



PURCHASING AND SUPPLY SERVICE

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RFP PUR-26-029 ADDENDUM NO. 1

ISSUED BY: PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS OFFICE OF PURCHASING AND SUPPLY 13300 OLD MARLBORO PIKE, ROOM 20 UPPER MARLBORO, MARYLAND 20772-9983	Date of this Addendum: December 12, 2025 No. of Pages: 16	Proposal Submissions: February 27, 2026 11:00 AM EST
	RFP No.: PUR-26-029	RFP Issuance Date: October 15, 2025
TITLE: ERP Modernization: Oracle Fusion Cloud (SaaS) License Acquisition, Upgrade/Migration and Support Services		

TO ALL PROSPECTIVE OFFERORS AND OTHER RECIPIENTS OF SOLICITATION DOCUMENTS

This Addendum is hereby made a part of the Contract Document that will be the basis of the Contract. This Addendum is issued to change the original Solicitation Documents issued October 15, 2025. Prospective Offerors are required to attach this Addendum to your Contract Documents. Receipt of this Addendum must be acknowledged in the Proposal Document (see Appendix A). Failure to do so may subject the Offerors disqualification.

THE FOLLOWING RFP PROVISIONS ARE HEREBY CHANGED AS FOLLOWS:

- 1) Under page 47, Section 19.1 **DISCOVERY PHASE (DISCOVERY SESSIONS/BUSINESS PROCESS ASSESSMENT), RFP RESPONSE REQUIREMENTS FOR THIS SECTION INCLUDES:** is hereby amended to include the following additional subsection:

H. PGCPS-IT has provided all the information necessary for vendors to submit comparable quotes to do on-premises oracle EBS to Oracle Fusion Cloud SaaS upgrade. PGCPS believes vendors should give adequate time for rigorous discovery sessions for them to dig deeper and better understand the current system, processes, functions and requirements.

To avoid project impasse, vendors must provide a statement that they understand and agree that they cannot BACK OUT of this project or submit change orders because of findings from the rigorous discovery session.

- 2) Under page 65, **EXPERIENCE - COMPANY QUALIFICATIONS AND STAFF QUALIFICATIONS**, first bullet point: is hereby amended as follows:

Vendor shall demonstrate that their firm has a minimum of ten (10) years of experience, within the last fifteen (15) years, upgrading or implementing ERP systems from Oracle EBS to Oracle Cloud for organizations comparable in size and complexity to PGCPS.



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Experience may be as the primary contractor (preferred) or as a subcontractor. Preferred experience includes work performed for K-12 school districts or government entities like PGCPS.

- 3) Under page 65, **EXPERIENCE – COMPANY QULIFICATIONS AND STAFF QUALIFICATIONS**, third bullet point: is hereby amended as follows:

All vendor personnel assigned to this project shall possess a minimum of seven (7) years of professional experience in the specific module or functional area for which they are proposed. This experience must have been obtained within the past ten (10) years and must directly align with the responsibilities the individual will perform under this contract. The vendor should ensure that all proposed staff meet these qualifications prior to assignment and maintain documentation verifying everyone's compliance with this requirement.

- 4) Under page 69, Section D. **EXPERIENCE, COMPANY QUALIFICATINS, AND STAFF QUALIFICATIONS**: is hereby amended as follows:

1. Vendor shall demonstrate that their firm has a minimum of ten (10) years of experience within the last fifteen (15) years, upgrading or implementing ERP systems from Oracle EBS to Oracle Cloud for organizations comparable in size and complexity to PGCPS. Experience may be as the primary contractor (preferred) or as a subcontractor. Preferred experience includes work performed for K-12 school districts or government entities like PGCPS.

3. All vendor personnel assigned to this project shall possess a minimum of seven (7) years of professional experience in the specific module or functional area for which they are proposed. This experience must have been obtained within the past ten (10) years and must directly align with the responsibilities the individual will perform under this contract. The vendor should ensure that all proposed staff meet these qualifications prior to assignment and maintain documentation verifying everyone's compliance with this requirement.

- 5) Under page 53, Section 21.1 **OTHER CRITICAL RFP INFORMATION**: is hereby amended as follows:

Vendors are also required to address all the requirements on the PGCPS Oracle Cloud (SaaS) Requirement Spreadsheet with the MET, MODM, and DNM.

- 6) The proposal submission deadline, originally listed as March 13, 2026, at 11:00 a.m., is hereby revised. **The new proposal due date is February 27, 2026, at 11:00 a.m.** All vendors must submit their proposals by the revised deadline.



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7) This addendum provides the posting of all questions received and the corresponding answers below:

Question	Response
Would the District remove the requirement for a Performance Bond?	PGCPS district will not be removing the performance bond requirement. COMAR 21.06.07.10 mandates that a performance and/or payment bond be obtained for any contract that exceeds \$100,000. This requirement is in place to protect the Board and ensure that all phases of the project are completed satisfactorily. In addition, the Board reserves the right to require a performance or labor bond for amounts over or under \$100,000 when it is determined to be in the best interest of the school sys
Would the District remove the requirement for the inclusion of a Liquidated Damages clause in the eventual agreement?	The district will not remove the liquidated damages clause. This provision is standard in our agreements and is necessary to protect the Board's interests by ensuring timely and satisfactory performance. Liquidated damages are not punitive; they simply provide a reasonable estimate of the costs the district may incur if contractual obligations or deadlines are not met.
It is stated that the District expects a "Fixed Rate" contract type. Is this a time and materials contract with a defined rate schedule, or does the District expect a firm fixed price contract with the selected vendor?	The district expects a firm fixed-price contract with the selected vendor. While the RFP may include a defined rate schedule for reference or evaluation purposes, the awarded contract will establish a set price for the full scope of work, rather than a time-and-materials arrangement. This ensures cost certainty and aligns with the district's procurement and budgeting requirements.
Page 8 of the RFP states that a Bid Bond is not required but it does not specify if a Performance and Labor Bond is required. Is a performance and labor bond required as part of this RFP?	The RFP does specify that a performance and/or labor bond is required. It states that the awarded vendor(s) must submit a performance and/or labor bond, cashier's or certified check in the amount of 100% of the project cost for contracts exceeding \$100,000, as determined by the Board (COMAR 21.06.07.10). Additionally, the Board reserves the right to request a bond for contracts over or under \$100,000 when



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	<p>deemed appropriate. This requirement is clearly included in the RFP to ensure all phases of the project are satisfactorily completed.</p>
<p>Recent RFP solicitations for cloud solutions by public sector organizations like the PGCPS have moved away from Bond requirements to other more software project specific and cost effective implementation/payment requirements that achieve the same purpose, including fixed fee, deliverable based implementation methodologies and a retainage % to be paid upon successful go-live. Would the PGCPS accept these or other alternatives in lieu of Performance and Labor Bond requirements?</p>	<p>The RFP requires a performance and/or labor bond in accordance with COMAR 21.06.07.10 for contracts over \$100,000. While milestone-based payments or retainage are sometimes used in software projects, the Board requires the bond to ensure full performance and satisfactory completion of all project phases. Changes to this requirement would require formal Board and legal approval and cannot be accommodated on a case-by-case basis.</p>
<p>Strategic Consideration Would PGCPS consider allowing a best-of-breed Workforce Management solution, fully integrated with Oracle Fusion Cloud via Oracle Integration Cloud (OIC), for timekeeping, leave, scheduling, and supplemental pay — provided all functional, reporting, and security requirements are fully met or exceeded?</p> <p>A best-of-breed WFM complements Oracle Cloud by filling operational gaps ERP timekeeping cannot easily address. It delivers automation and flexibility without custom code, ensuring accurate, validated data flows into payroll — reducing project risk, accelerating modernization, and providing Finance and HR with real-time visibility into labor costs.</p>	<p>At this time, PGCPS is only considering a native Oracle Fusion Cloud solution. PGCPS is not considering any best-of-breed Workforce Management solutions. It is the intent of PGCPS to utilize and adopt all advanced functions and features available within Oracle Fusion Cloud, as outlined in the RFP.</p>
<p>Payroll Accuracy & Validation Does PGCPS require automated controls to prevent overpayments, underpayments, and retro corrections before payroll closes? Does PGCPS require real-time alerts for overtime, exceptions, and shortfalls?</p> <p>Automated validation and exception management reduce manual fixes, off-cycle checks, and align with the RFP's "no customizations" goal.</p>	<p>Yes, PGCPS requires multi-level (AI and non-AI) automated payroll accuracy and validation. PGCPS expects these features to be set up and configured if and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are permitted.</p> <p>PGCPS expects these functionalities to be fully embedded within the product.</p>
<p>Multi-Assignment & Overtime Distribution Does PGCPS require the ability to track time and pay for employees with multiple jobs (teaching,</p>	<p>PGCPS will expect these features to be set up and configured if and where they are available and applicable within the native</p>



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<p>coaching, summer programs)?</p> <p>Does PGCPS require automatic overtime distribution across cost centers or funding sources?</p> <p>Supports compliance and equity across roles, prevents miscoding, and simplifies reconciliation with Finance.</p>	<p>Oracle Fusion Cloud solution. No third-party tools are permitted.</p> <p>The current product already provides this functionality; therefore, PGCPS expects the future solution and implementation to build on and enhance these existing capabilities.</p>
<p>Cost Center Controls & Labor Reporting</p> <p>Does PGCPS require restricted cost-center transfer lists and audit-ready labor reports by program or grant?</p> <p>Enforces funding integrity and supports transparency required by auditors and the School Board.</p>	<p>PGCPS will expect these features to be set up and configured if and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are permitted.</p>
<p>Time Capture & Attendance Verification</p> <p>Does PGCPS require multi-channel punching — physical clocks, web, kiosk, or mobile with geofencing?</p> <p>Does PGCPS require supervisors to have live visibility into attendance?</p> <p>A modern WFM enables mobile/geofenced clock-ins, improving accountability, safety, and eliminating time theft.</p>	<p>PGCPS requires a mobile application with geofencing functionality that is available within the Oracle Fusion Cloud mobile application. Workforce Management or any third-party applications are not considered for this project. PGCPS expects these features to be set up and configured if and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are permitted.</p>
<p>Scheduling & Calendar Flexibility</p> <p>Does PGCPS require management of school-specific calendars, contract/non-contract days, and seasonal schedules?</p> <p>Does PGCPS require automated scheduling templates aligned with payroll cycles?</p> <p>Flexible scheduling reduces administrative workload and ensures alignment with pay cycles.</p>	<p>PGCPS expects these features and functionalities to be set up and configured if and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are allowed.</p>
<p>Leave & Absence Management</p> <p>Does PGCPS require centralized leave tracking (FMLA, LOA, union, disability)?</p> <p>Does PGCPS require the system to link absences to substitutes automatically?</p> <p>Unified leave management eliminates paper workflows and prevents compliance gaps.</p>	<p>PGCPS expects these features and functionalities to be set up and configured if and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are allowed.</p>
<p>Supplemental & Extra-Duty Pay</p> <p>Does PGCPS require the ability to record and tie</p>	<p>PGCPS expects these features and functionalities to be set up and configured if</p>



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extra-duty or stipend assignments to specific pay codes and grants?	and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are allowed.
Reduces errors in supplemental pay and ensures grant-funded work is correctly costed and reported.	
Compliance & Auditability Does PGCPS require real-time monitoring of FLSA, ACA, and union compliance for variable-hour staff?	PGCPS expects these features and functionalities to be set up and configured if and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are allowed.
Strengthens oversight, protects funding, and reduces exposure to audit findings or legal risk."	
Emergency Preparedness & On-Site Visibility Does PGCPS require real-time visibility of staff on-site during emergencies?	PGCPS expects these features and functionalities to be set up and configured if and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are allowed.
Enhances safety, accountability, and crisis response.	
Employee & Manager Experience Does PGCPS require a modern, mobile-friendly interface to improve staff adoption and reduce training needs?	PGCPS expects these features and functionalities to be set up and configured if and where they are available and applicable within the native Oracle Fusion Cloud solution. No third-party tools are allowed.
Improves morale and adoption post-modernization — essential for successful digital transformation.	
Can PGCPS provide a detailed list of existing customizations (especially OAF apps, workflows, and extensions) along with their criticality, so the migration/rebuild approach for Fusion Cloud can be planned accurately?	PGCPS has a range of customizations, from simple to complex. The selected vendor will have full access to the complete list of customizations during the discovery session.
Does PGCPS require that the prime vendor must have completed two prior EBS-to-Fusion Cloud upgrades for K-12 or large public-sector clients, or can this requirement be met through a teaming/partnering arrangement?	PGCPS is looking for prior experience as a prime or subcontractor within the last 15 years. However, this experience must be with K-12 schools or government entities similar in size with PGCPS.
Can PGCPS provide a complete list of Oracle EBS customizations, OAF forms, extensions, and custom workflows, including which must be rebuilt vs. retired?	PGCPS has provided as much details as we feel is necessary to give vendor an idea of our environment. Selected vendor will have the discovery session to dig deep and evaluate all our Oracle EBS customizations.
Is PGCPS open to a multi-vendor teaming model where the Oracle Fusion Cloud SI handles cloud configuration while Comtech leads PMO,	No. multi-vendor teaming model is not acceptable for this project due to its visibility and complexity. PGCPS will only accept a Prime and Subcontractor model with the



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integrations, security, data governance, and Hypercare?	Prime Contractor having full control over its team (prime or subs) and Prime remains the only point of contact with PGCPS. And more importantly, PGCPS will only pay Prime who will settle obligations with its Subs, if any.
For the 6-month Ultra-Hypercare and the 12-month Hypercare period, can PGCPS clarify expected SLAs (response/resolution times), onsite requirements, and service hours?	For mission-critical Priority 1 issues, PGCPS expects an immediate response within 15 minutes, regular updates every 30 minutes, and a maximum resolution time of 1–2 hours. For non-payroll issues, the resolution time can be extended to 1–4 hours.
Section #4 - What is the approximate start date and how many days will be given to each of the vendors to do the Discovery of the existing PGCPS systems?	PGCPS has given the preferred project start date. Vendors are expected to submit their estimated number of days they believe would take them to do a rigorous discovery session for all modules across all pillars. PGCPS would be looking for an efficiently optimized discovery session time table that also focuses on cost savings and on time delivery of the entire project.
Section #4 - Does PGCPS currently use any automation tool and / or has any preferred tool? This is to ensure leveraging PGCPS's existing tech stack for cost optimisation	Vendor are expected to have their own tried and tested automated tools to use where applicable to help with cost savings.
Section #11 - Please confirm that e2e requirement gathering exercise will be done at a high level during Discovery for Project Planning. However, the detail baseline requirements will only take place during the actual project phases.	The discovery session allows the selected vendor to gain a complete understanding of all requirements and needs essential for this significant project.
In Section # 11 (Section 11 & 29 FAQ), it's mentioned that the data uploading 'may' to be done from multiple sources for the new modules. In Section # 29 (FAQ), it's mentioned that PGCPS intend to migrate at least 5 years of historical data into cloud. Q.1) Does it mean that all the historical data for the past 5 years of the new modules, in addition to the core 3 pillars, need to be uploaded into cloud? Q.2) What are the current sources (including the technology) of the data for the new modules? Q.3) Please confirm that the project plan and the related financials will be limited to 5 years of historical data upload. Any additional data beyond 5 years will be additional to the plan & financial of the	Q1: All modules in the cloud are expected to have five years of historical data at go-live. New modules may have less. Vendors will have the opportunity to discuss the requirements for these new modules during the rigorous discovery session. Q2: Data for the new modules may come from several departments and their systems within the current Oracle EBS. Alternatively, the data may be provided in the form of Excel sheets. Q3: Five years of historical data across all modules is considered adequate for this



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<p>scope of this RFP</p> <p>Q.4) Is the Data Cleansing / De-Duplication of data is part of the scope (for both 3 core modules and additional new modules)? Please confirm.</p>	<p>project. If additional years are needed, such a request will be limited to 1–5 specific modules.</p> <p>Q4: Data cleaning may be required in some cases before uploading or promoting data or its objects to the cloud. Vendors are expected to anticipate some level of data cleaning for this project.</p>
<p>Section 17.2 (section 12) indicates that license quantities will be finalized with the selected vendor. Please confirm whether PGCPS intends to procure Oracle Cloud licenses in a staggered/phase-wise manner corresponding to each module's go-live timeline and based on final user forecasts, or whether licenses will be procured upfront</p>	<p>As stated in the RFP, PGCPS intends to use the license staggering method as a cost-saving measure, activating only the licenses needed as each pillar approaches its go-live date.</p>
<p>Section 13.1 - Given that the three core pillars (HCM/Payroll, ERP, EPM) may go live in different calendar months based on the final project schedule, please confirm whether the 6-month Ultra-Hypercare and 12-month Hypercare periods will begin separately for each pillar upon its respective go-live, or whether Hypercare will begin only after all pillars have gone live.</p>	<p>PGCPS requires that the six-month Ultra Hypercare period for each pillar begin immediately after its go-live. The twelve-month Hypercare support for each pillar will commence after the conclusion of that pillar's six-month Ultra Hypercare period.</p>
<p>Section 13.1 - The milestone dates included in the RFP appear to apply only to the three core pillars (HCM/Payroll, ERP, EPM) and do not reference the implementation timeline for the additional new modules. Please confirm whether the end-to-end project timeline—including Ultra-Hypercare and Hypercare—will be adjusted based on the implementation sequencing and go-live dates of the new modules.</p>	<p>PGCPS expects the new modules—Oracle Grants, Oracle Project, and the newly requested Procurement features—to go live along with the other modules in the ERP pillar. No separate go-live date will be provided for these new modules.</p>
<p>Section 19 - Please provide a complete list of technology tools and platforms currently used by PGCPS—including automation tools, workflow tools, reporting tools, integration platforms, testing tools, document management systems, data governance tools, analytics tools, and any middleware or bolt-on applications—so that vendors may assess opportunities for reuse, cost optimization, and improved utilization.</p>	<p>PGCPS has included comprehensive information about all technology tools, platforms, and related system requirements in the RFP. Vendors should review the RFP carefully to understand the technical environment, compatibility requirements, and any platform-specific considerations relevant to this project.</p>
<p>Section 19.8 & 20.1 - During Ultra-Hypercare and Hyper-care phases, it's assumed vendor will use</p>	<p>PGCPS is open to any advanced, proven knowledge transition methodology employed</p>



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their own knowledge transition methodology. Trust it's acceptable to PGCPS as long as the framework is jointly agreed between the parties. Please confirm.	by the vendor, provided there is evidence that the KTM framework has been successfully applied in similar Oracle Fusion Cloud upgrade projects
Please confirm that the vendor may use its own Knowledge Transition (KT) methodology during Ultra-Hypercare and Hypercare phases, provided the approach, framework, and deliverables are mutually agreed upon with PGCPS	PGCPS is open to any advanced, tried-and-tested knowledge transition methodology employed by the vendor, provided there is evidence that the KTM framework has been successfully applied in similar Oracle Fusion Cloud upgrade projects
Does PGCPS use any ITSM based tool to track the Services, CSI etc.?	For internal work and customizations, PGCPS uses Quest STAT ACM version 6.3.0 to manage development efforts and migrate code between environments. For more information, visit www.quest.com
Section 18.4.18 - Please share the top 20 customized applications and interfaces—including one- or two-line descriptions of their business purpose and the underlying technology (OAF, Forms, APEX, BI Publisher, interface file type, etc.)—to help the vendor assess cloud migration and modernization requirements.	A list of some customizations is provided in the RFP. Ultimately, the selected vendor will have full access to the complete customization list once the project is underway.
Part VII Section 2.4 outlines 3-year price protection for additional users and modules listed in the proposal but not initially purchased. Please confirm that any new modules, features, or scope items identified after Discovery—if not originally listed in the proposal—will be treated as out-of-scope and priced separately at mutually agreed or prevailing rates.	Our RFP provides as much information as necessary for vendors to gain a clear understanding of our needs and environment, and to submit a comprehensive response, including pricing. However, for a project of this scale, and for a large district like ours that has been using the Oracle EBS ERP system since 2002, vendors should anticipate that some features or scope items may only be identified during the discovery phase and may not be explicitly mentioned in the RFP. PGCPS expects these items or features to be included within scope and they will not be considered out-of-scope or priced separately, provided they are reasonable.
Section 19.7 - Please confirm whether PGCPS has existing test scripts, test cases, or automated testing assets for the current Oracle EBS environment that can be reused, or whether the vendor should assume full responsibility for creating all test scripts from scratch	There are no updated test scripts, test cases, or automated testing assets available. The vendor should assume full responsibility for creating all new test scripts from scratch



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Section 11 & 29 (FAQ) - DR environment is part of the scope? Please confirm	<p>The selected vendor will be required to provision and maintain their own dedicated Oracle Cloud environment to support the proof of concept, ensuring it is fully configured and operational for all planned testing and demonstrations.</p> <p>Disaster Recovery (DR) is outside the scope of this project. Any DR requirements will be managed by Oracle through their Oracle-managed Disaster Recovery services, and the vendor will not be responsible for DR planning, implementation, or maintenance.</p>
"Please confirm whether there are any additional known risks, constraints, or dependencies—beyond what is documented in the RFP—that could impact the project schedule. If so, please provide details so that vendors can incorporate them in the project plan and risk management strategy.	Most known risks and constraints have been outlined in the RFP. However, for a project of this magnitude, PGCPS expects the vendor to address any unforeseen risks—whether large or small, critical or non-critical—within scope. These risks must be resolved promptly and effectively to ensure the module remains on track and aligned with the Pillar's go-live date, with no vendor objections or delays
Section 11 - The RFP indicates that PGCPS has numerous business-critical customizations. Please confirm whether any existing business-critical reports or input screens are required to be redesigned as part of this Oracle Cloud migration, and if so, please provide the list or confirm that the list will be provided during Discovery.	For any customizations, objects, reports, or processes migrated to the cloud, the selected vendor is expected to ensure that they function in the cloud as they do in the on-premise EBS system, or as appropriately replaced in the cloud, meeting the requirements of their mission-critical tasks. Some redesign may be necessary, particularly if it is required to successfully adapt the process for the cloud environment.
10. Bonding. B. Performance And Labor Bond 14. Eligibility and Qualifications 14.5 Presentation of Payment and Performance bonds for this project (pg 8 & 28) In section 10.B the text states only awarded vendors need to provide a performance bond, however in section 14.5 it states vendor proposals must have a performance bond or will not be evaluated. Do we need to provide the Performance bond when the proposal is submitted? Please clarify.	Under COMAR 21.06.07.10, Performance and Payment Bonds are required as a condition of award and contract execution, not at the time of proposal submission. COMAR specifies that the successful or awarded vendor must furnish the required bond no later than the time the contract is executed. If the awarded vendor does not provide the bond at that stage, the award is withdrawn and offered to the next responsive vendor. Therefore, vendors are not required



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	<p>to submit a Performance Bond with their proposal. Only the selected or awarded vendor must provide the Performance Bond prior to contract execution.</p>
14. Eligibility and Qualifications 14.2 - Appendix B - PAST PERFORMANCE AND REFERENCES (pg 28) In section 14.2 the RFP states we need a minimum of ten years of experience within the past 15 years but in Appendix B Past Performance and References, the RFP states we must have experience within the past 7 years. Will the County clarify whether we need 10 years in the past 15 or only experience within the past 7 years? Which time frame should we respond to?	<p>Vendors are required to respond to both criteria, which is non-negotiable, as each carries its respective weight in the evaluation. A firm's overall experience is distinctively different from the experience of its individual resources on the workforce.</p> <p>The firm must have a minimum of ten (10) years of relevant experience within the past fifteen (15) years.</p> <p>Employees or resources deployed on-site at PGCPS must have a minimum of seven (7) years of relevant experience within the past ten (10) years.</p> <p>This is a highly visible project, and PGCPS requires both the firm and its on-site resources to have demonstrable experience successfully upgrading K-12 districts comparable to PGCPS (non-negotiable). Once this requirement is met, firms may additionally reference relevant experience with Federal, State, or County government agencies comparable to PGCPS for Oracle Fusion Cloud implementations.</p>
14. Eligibility and Qualifications (pg 28 & 69) In Section 14.4, the RFP states that we must provide experience with a minimum of 2 school districts while in Part IV section 4, the evaluation criteria state that references from school districts and/or government agencies are required. Are references from at least 2 school districts required, or may we use references from government agencies in addition to school districts? Please clarify the requirements for past performance.	<p>References and experience from a minimum of two (2) U.S. school districts are required and must be within the last fifteen (15) years. Once this requirement is met or exceeded, vendors may also include relevant experience with U.S. Federal, State, or County government agencies to further strengthen their proposal.</p> <p>PGCPS expects the prime vendor to have the required strong experience with at least two U.S. K-12 districts. If the prime vendor does not meet this requirement, PGCPS will expect the subcontractor to possess this required experience—at least two U.S. K-12</p>



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	<p>Oracle EBS to Oracle Fusion Cloud implementations.</p> <p>All references and experiences must be verifiable.</p>
Within which tab should the functional requirements contained within RFP PUR 26-029 ERP Modernization Oracle Fusion Cloud (SaaS) Functional Requirements reside?	<p>This requirements should be group together under Main requirements tabs</p> <ul style="list-style-type: none">• New Functional Requirement spreadsheet• Key Mandatory Critical requirements areas,• Other key Solutions Needed within this Initiative.
Does PGCPS plan to revise the current COA as part of this project?	<p>Assuming this question refers to the Chart of Accounts (COA), PGCPS has operated a single COA for many years, and there are currently no plans to revise or change it.</p>
7.24 - Data Warehouse (pg 22) - PGP listed the existing Data Warehouse in place in the RFP - MicroStrategy 2023 (Version 11.3.9) with Oracle Data Integrator - 12C (Version 12.1.3). a. What is the Data Warehouse currently used for? b. Does PGP plan to replace this Data Warehouse as part of this project?	<p>Data Warehouse Overview: The Data Warehouse is used to support various student dashboards, reporting, and presentations. There are no plans to replace the Data Warehouse at this time. It was mentioned in the RFP to provide vendors with a clear understanding of our environment.</p> <p>What is the Data Warehouse currently used for? The Data Warehouse integrates data from multiple systems and houses historical data to generate dashboards and reports for both public and internal stakeholders.</p> <p>Does PGCPS plan to replace the Data Warehouse as part of this project? PGCPS will continue to use the existing Data Warehouse for dashboards and reporting. As part of this project, new interfaces must be developed or rewritten to support the existing dashboards and reports. Currently, approximately 10 services are used to load data into the Data Warehouse.</p>
Section 10 – OAF Applications List - On RFP Page 24, Section 10 - PCPS listed the current OAF applications. Does PGP expect to replace all	PGCPS has listed the OAF applications to provide vendors with an overview of our environment. PGCPS intends to evaluate which of these OAF applications can be



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these applications with functionality in the new Oracle Fusion solution?	replaced with out-of-the-box Oracle Fusion solutions
14 - Eligibility and Qualifications (pg 28) - In section 14.2, the RFP states "Vendors shall provide copies of the fully executed contracts between the vendor and the referenced school district or government entity utilized to demonstrate experience". Is PGPS expecting vendors to submit fully executed copies of all contracts as part of the Proposal? This will be very voluminous for vendors with dozens of similar contracts.	PGCPS expects vendors to provide only the contract awards page for the school districts and government entities listed as references. Each contract award must include key information, including the award date, award amount, and project duration. PGCPS reserves the right to request additional information if necessary.
14 - Eligibility and Qualifications (pg 28) - In Section 14.3, the RFP states "staff demonstrated a minimum of seven (7) years of successful experience within the past seven (7) years with Oracle Cloud SaaS upgrade and migration and/or implementation". Is this requirement for Key Staff and/or modules Leads only or all staff, technical and functional?	This is a highly visible project for PGCPS, with no room for error or project failure. PGCPS expects the vendor to assign only experienced key staff, including module leads, technical, and functional resources. All vendor resources must have a minimum of seven (7) years of experience with Oracle Fusion Cloud upgrades or implementations within the last ten (10) years.
15- Project Visibility and Work Model (pg 29) - In Section 15, the RFP states "vendors should expect all their Oracle Cloud Project Team and module-specific resources/consultants and staff to be physically on-site to liaison, collaborate and work with their respective modules". For economical reasons, is PGPS open to a hybrid model where key functional and technical staff are onsite but supported by a offsite/offshore team working on technical and back office services only?	All Oracle Cloud project team members, whether functional or technical, are required to be on-site as stated in the RFP. This is a highly visible project; therefore, offsite, offshore, or remote work models are not permitted.
18 – Minimum Requirement Groups (pg 34) - In Section 18.4.20, the RFP States "PGCPS has a significant number of alerts in Oracle EBS that are mission critical. PGCPS expects the vendor to replicate these alerts using whatever feature in Oracle Cloud that can handle alerts and notifications". Can PGCPS provide us with a complete list and description of each of these Alerts/Notifications?	PGCPS has been using Oracle Alerts for over 20 years. The selected vendor will have access to these alerts once the project is underway. Alerts range in complexity from simple to highly complex. For example, a simple alert may notify a budget manager when a PGCPS organization is created or disabled. The selected vendor will have access to the complete list of alerts during the discovery session.
18 – Minimum Requirement Groups (pg 43) - In section 18.4.21, the RFP states "The selected vendor is expected to enlist their training team that would train our entire workforce, subject matter	PGCPS expects the vendor's training team to actively collaborate and work in close partnership with the PGCPS training team throughout the duration of the project. The



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experts and IT Support team, End users, and PGCPS training team using the train-the-trainer methodology". Is it PGCPS' expectation that the vendor conduct and execute all end user training needed or just train PGCPS trainers who will then conduct all end user training?

vendor will be responsible for leading rigorous training sessions for super users, conducting train-the-trainer programs, and delivering ongoing knowledge transfer sessions to ensure continuity and expertise within PGCPS.

In addition, the vendor must be prepared to train a significant portion of the workforce to promote user adoption, ensure acceptance of the new system, meet project deadlines, and achieve overall project success. The vendor's lead trainer is expected to be on-site at the start of the project to strategize with the PGCPS core training team, familiarize themselves with the district's training capacity, available tools, and, most importantly, develop an effective approach to training the entire PGCPS workforce.

Even if formal training is not required at the project's outset, PGCPS expects the vendor to proactively utilize this time to develop comprehensive training materials, strategies, and methodologies to ensure readiness and effectiveness once training commences.

PGCPS expects the prime vendor to have strong, relevant K-12 experience. If the prime vendor does not meet this requirement, PGCPS will expect the subcontractor to possess the required experience with at least two (2) U.S. K-12 Oracle EBS to Oracle Fusion Cloud implementations.

References and experience from a minimum of two (2) U.S. school districts within the last fifteen (15) years are required. Once this requirement is met or exceeded, vendors may also include relevant experience with U.S. Federal, State, or County government agencies to further strengthen their proposal.

All references and experiences provided must be verifiable.

The RFP indicates that offerors should have strong K-12 references and, if they do not, they are encouraged to partner. Could you please confirm whether the evaluation of experience and qualifications will consider both the prime contractor and any subcontractor(s) included in the proposal, or if only the prime's qualifications will be evaluated?



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<p>Additionally, if evaluation is limited to the prime's qualifications, would entering into a formal joint partnership or teaming arrangement allow the use of the subcontractor's K-12 references and qualifications for evaluation purposes?</p>	<p>No formal joint partnership or teaming arrangement is permitted. For this highly visible project, PGCPS will recognize only a Prime and Subcontractor model</p>
<p>Operational calendar / Blackout dates</p> <p>PGCPS has outlined a preferred timeline for HCM/Payroll and Financials go live dates that reflect internal processes and mission critical periods. To refine our proposed project plan, cutover strategy, and approach for HR, Payroll, Benefits, and related functions, could you provide an operational calendar identifying blackout periods when configuration freezes, cutover, or go live activities would not be acceptable, such as key payroll cycles, fiscal year close activities, school year start and end dates, benefit open enrollment, and state testing windows?</p>	<p>As stated in the RFP, PGCPS operates on a bi-weekly payroll cycle. The fiscal year runs from July 1 through June 30 of the following year, and the annual benefits open enrollment period typically occurs from the last week of October through the first week of November. The district's yearly budget cycle runs from October through June.</p> <p>PGCPS' current school calendar for reference can be viewed here: 2025–2026 School Year Calendar</p>
<p>Custom applications and customizations inventory</p> <p>The RFP notes that PGCPS has a large portfolio of mission critical custom applications built using APEX, OAF, Oracle Forms and related tools, including the transportation Bid Day System, manager funds inquiry and drill down, tuition reimbursement applications, and the budget development tool that is fully integrated with HRMS, GL, and other modules. For accurate sizing of scope, effort, and risk across HRMS, Payroll, Position Control, Benefits, and Systems & Technology, can you share any existing current state documentation, such as system architecture diagrams and a catalog of custom applications and customizations, including at a minimum the application name, business purpose, primary user groups, underlying technology, and upstream/downstream integrations?</p>	<p>Detailed documentation for all customizations and applications will be fully shared with the selected vendor during the comprehensive discovery session.</p>
<p>Ultra Hypercare / Hypercare expectations and Priority 1 Definition</p> <p>The RFP requires the selected vendor to provide six months of Ultra Hypercare support followed by twelve months of extended Hypercare and asks</p>	<p>Mission-critical issues are all ERP enterprise-wide deliverables with fixed deadlines, where missing a deadline could have significant district-wide impacts and consequences. For example, payroll must be processed by a specific 'must-run' date each</p>



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vendors to describe their methodology and Service Level Agreement for these phases. To calibrate our support model, staffing approach, and SLA commitments, could you confirm your preferred SLA parameters for production incidents during Ultra Hypercare and Hypercare, and provide your working definitions and examples of "mission critical" or Priority 1 issues, particularly for Payroll?

week; failure to do so could prevent timecard generation or delay payable processes, potentially incurring fees. The selected vendor will use the comprehensive discovery session to identify and compile a list of these mission-critical, Priority 1 processes

END OF ADDENDUM NO. 1