

	<p align="center">GUILFORD COUNTY SCHOOLS Request for Proposals Addendum II</p> <p align="center">Purchasing Department 501 W. Washington Street Greensboro, NC 27401</p>
Direct all inquiries to:	Invitation for Bids: 6522
Shayla C. Parker	Bid due date: November 4, 2022
oraclecloudRFP@gcsnc.com	Commodity: System Implementation and Integration Services

NOTICE TO BIDDERS:

Please be advised that this is Addendum II for RFP 6522 – System Implementation and Integration Services. The questions and responses from vendors are listed below. Questions 1 – 9 are found in Addendum I and Addendum II contains Questions 10 - 81. Guilford County Schools (GCS) will be posting at least one more addendum of questions submitted.

Q10: Would you be willing to share with the prospective bidders the list of 50 open design decisions to help us better understand the scale of design that is still open?

A10: The following is the last documented list of open design decisions:

Module Workstream	Open Designs
Accounts Payable	<ul style="list-style-type: none"> • Non-PO Process • Force Approval for items such as Utilities, Charter Schools, etc. (that usually would not require a PO) • GCS Printshop, Things that would be fund 2 but no PO • Payroll to AP check process • Sales Tax checks – processed via AP • How to Process Retainage • How to use ePayables for Punchout Suppliers • Proper usage of the one-time supplier • Single or multiple ACH Files Sent to Bank • Tax Calculation on Goods/Services
Accounts Receivable	<ul style="list-style-type: none"> • App Garden/Travel Tracker Integration

Module Workstream	Open Designs
Cash Management	<ul style="list-style-type: none"> • Cash Requirements Report • Reporting for Capital Reimburse for the County
Core HR	<ul style="list-style-type: none"> • Extended Employment Agreements • PS32 • Compensation Plans • Position Costing • AESOP Integration • Performance Matters Integration • Pooled Position Organization • Locations • AESOP Integration • Multipurpose Internet Mail Extensions (MIME) Integration • Selerix Integration • Benefits Focus Integration • Braxos/S2 Integrations • Substitute Employee or Contingent Worker Designations
Expenses/P-Card	<ul style="list-style-type: none"> • How to identify an in-state trip • How to identify an out-of-state trip • Routing of Approvals for Expense Authorization Approval • Routing of Approvals for Expense Report Approval • Expenses Mobile Application Walkthrough/Options • Employee Expense Reimbursement Process • P-cards/Credit cards reconciliation process • P-card reconciliation and usage for Inventory/purchases and field repairs
General Ledger/Budgetary Control	<ul style="list-style-type: none"> • Journal Approvals • Implementing GASB updates • Import of all budget revisions monthly • Project segment of chart of accounts for capital budget items
Inventory	<ul style="list-style-type: none"> • Archibus Integration and functionality • Inventory Item Usage • Archibus work order interface • Warehouse and Trucks inventory parts and replenishment and workflow process • Trucks inventory parts list

Module Workstream	Open Designs
	<ul style="list-style-type: none"> • Inventory min/max levels • The process to add inventory to include Technology and Child Nutrition
Multiple Modules	<ul style="list-style-type: none"> • Meals Plus Integration • Capital Outlay
Payroll	<ul style="list-style-type: none"> • Payroll Costing • Employer Cost on Benefits • Employee Pay slips • 21.5 Day Calculation
Purchasing	<ul style="list-style-type: none"> • An identifier for sub-contractor spend • Requisition Approval • Purchase Order Approval • BPA and CPA Approval • Tax Calculation on Goods/Services
Recruiting	<ul style="list-style-type: none"> • Oracle Recruiting Cloud walkthrough and applicability • Onboarding and offboarding • Number of Career Sites
Supplier	<ul style="list-style-type: none"> • Internal Supplier Profile Change Approval • Supplier Registration Approval • External Supplier Profile Change Approval • Proper placement of the certificate of insurance to the Supplier Record • Proper Placement of the W-9 on the Supplier Record • Proper placement of conflict-of-interest questions • Proper placement of references on the Supplier record • Proper placement of Target Volume on Supplier Record • Proper placement of Contractors License Number • Supplier portal • Supplier category assignment for non-PO process
Tax	<ul style="list-style-type: none"> • GCS Tax Setup • Monthly(payment)/Annually(refund) sales tax report for sales/use tax
Time and Labor	<ul style="list-style-type: none"> • Frontline/AESOP Integration Gap

Q11: Would you be willing to share with the prospective bidders the extent the 50 open design decisions relate to each of the key business areas? Could you share the number of these open design decisions that impact each of the key business processes and/or if they were more focused in the Human Capital Management, Payroll, Financial or Procurement areas?

A11: Refer to the answer listed in the previous question. The open decisions are broken down by module.

Q12: To what extent have design decisions been completed for the Phase 2 key business process areas? Are these functions included in the listing of 50 open design decisions or are their additional open design decisions for the functionality originally proposed in a Phase 2?

A12: Work had not begun on items listed as "Phase 2." Discussions on the General Ledger modules had taken place on how to configure the "Projects" segments properly.

Q13: Have the key business decisions that have been finalized on the project to date been fully documented where this information will be readily available to the awarded bidder at the start of the project?

A13: The amount of available documentation varies by module and by decision. Some modules have much more information documented than others. Some items were still being discussed while others were documented (i.e., Desired Workflow for Expense Report Approvals was discussed but not documented by the Previous State-Approved Integrator).

Q14: Would you be willing to share with prospective bidders the number of RICEW (Reports, Interfaces, Conversions, Extensions and Workflows) elements by type that have completed Functional Designs, Technical Designs and/or Technical Builds completed from the initial project and/or the number of Functional Designs, Technical Designs and Technical Builds that were in progress and the percentage complete of these documents? For the documents that were partially completed, will these documents be made available to the awarded bidder?

A14: The following is the RICEW Tracker that was maintained by the Previous State-Approved Integrator. The amount of available documentation available varies by module and RICEW item. GCS may or may not have access to the Previous State-Approved Integrator maintained documents but is happy to share any documents that GCS has.

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Bank/Bank Branches - EFT Suppliers	Conversion	1. Field Mapping - Cancelled
Grade	Conversion	6. GCS Post-Validation-Not Started
Purchasing Locations	Conversion	1. Field Mapping - Cancelled
Control Budget - Monthly Revisions 7/21-11/21	Conversion	2. Data Extracts - In Progress
Expense Reports	Conversion	1. Field Mapping - Cancelled
Control Budget - Initial as of July 1, 2021	Conversion	7. Conversion Complete
Suppliers	Conversion	4. Data Load - In Progress
Supplier - Addresses	Conversion	4. Data Load - In Progress
Supplier - Sites	Conversion	4. Data Load - In Progress
Supplier - Site Assignments	Conversion	4. Data Load - In Progress
Supplier - Contacts	Conversion	1. Field Mapping - Cancelled
Supplier - Business Classification	Conversion	4. Data Load - In Progress
Supplier- Supplier Bank Accounts	Conversion	1. Field Mapping - Cancelled
Supplier- Attachments	Conversion	1. Field Mapping - Cancelled
UOMs	Conversion	1. Field Mapping - Cancelled
Item Catalog (Categories)	Conversion	1. Field Mapping - Cancelled
Import Items	Conversion	7. Conversion Complete
Asset Categories	Conversion	1. Field Mapping - Cancelled

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Purchasing Category /Commodity Codes	Conversion	1. Field Mapping - Cancelled
Vendor 1099 Payments	Conversion	2. Data Extracts - Not Started
Customer Master	Conversion	1. Field Mapping - Cancelled
AR Open Invoices	Conversion	1. Field Mapping - Cancelled
Asset Locations	Conversion	1. Field Mapping - Cancelled
Asset Balances	Conversion	1. Field Mapping - Cancelled
Chart Of Account Values and Hierarchies	Conversion	1. Field Mapping - Cancelled
Credit Card Conversion	Conversion	1. Field Mapping - Cancelled
Load 1099 SFO (School Funds Online) balances at year end from each school.	Conversion	1. Field Mapping - Cancelled
AP Open Invoices	Conversion	1. Field Mapping - Cancelled
Purchasing Requisitions	Conversion	1. Field Mapping - Cancelled
Purchase Orders	Conversion	1. Field Mapping - Cancelled
Purchasing Agreements	Conversion	1. Field Mapping - Cancelled
Grade Rate	Conversion	1. Field Mapping - Cancelled
Grade Ladder	Conversion	1. Field Mapping - Cancelled

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Position	Conversion	4. Data Load - Not Started
Worker	Conversion	2. Data Extracts - In Progress
Person Legislative	Conversion	2. Data Extracts - In Progress
PersonName	Conversion	2. Data Extracts - In Progress
WorkRelationship	Conversion	2. Data Extracts - Not Started
WorkTerms	Conversion	2. Data Extracts - Not Started
Assignment	Conversion	2. Data Extracts - Not Started
PersonAddress	Conversion	2. Data Extracts - Not Started
User Information Security Build	Conversion	0. Configuration
Salary	Conversion	2. Data Extracts - Not Started
WorkerExtralInfo - LEA Service Dates	Conversion	1. Field Mapping - Cancelled
Assignment Grade Steps	Conversion	2. Data Extracts - Not Started
Assignment Supervisor	Conversion	1. Field Mapping - Cancelled
AssignmentWorkMeasure	Conversion	2. Data Extracts - Not Started
SeniorityDate	Conversion	2. Data Extracts - Not Started
WorkerExtralInfo-BT Status	Conversion	2. Data Extracts - In Progress

Title	RICEW Type	Previous State- Approved Integrator Documented Status
PersonNationalIdentifier	Conversion	2. Data Extracts - Not Started
PersonEmail	Conversion	2. Data Extracts - Not Started
PersonPhone	Conversion	2. Data Extracts - Not Started
Person Ethnicity	Conversion	2. Data Extracts - Not Started
PersonDriversLicence	Conversion	2. Data Extracts - Not Started
PersonImage	Conversion	1. Field Mapping - Cancelled
Worker ExternalIdentifier	Conversion	2. Data Extracts - Not Started
Core HR Flexfields	Conversion	1. Field Mapping - Cancelled
Absence Accrual Plan Enrollment	Conversion	2. Data Extracts - Not Started
Absence Accrual Balance Component	Conversion	2. Data Extracts - Not Started
Assigned Payroll	Conversion	2. Data Extracts - Not Started
Bank	Conversion	6. GCS Post-Validation-In Progress
Bank Branch	Conversion	6. GCS Post-Validation-In Progress
Calculation Card	Conversion	2. Data Extracts - Not Started
Element Entry	Conversion	2. Data Extracts - Not Started

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Payroll Assignment Details	Conversion	2. Data Extracts - Not Started
External Bank Account	Conversion	2. Data Extracts - Not Started
Personal Payment Method	Conversion	2. Data Extracts - Not Started
Cost Allocation	Conversion	1. Field Mapping - In Progress
Cost Allocation Account	Conversion	1. Field Mapping - In Progress
Payroll Balance Initialization	Conversion	2. Data Extracts - Not Started
Participant Enrollment	Conversion	2. Data Extracts - Not Started
Location	Conversion	7. Conversion Complete
Organization (Department)	Conversion	7. Conversion Complete
Jobs	Conversion	6. GCS Post-Validation-Not Started
Location Extra Information	Conversion	1. Field Mapping - Cancelled
Department Tree	Conversion	2. Data Extracts - Not Started
Department Tree Node	Conversion	2. Data Extracts - Not Started
Visa Details	Conversion	2. Data Extracts - Not Started
Position Information	Interface	1.FDD In Progress
Payroll - 202 Bud Adjustments	Interface	2.Development In Progress
BAAS (Oracle PBCS)	Interface	0. Cancel during RTM Approval

Title	RICEW Type	Previous State- Approved Integrator Documented Status
ORBIT (Inbound)	Interface	6.Ready for DEV1 Migration (TDD)
Staff UID	Interface	1.FDD In Progress
Monthly Financial Report	Interface	2.Development In Progress
UERS General Expense/Accounts Payable	Interface	1.FDD In Progress
UERS Payroll	Interface	2.Development Not Started
Non Payroll - 202 Bud Adjustments	Interface	1.FDD In Progress
UERS Chart of Account (COA) Exception Report	Interface	2.Development In Progress
Licensure	Interface	4.Tech Lead Unit Test in Progress
BCBS	Interface	0. Cancel during RTM Approval
HUB reporting	Interface	0. Cancel during RTM Approval
LINQ Meals Plus / School Nutrition - Outbound GL AP Transactions	Interface	1.FDD On Hold
Synovia demographic details	Interface	2.Development In Progress
Frontline/AESOP (Substitute Management) - Outbound	Interface	1.FDD In Progress
K12 Payment Center	Interface	0. Cancel during RTM Approval
Prudential 401K/403B/457	Interface	2.Development In Progress
P-Card Purchasing Card Program)	Interface	0. Cancel during RTM Approval
TSA	Interface	0. Cancel during RTM Approval
ARCHIBUS (or existing AM System)	Interface	1.FDD In Progress
Procore CMMS	Interface	1.FDD In Progress
E-payables - Wells Fargo	Interface	0. Cancel during RTM Approval
Blackboard Connect	Interface	1.FDD In Progress

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Cayan	Interface	0. Cancel during RTM Approval
Credit Union (SECU)	Interface	1.FDD In Progress
Destiny	Interface	0. Cancel during RTM Approval
NCDPI - EVAAS	Interface	0. Cancel during RTM Approval
GCS - Custodial Sub Program	Interface	0. Cancel during RTM Approval
Mark III/Selerix -Outbound	Interface	1.FDD In Progress
NCDPI - E-CATS (Every Child Accountability & Tracking System)	Interface	0. Cancel during RTM Approval
Bank ACH – Direct Deposit - Bank of America	Interface	6.Ready for DEV1 Migration (TDD)
Benefit Focus (Outbound)	Interface	1.FDD In Progress
IAMS - Oracle Username Creation Process (NCED)	Interface	1.FDD In Progress
Scholar Chip (One Card)	Interface	6.Ready for DEV1 Migration (TDD)
TCG	Interface	5.Integrator Functional Unit Test Complete
TRA - SFO - Spreadsheet load delivered. Not an interface	Interface	0. Cancel during RTM Approval
PowerSchool(Statewide student information system (SIS)) Allocations	Interface	1.FDD Not Started
941 & NC5Q report - ADP	Interface	0. Cancel during RTM Approval
Employment Security Commission	Interface	0. Cancel during RTM Approval
NCEES (True North Logic)	Interface	0. Cancel during RTM Approval

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Scribbles - Interface / Document repository.	Interface	0. Cancel during RTM Approval
Tableau	Report/Extract	1.FDD Not Started
TIMS (Transportation Information Management System)	Interface	1.FDD In Progress
LGC Report	Interface	0. Cancel during RTM Approval
GovDeals	Interface	0. Cancel during RTM Approval
Child Support	Interface	0. Cancel during RTM Approval
Integrator Time Keeper	Interface	5. Integrator Functional Unit Test Not Started
PowerSchool(HRIS All Employee Export - Data Warehouse)	Interface	0. Cancel during RTM Approval
PowerSchool(Performance Matters/ Professional Learning - CEU)	Interface	0. Cancel during RTM Approval
Payroll Garnishments.	Interface	0. Cancel during RTM Approval
Active Directory	Interface	1.FDD In Progress
Position Allotment	Interface	0. Cancel during RTM Approval
Worx Time	Interface	1.FDD In Progress
FBA Partners	Interface	0. Cancel during RTM Approval
NCDPI - Performance Matters	Interface	0. Cancel during RTM Approval
GL Budgets - Revenue Budget-July 1, 2021	Conversion	7. Conversion Complete
Mass Additions	Conversion	3. Pre-load Validation in Progress

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Absence Entries	Conversion	1. Field Mapping - Cancelled
Third Party Payee	Conversion	1. Field Mapping - Cancelled
AR Invoice Report Customizations	Report/Extract	6.Migration Request Submitted
Schedule Assignment	Conversion	2. Data Extracts - Not Started
EXP Extract and Import Invoice	Interface	0. Cancel during RTM Approval
Time Conversion Rule Fast Formula	Fast Formula	4. Validation - In Progress
Payables Invoice Approval	Workflow	1.FDD Not Started
Bonus Eligibility Fast Formula	Fast Formula	5. Integrator Functional Unit Test Complete
Participation and Rate Eligibility	Fast Formula	2.Development Complete
Position Hierarchy	Conversion	2. Data Extracts - Not Started
AP Positive Pay File	Interface	2.Development In Progress
Combined Electronic Bank Files (Employee Expense, CIntegrator Virtual Card, Suppliers)	Interface	1.FDD In Progress
LINQ Meals Plus - Inbound AP Invoices to Oracle	Interface	1.FDD On Hold
LINQ Meals Plus Payment from Oracle to Meals Plus	Interface	1.FDD On Hold
LINQ Meals Plus PO to Oracle to book encumbrance	Interface	1.FDD On Hold
AR Travel Tracker Integration	Interface	1.FDD In Progress
Background Screening (BIB)	Interface	0. Cancel during RTM Approval
School Dude	Interface	0. Cancel during RTM Approval

Title	RICEW Type	Previous State- Approved Integrator Documented Status
SUNPAC	Interface	0. Cancel during RTM Approval
SUNPAC	Interface	0. Cancel during RTM Approval
LBASS	Interface	0. Cancel during RTM Approval
Synovia	Interface	1.FDD In Progress
School Funds Online	Interface	0. Cancel during RTM Approval
TRO	Interface	0. Cancel during RTM Approval
Add absence check logic for Missing day time entries formula	Fast Formula	2.Development Complete
GCS_GET_HR_DATA FF	Fast Formula	2.Development Complete
GCS_ANNUALIZATION FF	Fast Formula	2.Development Complete
PAY_Regular_Salary_EARN_BASE FF	Fast Formula	2.Development Complete
PAY_Regular_Salary_EARN_RESULTS FF	Fast Formula	2.Development Complete
PAY_SALARY_PREPAYMENT_EARN_RESULTS FF	Fast Formula	5. Integrator Functional Unit Test Complete
VOLUNTARY_DED_INSTALLMENT_US_VOL_DEDN_CALCULATOR FF	Fast Formula	5. Integrator Functional Unit Test Complete
Health - Employee_PRESTAT_DEDN_CALCULATOR FF	Fast Formula	2.Development In Progress
PAY Overtime Premium Time Card Calculator Formula FF	Fast Formula	2.Development Complete
Longevity Pay Earnings FF	Fast Formula	2.Development Complete
Retirement EE_PRESTAT_DEDN_CALCULATOR ff	Fast Formula	2.Development Complete
Daily Absence Report	Report/Extract	2.Development On Hold
Employees with 5+ Consecutive Absences	Report/Extract	5. Integrator Functional Unit Test Not Started
Employees with Ineligible Leave Buckets	Report/Extract	5. Integrator Functional Unit Test Not Started

Title	RICEW Type	Previous State-Approved Integrator Documented Status
Termed Employees with Open Leave Buckets	Report/Extract	5. Integrator Functional Unit Test Not Started
Ability to generate reports to track hourly part time benefits eligible employees who are not regularly working at least 20 hours/week and change the status to benefits ineligible.	Report/Extract	2.Development In Progress
Benefit Deduction Report	Report/Extract	2.Development On Hold
Call Center Change Report	Report/Extract	2.Development On Hold
Call Center Hire Report	Report/Extract	2.Development On Hold
Dependents Aging Out	Report/Extract	2.Development On Hold
Employees on Leave Without Pay	Report/Extract	5. Integrator Functional Unit Test Not Started
Missing Beneficiary	Report/Extract	2.Development On Hold
Pending Action Report	Report/Extract	2.Development On Hold
Trustmark Enrollment Interest Report	Report/Extract	2.Development On Hold
Grade Details Report	Report/Extract	5. Integrator Functional Unit Test Not Started
Grade Ladder Report	Report/Extract	5. Integrator Functional Unit Test Not Started
Grade Step Details Report	Report/Extract	5. Integrator Functional Unit Test Not Started
Job Details Report	Report/Extract	5. Integrator Functional Unit Test Not Started
Longevity Payment	Report/Extract	5. Integrator Functional Unit Test Not Started
Missing Grade Audit Report	Report/Extract	1.FDD On Hold
Salary Exception Audit Report	Report/Extract	2.Development In Progress
Stipend Bonus Audit Report	Report/Extract	2.Development In Progress
Teacher Step Increase Report	Report/Extract	1.FDD On Hold
Time in Position	Report/Extract	1.FDD On Hold

Title	RICEW Type	Previous State- Approved Integrator Documented Status
All vacant position by Department	Report/Extract	2.Development In Progress
All Employees Report	Report/Extract	2.Development In Progress
Audit Positions without funding defined	Report/Extract	2.Development In Progress
LIC-Employees with Career Status-Individual schools/departments	Report/Extract	2.Development In Progress
LIC-Missing Certification Report	Report/Extract	2.Development In Progress
Seniority Report	Report/Extract	2.Development In Progress
Employee Listing by Process Level	Report/Extract	2.Development In Progress
LIC-Pending Personnel Actions	Report/Extract	2.Development In Progress
Bus Driver Staffing Roster	Report/Extract	5. Integrator Functional Unit Test Not Started
Hires, Pending Separations and Separations	Report/Extract	5. Integrator Functional Unit Test Not Started
HR Fast Facts	Report/Extract	1.FDD On Hold
LIC-Employees listed by Career Status	Report/Extract	2.Development In Progress
LIC - Career Status Mass Update - Roll	Report/Extract	2.Development In Progress
LIC-Cert report for all Expiration years	Report/Extract	2.Development In Progress
LIC-Instructional Employees with no Certification	Report/Extract	2.Development In Progress
Position Changes	Report/Extract	1.FDD On Hold
Principal Contact Info	Report/Extract	5. Integrator Functional Unit Test Not Started
Random Drug Test File - BIB	Report/Extract	2.Development In Progress
Resignation Notifications	Report/Extract	2.Development In Progress
Extended Employment Hours	Report/Extract	2.Development In Progress
Location File	Report/Extract	2.Development In Progress
Line Manager Report	Report/Extract	5. Integrator Functional Unit Test Not Started
All Budget Codes for paid emps within certain hierarchy	Report/Extract	2.Development In Progress
Timecard Audit Trail	Report/Extract	2.Development In Progress

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Site Manager Report	Report/Extract	5. Integrator Functional Unit Test Not Started
Time Exception Report	Report/Extract	5. Integrator Functional Unit Test Not Started
Pay slip Modification	Report/Extract	2.Development Not Started
Employees with More Than 18 Hours Recorded In a Day	Report/Extract	5. Integrator Functional Unit Test Not Started
Employees with Net Pay Higher than Gross Pay	Report/Extract	5. Integrator Functional Unit Test Not Started
Employees with No Net Pay	Report/Extract	2.Development In Progress
Employees Without Direct Deposit	Report/Extract	1.FDD On Hold
Employees coming out/going into leave	Report/Extract	2.Development In Progress
Employees with more than 55 hrs in a week	Report/Extract	5. Integrator Functional Unit Test Not Started
Hourly Employees Making Over \$30/hr	Report/Extract	5. Integrator Functional Unit Test Not Started
Payroll Frequency Audit	Report/Extract	5. Integrator Functional Unit Test Not Started
Variance Report	Report/Extract	2.Development In Progress
Third Party Payment Interface	Report/Extract	2.Development In Progress
Active Vacancies	Report/Extract	2.Development In Progress
Licensure Report-Career Status Eligibility Report	Report/Extract	2.Development In Progress
LIC-Licensure Verification Comprehensive Report	Report/Extract	2.Development In Progress
LIC-Pre-service Training Report	Report/Extract	2.Development In Progress
LIC-Time to Review	Report/Extract	2.Development In Progress
Pending Task and Job Requisition by Staffing Specialist	Report/Extract	2.Development In Progress
Total applicants	Report/Extract	2.Development In Progress
Missing timecard formula modification	Fast Formula	2.Development Complete

Title	RICEW Type	Previous State-Approved Integrator Documented Status
Progression Grade Ladder	Conversion	6. GCS Post-Validation-Not Started
ORBIT (Outbound)	Interface	1.FDD In Progress
Benefit Focus (Inbound)	Interface	1.FDD In Progress
Talent Profile - License	Conversion	1. Field Mapping - On Hold
Worker Education	Conversion	1. Field Mapping - On Hold
Area of Responsibility	Conversion	0. Configuration
WorkerExtralInfo – LOA Information	Conversion	1. Field Mapping - Completed
WorkerExtralInfo – State Retirement Details	Conversion	1. Field Mapping - In Progress
WorkerExtralInfo – Contract Information	Conversion	1. Field Mapping - In Progress
WorkerExtralInfo– Guilford Disciplinary Actions	Conversion	1. Field Mapping - On Hold
WorkerExtralInfo – CEU – Continuing education Units	Conversion	1. Field Mapping - In Progress
Action	Conversion	0. Configuration
Action Reason	Conversion	0. Configuration
Frontline Applitrack (Recruiting & Onboarding)	Interface	2.Development In Progress
Requisition Workflow	Workflow	1.FDD Not Started
Purchase Order Approval	Workflow	1.FDD Not Started
Leave Donation Approval	Workflow	1.FDD Not Started
Absence Approval by Line Manager	Workflow	1.FDD Not Started
FMLA Leave Approval	Workflow	1.FDD Not Started
HR Self-Service Workflow	Workflow	1.FDD Not Started
Extended Employee Contracts Approval	Workflow	1.FDD Not Started
EEA Supervisor Contract Workflow	Workflow	1.FDD Not Started
HCM Position Change Workflow	Workflow	1.FDD Not Started
Positions Change Workflow	Workflow	1.FDD Not Started

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Resignation Workflow	Workflow	1.FDD Not Started
Employee name change Workflow	Workflow	1.FDD Not Started
Time off Request and approval Workflow	Workflow	1.FDD Not Started
New Hire Approval	Workflow	1.FDD Not Started
Termination Approval	Workflow	1.FDD Not Started
Add New Position Approval	Workflow	1.FDD Not Started
Update Position Approval	Workflow	1.FDD Not Started
Submit Resignation	Workflow	1.FDD Not Started
Employee Self-service transactions approval	Workflow	1.FDD Not Started
Staff Actions Approval	Workflow	1.FDD Not Started
LOA Approval	Workflow	1.FDD Not Started
Resignation Workflow	Workflow	1.FDD Not Started
Onboarding/Offboarding Workflow.	Workflow	1.FDD Not Started
Time Approval for Employee by Line Manager	Workflow	1.FDD Not Started
Performance Matters - Professional Learning-Outbound (Local GCS Solution)	Interface	6.Ready for DEV1 Migration (TDD)
First Report	Report/Extract	1.FDD Not Started
NCAE (North Carolina Association of Education)	Interface	2.Development In Progress
Job Family	Conversion	6. GCS Post-Validation-Not Started
UOM	Conversion	1. Field Mapping - Cancelled
Item Catalog (Categories)	Conversion	1. Field Mapping - Cancelled
Sub inventories and Locators	Conversion	1. Field Mapping - Cancelled
Item Locators	Conversion	1. Field Mapping - Cancelled

Title	RICEW Type	Previous State-Approved Integrator Documented Status
Item On Hand/Cost	Conversion	1. Field Mapping - Cancelled
Supplier - Third Party	Conversion	4. Data Load - In Progress
UERS Summary	Interface	0. Cancel during RTM Approval
Bank reconciliation BAI2 file – Wells Fargo	Interface	1.FDD In Progress
3rd party payments for Voluntary deductions	Interface	1.FDD Not Started
EFT file for Payables – Suppliers	Interface	0. Cancel during RTM Approval
Non-BAI2 bank Statement interface – State funds	Interface	1.FDD In Progress
AP Check Customization	Interface	2.Development In Progress
TRA - Payables School Accounting (Payment Management, etc.)	Interface	0. Cancel during RTM Approval
Braxos - Security FOB's Census file	Interface	1.FDD Not Started
Payroll Positive Pay File	Interface	1.FDD In Progress
Payroll Check Customization	Interface	1.FDD In Progress
Performance Matters-Professional Learning-Inbound	Interface	1.FDD In Progress
Previous State-Approved Integrator's Portal	Interface	1.FDD In Progress
Expense Workflow	Workflow	1.FDD Not Started
Supplier Approvals	Workflow	1.FDD Not Started
Journal Approval Workflow	Workflow	1.FDD Not Started
Separate Remittance Advice	Interface	5.Integrator Functional Unit Test In Progress
Sales/Use Tax Report	Report/Extract	1.FDD Not Started
GAAFR Compliance	Report/Extract	1.FDD Not Started
FASB Compliant	Report/Extract	1.FDD Not Started
Budget Revision Report	Report/Extract	1.FDD Not Started
Daily Activity Report	Report/Extract	1.FDD Not Started
Encumbrance Report	Report/Extract	1.FDD Not Started

Title	RICEW Type	Previous State- Approved Integrator Documented Status
Income Statements - Revenue, Expenditures by Fund	Report/Extract	1.FDD Not Started
Pre-Encumbrance Report	Report/Extract	1.FDD Not Started
Revenue Receipts	Report/Extract	1.FDD Not Started
Tables Report	Report/Extract	1.FDD Not Started
Seamless Fiscal Years / Multiple Years Displayed Simultaneously	Report/Extract	1.FDD Not Started
Year-end financial reports per school for annual audit	Report/Extract	1.FDD Not Started
Year-end financial reports per school for annual audit	Report/Extract	1.FDD Not Started
Summary of transaction data Financials School Accounting Monthly Reporting	Report/Extract	1.FDD Not Started
Mark III/Selerix - Inbound	Interface	1.FDD In Progress
CIntegrator Virtual Card	Interface	0. Cancel during RTM Approval
You Decide Pet Insurance	Interface	1.FDD Not Started
GL Budget-Revenue Monthly Revisions 7/21-11/2	Conversion	2. Data Extracts - In Progress
GL Balances-Monthly 7/21- 11/21	Conversion	2. Data Extracts - Not Started
Control Budget - Initial Fund 40-July 2021	Conversion	2. Data Extracts - Not Started
GL Budget-Revenue Fund 40-July 1, 2021	Conversion	2. Data Extracts - Not Started
GL Balances-Fund 40 Monthly 7/21- 11/21	Conversion	2. Data Extracts - Not Started
Control Budget -Fund 40 Monthly Revisions 7/21-11/21	Conversion	2. Data Extracts - Not Started
GL Budget-Fund 40 Revenue Monthly Revisions 7/21-11/21	Conversion	2. Data Extracts - Not Started
GL Prior Year Budgets	Conversion	2. Data Extracts - Not Started

Title	RICEW Type	Previous State- Approved Integrator Documented Status
GL Prior Year Fund 40	Conversion	2. Data Extracts - Not Started
Frontline/AESOP (Substitute Management) - Inbound	Interface	1.FDD In Progress
Scribbles Documents and Index	Conversion	1. Field Mapping - On Hold
TCG Admin Fees Report	Report/Extract	2.Development In Progress
HUB Quarterly report	Report/Extract	2.Development In Progress
HUB Annual Report	Report/Extract	2.Development In Progress

Q15: To what extent has the configuration, functional and technical design and build completed to date on the original project been documented and will this information be made available to the awarded bidder at the start of the project?

A15: Guilford County Schools (GCS) completed one phase of testing where configuration documents were used to set up the environment. The project pause, initiated by the previous State-Approved System Integrator, took place right after this phase of testing and there are known configuration updates to be completed.

Q16: Due to the impact of Hurricane in North Carolina and other locations in the southeast, we are requesting an extension to allow for recovery efforts such as power outages, reopening etc for both yourself and for the respondents? An extension of 2 weeks would be both helpful and appreciated.

A16: GCS currently has no plans to extend the deadline for responses.

Q17: Do you have existing policies and procedures in place related to the governance of design, development, operation and/or security of API based integrations between cloud-to-cloud applications and/or between cloud and on-premises applications? If so, would you be open to sharing these policies and procedures?

A17: GCS plans to work with the successful bidder to develop policies and procedures specific to Oracle Cloud.

Q18: Do you have existing policies and procedures in place related to the governance of design, development, operation and/or security of file-based integrations between cloud to cloud applications and/or between cloud and on-premises applications? If so, would you be open to sharing these policies and procedures?

A18: GCS plans to work with the successful bidder to develop policies and procedures specific to Oracle Cloud.

Q19: Does the Guilford County Schools (GCS) have existing As-Is Business Process Maps and/or other detailed Business Process documentation for the requested functions to be provided in the ERP system? What percentage of the functions have business process documentation? Where does this documentation exist to what extent are the existing documents up to date and/or accurate?

A19: GCS is governed by the Financial Procedures Manual but does not have consolidated business process maps.

A link to the latest version of the Financial Procedures Manual can be found here: <https://www.gcsnc.com/Page/61651>.

For future state business process maps, GCS has copies of most Business Process Maps provided by Oracle. Updating these process maps to be GCS specific was not part of the "Golden Template" methodology from the previous State-Approved Integrator.

Q20: Please specify the technical and data security regulatory requirements (GDPR, HIPPA and/or others) that the proposed Oracle Cloud solution will be required to comply with as part of this engagement?

A20: GCS must secure at least for Health Insurance Portability and Accountability Act (HIPPA), Personal Identifiable Information (PII), and Student Data.

Q21: Please provide additional information about the GCS's Identity and Access Management System to integrate - Software, Version, etc.?

A21: Currently, GCS is evaluating a Security Assertion Markup Language (SAML) solution.

Q22: What is the current Enterprise Security Architecture for GCS?

A22: Further discussion on the Enterprise Security Architecture will be done with the successful bidder.

Q23: Please specify the Oracle Cloud Technical Components (Oracle Integration Cloud, Oracle SOA Cloud Service, etc.) currently licensed by GCS as part of this solution? Is GCS open to licensing additional Oracle Cloud Technical Components such as Oracle Integration Cloud (OIC) if they are not already licensed?

A23: Refer to Appendix B – Oracle Cloud Product List for licensed cloud products. Bidders can propose supplemental software as part of Section 5 of the RFP response.

Q24: During the implementation project tasks completed to date with the GCS was a to-be integration architecture agreed upon? If so, would you be willing to share with prospective bidders either an integration diagram or description of the agreed upon integration architecture?

A24: Further discussion on the architecture will be done with the successful bidder.

Q25: Have you determined, or can you provide an estimate of the number of third-party non-Oracle Cloud solutions that you are requesting to have data integrated into Oracle Analytics Cloud (OAC) to support data warehouse, analytics, inquiry/query and reporting requirements? Do you have an estimate of the number of custom reports and or dashboards that you are requiring to be sourced from OAC?

A25: Further discussion will be done with the successful bidder.

Q26: During the initial project activities completed to date to what extent have custom report and dashboard reporting requirements been defined and sourced to the various Oracle Cloud Reporting and Analytics Tools and Capabilities?

A26: No custom reports or dashboards were completed by GCS. Custom reports created at other North Carolina Local Education Agencies (LEAs) who have gone live or have an inflight Oracle Cloud implementation (i.e., Gaston County Schools, Charlotte-Mecklenburg Schools, Cumberland County Schools) may be considered as part of the "public domain" that can be used at GCS.

Q27: During the initial project activities completed to date to what extent have data conversion activities including data extraction, data cleansing, data import and/or

data validation been completed for the proposed Phase 1 and Phase 2 business processes?

A27: The status for each data conversion is listed below and was maintained by the Previous State-Approved Integrator. Some additional clean up and additional steps may need to take place for completed conversions as work on conversions has been on pause since the Previous State-Approved System Integrator requested a pause in December 2021. (i.e., Control Budget Monthly Revisions will need to be updated for the applicable time period)

Title	Function/Module	Previous State-Approved Integrator's Documented Conversion Status
Bank/Bank Branches - EFT Suppliers	Procurement	1. Field Mapping - Cancelled
Grade	Core HR	6. GCS Post-Validation-Not Started
Purchasing Locations	Purchasing	1. Field Mapping - Cancelled
Control Budget - Monthly Revisions 7/21-11/21	General Ledger	2. Data Extracts - In Progress
Expense Reports	Payables	1. Field Mapping - Cancelled
Control Budget - Initial as of July 1, 2021	General Ledger	7. Conversion Complete
Suppliers	Procurement	4. Data Load - In Progress
Supplier - Addresses	Procurement	4. Data Load - In Progress
Supplier - Sites	Procurement	4. Data Load - In Progress
Supplier - Site Assignments	Procurement	4. Data Load - In Progress
Supplier - Contacts	Procurement	1. Field Mapping - Cancelled
Supplier - Business Classification	Procurement	4. Data Load - In Progress
Supplier- Supplier Bank Accounts	Procurement	1. Field Mapping - Cancelled
Supplier- Attachments	Procurement	1. Field Mapping - Cancelled
UOMs	Inventory	1. Field Mapping - Cancelled
Item Catalog (Categories)	Inventory	1. Field Mapping - Cancelled
Import Items	Inventory	7. Conversion Complete
Asset Categories	Fixed Asset	1. Field Mapping - Cancelled
Purchasing Category /Commodity Codes	Purchasing	1. Field Mapping - Cancelled
Vendor 1099 Payments	Payables	2. Data Extracts - Not Started
Customer Master	Receivables	1. Field Mapping - Cancelled
AR Open Invoices	Receivables	1. Field Mapping - Cancelled
Asset Locations	Fixed Asset	1. Field Mapping - Cancelled
Asset Balances	Fixed Asset	1. Field Mapping - Cancelled
Chart Of Account Values and Hierarchies	General Ledger	1. Field Mapping - Cancelled
Credit Card Conversion	Payables	1. Field Mapping - Cancelled
Load 1099 SFO (School Funds Online) balances at year end from each school.	Payables	1. Field Mapping - Cancelled
AP Open Invoices	Payables	1. Field Mapping - Cancelled
Purchasing Requisitions	Purchasing	1. Field Mapping - Cancelled
Purchase Orders	Purchasing	1. Field Mapping - Cancelled
Purchasing Agreements	Purchasing	1. Field Mapping - Cancelled
Grade Rate	Core HR	1. Field Mapping - Cancelled

Title	Function/Module	Previous State-Approved Integrator's Documented Conversion Status
Grade Ladder	Core HR	1. Field Mapping - Cancelled
Position	Core HR	4. Data Load - Not Started
Worker	Core HR	2. Data Extracts - In Progress
Person Legislative	Core HR	2. Data Extracts - In Progress
Person Name	Core HR	2. Data Extracts - In Progress
Work Relationship	Core HR	2. Data Extracts - Not Started
Work Terms	Core HR	2. Data Extracts - Not Started
Assignment	Core HR	2. Data Extracts - Not Started
Person Address	Core HR	2. Data Extracts - Not Started
User Information Security Build	Core HR	0. Configuration
Salary	Core HR	2. Data Extracts - Not Started
WorkerExtraInfo - LEA Service Dates	Core HR	1. Field Mapping - Cancelled
Assignment Grade Steps	Core HR	2. Data Extracts - Not Started
Assignment Supervisor	Core HR	1. Field Mapping - Cancelled
Assignment Work Measure	Core HR	2. Data Extracts - Not Started
Seniority Date	Core HR	2. Data Extracts - Not Started
Worker Extra Info-BT Status	Core HR	2. Data Extracts - In Progress
Person National Identifier	Core HR	2. Data Extracts - Not Started
Person Email	Core HR	2. Data Extracts - Not Started
Person Phone	Core HR	2. Data Extracts - Not Started
Person Ethnicity	Core HR	2. Data Extracts - Not Started
Person Drivers License	Core HR	2. Data Extracts - Not Started
Person Image	Core HR	1. Field Mapping - Cancelled
Worker External Identifier	Core HR	2. Data Extracts - Not Started
Core HR Flexfields	Core HR	1. Field Mapping - Cancelled
Absence Accrual Plan Enrollment	Absence	2. Data Extracts - Not Started
Absence Accrual Balance Component	Absence	2. Data Extracts - Not Started
Assigned Payroll	Payroll	2. Data Extracts - Not Started
Bank	Payroll	6. GCS Post-Validation-In Progress
Bank Branch	Payroll	6. GCS Post-Validation-In Progress
Calculation Card	Payroll	2. Data Extracts - Not Started
Element Entry	Payroll	2. Data Extracts - Not Started
Payroll Assignment Details	Payroll	2. Data Extracts - Not Started
External Bank Account	Payroll	2. Data Extracts - Not Started
Personal Payment Method	Payroll	2. Data Extracts - Not Started
Cost Allocation	Payroll	1. Field Mapping - In Progress
Cost Allocation Account	Payroll	1. Field Mapping - In Progress
Payroll Balance Initialization	Payroll	2. Data Extracts - Not Started
Participant Enrollment	Benefits	2. Data Extracts - Not Started
Location	Core HR	7. Conversion Complete
Organization (Department)	Core HR	7. Conversion Complete
Jobs	Core HR	6. GCS Post-Validation-Not Started
Location Extra Information	Core HR	1. Field Mapping - Cancelled
Department Tree	Core HR	2. Data Extracts - Not Started

Title	Function/Module	Previous State-Approved Integrator's Documented Conversion Status
Department Tree Node	Core HR	2. Data Extracts - Not Started
Visa Details	Core HR	2. Data Extracts - Not Started
GL Budgets - Revenue Budget-July 1, 2021	General Ledger	7. Conversion Complete
Mass Additions	Fixed Asset	3. Pre-load Validation in Progress
Absence Entries	Absence	1. Field Mapping - Cancelled
Third Party Payee	Payroll	1. Field Mapping - Cancelled
Schedule Assignment	Absence	2. Data Extracts - Not Started
Position Hierarchy	Core HR	2. Data Extracts - Not Started
Progression Grade Ladder	Core HR	6. GCS Post-Validation-Not Started
Talent Profile - License	Core HR	1. Field Mapping - On Hold
Worker Education	Core HR	1. Field Mapping - On Hold
Area of Responsibility	Core HR	0. Configuration
WorkerExtralInfo â€ "LOA Information	Core HR	1. Field Mapping - Completed
WorkerExtralInfo â€ "State Retirement Details	Core HR	1. Field Mapping - In Progress
WorkerExtralInfo â€ "Contract Information	Core HR	1. Field Mapping - In Progress
WorkerExtralInfoâ€ "Guilford Disciplinary Actions	Core HR	1. Field Mapping - On Hold
WorkerExtralInfo â€ "CEU â€ "Continuing education Units	Core HR	1. Field Mapping - In Progress
Action	Core HR	0. Configuration
Action Reason	Core HR	0. Configuration
Job Family	Core HR	6. GCS Post-Validation-Not Started
UOM	Inventory	1. Field Mapping - Cancelled
Item Catalog (Categories)	Inventory	1. Field Mapping - Cancelled
Sub inventories and Locators	Inventory	1. Field Mapping - Cancelled
Item Locators	Inventory	1. Field Mapping - Cancelled
Item On Hand/Cost	Inventory	1. Field Mapping - Cancelled
Supplier - Third Party	Procurement	4. Data Load - In Progress
GL Budget-Revenue Monthly Revisions 7/21-11/2	General Ledger	2. Data Extracts - In Progress
GL Balances-Monthly 7/21- 11/21	General Ledger	2. Data Extracts - Not Started
Control Budget - Initial Fund 40-July 2021	General Ledger	2. Data Extracts - Not Started
GL Budget-Revenue Fund 40-July 1, 2021	General Ledger	2. Data Extracts - Not Started
GL Balances-Fund 40 Monthly 7/21- 11/21	General Ledger	2. Data Extracts - Not Started
Control Budget -Fund 40 Monthly Revisions 7/21-11/21	General Ledger	2. Data Extracts - Not Started
GL Budget-Fund 40 Revenue Monthly Revisions 7/21-11/21	General Ledger	2. Data Extracts - Not Started
GL Prior Year Budgets	General Ledger	2. Data Extracts - Not Started
GL Prior Year Fund 40	General Ledger	2. Data Extracts - Not Started
Scribbles Documents and Index	HCM	1. Field Mapping - On Hold

Q28: If you could please clarify if you are requesting for the proposed solution to include the implementation of a new POS-based, USDA compliant school food program operations system (based on the Appendix E requirements) in addition to the integration with the current LINQ Meals Plus Online Payment system which appears to be identified as targeted for integration with the solution in the graphic on page 41?

A28: This RFP does not include the implementation of a new POS-based, USDA compliant school food program operations system.

Q29: Are there any design decisions that were already made for Budgeting that can be shared?

A29: Budgeting was part of Phase II functionality and not discussed in detail. GCS did discuss integration with State systems for budgeting purposes. Known integrations are listed in *Appendix F – Interfaces and Ancillary Systems*.

Q30: Workforce (Salary and benefits) Planning: What is the level of workforce planning (employee/position/combination of employee and position/or other (please specify)?

A30: The majority of the workforce is planned by a step and grade. Licensure can determine difference on grade for certified position.

Q31: Workforce (Salary and benefits) Planning: What are the pay types and cycles?

A31: The GCS payroll calendars can be found here: <https://www.gcsnc.com/site/default.aspx?PageID=10982> that shows pay types and cycles.

Q32: Capital Planning: Can examples of the Capital budgeting spreadsheets that are currently used be shared? Or the level of detail and fields used?

A32: The capital budgeting spreadsheets will be discussed with the awarded bidder during implementation.

Q33: Capital Planning: What level of Asset category planning is desired?

A33: GCS plans on utilizing major/minor codes in Fixed Assets down to the nearest one cent.

Q34: Budget Transfers: How frequently does the budget transfer process happen?

A34: The budget transfer process takes place as needed and as frequently as daily.

Q35: Budget Transfers: Would it be administered by a specific small group (Budget staff)?

A35: Budget Transfers requests can be initiated and approved by a school before being sent centrally for final approval and posting.

Q36: Budget Transfers: Do you want a centralized method to input the requests and workflow for approvals and execution of the requests from the other district staff?

A36: GCS would like the ability for any school or department to request a budget transfer that is then performed and approved centrally.

Q37: GCS requirement sheet for Accounts Payable: "The system must be able to establish charge limits for Child Nutrition-related transactions". Can you elaborate on this requirement with an example?

A37: GCS would like to track purchasing limits on P-cards as part of P-card reconciliation and reporting.

Q38: Accounts Payable: "The system must be able to automate payment processing for tutors". Are tutors employees of GCS or contractors or something else? Which system determines the amount to be paid to tutors?

A38: GCS issues extra duty payments for employees for tutoring through Payroll and contracts with external suppliers for tutoring services are paid through Accounts Payable. Payment determination is based on whether the tutor is an employee or a contracted service provider.

Q39: Accounts Payable- "The system must be able to support encumbrance requirements for vouchers that include, but are not limited to: Evaluate voucher-request against available budget for commodity/department; 2. Support encumbrance requirements base on district need (summarize budget hold at multiple commodity levels; account, commodity group, department, etc.); 3. Allow for override based on departmental budgeting rules"; Can you please elaborate this further with an example?

A39: School A has a purchase order for a Paper commodity for \$10. School A has a budget of \$15 for paper commodities. This would leave a \$5 balance for the next Purchase Order. If School A wants needs additional paper commodities exceeding \$5, they would need to do a budget transfer or submit a request to override the budget.

Q40: In Appendix B - Oracle Cloud Product List we see ""Taleo Talent Acquisition Cloud Service"" as one of the Products.

Could you please provide more information on how Taleo is/would be used?

A40: GCS plan on using Oracle Recruiting Cloud in the future if it is able to meet the needs of GCS.

Q41: In the GCS HR Systems/Processes we see that the Applitrack application is marked in yellow which signifies that it might be an interface with solution.

As majority of the Recruiting functions are handled in Applitrack, could you please elaborate on what would be the implementation scope of Oracle Recruiting Cloud?

Will Applitrack be the future system for Recruiting or will it be Oracle recruiting Cloud?

A41: The desire is to use Oracle Recruiting Cloud where it meets the needs of GCS. This is an open design decision.

Q42: Could you please confirm whether Onboarding and Offboarding will be implemented using Oracle (Journeys and Checklists) or will it be handled using Applitrack?

A42: The desire is to use as much Oracle Cloud functionality as possible. This is an open design decision.

Q43: Please confirm whether the Oracle Talent Suite is in scope for implementation? If yes, please confirm on the functions in scope in Talent. Example: Goal Management, Talent Review, Performance Management, Succession Management?

A43: The Oracle Talent Suite is in scope for this implementation and was originally slated for Phase II functionality. GCS is unable to comment on functions in scope until the functionality is explained and demonstrated.

Q44: How is Performance Matters utilized by the employees? Could you please share how this application will be used going forward?

A44: Performance Matters is the Learning Management System (LMS) that tracks course completion information. The Learning Management functionality is in scope for this implementation and was originally slated for Phase II and GCS is open to considering Oracle Cloud solutions to replace Performance Matters functionality.

Q45: Considering that the preferred Go-live dates are Jan 1st and July 1st and the expectation is to have Go-live for HCM, Finance and Procurement to go-live on the same date.

Would it be acceptable if secondary HCM modules implementation did not align the preferred Go-live dates of Jan and July 1st).

A45: Refer to *Section 2.5 High-Level Implementation Plan* for requirements around the initial the go-live date. If your proposal is to implement in multiple phases, subsequent go-live dates can vary as long as it does not impact GCS operations.

Q46: In Appendix B, Oracle Fusion Human Resource Help Desk Cloud Service is listed as one of the products. So, should we consider Helpdesk implementation as in scope?

Helpdesk implementation was not mentioned in the Section 2.7 Business Process Vision

A46: The Human Resource Help Desk Cloud Service was licensed by GCS as part of a package of functionality. GCS did not begin work on utilizing the Human Resource Help Desk Cloud Service and will need more information before deciding how this fits in the GCS future state business process.

Q47: In this section you have mentioned that the decision on implementing Benefits functionality in Oracle will be considered during the Evaluation process.

Should we consider Oracle benefits during our Scope, Staffing and Pricing or will Solarix be used?

A47: GCS plans to utilize Selerix for flexible benefits and will need to integrate with the State Health Plan System

Q48: Will the substitutes (AESOP) also be stored in Oracle as employees?

A48: GCS plans to store substitute information in Oracle. The designation of employee or contingent worker is an open decision design.

Q49: Could you please provide more information on this question - ""The system must be able to process contract payout""

Are you looking for payment for Contractor/ Contingent workers?

A49: This refers to a payout when an employee leaves GCS

Q50: Could you please provide more information on the requirement on "self-sealing payroll checks"?

A50: The template of a payroll check from Oracle Cloud must be compatible with self-sealing payroll check stock.

Q51: Are you using ADP Smart Compliance to perform Garnishments Disbursements?

A51: GCS currently does not use ADP Smart Compliance to perform garnishments

Q52: Could you please provide an approximate count of management and operational reports you would need as part of the implementation? OR can we include reasonable assumptions as part of our proposal

A52: The estimated number of reports is approximately 150.

Q53: If we are implementing Oracle Recruiting Cloud, do we require the migration of all candidate history and requisition data from Current Recruitment System onto the new platform (Oracle Recruiting Cloud)?

A53: GCS does not plan to migrate candidate history but will need to account for candidates on the Do Not Hire list in Oracle.

Q54: Do you have a standard recruitment process (candidate selection steps) for all employees? Or do you have different process for each type of employees? Please mention how many different types if yes.

A54: The recruitment process is different based on the type of employee and usually breaks down into classified, substitutes, and licensed.

Q55: How many offer letter templates are required across all employee groups?

A55: Currently, GCS utilizes 3 offer letter templates

Q56: How many career Sites are required for internal employees and external employees?

A56: GCS currently only has one career site, but the number of career sites is an open design decision.

Q57: Could you please provide the number of timecard layouts present in the current system?

A57: GCS currently utilizes one layout and for payment purposes rounds to the nearest quarter hour.

Q58: What are the different Absence plans currently in use?

A58: The following are the different types of Absences that were documented as part of the Oracle Cloud configuration

- Annual Vacation Leave
- Misc. Bonus Leave
- Special Bonus Leave
- Education Leave-Unpaid
- Extended Sick Leave
- Family Medical Leave Act (FMLA)
- Holiday Pay Leave
- Jury Duty or Court Attendance
- Military Leave
- Leave of Absence without Pay
- Paid Suspension
- Personal Leave
- Sick Leave
- Professional Leave with Deduction
- Professional Leave without Deduction
- Unpaid Suspension
- Voluntary Shared Leave

Q59: What are different Benefits Plans currently in use?

A59: Employees currently enroll in the State Health Plan and Flex Benefits Plans.

Q60: What different types of compensation plans currently in use?

A60: GCS currently uses a combination of several compensation plans that include state certified salaries, local supplements, differentials, locally determined classified, and bonus plans.

Q61: What are the Compensation cycle and performance cycle dates?

A61: Compensation increases are based on budget approval dates from the State and performance cycle dates do not apply to GCS.

Q62: What are different types of Performance reviews like Annual, Mid-year, Probation/Confirmation, Performance improvement Plan (PIP)?

A62: GCS utilizes performance reviews as listed in the above question.

Q63: Is the Performance process the same across all Employee Groups?

A63: No

Q64: How many work schedules/shifts are there in the GCS?

A64: GCS only has one "shift" but working hours vary based on the position and location.

Q65: How many checklist task are involved during employee's on board & termination process (exit interview forms)?

A65: GCS approximately has 30 items during onboarding and 5 items during offboarding.

Q66: Could you please provide more information on this question: "The system must be able to enable school employees to track time or leave in a way conducive to their role: -Teachers-Custodians-Leadership-Support Staff"

A66: Some employees are non-exempt and other are exempt. Non-exempt employees will need to track their comp time in the system.

Q67: Could you please provide more information on this question with an example: "The system must be able to support multiple pay dates for an employee on multiple payroll cycles."

A67: Current GCS payroll calendars are found here: <https://www.gcsnc.com/Page/10982>. An employee can have more than one job that uses different payroll calendars for payment and must be paid according to the job that they are performing (i.e., An employee can have a job that has monthly payroll and a job that is paid bi-weekly and must be paid accordingly)

Q68: Please share the duration for the Post implementation which you want us to consider? What is the end date of the contract?

A68: As part of the RFP response, you have the ability to propose post-implementation support options including your recommendation for support duration. Regardless of post-implementation supports options, GCS will need support during the first-year end close using the new Oracle Cloud system.

Q69: For Benefits, what is the open enrollment period? What employee types are part of open enrollment period? Please indicate any additional effort required for supporting benefit enrollment

A69: The open enrollment period for all employees eligible for benefits is dictated by the State and historically has started on the second Monday in October to the last Friday in October.

Q70: Please indicate start and end dates for Month-end close?

A70: GCS starts processing monthly end close around the first working day of the next month and a month is not "hard closed" until a date dictated by the North Carolina Department of Public Instruction (NCDPI).

Q71: Please share more details (number of cycles, timelines) about the EPM Budgeting and Forecasting Cycle?

A71: Budgeting was part of Phase II functionality and not discussed in detail. The timeline for budgeting currently takes place from the preceding December through the time that the State passes the budget for an upcoming/current fiscal year.

Q72: What ticketing tool do you use currently for IT Service Management? Do you want us to use the same tool and implement new application support tool and services?

A72: FreshService is the ticketing tool for IT Service Management and GCS plans to continue using this ticketing tool.

Q73: Is there any version control software (GITHUB) or code development tools/code repositories to manage development that are currently in place?

A73: Currently, GCS does not utilize version control software

Q74: Are there external or internal API or open-sourced software products in place or currently in use for integrations?

A74: No, currently the majority of GCS integrations are file based

Q75: Are you open to the prospective bidders providing deviations from the terms and conditions provided in the RFP or should terms and conditions be negotiated in the future steps of the award process?

A75: As part of the RFP response, you have the ability to propose deviations from the terms and conditions provided.

Q76: For the barcode scanning solution, how many concurrent users will need to leverage the scanning solution?

A76: GCS estimates that they would need 250 concurrent users

Q77: Approximately how many locations will need label printing capabilities across your network of facilities/locations to support label printing?

A77: GCS will use approximately 10 locations to support label printing

Q78: How many facilities/locations are you expecting will need to utilize your barcode scanning capabilities?

A78: GCS is expecting to utilize barcode scanning capabilities in approximately 150 locations.

Q79: How many warehouses or storage locations will require barcode labeling and barcode scanning capabilities?

A79: GCS is expecting to utilize approximately 5 warehouse or storage locations that will require barcode labeling and barcode scanning capabilities.

Q80: Approximately how many fixed assets are you expecting to track via barcoding and are these distributed/issued from a central warehouse or warehouses (if more than one approximately how many)?

A80: GCS will need to track approximately 360,000 fixed assets via barcoding and will be distributed via approximately 5 warehouses.

Q81: Do all GCS fixed assets have tags or labels today? if no, what is the key criteria that requires or exempts fixed assets from tagging?

A81: Yes