOC Type II, will that be considered if it mandatory to submit SOC 2 certification/report?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
415.	Pls confirm on how to complete the cost sheet. Does Yes/No in Attachment 2 refer to our experience in those areas or an indication of whether we are proposing those areas in our response?	Attachment 2 had been modified, see Erratum/ Addendum No.4.
416.	Section 3.3.1, MCPS adopts a standardized labor category structure modeled after the Maryland CATS+ framework. Do we have to refer CATS+ contract while submitting the pricing or it is just for standard process?	No, references to CATS+ is not necessary
417.	RFP Section 3.4.3 states " Vendors must provide a Staffing Plan Chart showing the time commitment of each professional staff member mapped to the Standardized Labor Categories defined in Section 4.4." Since this is a Staff Augmentation contract, how can we provide time commitment at the RFP response	Please defer to section 3.3, see Erratum/Addendum No.4.

	stage or this is only for Key Personnel. Additionally, we can't locate Section 4.4 in the RFP.	
418.	Will preference be given to references from school districts as compared to other clients? Is there a preference to prior experience with MCPS?	No and yes, there is a preference given to prior experience with MCPS (5 points).
419.	Can MCPS clarify whether digital school facility mapping, indoor mapping, emergency response mapping, or School Facility Mapping Grant-related work would be expected to be procured through Statements of Work issued under RFP 1083.7, or through a separate procurement vehicle?	This is not included in this RFP.
420.	Is an ISO 27001:2022 Certificate for Information Security acceptable in lieu of the SOC 2 report?	Yes.
421.	Is there an anticipated number of Master Agreement awards?	No number of awardees has been targeted. The current contract has 9 approved vendors.
422.	What is the anticipated contract start date?	October 1.
423.	Section 3.4.5(b) and Section 3.5.2 require a current SOC 2 Type II report for contractors handling sensitive MCPS data. For vendors providing staff augmentation and professional services where all work is performed within MCPS-controlled systems and no MCPS data is stored, processed, or transmitted through vendor-owned environments, is SOC 2 Type II still required for award eligibility? Please clarify when the requirement applies.	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
424.	Does MCPS intend to award Master Agreements to all technically qualified Offerors, or is there a limit on the number of awardees within each Functional Area?	No number of awardees has been targeted. The current contract has 9 approved vendors.
425.	Can Offerors propose on a subset of Functional Areas, or must Offerors demonstrate capability across all Functional Areas to be eligible for award?	Yes.
426.	The RFP states Offerors must propose pricing for all labor categories defined in the RFP to be considered for a Master Agreement award. Must Offerors provide rates for every labor category listed in the RFP, even if they are not proposing services in all Functional Areas?	No, pricing may be limited to functional areas to which the offeror is included in their proposal.
427.	In Attachment 2 – Services and Cost: Will MCPS provide GFE to all contractors for Professional	MCPS provides equipment to on-site contractors, however, most contractors

	Services and Temporary Personnel, for both on-site and off-site roles?	work remotely and access MCPS network via VPN.
428.	In Attachment 2A – For each Competency where the response is “Yes”, can evidence be used from a subcontractor on the bidding team?	Yes.
429.	For this Master Agreement submission, does MCPS expect named personnel resumes, or may Offerors provide representative labor categories and recruiting/staffing approaches with personnel identified at the task order level?	Representative labor categories are acceptable.
430.	Will federal civilian and defense agency, and State references be considered equivalent to school district references for evaluation purposes?	Yes.
431.	Does the Source Code Escrow requirement apply only to custom-developed applications delivered under a Statement of Work, or does it apply to all software and deliverables provided under the Master Agreement?	Yes.
432.	Section 8.1: The submission format is confusing. Section 8.1 indicates we should follow this format or be disqualified which is organized by Proposal Tab 1-7, but then Section 9.0 says Mandatory Submission with some duplicate sections and no Proposal Tabs, but only Volume I and II. Can you please clarify which section we follow since it is important for disqualification?	See answer #34.
433.	Section 8.2: Is it acceptable to submit our Technical Proposal in PDF format?	Section 8 had been eliminated, see Erratum/ Addendum No. 3.
434.	Attachment 1: Is it acceptable to embed Attachment 1 into Proposal Tab 4: Company Background of the Volume 1 Technical Proposal rather than submitting it as a separate file?	Should be as a separate file.
435.	Attachment 3: Is it acceptable to embed Attachment 3 into Proposal Tab 6: References of the Volume 1 Technical Proposal rather than submitting it as a separate file?	Should be as a separate file.

436.	<p>Section 3.2.3:</p> <p>Since this RFP is for consulting and temporary services, please clarify your expectations around source code on page 5, Section 3.2.3, Source Code Escrow: For all custom software solutions, the Contractor must agree to a Source Code Escrow arrangement.</p> <p>Why would we as a services vendor be responsible for a source code escrow arrangement since we are not the software manufacturer?</p>	<p>The source code Escrow arrangement only applies to code developed for MCPS products.</p>
437.	<p>Section 3.4 (1,a):</p> <p>Technical Qualifications/Proof of Capability: What does MCPS consider verifiable evidence at the technical competency level? What are acceptable forms of evidence?</p>	<p>Client references, project descriptions, and contract summaries are sufficient for evidence.</p>
438.	<p>Section 3.6.1:</p> <p>Mandatory Disclosure and Approval. Does this mean that we do not have to declare subcontractors at the proposal level, but only later as task orders are released?</p>	<p>Yes, only after task orders are complete</p>
439.	<p>Section 7.2:</p> <p>Functional Area Performance Mapping: Do we include one project for each of the 10 functional areas in Attachment 3 in Tab 6 of Volume 1? If so, is it acceptable to use some projects in multiple categories since the overlap?</p>	<p>One project is acceptable and overlap is acceptable.</p>
440.	<p>Section 7.3:</p> <p>Comprehensive Maryland Public Sector History: Does the response to this requirement go in Tab 6, Volume 1 with the Client References and Attachment 3? If not, which Tab and/or Volume should it be placed?</p>	<p>Yes, it may be placed in Volume 1 and Attachment 3.</p>
441.	<p>Section 7.4:</p> <p>Verification Authority and Evaluation: Is this a duplication of Attachment 3 and/or in addition to the 5</p>	<p>Please defer to Attachment 3.</p>

	references requested? What is mean by "other than" or "addition to."	
442.	Section 7.4: Please confirm there are only Attachments A, B, C, D. This requirement refers to Attachment T. Are there additional attachments E-S? They were not posted on MCPS web site.	Yes, only Attachments A, B, C and D. See Erratum/Addendum No.1.
443.	Section 7.4: Verification Authority and Evaluation: Does the response to this requirement go in Tab 6, Volume 1 along with Attachment 3?	Yes.
444.	Section 10.4: Redacted Copy Mandate: Is it acceptable to redact the final pricing total? The RFP in Section 10 indicated we should provide a redacted copy of the pricing volume.	See answer #29.
445.	Section 11.0: Can you confirm that we have to mark our original technical proposal confidential AND provide a redacted copy?	You must submit an original technical proposal and a separate redacted proposal indicating the information considered confidential or proprietary or redacting the information.
446.	Section 12.1 (2): Product Demonstrations: Because this is a services/consulting bid, provide clarification on what product demonstrations might be required? Clarify how consulting firms will be expected to show user interface and functional alignment.	Demonstrations are only applicable to products under consideration.
447.	Section 12.1 (4): Award Determination: How many vendors will be awarded?	No set number has been determined. Please refer to the approved 1083.6 contract on the MCPS Procurement site to view incumbent vendors.
448.	Section 12.2: Requisite Criteria (Go/No-Go Standards: Accessibility Compliance: As consulting vendors, we can supply consultants/individuals with Accessibility/508 skills, but how does this apply if we are not the software vendors?	It is not mandatory for all tasks. Section 508 would only apply to tasks associated with development work that would result in an application or program that will be used by MCPS staff or students.

449.	<p>Section 16.0:</p> <p>Maryland Marketplace: Please confirm our proposal submission is NOT to the Maryland marketplace, but should be sent in an email to "Saudy_EspinalDeVeloz@mcpsmd.org"</p>	No by email, hard copy only, see answer #34.
450.	<p>Section 3.4(a) states that Offerors must provide verifiable evidence of relevant experience for each technical competency selected, including expertise in specific product components and technologies.</p> <p>Question: What type of documentation will MCPS consider acceptable as verifiable evidence (e.g., project descriptions, client references, resumes, case studies, certifications, contract summaries, or other supporting documents)? Where should this evidence be included within the proposal?</p>	Client references, project descriptions, and contract summaries are sufficient for evidence and may be included in Attachment A.
451.	<p>Are Offerors required to provide narrative responses addressing all requirements listed in Section 3.4 (Vendor Requirements)? If so, under which proposal tab or section should these responses be included?</p>	Narrative responses are not required.
452.	<p>Section 3.4 references technical competency areas. Question: Are the technical competency areas the same as the Functional Areas listed in Section 3.2, or is MCPS referring to a separate set of competencies?</p>	They are the same.
453.	<p>The RFP requires a Staffing Plan Chart showing the time commitment of each professional staff member mapped to the Standardized Labor Categories defined in Section 4.4. Question: Does "professional staff member" refer to the proposed IT consultants/resources that will perform the work under the contract, or should it also include contract management and support personnel such as the Account Manager, HR Manager, Recruiting Manager, and similar roles?</p>	It should include all IT consultants and resources.
454.	<p>Is the SOC 2 Type II report required to be submitted with the proposal, or is it only required after contract award?</p>	No number of awardees has been targeted. The current contract has 9 approved vendors.

455.	Could MCPS provide a definitive list of the Functional Areas referenced throughout the RFP or confirm the specific sections that define them?	Please see Section 3.1 under Integrated Functional areas.
456.	Could MCPS provide a definitive list of the Competency Areas that Offerors are expected to select and demonstrate experience for?	Please see Section 3.1 under Integrated Functional areas. These functional areas represent the competencies MCPS is seeking to pool.
457.	The RFP requires at least one successful project example (delivered on time, within budget, and within scope) for every Functional Area. Question: May Offerors provide ongoing projects as examples, provided they have met project milestones successfully and are currently being performed in accordance with schedule, budget, and scope?	Yes.
458.	Under which proposal tab or section should the response to Section 7.3, "Comprehensive Maryland Public Sector History," be included?	It can be with Attachment 3.
459.	The RFP states that proposals should follow the format in Section 8, while Proposal Tab #4 requires responses in Attachment 1. Question: Should Attachment 1 be incorporated into the main proposal document under Tab #4, or should Offerors simply reference that the responses are provided separately in Attachment 1?	See answer #433.
460.	Proposal Tab #5 requires evidence of relevant experience for each selected competency, including expertise in product components, tools, and technologies. Question: Since the required response is captured in Attachment 1 (Excel format), where should the supporting evidence be provided? Should it be included in the proposal narrative, as a separate attachment, or in another designated section?	It could be with attachment 1.
461.	The RFP requires Offerors to identify and check applicable competencies; however, we are unable to identify the complete list of competencies to be	Please see the list of Integrated Functional areas under section 3.1 for the competencies referenced.

	selected. Could MCPS clarify the exact competencies that Offerors are expected to identify and respond to?	
462.	Section 3.1: Can vendors bid for only selected competency areas, or must they bid across all service categories?	Yes.
463.	Section 3.2.1: What are the expectations regarding training, SOP development, and knowledge transfer?	Task orders vary based on department needs.
464.	Section 3.2.4: Will CJIS background checks be required for all personnel or only those supporting sensitive systems?	See answer #3.
465.	Section 3.2.1: Are automated testing frameworks preferred for these?	No.
466.	General: Please specify the mandatory number of client references that must be submitted in the proposal	The RFP states at least 5.
467.	Please confirm whether we can include relevant subcontractor resources for the implementation of services.	Yes.
468.	Are references required to be from public-sector agencies only, or are commercial references acceptable?	Both are acceptable.
469.	Are references from subcontractors acceptable?	Yes.
470.	Could you please provide a list of all mandatory exhibits/ attachments required for submission?	See Erratum/ Addendum No.3.
471.	How should vendors submit the two-volume proposal package (electronic portal, email, or physical delivery)?	See answer #34.
472.	Are electronic signatures acceptable on proposal forms and certifications?	Yes.
473.	Please clarify whether a current SOC 2 Type II attestation is a mandatory requirement for proposal eligibility. For vendors providing professional	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.

	<p>services, consulting, project management, software development, business analysis, quality assurance, and staff augmentation services without hosting, processing, or storing MCPS data in vendor-managed environments, will compliance with MCPS security requirements and industry-standard security controls be considered sufficient?</p>	
474.	<p>Can you confirm whether offshore resources (located in India) are acceptable for fulfilling the requirements of this contract?</p>	<p>MCPS contractors must reside within the US.</p>
475.	<p>Section 8.2: Organizes the response into eight numbered Proposal Tabs (Tab #1 through Tab #8). Section 9.2 separately organizes Volume I, Technical Proposal, into a different set of named tabs that does not align with the eight-tab structure. Please confirm which structure governs the organization of Volume I, or whether the two are intended to be merged, and if so, how they should be reconciled in the table of contents?</p>	<p>See answer #433.</p>
476.	<p>Section 3.4 (item 3a) and Section 9.2: Both instruct vendors to map proposed personnel to the “Standardized Labor Categories defined in Section 4.4.” However, Section 4.0 addresses Contract Term only and contains no subsection 4.4; the Standardized Labor Category definitions appear in Section 3.3. Please confirm that Section 3.3 is the correct reference for labor category mapping?</p>	<p>See answer #140.</p>
477.	<p>Section 12.1 states that MCPS “intends to recommend award to all Offerors determined to be technically and financially responsible,” indicating a multiple-award Master Agreement. While the RFP references secondary competition via Statements of Work (SOW) and Requests for Resumes (RFR), it does not specify the method by which individual SOWs/RFRs will be competed among awarded vendors. Please clarify whether each SOW/RFR will be opened to all awardees for secondary competition, assigned by rotation, or awarded by another method?</p>	<p>SOWs are issued by departments, based on need, once the contract has been awarded. All approved vendors are included on SOW/RFRs based on the department’s individual requests.</p>
478.	<p>Attachment 2A, Service Details, is listed among the Proposal Tab #7 mandatory submissions, but the two-</p>	<p>You have to submit all the attachments in separate files.</p>

	<p>volume description in Section 9.0 names only Attachment 2 (Services and Cost) in Volume II and is silent regarding Attachment 2A. Given that Volume I is expressly barred from containing pricing information, please confirm whether Attachment 2A belongs in Volume I (Technical) or Volume II (Financial)?</p>	
479.	<p>Attachment C:</p> <p>Please confirm whether Attachment C requires formal Maryland MBE certification through the MDOT Office of Minority Business Enterprise, or whether self-disclosure of minority business ownership status on the form itself is sufficient for this solicitation.</p>	See answer #1.
480.	<p>Section 3.4.5(b) and Section 3.5.2 require a current SOC 2 Type II report. Is SOC 2 Type II required for all offerors at the time of proposal submission, or only for contractors and subcontractors that will access, process, transmit, store, or host sensitive MCPS data?</p>	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
481.	<p>Section 9.3 states that offerors must propose pricing for all labor categories defined in the RFP. If a vendor is proposing only selected functional areas, must pricing still be provided for every labor category contained in Attachment 2?</p>	Pricing may be specific to the categories included in the proposal. No need to provide pricing on categories not included in the proposal.
482.	<p>Does the Staffing Plan and Labor Category Mapping require identification of specific named personnel at proposal submission, or may offerors provide representative labor categories and qualifications with personnel identified in response to future Statements of Work (SOWs) or Requests for Resumes (RFRs)?</p>	Representative labor categories are acceptable.
483.	<p>Section 12.2 references certified financial statements for the two most recent years. Will reviewed or compiled financial statements prepared by an independent CPA satisfy this requirement, or are audited financial statements required?</p>	You must provide the applicable documentation you have available.
484.	<p>The RFP requires source code escrow for custom software solutions. Will this requirement apply only to task orders involving custom software development, or to all vendors awarded under the Master Agreement regardless of the services provided?</p>	The source code Escrow arrangement only applies to code developed for MCPS products.

485.	Will MCPS accept alternative security frameworks or certifications (e.g., CMMC, FedRAMP-authorized environments, or NIST 800-171 compliance) in lieu of SOC 2 Type II where the contractor is not hosting or managing MCPS data?	Yes, that is acceptable. SOC II reports are only required for cloud hosted.
486.	Section 7.2 requires at least one successful project example for every functional area proposed. May a single project be used to satisfy multiple functional areas when the project included work across those areas?	Yes, a single project is sufficient.
487.	For Section 7.3, if an offeror has not held contracts with Maryland government entities within the past five years, should the offeror indicate "None," and will the absence of Maryland-specific past performance have any impact on the evaluation?	Providing "None" is acceptable and no penalty will be assessed.
488.	Will awarded vendors be permitted to adjust labor rates during option years, and if so, what escalation methodology or limitations will apply?	New rates may be proposed on new SOWs or upon issuance of a SOW renewal.
489.	Any of the Contractor's key personnel, identified as such in the Contract, are considered to be essential to the work being performed under the Contract. Prior to diverting any such key personnel to other programs, the Contractor shall notify the MCPS Project Contact reasonably well in advance and submit justification (including proposed substitutions) in sufficient detail to permit evaluation of the impact on the Contract. What is considered "well in advance"? PWS does not define key personnel, will this be per RFP release?	If substituting personnel currently working as a contractor, MCPS requires 15 days' notice of the proposed substitution.
490.	Any of the Contractor's key personnel, identified as such in the Contract, are considered to be essential to the work being performed under the Contract. Prior to diverting any such key personnel to other programs, the Contractor shall notify the MCPS Project Contact reasonably well in advance and submit justification (including proposed substitutions) in sufficient detail to permit evaluation of the impact on the Contract. What is considered "well in advance"? PWS does not define key personnel, will this be per RFP release?	If substituting personnel are currently working as a contractor, MCPS requires 15 days' notice of the proposed substitution.
491.	For the Functional Area Competency Matrix, may vendors provide the same project reference across	Yes.

	multiple functional areas if the project included services spanning several competency areas?	
492.	The RFP references Cyber/IT Insurance coverage of \$2,000,000, while Appendix A requires Cyber/Privacy Liability Insurance coverage of \$5,000,000. Please confirm the minimum required coverage amount for contract compliance.	The requirement is \$2,000,000.
493.	For the Staffing Plan and Labor Category Mapping requirement, should vendors identify named personnel, representative labor categories, or a proposed delivery team structure for the initial proposal submission?	Representative labor categories are acceptable.
494.	For vendors proposing staff augmentation services only, is pricing required for all labor categories identified in the RFP, or only for those labor categories associated with the competency areas being proposed?	Only those being proposed.
495.	If a vendor possesses a current SOC 2 Type II report containing confidential security information, may the report be provided upon request during evaluation rather than included with the proposal submission?	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
496.	For future Statements of Work and Requests for Resumes, will MCPS issue opportunities based primarily on the ten Integrated Functional Areas, or will requests be aligned to the specific tasks, applications, and technologies identified in Attachment 2? Understanding this relationship will help vendors accurately align their qualifications, references, and pricing submissions.	SOWs are issued by departments, based on need, once the contract has been awarded. All approved vendors are included on SOW/RFRs based on the department's individual requests.
497.	The RFP identifies ten Integrated Functional Areas for which vendors are required to demonstrate qualifications and experience. However, Attachment 2 includes detailed task categories, applications, platforms, and technologies (e.g., Oracle HCM, Oracle ERP Cloud, Oracle Integration Cloud, Power BI, Power Platform, Java, Python, ETL, Project Management, Training, etc.). Please clarify whether vendors are expected to demonstrate experience and capabilities across all tasks, applications, and technologies listed in Attachment 2, or only those	Only those relevant to the Functional Areas for which they are proposing services.

	relevant to the Functional Areas for which they are proposing services.	
498.	Do the tasks, applications, and technologies listed in Attachment 2 directly correspond to the ten Functional Areas, or may vendors respond only to their selected areas of expertise?	Vendors may respond only to their selected areas of expertise.
499.	Section 9.5 requires vendors to provide a signed acknowledgment of MCPS Enhanced Vetting Protocols. Please clarify whether a specific form or template must be signed and submitted, or if a signed statement on company letterhead will satisfy this requirement.	See answer #231.
500.	Please confirm whether the confidentiality legend and page-marking requirements described in Section 10.2 (Mandatory Legend and Marking Requirements) apply only to the redacted copy of the proposal or to both the original proposal and the redacted copy.	Applies to the Original proposal.
501.	Please confirm whether Attachment 2 – Services and Cost Spreadsheet is required to be submitted in both the hard-copy proposal and the electronic submission, or if submission in the electronic copy only is sufficient.	Both.
502.	For Attachment 2A, may one project example be used to support multiple competency items where the same engagement involved multiple products, tools, technologies, or services?	Yes.
503.	Since this is a master agreement and future SOWs/RFRs are not yet defined, should the Staffing Plan Chart include representative personnel by labor category, or does MCPS expect named individuals with estimated time commitments at proposal submission?	Representative labor categories are acceptable.
504.	Does MCPS require resumes for proposed personnel at the time of proposal submission, or will resumes be requested later during specific SOW/RFR competitions?	Resumes will be requested later when SOWs are issued by specific departments.
505.	For vendors that do not host, store, or process MCPS sensitive data unless required by a future task order,	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.

	may SOC 2 Type II documentation be provided at the SOW/RFR stage when applicable?	
506.	For custom software deliverables, will MCPS prescribe a preferred source code escrow process or provider, or should offerors propose their own escrow approach?	The source code Escrow arrangement only applies to code developed for MCPS products.
507.	After master agreement award, will future work be competed among all awarded vendors through SOWs/RFRs, or may MCPS directly select vendors based on approved competency area, availability, qualifications, or pricing?	Once vendors are selected as part of the award, SOWs are issued by departments, based on need. All approved vendors are included in SOW/RFRs based on the department's individual requests.
508.	Will awards be made by individual functional area/competency, or will vendors receive a broader master agreement award covering all competency areas for which MCPS determines they are qualified?	Once vendors are selected as part of the award, SOWs are issued by departments, based on need. All approved vendors are included in SOW/RFRs based on the department's individual requests.
509.	The RFP references both financial stability documentation and certified financial statements. If a privately held firm does not have certified financial statements, will MCPS accept alternative financial documentation such as reviewed statements, tax returns, bank letters, or annual fiscal reports?	Please submit financial documentation available and applicable to your agency.
510.	Proposal Tab #7 references additional information related to analyzing, planning, migrating, and implementing a new Web Content Management System. Can MCPS confirm whether this CMS language applies to RFP 1083.7, or whether it should be disregarded as unrelated to this professional IT services master agreement?	Please disregard. This is out of scope for this RFP.
511.	Section 8.2 (Proposal Tab #5) and Section 9.3 require vendors to provide a range of hourly rates (minimum and maximum) for proposed labor categories in Volume II. How will MCPS evaluate these ranges for the 30-point Pricing Proposal score: Will the scoring be based on the minimum rate, the maximum rate, or an average of the range?	The average range will be considered alongside the other criteria.
512.	The RFP states that services will be procured through secondary competition via Statements of Work (SOW) or Requests for Resumes (RFR). Once the pre-qualified vendor list is established, will all secondary	Once vendors are selected as part of the award, SOWs are issued by departments, based on need. All approved vendors are

	solicitations be broadcast to all awarded vendors simultaneously, or will MCPS utilize a tiered or rotating distribution model?	included in SOW/RFRs based on the department's individual requests.
513.	The contract has an initial term of one year with up to four additional one-year extension options. Since vendors must submit hourly rate ranges now, will MCPS allow for annual price adjustments or percentage escalations prior to exercising each option year, or must the proposed rate ranges remain completely static for all five years?	New rates may be proposed upon the issuance of a new SOW or renewal of existing contractors.
514.	Section 12.1 notes that top-qualified finalists may be required to provide a product or services demonstration at no cost to MCPS. Could MCPS clarify if these demonstrations will be mandatory for all 10 Functional Areas, or are they specifically triggered by custom application development and integration scopes of work?	Demonstrations are only applicable to products under consideration.
515.	SOC 2 Type II Requirement Applicability / Ref: Section 3.5.2 – SOC 2 Question: For vendors providing only professional services and temporary personnel within MCPS-owned systems (and not hosting, storing, or processing MCPS data externally), can MCPS confirm that a SOC 2 Type II report is not mandatory, and that a security-controls summary is acceptable?	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
516.	Scope of "Evidence of Experience" for Attachment 2A Ref: Attachment 2A – Services Details Question: For each "Yes" response in Attachment 2, can MCPS confirm whether vendors must provide one project example per competency, or whether a single project may cover multiple competencies if applicable?	A single project is sufficient.
517.	Pricing Expectations for Professional Services vs Temporary Personnel / Ref: Attachment 2 – Cost Question: Can MCPS clarify whether the hourly rate ranges for Professional Services and Temporary Personnel should reflect blended average rates across all experience levels, or whether vendors may propose distinct rates aligned to the standardized labor categories in Section 3.3?	Vendors may propose distinct rates aligned to the categories in Section 3.3.

518.	<p>Source Code Escrow Requirement Applicability / Ref: Sections 3.2.3 and 3.5.5</p> <p>Question: Can MCPS confirm that the Source Code Escrow requirement applies only when the vendor develops custom software owned by MCPS, and does not apply to configuration, integration, or support services performed on MCPS's existing platforms (Oracle Cloud, OIC, Power BI, etc.)?</p>	<p>The source code Escrow arrangement only applies to code developed for MCPS products.</p>
519.	<p>Mandatory Background Checks for Offsite Personnel / Ref: Sections 3.2.4 and 3.4</p> <p>Question: Can MCPS clarify whether CJIS background checks are required for all personnel, including those working 100% offsite without access to MCPS facilities, or only for personnel with system access or onsite presence?</p>	<p>Only if awarded any staff that may work with children.</p>
520.	<p>Clarification on Hybrid (Onsite + Offsite) Work Expectations / Ref: Attachment 2 – Cost; Section 3.0 Scope of Services</p> <p>Question: MCPS references onsite, offsite, and hybrid work arrangements across the RFP. Can MCPS clarify whether vendors are required to submit separate pricing for hybrid work, or whether the onsite rate (which is defined as all-inclusive with travel) will apply to any combination of onsite/offsite work? Additionally, can MCPS confirm whether hybrid work expectations will be defined per SOW/RFR, rather than as a mandatory baseline requirement?</p>	<p>Vendors may submit pricing for onsite, however, MCPS contractors work remotely.</p>
521.	<p>Section 3.4 and Section 9.2 reference standardized labor categories "defined in Section 4.4." However, Section 4.0 appears to address Contract Terms, and the standardized labor categories appear to be listed in Section 3.3, Standardized Labor Categories and Qualifications. Please confirm whether references to Section 4.4 are intended to refer to Section 3.3.</p>	<p>Please defer to section 3.3, See answer #140.</p>
522.	<p>Please confirm whether the "Staffing Plan and Labor Category Mapping" should include named personnel and resumes at the proposal stage, or whether Offerors should provide a staffing delivery model, internal contract management team, and representative</p>	<p>Representative labor categories are acceptable,</p>

	labor category mapping, with resumes to be provided in response to future SOW/RFP requests.	
523.	Section 3.4 and Section 9.2 requires Vendors to complete a Conflict of Interest Affidavit and Disclosure. However, the Conflict of Interest form does not appear to be included in the solicitation attachments. Will MCPS provide this form by addendum?	Attachment E, Conflict of Interest Affidavit and Disclosure has been added to the RFP, see Erratum/ Addendum No.4.
524.	Section 3.5 requires a current SOC 2 Type II report for the Contractors and any subcontractors handling sensitive MCPS data. Is the SOC 2 Type II required for all Offerors under this Master Agreement, including staffing-only vendors, or only for vendors that will host, process, store, or transmit sensitive MCPS data.	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
525.	Section 3.2 and Section 3.5 reference Source Code Escrow for custom software solutions. Does this requirement apply only to engagements involving custom software development and not to staffing-only placements or non-development consulting services?	The source code Escrow arrangement only applies to code developed for MCPS products.
526.	<p>Scope of Work & Submission Requirements</p> <ul style="list-style-type: none"> Regarding the services listed in the RFP, are these services expected in scope of services is to be performed directly by the vendor (Morph Enterprise LLC) , or are they to be performed by the temporary personnel who will be placed under the contract? Additionally, are live resumes (signed and dated copies of the specific candidates proposed) required at the time of proposal submission, or can we provide sample profiles initially with the understanding that final candidates will be subject to approval upon award? 	Live resumes are not expected. SOWs will be issued by departments, based on need, and resumes will be requested at that point. Services may be performed by contractors selected after interviews – based on the SOW.
527.	<p>References & Qualifications</p> <ul style="list-style-type: none"> The RFP requires a minimum of 5 references. Can these references include commercial clients (private sector), or do they need to be 	They may be commercial. Yes, details about placed personnel as references may be included.

	<p>exclusively from public sector (MSP/MCPS) clients?</p> <ul style="list-style-type: none"> • If we have successfully placed personnel on previous contracts, can we use the details of those placed personnel as references to demonstrate performance quality? (e.g., providing the contact information of a Project Manager we placed at a public sector client to vouch for our recruiting and placement capabilities). 	
528.	<p>Contract History & Current Environment</p> <ul style="list-style-type: none"> • Could you please confirm if this is a new initiative or a re-bid of an existing contract? • If this is a rebid, can you please provide the historical spending (annual volume) associated with the current or expiring contract for this service line? • Are there any specific challenges, pain points, or areas of concern with the current vendor(s) that MCPS is looking to address through this new RFP? 	<p>Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.</p>
529.	<p>Certifications & Preferences</p> <ul style="list-style-type: none"> • Is an MBE certification required to be submitted at the time of proposal? If so, which authority’s certification is accepted (e.g., State of Maryland, City/County, or National)? • Is there a local preference applied during the evaluation process for vendors based in Montgomery County or the State of Maryland? 	<p>See answer #1.</p>
530.	<p>CMS Language Clarification RFP Reference: Section 8.0, Proposal Tab #7 – Mandatory Submissions: Attachments Section 8.0 references “a new Web Content Management System (CMS)” in the mandatory submissions. Is CMS migration/implementation intended to be part of this RFP scope, or is this language from another solicitation?</p>	<p>See Erratum/ Addendum No.4.</p>

531.	<p>Award Structure RFP Reference: Sections 1.0, 3.0, and 12.1 How many vendors does MCPS expect to pre-qualify under this Master Agreement, and does MCPS intend to award to all technically qualified and financially responsible offerors?</p>	<p>MCPS does not have a set number of awardees. Please see the MCPS Procurement site under 1083.6 (Awarded contracts) to view the list of incumbents.</p>
532.	<p>Secondary Competition Process RFP Reference: Sections 1.0, 3.0, and 12.1 For future Statements of Work (SOWs) or Requests for Resumes (RFRs), will all pre-qualified vendors in the applicable functional area be invited to compete, or will MCPS use another process to determine which vendors receive each opportunity?</p>	<p>Once vendors are selected as part of the award, SOWs are issued by departments, based on need. All approved vendors are included in SOW/RFRs based on the department's individual requests.</p>
533.	<p>Functional Area Eligibility RFP Reference: Sections 3.1, 7.2, 8.0 Proposal Tab #5, and 9.2 Will vendors be eligible to compete only in the functional areas they select in Attachment 2, or may awarded vendors compete for future work outside their initially selected areas?</p>	<p>Once vendors are selected as part of the award, SOWs are issued by departments, based on need. All approved vendors are included in SOW/RFRs based on the department's individual requests.</p>
534.	<p>Project Examples by Functional Area RFP Reference: Sections 7.2 and 9.2 For the requirement to provide one successful project example for each proposed functional area, may the same project example be used for multiple functional areas if the project legitimately covered multiple areas?</p>	<p>Yes</p>
535.	<p>Named Personnel Requirement RFP Reference: Sections 3.3, 3.4.3, 9.2, and 12.4 Does MCPS require named personnel at the Master Agreement proposal stage, or may vendors provide representative qualifications/labor categories and identify specific personnel later at the SOW or RFR stage?</p>	<p>Representative labor categories are acceptable.</p>
536.	<p>Pricing Requirements by Labor Category RFP Reference: Sections 5.0, 8.0 Proposal Tab #5, 9.3, and 12.3 Must vendors provide hourly rate ranges for all labor categories in the RFP, or only for the labor categories and functional areas they are proposing?</p>	<p>No, vendors may respond to the pricing for only the areas being proposed.</p>

537.	<p>Rate Term and Escalation RFP Reference: Sections 4.0, 5.0, 9.3, and 12.3 Are proposed hourly rates expected to remain fixed for the initial one-year term and all four potential renewal years, or may vendors propose annual escalation or updated rates during renewal periods?</p>	<p>New rates may be proposed upon the issuance of a new SOW or renewal of an existing contractor.</p>
538.	<p>Proposal Format RFP Reference: Section 8.0, Section 9.0 Section 8.0 (Response Format) and Section 9.0 (Mandatory Submissions) both show how the proposals must be organized to be compliant. These two sections do not fully line up with each other. Please clarify the following:</p> <ul style="list-style-type: none"> a. Section 9 requires a section for Functional Area Competency Matrix (Offerors must identify which of the 10 Integrated Functional Areas they are proposing for. For each area checked, the Offeror must provide verifiable evidence of expertise and one (1) successful project example (delivered on time and within budget). Please identify which tab from Section 8 this information should reside in. b. Section 9 requires a section for Staffing Plan and Labor Category Mapping (A detailed chart mapping proposed personnel to the Standardized Labor Categories defined in Section 4.4). Please identify which tab from Section 8 this information should reside in. c. Section 9 requires Transition and Risk Management Plans (A narrative describing how the vendor will migrate services with minimum disruption and build contingencies to mitigate project risks). Please identify which tab from Section 8 this information should reside in. d. Section 8 shows that any variance or objection to the terms and conditions should fall under Proposal Tab #7 – Mandatory Submissions: Attachments. Section 9 shows that exceptions to the terms and conditions should go in the same 	<p>See answer #433.</p>

	<p>tab as the Executive Summary (Executive Summary is tab 3 in Section 8). Please clarify which tab from Section 8 our agreement to or exceptions to the terms and conditions should reside in.</p> <p>e. Section 9.0 states that a complete response must include Vendor's annual fiscal report (in order to demonstrate the vendor's financial stability (If desired, the vendor may also include any other financial documents that Vendor wishes to include regarding Vendor's financial condition. This documentation is not mandatory.)) Please identify which tab from Section 8 this information should reside in.</p> <p>f. The Scoring Rubric (RFP section 12.3) states that part of the evaluation standards for the Ability to Perform Scope of Services category is evaluation of visual work plans, flow charts. It is permissible to add an appendix tab at the end of our proposal to put these type of project examples?</p>	
539.	<p>Labor Categories and Functional Areas</p> <p>RFP Reference: Section 3.1, Section 3.3</p> <p>Does each integrated functional area have specific labor categories that fall under it? Or could the labor categories fall under any/all of the functional areas? If they are specific, can you provide which labor categories go with which functional area?</p>	<p>No, each integrated functional area does not have specific categories. Labor categories may fall under one or more functional areas.</p>
540.	<p>Attachment 2 and Labor Categories</p> <p>RFP Reference: Attachment 2, Section 3.3</p> <p>The labor categories described in RFP section 3.3 are not the same categories/services listed in Attachment 2, tab 2-Cost. How should we map these to each other?</p>	<p>Attachment 2 had been updated, see Erratum/ Addendum No.4</p>
541.	<p>Is this solicitation intended to establish a pool of pre-qualified vendors, or does MCPS anticipate limiting awards to a specific number of vendors within each competency area?</p>	<p>No limit has been determined. Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.</p>

542.	Is this a new procurement or a recompetete? If a recompetete, could MCPS please provide incumbent vendor information and current contract details?	This is a new RFP as the previous RFP expired. Please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” to view the list of incumbents.
543.	Can MCPS provide historical annual spend, the number of Statements of Work (SOWs) and Requests for Resumes (RFRs) issued, and utilization data under the current or predecessor contract vehicle?	Work varies by department and based on department needs. Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
544.	Please confirm whether the primary intent of this solicitation is staff augmentation, project-based consulting services, or a combination of both.	Combination of both.
555.	For future SOW engagements, will awarded vendors be expected to independently manage and deliver projects, or primarily provide qualified personnel resources working under MCPS direction and oversight?	Once vendors are selected as part of the award, SOWs are issued by departments, based on need. All approved vendors are included in SOW/RFRs based on the department’s individual requests.
556.	Which competency areas and labor categories have historically generated the highest volume of requests?	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract. Most of the efforts are aligned with reports development, application configuration, ETL processes and dashboards, etc for metrics.
557.	Can MCPS provide estimated annual staffing volumes or anticipated requisition counts by labor category?	The needs vary by department. Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract. Most of the efforts are aligned with reports development, application configuration, ETL processes and dashboards, etc for metrics.
558.	Will resources be permitted to work remotely, onsite, or in a hybrid capacity?	Most MCPS contractors work remote.
559.	Should vendors submit fully burdened bill rates, hourly labor rates, markup percentages, or another pricing structure?	Please submit rates as applicable to those services which you intend to provide.

560.	Will submitted rates remain fixed throughout the contract term, or will annual rate adjustments/escalation be permitted?	New rates may be proposed when new SOWs are issued or upon issuance of SOW renewal.
561.	The RFP states that “the Contractor—and any subcontractors handling sensitive MCPS data—must provide a current SOC 2 Type II report at the time of proposal or upon request.” Please clarify whether SOC 2 Type II is a mandatory pass/fail requirement for all bidders regardless of the competency areas proposed, or only for vendors that will host, process, transmit, store, or otherwise directly access sensitive MCPS data. Additionally, please confirm whether a current SOC 2 Type II report must be submitted with the proposal response, may be provided upon request during evaluation, or is only required prior to contract award.	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
562.	Since this solicitation includes both professional IT consulting services and temporary personnel/staff augmentation services, please confirm whether vendors providing only staffing and recruiting services (without hosting, processing, transmitting, or storing MCPS data) are required to maintain and submit a SOC 2 Type II report.	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
563.	Financial Statements: Question: Section 12.2 requires certified financial statements for the most recent two full fiscal years. For firms established after January 1, 2023, please confirm whether MCPS will accept financial statements covering all completed fiscal years since the firm's founding in lieu of two full prior fiscal years, provided the statements are accompanied by a current year-to-date financial summary.	Please provide any documentation relevant to your financial capability.
564.	Financial Statements: Question: Please clarify whether "certified financial statements" requires third-party CPA certification, or whether internally prepared and signed financial statements accompanied by tax filings or equivalent documentation are acceptable for firms below a specified revenue threshold.	The certified statement is not required, but MCPS reserves the right to request this of offeror if awarded.

565.	<p>SOC 2 Type II:</p> <p>Question 3: Section 3.5.2 requires a current SOC 2 Type II report for contractors handling sensitive MCPS data. For Master Agreement awards where no MCPS data will be accessed until a Statement of Work is executed, please confirm whether SOC 2 compliance may be demonstrated at the SOW stage rather than at the proposal stage, and whether alternative security documentation — such as a current security policy, NIST SP 800-53 aligned controls narrative, and a SOC 2 readiness assessment — is acceptable at the proposal stage for firms actively pursuing certification.</p>	<p>The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.</p>
566.	<p>SOC 2 Type II:</p> <p>Question: Please confirm whether the SOC 2 Type II requirement applies to all functional areas under the Master Agreement, or only to those functional areas where the contractor will access, process, transmit, or store sensitive MCPS student or employee data as defined in Section 3.5.</p>	<p>The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.</p>
567.	<p>Firm Size and Scale of References:</p> <p>Question 5: Section 7.1 requests references from school districts or public organizations comparable in size to MCPS where possible. Please confirm that references from state agencies, public higher education institutions, and local government entities are fully acceptable where school district references of comparable size are not available, and that the "if possible" language does not create a scoring penalty for firms whose primary public-sector experience is outside the K-12 education sector.</p>	<p>Yes, that is acceptable and there is no scoring penalty.</p>
568.	<p>Functional Area Scope:</p> <p>Question 6: Section 9.2 requires one successful project example for each functional area proposed. Please confirm whether a single project that demonstrates capabilities spanning multiple functional areas may be</p>	<p>Yes, a single project is sufficient</p>

	<p>cited as the qualifying reference for each of those areas, or whether a distinct project is required for each functional area claimed.</p>	
569.	<p>Labor Category Mapping</p> <p>Question 7: Section 3.3 defines standardized labor categories modeled after the Maryland CATS+ framework. Please confirm whether firms proposing for the Master Agreement may propose personnel whose titles differ from the CATS+ category names, provided the individual's qualifications meet or exceed the education and experience thresholds defined for the relevant category.</p>	<p>Yes, proposals with differing category names may be submitted.</p>
570.	<p>Small Business Consideration</p> <p>Question 8: Please confirm whether MCPS applies any evaluation preference or set-aside consideration for Maryland-certified Small Business Enterprises (SBE) or Minority Business Enterprises (MBE) under this solicitation, and whether SBE/MBE certification status is documented in the proposal or in a separate submission.</p>	<p>See answer #1.</p>
571.	<p>Submission Format</p> <p>Question 9: Section 9.1 requires one original, one copy, one flash drive, and one redacted copy submitted by hand delivery, mail, or courier. Please confirm whether the flash drive must contain both Volume I and Volume II, or only Volume I, and whether the redacted copy requirement applies to both volumes or only to the technical proposal.</p>	<p>See Erratum/ Addendum No.1.</p>
572.	<p>Expansion Window and Scope</p> <p>Question 10: Section 1.0 states that MCPS reserves the right to open Expansion Windows at three-year intervals to allow new vendors to enter the program and existing contractors to add new functional areas. Please confirm whether firms awarded under this solicitation may add functional areas during an</p>	<p>As indicated, existing contractors will be able to add new functional areas during the Expansion Window should MCPS choose to open one.</p>

	Expansion Window, or whether the Master Agreement scope is fixed at the time of initial award.	
573.	The RFP indicates that Offerors must identify which of the ten (10) Functional Areas they are proposing for. Please confirm that Offerors may propose for only selected Functional Areas and still be eligible for award.	Offerors may base proposals on select functional areas.
574.	Will MCPS evaluate and award vendors separately by Functional Area, or will a single overall technical evaluation determine eligibility across all selected Functional Areas?	A single overall technical evaluation determine eligibility across all selected Functional Areas will be used to evaluate offerors.
575.	Will future Statements of Work (SOWs) and Requests for Resumes (RFRs) be competed among all awarded vendors, or only among vendors awarded in the applicable Functional Area(s)?	Qualified vendors will be awarded a Master Agreement and compete through future SOWs. SOWs will be issued based on specific departmental needs.
576.	The RFP states that MCPS intends to recommend award to all technically and financially responsible Offerors. Please clarify whether qualification and award determinations will be made separately by Functional Area, or whether Offerors will receive a single Master Agreement award covering all approved Functional Areas.	Offerors will receive a single MSA covering all approved functional areas and SOWs will be issued based on departmental needs.
577.	May federal government references be used to satisfy the five-reference requirement, or is MCPS seeking references specifically from K-12, state, or local government customers?	Yes.
578.	May the same customer reference be used to support multiple Functional Areas when the referenced project demonstrates experience relevant to those Functional Areas?	Yes.
579.	Section 7.3 requests information regarding Maryland state and local government contracts. If an Offeror has not performed Maryland state or local government contracts within the requested period, will this impact eligibility or evaluation scoring?	No, there would be no impact.
580.	Please clarify whether a current SOC 2 Type II report is required for the prime contractor at the time of proposal submission, or only when handling sensitive MCPS data under a future Statement of Work.	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.

581.	If a current SOC 2 Type II report is not available at the time of proposal submission, would an awarded contractor be permitted to obtain such certification prior to performing work involving sensitive MCPS data?	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
582.	For the Staffing Plan and Labor Category Mapping requirements, does MCPS expect named personnel, sample labor categories, a staffing methodology, or some combination thereof?	Sample labor categories and methodologies are sufficient.
583.	Should Offerors map their internal labor categories to the standardized labor categories provided in the RFP, or should Offerors propose personnel exclusively using the MCPS labor category structure?	Offerors may map to their internal labor categories with references to MCPS labor structure, where needed.
584.	Must Offerors provide pricing for all labor categories identified in Attachment 2, regardless of the Functional Areas proposed, or only for labor categories relevant to the Functional Areas for which the Offeror is seeking qualification?	Offerors may base proposals on selected services.
585.	Attachment 2 includes both Professional Services and Temporary Personnel labor categories. Should Offerors provide pricing for both sections even if they do not intend to provide temporary staffing services?	Offerors may base proposals on selected services.
586.	Should proposed labor rates remain fixed throughout the entire potential five-year contract term, or may rates be adjusted during option periods or future task-order competitions?	New ranges may be proposed upon the renewal of a SOW or issuance of a new SOW.
587.	Sections 8 and 9 describe different organizational structures and content requirements for Volume I. Please clarify which structure governs the proposal submission and how Offerors should reconcile any differences between the two sections.	See Erratum/ Addendum No.3
588.	Section 8.2 identifies Attachment 2 under Proposal Tab #7, while Section 9.3 states Attachment 2 belongs in Volume II – Financial Proposal. Please clarify whether Attachment 2 should be included only in Volume II, or in both locations.	See Erratum/ Addendum No.3
589.	Section 8 references Attachment 2 and indicates that Offerors must provide evidence of relevant experience for selected competencies. Please clarify whether MCPS expects a narrative response describing	Offerors may provide short narratives for selected competencies. No template is needed and level of detail should be at the summary level.

	<p>experience for each selected competency, or whether Offerors should provide narrative responses organized by Functional Area with supporting project examples. If narrative responses are required, is there a recommended format, page limit, or level of detail expected for each Functional Area proposed?</p>	
590.	<p>Several proposal tabs reference information that is also contained within required attachments. Please clarify whether completed attachments should be embedded within the corresponding proposal tabs in Volume I, submitted as standalone completed forms separate from the narrative proposal, or both.</p>	<p>You may include in both areas.</p>
591.	<p>Please clarify whether Attachment 1 should be included within Tab 4 of the Technical Proposal, submitted as a standalone completed attachment, or both.</p>	<p>Should be in a separate file.</p>
592.	<p>Please clarify whether Attachment 3 should be included within Tab 6 of the Technical Proposal, submitted as a standalone completed attachment, or both.</p>	<p>Should be in a separate file.</p>
593.	<p>Please clarify whether the forms and certifications identified under the Mandatory Submissions section should be inserted within Tab 7 of Volume I, submitted separately as standalone attachments, or both.</p>	<p>Should be in a separate file.</p>
594.	<p>Please clarify which specific solicitation pages require signature and inclusion under the Signed RFP tab.</p>	<ul style="list-style-type: none"> - Vendor certification (Page 25) - Anti-lobbying (Page 26) - Attachment D – Non-Debarment - Attachment E – Conflict Affidavit
595.	<p>On page 17 of the RFP, it states that Offerors may request a Microsoft Word version to assist in preparing their response. Please clarify whether MCPS has a preferred proposal response template available in Microsoft Word format and, if so, whether use of that template is required or optional. If a proposal response template is available, please indicate which portions of</p>	<p>The MS word version of the RFP is optional.</p>

	the proposal response are expected to utilize that template.	
596.	Please clarify whether the required redacted copy applies only to Volume I – Technical Proposal or to both Volume I and Volume II.	Will be in a separate file in the flash drive.
597.	For the required electronic copy on flash drive, please confirm acceptable file formats (e.g., PDF, Microsoft Word, Excel) and whether both PDF and native source files should be included.	In the same format of the RFP document and attachments.
598.	May Offerors use subcontractors and/or teaming partners to demonstrate qualifications within Functional Areas, provided the proposed team will perform the work if awarded? If subcontractors are proposed, what documentation is required at proposal submission (e.g., letters of commitment, teaming agreements, certifications, resumes, references, etc.)?	If a subcontractor and contracting partner is being used, MCPS requires teaming agreements and references as part of the submission.
599.	The RFP requires a Staffing Plan Chart showing the time commitment of each professional staff member. For this Master Agreement qualification process, does MCPS expect Offerors to identify specific named personnel, or may Offerors propose representative labor categories and staffing approaches?	Offerors may propose representative labor categories.
600.	May a Functional Area qualification be supported through a combination of prime contractor and subcontractor experience, or must the prime contractor independently demonstrate all required experience for that Functional Area?	A combination of prime and subcontractor is acceptable for the proposal.
601.	Please provide historical annual spending under the current or predecessor contract(s) for the services covered by this solicitation, if available.	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
602.	Does MCPS anticipate utilizing all ten Functional Areas during the contract term, and are there Functional Areas expected to receive substantially higher levels of demand?	SOWs vary based on department needs.
603.	Can MCPS provide an estimate of the anticipated number of Statements of Work (SOWs), Requests for Resumes (RFRs), or other secondary competitions expected annually under the resulting Master Agreement?	SOWs vary based on department needs, however, MCPS currently has more than 12 active contractors under the existing contract vehicle.

604.	Does MCPS anticipate setting aside future task orders for small businesses, WOSBs, MBEs, or other socioeconomic categories?	See answer #1.
605.	Please clarify the award methodology. Will MCPS make awards to all technically qualified Offerors meeting the solicitation requirements, or will MCPS conduct a comparative best-value evaluation and limit the number of awards?	Awardees will be eligible to compete based on SOWs issued by individual department, according to departmental needs.
606.	Following award of the Master Agreement, when does MCPS anticipate issuing the first Statements of Work (SOWs) and/or Requests for Resumes (RFRs)?	SOWs are expected to be issued within the first days of award.
607.	Does MCPS currently anticipate any specific projects, staffing requirements, or Statements of Work that would be completed within the first six months following award of the Master Agreement?	Yes, SOWs are expected to be issued within the first days of award.
608.	Since the formal question deadline (June 22) occurs before the July 15 Pre-Proposal Conference, will MCPS permit submission of follow-up clarification questions after the conference, and if so, what is the deadline and process?	Yes, you can send an email to saudy_espinaldeveloz@mcpsmd.org after the pre-proposal conference for clarifications, we will post the second round of questions on July 20 th .
609.	Section 12.2 identifies certified financial statements for the two most recent full years as a requisite criterion, while Section 9 references annual fiscal reports as optional. Please clarify whether submission of financial statements is mandatory and identify the required form of financial documentation.	Fiscal reports are mandatory.
610.	In lieu of a SOC 2 Type II report, would MCPS consider accepting a ISO 27001: 2022: Information Security Management System certification?	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
611.	How many awards is MCPS intending to make?	No number of awardees have been identified.
612.	Will all awarded vendors be eligible to compete for future task orders regardless of functional area, or only for awarded areas?	Awardees will be eligible to compete based on SOWs issued by individual department, according to departmental needs.
613.	Can MCPS provide historical spending by Integrated Functional Area for the last three fiscal years?	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract. Most of the efforts are aligned with reports development, application

		configuration, ETL processes and dashboards, etc for metrics
614.	Can MCPS please provide a list of the incumbent contractors for this vehicle?	Please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” to view the list of incumbents.
615.	Will socioeconomic status, MBE participation, or local presence influence task-order selections?	See answer #1
616.	Is there an MBE goal for this RFP?	See answer #1
617.	Will remote resources be permitted?	Most MCPS contractors work remote.
618.	What percentage of work is expected to be onsite versus remote?	Most MCPS contractors work remote.
619.	Which technologies or platforms are strategic priorities over the next 3–5 years?	See MCPS’s Strategic Plan for information on district priorities.
620.	Are there font or page requirements for the proposal submission?	No.
621.	Does MCPS anticipate future demand for AI/Generative AI expertise under this vehicle?	MCPS is developing policy on Responsible use of AI in accordance with federal, state, and local legislation. Any use of AI will align with approved policy and regulations.
622.	Is SOC 2 Type II compliance certification required to qualify for this bid?	The SOC II report is only required for vendors who host, transmit, or store sensitive data and may be provided upon request.
623.	Is the insurance tail (2 years) need to be in place in our RFP or after award?	<u>At RFP/proposal submission:</u> The vendor certifies that it can meet the insurance requirements if selected. <u>Before award or contract execution:</u> The apparent successful offeror provides certificates of insurance showing the required coverage limits. <u>Before starting work:</u> Insurance must be active and maintained throughout contract performance.
624.	Is there a MBE/WBE requirement?	Is not required.
625.	Please confirm whether vendors must price all labor categories in Attachment 2 to be eligible for a Master	Offerors may base proposals on select functional areas.

	Agreement award, or only the labor categories/functional areas they are proposing.	
626.	Please confirm whether the “Staffing Plan and Labor Category Mapping” requires named personnel/resumes at proposal submission, or whether vendors may provide representative labor-category profiles and submit resumes later under each SOW/RFR.	Resumes are not required at the time of submission and may be submitted later, in response to SOWs or RFRs
627.	The RFP references “Section 4.4” for labor categories, but the labor categories appear in Section 3.3. Please confirm the correct section reference.	Please refer to Section 3.3, see Erratum/Addendum No.4.
628.	Please confirm whether vendors may propose for selected functional areas only, or whether MCPS expects offerors to cover all 10 integrated functional areas.	Offerors may base proposals on select functional areas.
629.	For each checked functional area, the RFP requires one successful project example. Can the same project example be used for multiple functional areas if it included multiple relevant service areas?	Yes.
630.	Please clarify what level of “verifiable evidence” is required for each checked competency: project summaries, client references, resumes, case studies, or all of these.	Client references, project descriptions, and contract summaries are sufficient for evidence.
631.	Please confirm whether the financial proposal must include only the completed pricing spreadsheet, or whether cost narrative, assumptions, rate explanations, and escalation terms may also be included.	Include any relevant documentation in your pricing proposal for consideration during evaluation.
632.	Please clarify whether hourly rate ranges are fixed for the full initial contract term and all renewal terms, or whether annual rate adjustments/escalations will be allowed.	New ranges may be proposed upon the renewal of a SOW or issuance of a new SOW.
633.	Please confirm whether rates should include all background check costs, onboarding, account management, travel, equipment, software tools, insurance, overhead, and profit.	Yes, it may, however, most MCPS contractors work remote.
634.	Please clarify whether travel, onsite work, after-hours support, emergency work, or specialized security-	It may be billed separately on the individual SOWs, however, most MCPS contractors work remote.

	cleared work may be billed separately if requested under an SOW.	
635.	Please confirm the expected turnaround time for RFR resume submissions and SOW proposals after award.	Most SOWs have a 7-10 day turn around time.
636.	Please provide the estimated historical or anticipated annual spend by functional area and/or labor category, if available.	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
637.	Please clarify whether there is an incumbent vendor pool or existing contract for these services, and whether current usage volumes by vendor can be shared.	Please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts”
638.	Please confirm whether a current SOC 2 Type II report is mandatory at proposal submission or may be provided upon request?	The SOC II report is only required for vendors who host, transmit, or store sensitive data
639.	Please confirm whether subcontractors are permitted at proposal submission and, if so, whether subcontractor SOC 2, insurance, background check, and MBE/SBE/WBE details must be provided with the proposal or before assignment.	The submissions are not a public bid opening. Subcontractor information, if available should be submitted with proposal.
640.	Please confirm the required drug screening panel, timing, and whether MCPS has an approved vendor/process for CJIS and drug screening.	If awarded, information regarding CJIS approval will be provided. All contractors awarded should have background and drug testing done by the contractor.
641.	Please clarify whether MCPS will provide laptops, VPN, accounts, development environments, test environments, software licenses, and required system access for assigned personnel.	Most MCPS contractors work remotely however VPN is connected as well as test and development environments.
642.	Please confirm whether the Source Code Escrow requirement applies only to newly developed custom software, or also to pre-existing vendor tools, accelerators, frameworks, scripts, and reusable IP.	It only applies to newly developed custom code.
643.	Please clarify MCPS’s ownership expectations for pre-existing vendor intellectual property incorporated into deliverables.	MCPS will own (or receive broad rights to) the custom-developed deliverables created specifically under the contract such as custom source code, custom workflows, configuration documentation, and interfaces development specifically for the

		project. Should there be pre-existing vendor intellectual property incorporated into the deliverables, such as development frameworks, reusable code libraries, APIs, and/or templates, the vendor will retain ownership.
644.	Please confirm whether the Cyber/IT insurance limit of \$2,000,000 per claim and annual aggregate is the only insurance requirement for this RFP, or whether the MCPS General Contract Articles require additional coverage.	This is the only requirement.
645.	Please clarify whether certified financial statements for the most recent two full years are mandatory, because Section 12.2 lists them as Go/No-Go, while Section 18 says annual fiscal report documentation is not mandatory.	Yes. Please submit documentation that you have that can demonstrate fiscal responsibility to the extent you are able.
646.	Please confirm the exact submission packaging: one original technical, one copy technical, one electronic flash drive, one redacted copy, and a separately sealed financial volume.	See answer #433.
647.	Please clarify the reference to “process you would use to analyse, plan, migrate, and implement a new Web Content Management System (CMS)” in Tab #7. Is CMS implementation part of this RFP scope?	See Erratum/ Addendum No.4.
648.	Please confirm whether product/service demonstrations apply only to vendors proposing software products, or also to staff augmentation/professional services vendors.	It only applies to products. No demonstrations are otherwise expected.
649.	Please confirm whether references from proposed subcontractors may be included toward the minimum five required references, or whether all five required references must be prime contractor references for Cynet Systems Inc.	Yes.
650.	Could you please share the estimated budget for this RFP?	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.

651.	Could you please share the incumbent vendor's name, their previous response, and associated pricing for a similar contract?	Please see the 1083.6 Contract on the MCPS Procurement site under "Awarded contracts" to view the list of incumbents
652.	Could you please provide the annual spending details for similar contracts from the past three years?	Please see the 1083.6 Contract on the MCPS Procurement site under "Awarded contracts" to view the history
653.	Could you please confirm whether a staffing firm is eligible to bid on this solicitation? If Yes, the firm can source, screen, vet, and hire the required candidates to provide the services?	Yes. If selected, the staffing firm would need to provide resources based on the statement of work.
654.	Clarification on Subcontractor Security Requirements: Section 3.4.5(b) requires a SOC 2 Type II report for any subcontractors handling sensitive MCPS data. If a subcontractor is strictly providing staff augmentation personnel who will access data exclusively through MCPS-secured environments and hardware (e.g., VPNs or MCPS-issued laptops), but the subcontractor's corporate entity does not store or process the data locally, are they still required to hold an independent SOC 2 Type II report?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
655.	Clarification on References vs. Functional Area Examples: Section 7.1 requires five (5) references using Attachment 3, and Section 7.2 requires at least one (1) successful project example for every Functional Area proposed. Can the five general references provided in Attachment 3 also be used to satisfy the project examples for the Functional Areas in Attachment 2A, or must they be completely separate projects?	Yes.
656.	Page Limits and Formatting: The solicitation provides detailed formatting instructions in Section 8.0 but does not specify page limits. Can you confirm there are no page limits for the Volume I Technical Proposal, including resumes and project examples?	No page limit has been identified.
657.	Can MCPS clarify if there is a maximum number of intended awardees for this Master Agreement, or will	There is no maximum number of awardees identified. Please see the MCPS

	all technically and financially responsible Offerors receive an award as suggested in Section 12.1?	Procurement site for the 1083.6 contract under “Awarded contracts”
658.	Could MCPS provide an estimate of the historical or anticipated annual volume of Statements of Work (SOWs) and Requests for Resumes (RFRs) issued under this specific contractual vehicle?	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
659.	Are you able to share historical data regarding the typical Not-to-Exceed (NTE) or average bill rates previously paid by MCPS for the standardized labor categories outlined in the RFP?	No, we are not able to share this information.
670.	MCPS requires “design, configuration, and maintenance of integrations using the Oracle Integration Cloud (OIC) to bridge cloud-based and on-premises systems.” Will MCPS provide existing integration architecture diagrams, data flow maps, and API/interface specifications for current Oracle Fusion Cloud and on-premises systems to ensure accurate planning for OIC-based integrations?	Yes.
671.	MCPS states “All deliverables must comply with Non-Visual Access (NVA) and ADA Section 508 standards.” Does MCPS have preferred testing tools, validation procedures, or historical accessibility findings that vendors should incorporate into their accessibility compliance approach?	It is not mandatory for all tasks. Section 508 would only apply to tasks associated with development work that would result in an application or program that will be used by MCPS staff or students.
672.	MCPS requires 15 business days’ notice for personnel substitutions. Can MCPS clarify whether the 15-day substitution notice applies to short-term SOW engagements or only to long-term staffing assignments?	It applies to both.
673.	The Contractor shall maintain Cyber/Information Technology Insurance of at least \$2,000,000 per claim and annual aggregate.” Does MCPS require vendors to submit proof of cyber insurance at contract award?	No. Vendors may provide evidence upon request.
674.	This solicitation creates a flexible procurement vehicle for the MCPS Division of Technology Services (DTS) and other administrative offices to acquire expert human capital required for custom development, system integration, and staff augmentation.” Given the broad scope across ten integrated functional areas, can	There is no set number of approved vendors established by MCPS, however, there are currently more than 9 approved vendors. Please see the MCPS Procurement website

	MCPS clarify how many awards it anticipates issuing under this Master Agreement, and whether awards will be made per functional area, to multiple vendors across all areas, or to a limited number of prime contractors?	for the 1083.6 contract under Awarded contracts.
675.	MCPS notes “The Contractor—and any subcontractors handling sensitive MCPS data—must provide a current SOC 2 Type II report at the time of proposal or upon request.” To ensure proper alignment with MCPS security expectations, can MCPS clarify whether the SOC 2 Type II requirement applies only to vendors and subcontractors that will store, process, or transmit MCPS data across vendor infrastructure, or whether it is required for all vendors under the Master Agreement regardless of data handling responsibilities?	The SOC II report is only required for vendors who host, transmit, or store sensitive data.
676.	Who are the current providers?	Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.
677.	As given, minimum of five (5) references (comparable in size to MCPS, where possible). Can we provide similar commercial references?	Yes.
678.	Do entity needs a registration in MD to be considered for award? Or entities need business registration?	You must be a registered business entity in “good standing” to enter into a contract with MCPS.
679.	Is there any specific MBE or diversity goal?	No.
670.	<p>We would like to clarify the regulatory compliance requirements. If certifications such as SOC 2 (or similar compliance standards) are not mandatory for participation and project execution, we would be happy to submit our proposal.</p> <p>However, if SOC 2 compliance is a mandatory requirement, we would unfortunately not be able to participate in the bidding process at this time.</p> <p>We would appreciate your confirmation on this point so that we can determine our eligibility and next steps.</p>	No number of awardees has been targeted. The current contract has 9 approved vendors.

671.	Does MCPS require the submission of identified candidate resumes as part of the proposal, or is a staffing plan and labor category mapping sufficient?	No, resumes are not required at the time of submission.
672.	If resumes are required, should Offerors submit complete resumes or summary profiles of proposed personnel?	Resumes are not required at the time of submission.
673.	The RFP requires a Staffing Plan and Labor Category Mapping. Should Offerors identify specific individuals, or may they propose labor categories and staffing capabilities only?	Labor Categories and Staffing Capabilities only are sufficient.
674.	Since Statements of Work (SOWs) and Requests for Resumes (RFRs) will be issued after contract award, may Offerors submit representative resumes instead of committed resources at the proposal stage?	Yes.
675.	What is the anticipated average duration of assignments under this Master Agreement for staff augmentation engagements?	Engagement duration varies based on departmental needs. Many contractors work on efforts from year to year.
676.	What is the expected turnaround time for contractors to submit qualified candidates after receiving a Request for Resumes (RFR)?	~75% of the work associated with this RFP will be via SOWs. SOWs usually have 7 to 10 days turnaround time.
677.	Will MCPS establish a ranked vendor pool, or will all qualified vendors be awarded a Master Agreement and compete through future SOWs and RFRs?	Qualified vendors will be awarded a Master Agreement and compete through future SOWs.
678.	Section 9.3 states that Offerors must propose pricing for all labor categories to be considered for a Master Agreement award. Please confirm whether pricing must be provided for every labor category regardless of the functional areas selected by the Offeror.	Yes, offerors may propose only the applicable functional areas.
679.	For Functional Area Competency Mapping, may a vendor propose only those functional areas where it has demonstrated expertise, or is participation across all ten functional areas expected?	Yes, offerors may propose only the applicable functional areas.
680.	Are there any anticipated major technology initiatives, modernization programs, cloud migrations, ERP enhancements, cybersecurity projects, AI initiatives, or data analytics programs expected during the initial contract term that vendors should consider when preparing their proposals?	Initiatives will vary by department, but modernization is expected in various areas including those listed.
681.	Section 7.3 – Comprehensive Maryland Public Sector History requires Offerors to provide a list of all contracts held with Maryland government entities	Yes, that will suffice.

	during the past five years. If an Offeror has not held any Maryland government contracts during that period, will a statement indicating “No Maryland public sector contracts to report” satisfy this requirement?	
682.	For the required five references, will project references from private-sector organizations be accepted when comparable public-sector or K-12 references are unavailable?	Yes.
683.	Can MCPS provide clarification regarding the evaluation of the Functional Area Competency Matrix? Specifically, will Offerors be evaluated only on the functional areas they propose, or against all ten functional areas identified in the RFP?	Offerors will be evaluated in the areas for the functional areas they propose.
684.	Is this a single-award or multiple-award contract?	This is a single award RFP with individual SOWs issued based on department need.
685.	Can you please confirm the total number of vendors to be awarded this contract?	Job requests come through SOWs that are issued based on department needs. SOWs are issued to all approved vendors listed in the contract.
686.	How will job requests be shared among multiple awarded vendors?	Yes.
687.	Will all job requests be shared among all awarded vendors simultaneously?	Yes.
688.	Is there any ranking system for sharing job requests among awarded vendors, such as the primary bidder, the secondary bidder, and then other awarded bidders?	No ranking system has been established.
689.	Is this a new contract or a renewal of an existing contract?	This is a new RFP for an expiring contract. Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.
690.	If there is an existing contract, could you please share the name of the Current Suppliers?	Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.
691.	Could you please share the current Suppliers' pricing and Proposals?	It is confidential.
692.	When was the existing contract started, and what is the annual monetary spent value of the current contract since inception?	Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.

693.	Please share the historical spending for the previous year.	Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.
694.	Can you please share the amount of business each vendor did under this contract in previous years?	Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.
695.	Can you please share the agency spending in each category for previous years?	Most work has been focused on custom reports development, integrations, data migrations, dashboards for metrics.
696.	Can you please share the no. of positions served in previous years under this contract?	The number of positions vary based on department needs. There are currently more than 12 contractors working under the current 1083.6 contract
697.	What were the most commonly filled positions in the past?	Varies by department based on individual need.
698.	Can you share details from where we can get old RFP details?	Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.
699.	Can you please tell us where we can see the records for the old contract?	Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.
700.	Can you please share the email ID/details where we can raise the public record request for the old RFP?	Please see the MCPS Procurement website for the 1083.6 contract under Awarded contracts.
701.	Will the agency be giving any preference to local vendors over out of state vendors? Please confirm.	No preference is given based on locale as most MCPS contractors work remote.
702.	What is the expected budget of this contract? Please share the rough estimate.	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
703.	What is the expected budget of this contract in each category?	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
704.	How many positions are expected to be filled under this contract?	SOWs are issued by departments based on need.

705.	Out of these Staffing positions mentioned, what are the most filled positions for each category? Please share.	Most of the efforts are aligned with reports development, application configuration, ETL processes and dashboards, etc. for metrics.
706.	To be responsive, is it mandatory to bid for all listed Staffing positions of a specific category? Please confirm.	No, it is not mandatory.
707.	Can you please confirm the duration of the assignment (7 weeks/13 weeks or more) if any?	Needs vary by department so there is no confirmed duration.
708.	Can you please share the minimum guaranteed hours for each position?	There are no minimum guaranteed hours identified for a SOW. Needs vary by department.
709.	Can you please share the minimum or maximum duration for each job position?	Length of SOWs vary department need. Some contractors are on staff as little as a quarter of them and others have been working with MCPS for years.
710.	Is it mandatory for Key Personnel's to be onsite or they can work via remote? Please confirm?	Most MCPS contractors work remote.
711.	In order to be responsive, is it mandatory to have experience with government customers? Please confirm.	No, government customers are not mandatory.
712.	Can you please share the average lead time for the open position?	Most SOWs are issued 3 to 4 weeks before the work is expected to begin.
713.	Does this contract require any services to be provided in someone's residence (home), excluding any patients in a nursing home or assisted living facility?	No.
714.	If it does require in-home care, how often will care be provided in someone's home vs in a facility?	This RFP does not apply to in-home care.
715.	Please share with us the historic usage by job title/category.	Most of the efforts are aligned with reports development, application configuration, ETL processes and dashboards, etc for metrics.
716.	Can a temporary staffing agency respond to this bid? If yes, will the temp staff perform the mandatory technical tasks?	Yes. If selected, the staffing firm would need to provide resources based on the statement of work.
717.	Can we provide commercial references?	Yes.
718.	Which documents are required to be submitted with the proposal?	See Erratum/Addendum No.1

719.	Are email proposal submissions allowed?	No, just hard-copy and a flash drive, see answer #34.
720.	In section 3.2.2 Methodological Frameworks and Industry Standards the following is stated: "All deliverables must comply with both Non-Visual Access (NVA) and ADA Section 508 standards." Could MCPS please clarify if this requirement will be mandatory for all tasks? If so, are firms required to demonstrate experience in NVA and ADA Section 508 standards compliance?	It is not mandatory for all tasks. Section 508 would only apply to tasks associated with development work that would result in an application or program that will be used by MCPS staff or students.
721.	In the event that firms are required to demonstrate experience in NVA and ADA Section 508 standards compliance, could MCPS kindly elaborate on what firms should showcase and where in the proposal this information would be required?	No demonstration is required. If awarded, SOWs will determine specific requirements as each department's needs vary.
722.	How many users does MCPS qualify as large enterprise systems?	MCPS currently has more than 25,000 employees and 155,000 students.
723.	Under sections 8.2 Contractor's complete response must include and Proposal Tab #1 - Introductory Material, MCPS is requesting a title page, letter of transmittal, and table of contents. Could MCPS please confirm if firms should repeat these sections?	No need to repeat these sections.
724.	Section 3.4 Vendor Requirements requests information firms should provide. Could MCPS confirm in which section of the proposal required in section 8.0 FORMAT OF RESPONSE firms must provide this information?	See answer #433.
725.	Section 8.0 FORMAT OF RESPONSE and 9.0 MANDATORY SUBMISSIONS requires two different outlines, one is tab-based and the other volume-based. Could MCPS kindly confirm which of the two format firms are required to follow?	See answer #433.
726.	In the event firms are required to follow section 9.0 MANDATORY SUBMISSIONS for the proposal outline, could MCPS please confirm in which of the two volumes firms are required to provide sections 9.4 Redacted Copy and MPIA Compliance and 9.5 Acknowledgement of Security and Vetting?	See answer #433.

727.	In the event firms are required to follow section 9.0 MANDATORY SUBMISSIONS for the proposal outline, this section required the following: "Staffing Plan and Labor Category Mapping: A detailed chart mapping proposed personnel to the Standardized Labor Categories defined in Section 4.4. Could MCPS kindly confirm if firms are allowed to replace the proposed personnel for equally or better qualified resources at a SOW level considering that services will be procured through secondary competition via Statements of Work (SOW) or Requests for Resumes (RFR)?	Yes, personnel may be replaced.
728.	Could MCPS please confirm if firms are allowed to add additional resources at a SOW/RFR level considering these services will be procured through secondary competition via Statements of Work (SOW) or Requests for Resumes (RFR)?	Yes, additional resources may be added once the SOW is issued for specific task orders.
729.	In section 7.4, Reference Evaluation Sheet (Attachment T) is mentioned. Could MCPS kindly share Attachment T with vendors?	There is no Attachment T, it is in reference to Attachment 3, see Addenda No.1
730.	In Attachment 2-Services and Cost, tab 2-Cost, the following is stated of professional services and temporary personnel: "For Professional Services the Vendor must provide pricing for every item checked on the "1-Work" tab of this spreadsheet." However, the lines provided in this worksheet are job titles, different from the services provided in worksheet 1-Work. Additionally, firms are allowed to provide only up to 5 additional services. Could MCPS kindly elaborate on how to provide the pricing for this solicitation?	Additional services may be proposed.
731.	Are firms required to provide one Attachment 2A-Services Details for each task marked as "Yes" in Attachment 2?	Only the Services associated with what is included in the vendor's proposal.
732.	Could MCPS kindly elaborate what Used Product/Tool/Technology/Service refers to since there is no such field in Attachment 2-Services and Cost?	Attachment 2 is being updated to reflect the Scope of Services, see Erratum/Addendum No.4.
733.	Are references from commercial clients accepted?	Yes.
734.	Are firms allowed to subcontract?	Yes.
735.	Are firms allowed to add a subcontractor on a SOW/RFR level?	Yes.

736.	What is the total not-to-exceed (NTE) budget for this contract?	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
737.	Could MCPS please clarify if a yearly rate adjustment (COLA adjustment) will be allowed?	The contract spend is fixed however rate changes may be proposed with the renewal of any SOWs or RFRs that result from this contract vehicle.
738.	Is MCPS looking for firms to source, vet, screen, and recruit the requested positions from the market or for firms to provide their in-house personnel to perform the services?	MCPS is soliciting from any vendors whose qualifications match the advertised need.
739.	In the event that firms are subcontracting, could MCPS please confirm if the subcontractor can bid as a prime vendor, too?	Yes, and if firms are using subcontractors, that should be stated at time of submission.
740.	In the event that firms are subcontracting, could MCPS please confirm if the subcontractor can subcontract with several primes, too?	Yes.
745.	Are there vendors currently performing the services required in this solicitation? If yes, could MCPS please provide the incumbent information?	Please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” to view the list of incumbents.
746.	In the event firms must follow Section 8.0 FORMAT OF RESPONSE, could MCPS kindly confirm if responses to section Proposal Tab #5 – Responses to Scope of Work, section b) For each checked competency, Vendor must provide evidence of relevant experience, must be provided in attachment 2A?	See answer #433.
747.	In the event firms must follow Section 9.0 MANDATORY SUBMISSIONS, could MCPS kindly confirm if responses to section Functional Area Competency Matrix, must be provided in attachment 2A?	Yes, it may be included in attachment 2A.
748.	In the event that similar information is being repeated across several sections (such as information requested in Section 8.0 FORMAT OF RESPONSE, sections Proposal Tab #5 – Responses to Scope of Work and Attachment 2A) are firms allowed to make a cross-	See answer #433.

	reference across sections in order to avoid repetition of information?	
749.	Could MCPS please clarify if is it allowed to use digital signatures?	Yes.
750.	Could MCPS please clarify, if firms can provide references for ongoing contracts?	Yes.
751.	Are there any formatting preferences that vendors should consider when preparing their proposals?	Please refer to the RFP, Mandatory Submission, Section 9.0 on the Erratum/ Addendum No.3.
752.	Could MCPS please provide the estimated date of the project execution?	October 1 is the estimated effective date for this contract. SOWs will be issued thereafter in accordance with departmental needs.
753.	Could MCPS please clarify how many vendors will be awarded?	There is no number of vendors identified, however, please the 1083.6 Contract on the MCPS Procurement site under “Awarded contracts” to view the list of incumbents.
754.	Could MCPS please provide the historical spend associated with this solicitation?	Please see the MCPS procurement site for the 1083.6 contract, under awarded contracts, for the historical spend on the contract.
755.	Is it required to provide the Certificate of Insurance (COI) alongside the proposal response?	Yes, please provide insurance information in place at the time of submission.
756.	Are vendors required to submit a signed copy of the entire RFP, or is it sufficient to submit only the pages that require signatures?	We require an original copy of the entire RFP with the required signatures, see answer #34 for details.

Saudy Espinal, Buyer II
Department of Procurement

Please indicate your receipt of this notice by signing below and returning with your proposal or under a separate cover.

Accepted: _____
Name and Title

Company Name: _____