



THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA
 SCHOOL BOARD ADMINISTRATION BUILDING
 Procurement Management Services
 1450 N.E. 2nd Avenue, Room 650
 Miami, FL 33132

Direct All Inquiries To Procurement Management Services Buyer's Name: _____ PHONE: (305) 995-_____ Email: _____ TDD PHONE: (305) 995-2400
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BID/RFP ADDENDUM

Date: _____

Addendum No. _____

BID/RFP No. _____ BID/RFP TITLE: _____

This addendum modifies the conditions of the above-referenced BID/RFP as follows:

All information, specifications terms, and conditions for the above-referenced BID/RFP, are included on the document posted on the Procurement Management website at <http://procurement.dadeschools.net>

The attached pages containing clarifications, additional information and requirements constitute an integral part of the referenced bid. If your bid/proposal has not been submitted, substitute the pages marked REVISED and mail your entire bid/proposal package.

I acknowledge receipt of Addendum Number _____

PLEASE NOTE: If your firm has forwarded a copy of this bid/proposal to another vendor, it is your responsibility to forward him/her a copy of this addendum.

(PLEASE TYPE OR PRINT BELOW)

LEGAL NAME OF BIDDER: _____

MAILING ADDRESS: _____

CITY, STATE ZIP CODE: _____

TELEPHONE NUMBER: _____ E-MAIL _____ FAX # _____

BY: SIGNATURE (Manual): _____
 OF AUTHORIZED REPRESENTATIVE

NAME (Typed): _____ TITLE: _____
 OF AUTHORIZED REPRESENTATIVE

ITN-20-067-CM

Human Capital Management System

1. Can you please advise what is the bid proposal submission deadline and Pre-Bid Conference Time?
Submission Date:
As per RFP Page 2, Bid End Date is Aug 7 by 1 PM EDT
The deadline for submission is August 3, 2021 at 1pm.
2. As per remaining document (Page 4, 14, 82) it is Jul 27 by 1 PM EDT
Pre-Bid Conference Time:
As per RFP Page 2 it is Jul 15, 2021 5:00:00 PM EDT
As per Page 14 it is July 15, 2021 at 9 a.m.
The pre-bid conference took place July 15, 2021 at 9am.
3. Pg. 17, Question 29 references an Appendix for User Fields shared but an Appendix does not appear to be included with this ITN with this information. Please provide this Appendix for vendors to reference when drafting a response.
The Appendix reference is to be used by the proposer to clearly designate which data fields would be involved.
4. What are Miami-Dade's go live expectations for the solutions implemented from this ITN?
The official go-live date is not yet set, but will be negotiated after award. Please specify standard timelines for implementations to your system on the proposal.
5. We would like to request an extension of 2 weeks given the level of detail Miami-Dade expects in vendor responses.
Please see response to Question 1.
6. Page 1 of the ITN states this proposal response is due 1pm EST on July 27th and page 11 states the response is due at 2pm EST on July 27th. Please specify the time this proposal is due.
Please see response to Question 1.
7. Would the Board be willing to use existing, previously negotiated terms and conditions to oversee an ITN award that may result from this solicitation from a vendor the Board already has a contract with?
Please note that this ITN includes a sample Contract Agreement on Exhibit 17, which notes our current Terms and Conditions.
8. Pg. 37 of the ITN outlines 8 items to be included in vendor Executive Summaries while pg. 40 says the executive summary should "Provide a brief summary of no more than two (2) pages describing the basic services offered, experience and qualifications of the Proposer, staff and any other relevant information." Please confirm which items should be included in the executive summary and verify the desired length this section should be.
Please submit according to the specifications noted in the ITN.

9. Instructions on page 40 of the ITN under “Proposed Approach and Methodology” state “The Proposer must respond to ALL Requirements in the order listed in Section 4.4 and 7.3 of this ITN using the same numbering system.” There is no section 4.4 in this document. Section 6 is an overview of submission requirements and does not appear to have items to respond to but rather provides guidelines for submission. Section 7 appears to also be informative in nature. Are the requirements you would like a response to the ones number 1-276 under “Evaluation Criteria” starting on page 15, section 4.3 and section 5?

Please refer to Sections 4 and 7.

10. Pg. 47 of the ITN references a Budget Expenditure Worksheet. Please confirm this is referring to a spreadsheet each individual vendor puts together as opposed to a template Miami Dade wishes to provide.

That is correct.

11. Given ITN responses are being accepted digitally, would Miami Dade be willing to accept DocuSign signatures by an authorized official on required ITN forms?

Yes, electronic signatures are acceptable.

12. The ITN package contains a label on page 68. Do you wish for vendors submitting digitally to include this in our final proposal response PDF or can this be disregarded if not submitting hard copy?

The ITN label is only applicable for proposers submitting a hard copy.

13. Pg. 39 of the ITN says “The entire proposal packet must be submitted either: (1) electronically via the e-bidding platforms Periscope S2G (previously known as BidSync) or DemandStar, or (2) an unbound original proposal in a main sealed envelope or container (box), along with an electronic submittal via Periscope S2G or DemandStar” while Pg. 79 says “Sealed bids will be received by The School Board of Miami-Dade County, Florida until 1:00 P.M. local time, on July 27, 2021 at the MDCPS School Administration Building located at 1450 NE 2nd Ave, Miami, FL 33132, in a main sealed envelope or container (box), and via the e-bidding platforms Periscope S2G or DemandStar.” Please confirm vendors have the option to submit this response digitally or hard copy and both are not required.

Yes, that is correct.

14. Pg. 12 under section 3.3 “Additional Information/Amendment” states “A copy of any written communication or email must be sent to the Executive Assistant to the Clerk of the School Board.” Please advise how vendors can forward communication to this individual if we are responsible for doing so.

In the event that you need to communicate with M-DCPS, please copy the individuals noted below:

The Office of the School Board Clerk Miami-Dade County Public Schools
1450 N.E. Second Avenue, Suite #311 Miami, Florida 33132
Phone: (305) 995-1440
Fax: (305) 995-1448
E-Mail: Dlllopiz@dadeschools.net
celiarubio@dadeschools.net

15. For requirement #60 on page 18 of the solicitation, we request that Miami-Dade provide a list of desired state and federal government required documentation that should be available to create and archive in the system.

These requirements are subject to change. We would like to proposer to fully describe those data elements that they have experience with reporting and those they are able to report.

16. For requirement #122 on page 25 of the solicitation, what would be included in this questionnaire and when would it be sent?

These could include multiple questionnaires, depending on the position and stage in the application process. Please provide a response that best reflects your company's ability to provide this service.

17. For requirement #131 on page 25 of the solicitation, please provide an example of materials that would be pushed to applicants.

- **We need to automate our paper process**
- **Automated letters each step of the application process**
- **Communicate electronically to candidates within the system**
- **Mobile application – complete application on phone**
- **Reference letters – systems notifications of missing/in-complete documents that are required**
- **Administrative Questionnaire alerts that send notification throughout the process when completed/pending**
- **Timeline (date/stamp - communication timelines within the system**
- **Letter templates - Conditional Letter of Offer, Screening, Initial Interview, Final Interview letters**
- **Icons user friendly**
- **Veterans Preference**
- **Electronic way of knowing where a candidate is in the application process**

18. For requirement #199 on page 29 of the solicitation, what type of assessments/assessment protocols are desired in HCMS?

The District requests information about your company's capacity to support assessment/assessment protocols.

19. For requirement #219 on page 31 of the solicitation, what existing web applications would you like to integrate with, and for what purpose?

M-DCPS is interested in the proposer's experience in this area.

20. For requirement #231 on page 31 of the solicitation, are there any specific requirements that you would like us to address?

The requirements are in Florida statute and State Board Rule.

21. Could you please provide a list of all attendees from the pre-bid meeting today for solicitation - Bid #ITN-20-067-CM - Human Capital Management System?

Please see attached participant list.

22. For requirement #48 on page 18 of the solicitation please provide examples of values you would like to change/add/replace.
Please provide a response to the best of your ability.
23. what is the budget for the HRM solution for the three-year contract?
The budget is not finalized at this time.
24. Could you please share the list of attendees?
Please see response to Question 21.
25. Does the School District allow offshore as part of the services?
We require all data to be within the US. Offshore development can be considered if development is needed as part of the solution implementation.
26. Will the School District leverage any existing contract vehicles from the State of Florida or Miami-Dade County, etc.?
At this time, the District seeks to establish its own contract through this ITN process.
27. Is the School District looking at implementing a SaaS or an On-Premise solution?
Both options are being considered at this time.
28. Can M-DCPS please provide the vendor(s) they currently utilize for background checks in pre-employment screening?
FDLE/FBI for fingerprints and FSSolutions for drug testing
29. Does M-DCPS currently use pre-employment testing services for skills, cognitive ability, and personality? If so, can you please provide the list of vendors?
HireSelect/Criteria Corp (clerical skills testing)
30. On page 27 of the RFP, M-DCPS provides examples of your core values including Equity. Is M-DCPS seeking a Compensation and Variable Pay solution to support merit, bonus, or additional performance-based payments?
We are looking at being able to track differential pay and payments in these categories.
31. Is M-DCPS seeking Organizational Change Management (OCM) services as part of this scope? - Human Resources? Does M-DCPS typically conduct OCM internally?
M-DCPS has done Organizational Change Management internally in the past.
32. For the project timeline, is there a specific priority of modules / functionality to be implemented? E.g., Does M-DCPS seek to implement Recruiting and Onboarding first, followed by Performance Management, Learning and Career Development second?
Human Resources - We are seeking a phased implementation, with Recruitment and Onboarding as Phase 1, with the remainder of the project to follow.
33. Does M-DCPS have a preferred or targeted go live date of the solution?
Please see response to question 4.
34. How many years of recruiting and candidate data does M-DCPS need to store?

Currently information on e-Recruiting is not purged. Since 2011 we have not deleted any information from e-recruiting.

35. As part of MDCPS current process, how is onboarding/offboarding documentation distributed and housed today? Please advise on any 3rd party or otherwise external repositories.

Currently, onboarding forms are sent via email after the applicant accepts the offer. Once hiring process is completed, the forms are scanned and stored on the Personnel Imaging System called LEGATO.

36. Does M-DCPS require contingent worker integration with this scope of applications?

Yes, and vendor identification and tracking.

37. Does M-DCPS currently leverage licensed services from electronic signature vendors (i.e., DocuSign)?

No we do not.

38. through a centralized or accessible system. Does M-DCPS currently use any 3rd party services for Credentialing/Certification?

Florida Department of Education, Bureau of Educator Certification's VERSA System is the system the district uses to process state certification services.

39. How does staff complete the Clinical Educator, etc. trainings today?

Clinical Educator professional development courses are offered virtually and face-to-face through the PD department.

40. On page 22 of the RFP, it mentions Badging. We understand the need to track pre-quals and micro-credentialing at different leadership levels. Please clarify this requirement and/or targeted system for integration.

Teacher leadership credentialing data is currently maintained on internal excel files in OPDE. We are looking to expand micro-credentialing opportunities across employee categories (instructional, non-instructional support, administrative, professional/technical, etc.). We are looking for a solution to support record-keeping for micro-credentials/badges.

41. Does M-DCPS have retention requirements on legacy data migration components? For example, to comply with regulation you must retain at least 10 years.

Per FL Statute, personnel records must be maintained for 25 years after employee terminates.

42. In EXHIBIT 10, Item "C." it states to provide "Three (3) client reference letters from organizations comparable in complexity and/or size to M-DCPS, preferably." Are we required to provide these 3 letters with the 3 requested references as additional information?

Please submit three (3) different client experiences on Exhibit 6. Letters are optional.

43. Is there a specific Small/Micro, Minority/Women and Veteran certified business % goal for this solicitation?

Yes, please refer to Section 7, page 43. There are a maximum of 15 points set aside for SBE/MBE participation (Prime or subcontractor commitments).

44. On page 40, item # 6 it states “The Proposer must respond to ALL Requirements in the order listed in Section 4.4”. Could you confirm if this is a typo? Should this be Section 4?
Yes, this should be Section 4.
45. What platform does the portal use?
SharePoint 2010
46. Is it possible to extend the due date by 2 weeks? This is a short runway for Tier One solution providers to respond.
Please see response to Question 1.
47. Can M-DCPS please provide the vendor(s) they currently utilize for background checks in pre-employment screening?
MDCPS conducts their own pre-employment screening. It is not sourced out.
48. Does M-DCPS currently use pre-employment testing services for skills, cognitive ability, and personality? If so, can you please provide the list of vendors?
Please see response to Question 29.
49. On page 27 of the RFP, M-DCPS provides examples of your core values including Equity. Is M-DCPS seeking a Compensation and Variable Pay solution to support merit, bonus, or additional performance-based payments?
Please refer to the response to Question 30.
50. Is M-DCPS seeking Organizational Change Management (OCM) services as part of this scope? Does M-DCPS typically conduct OCM internally?
Please refer to the response to Question 32.
51. For the project timeline, is there a specific priority of modules / functionality to be implemented? E.g., Does M-DCPS seek to implement Recruiting and Onboarding first, followed by Performance Management, Learning and Career Development second?
Recruitment and Onboarding is the first targeted functionality, with Performance Management and related functionality to follow.
52. Does M-DCPS have a preferred or targeted go live date of the solution?
We anticipated a phased implementation, as noted in response to 51. Target initial date for recruiting and Onboarding would be the 2021-2022 school year.
53. How many years of recruiting and candidate data does M-DCPS need to store?
Please refer to the response to Question 34.
54. As part of MDCPS current process, how is onboarding/offboarding documentation distributed and housed today? Please advise on any 3rd party or otherwise external repositories.
Please refer to the response to Question 35.
55. Does M-DCPS require contingent worker integration with this scope of applications?
Please refer to the response to Question 36.

56. 10. Does M-DCPS currently leverage licensed services from electronic signature vendors? (I.e., DocuSign)
Please see response to Question 37.
57. On page 22 of the RFP, it mentions training or credentials that are not currently tracked through a centralized or accessible system. Does M-DCPS currently use any 3rd party services for Credentialing/Certification? How does staff complete the Clinical Educator, etc. trainings today?
M-DCPS does not currently use any third-party services for credentialing/certification. Clinical Educator training are recorded in the district's legacy data systems.
58. On page 22 of the RFP, it mentions Badging. We understand the need to track pre-quals and micro-credentialing at different leadership levels. Please clarify this requirement and/or targeted system for integration.
M-DCPS need to transition personnel who have historical data for certain qualifications, such as clinical educator training, to the micro-credential/badging system. See response to #40.
59. Does M-DCPS have retention requirements on legacy data migration components? For example, to comply with regulation you must retain at least 10 years.
No.
60. In EXHIBIT 10, Item "C." it states to provide "Three (3) client reference letters from organizations comparable in complexity and/or size to M-DCPS, preferably." Are we required to provide these 3 letters with the 3 requested references as additional information?
Please refer to Question 42.
61. Is there a specific Small/Micro, Minority/Women and Veteran certified business % goal for this solicitation?
Please refer to Question 43.
62. On page 40, item # 6 it states "The Proposer must respond to ALL Requirements in the order listed in Section 4.4". Could you confirm if this is a typo? Should this be Section 4?
Yes, this should be Section 4.
63. Would the School District consider extending the ITN response deadline of July 27th 2021?
Please see response to Question 1.
64. In order to provide a comprehensive response, as well as to incorporate District responses to submitted questions, we respectfully request an extension to the RFP due date.
Please see response to Question 1.
65. What is the implementation timeline goal for each of the modules as well as the overall project? Is the District looking for a single project for all modules requested or a phased project approach?
We are looking for a phased approach. See response to 51 and 52. We are looking for an integrated solution.
66. Can you please elaborate what District resources will be assigned to the project and what their percent allocation is anticipated to be in support of the project?

The initial project development and phase -in will be funded through a combination of dedicated grant funding and district resources.

67. Can the District please provide more details regarding the requirements for a connection with Microsoft SharePoint Server?

SharePoint is the tool employees use to access their online today a centralized hub and a Single Sign-On solution using either Microsoft ADFS, SAMEL, OATH solution

68. How does the district utilize SharePoint today and what integration points are desired?

Please see response to Question 67.

69. Regarding the question

“Does your HCMS allow for online applications for certificates and renewals, for both external and internal applicants?” Is the District requirement for educators to pursue/renew state certification from within the delivered software application?

Currently MDCPS does not have an online application program for district certificates applications and/or issuance of certificates.

70. Section 8 - Licenses General Section 8 mentions, "The fees quoted are to include all implementation, travel and living expenses for the solution proposed." - All these costs are implementation related costs however we would like to understand the license costs - Would M-DCPS license the application and request the implementation partner to provide an implementation cost or would you like us to provide a line item for Licensing cost of the application as well?

Responders are expected to provide detailed information of all related expenses for the solution being quoted (i.e. Licensing Only, Implementation Services Only, both Licensing and Implementation), segregated into One-time (i.e. Implementation Costs, any Initial Licensing Costs), and Reoccurring Charges (i.e. Maintenance/Support, Licensing).

71. Section 8 - Pricing Sheet General Is there a specific format of the pricing sheet, in which the pricing response is expected?

No

72. Section 7.3 General "Section 7.3 under sub-section (a) second bullet says, ""Proposer's capabilities and competency, including but not limited to: "Is there some missing content after the colon?"

No, this was a typo.

73. Section 6.2 General Page 43, points 6 specifies, "The Proposer must respond to ALL Requirements in the order listed in Section 4.4 and 7.3 of this ITN using the same numbering system". We are unable to find section 4.4 in the RFP. Please suggest.

Please refer to response to Question 9.

74. General The number 270 for questions is repeating twice (Page 39 of the RFP). Hence, we assume total number of questions to be 277 instead of 276. Please confirm.

Yes, that is correct.

75. General Are you open to a Delivery Model where we utilize team members based US and outside of US? This is addressed in question 26.

76. "LEARNING LOOP CONNECTING PERFORMANCE MANAGEMENT WITH PROFESSIONAL GROWTH/ PROFESSIONAL DEVELOPMENT" Learning Management System What is the current Learning system used by M-DCPS?
M-DCPS is using the Frontline PDMS for professional development. The District is using Schoology as the LMS for both students and adult learners.
77. "LEARNING LOOP CONNECTING PERFORMANCE MANAGEMENT WITH PROFESSIONAL GROWTH/ PROFESSIONAL DEVELOPMENT" Learning Management System "Is there any decision to migrate the existing learning completion data from legacy system to the new Learning System ? If yes, then how many years of historical data are you planning to migrate ?
This is not yet determined.
78. Is the data migration limited to only active teachers or does it include inactive/ terminated teacher record as well ? "
This should include all active employees/ employees with PC/RR. In addition any employees with LAP Codes.
79. "LEARNING LOOP CONNECTING PERFORMANCE MANAGEMENT WITH PROFESSIONAL GROWTH/ PROFESSIONAL DEVELOPMENT" Learning Management System "Do you subscribe to any third party content providers for training? If yes, can you please name them?"
ASCD, Beacon Educator, National School Reform Faculty (NSRF), University of Florida Lastinger Center, Florida International University, New Teacher Center, Stronge & Associates, LLC., additional providers are under consideration.
80. "LEARNING LOOP CONNECTING PERFORMANCE MANAGEMENT WITH PROFESSIONAL GROWTH/ PROFESSIONAL DEVELOPMENT" Learning Management System "Do you develop your own content for Learning system and how the current content is managed ?
Yes, there is District-developed content and content from providers.
81. Do you plan to migrate the historical teaching content? If yes, then what is the volume of the content and the format used?
Yes, but not as part of this project. Content is being migrated to the Learning Management System (Schoology) in a phased approach.
82. GeneralOnboarding Are you following same onboarding process for everyone or will it vary? If it varies, can you please provide more details about the process variations?"
M-DCPS employs over 40,000 staff in any given year. M-DCPS hires across multiple contracts and position classifications.
83. GeneralRecruitment "Does M-DCPS use EQUEST or another aggregator to post the Jobs ? or Do you have requirement to send job postings to external job boards and school boards. If yes, then how many boards are in scope?
EQUEST is not in use, no specific requirement for job boards, we do use external boards like indeed and handshake but the idea is to see what can be offered from the new programs being offered.

84. Please provide the list of Job boards where the job postings need to be posted Question 108 Recruitment "With Reference to Question 108 we understand that M-DCPS wants candidates to complete pre-employment forms online, also District specific forms.
Yes, electronic forms are ideal, we have internal forms that would have to be converted and added to that process. Not just the federal forms.
85. We assume that Pre-Employment forms are related to Background check in Recruiting and District specific forms will be updated by the candidates in onboarding.
Yes
86. Are you currently in service of any background check vendor? If Yes, Please provide details.
Please see response to Question 47.
87. In current system how many Pre-employment forms and district specific forms are used, can you provide details?"
Currently there are 8 different pre-employment forms I-9, FRS Form, Ethnicity form, Oath of Loyalty form, W4 form, Direct Deposit form, Exemption from The FL Public Records Act and Mandatory guidelines for a safe learning environment form.
88. Question 229 on page 31 Performance Management Could you please elaborate on revision and iteration of both processes? Please elaborate on what is meant by processes here and why the revision and iteration is required.
M-DCPS' evaluation systems are subject to statute and collective bargaining. Over the course of time, we anticipate there being adaptations. The system must allow for iterative adaptations based on local timeline (usually during the summer months).
89. Question 236 on page 32 Performance Management Please elaborate on the requirement of turning documents and functions on and off. Our understanding is that this refers to the Performance Documents being launched on a Specific date and the Goal Setting process starting on a specific date, etc. Please confirm if our understanding is correct. If not, please explain on what is meant by this process.
This "on and off" has to do with timeline restrictions and the capacity for override when needed.
90. Performance Management Is there any plan for migration of performance data from the current system into the proposed application? If yes, then please provide the expected number of years worth of performance ratings to be migrated. Also are the older performance documents in scope for this migration? If yes, please provide the approximate number of documents which need to be imported.
There is an expectation that M-DCPS could migrate current PM data starting for the 2011-12 school year. There are approximately 30,000 records per year.
91. Question 264 on page 35 Performance Management Please confirm on what is meant by the option Embedded Online Rubric. Our understanding is that this is referring to post training assessment. In case this is incorrect, please confirm on what is meant by development activity assessment.

Embedded rubric cover not only training options but also that rubrics are included and available to supervisors as they conduct and complete steps within the performance management process.

92. General Interfaces "Its mentioned that the proposed solution should integrate with SAP HCM Modules. Could you please confirm that scope of the integration is limited to integration with SAP HCM or any other external applications?
Please provide your ability to integrate with SAP.
93. Please provide an Architecture diagram of your current application landscape?"
We are unsure how to answer your question. However, you may include a standard diagram in your proposal and speak to the degree of customizability for our district.
94. GeneralInterfaces Currently how many Instances you have in SAP landscape? This information will help us in planning the no. of instances of our proposed application.
SAP Portal/ECC Development
SAP Portal/ECC Quality
SAP Portal/ECC Pre Production
SAP Portal/ECC Production
95. Question 188 Credentials Is Teachers Credentials data available in SAP HCM or is it imported from another external application like a Teachers Credentials application being maintained at a State (FL) level?
Teacher Certification – Housed in SDES
- **META Compliance** - META in Legacy, Endorsements, in SAP (795), Out of Field Waivers in SAP (795) all are ultimate reflected in legacy screens as well
 - **Endorsements: Autism, ESOL, Gifted, Reading**
 - **Clinical Supervision**
- Out of Field Waivers: Housed in SAP**
- Teacher Leadership Credentialing – hrinfo.dadeschools.net**
NBCT – Some may be added to SDES if teacher received Master Plan Points
96. Question 188 Credentials Are Teachers Credentials data maintained for non employees ?
M-DCPS is the LEA of record. This includes charter school employees and retirees.

Name (Original Name)	User Email	Join Time	Leave Time	Duration (↑ Guest	Recording Consent
Charisma Montfort	cmontfort@dadeschools.net	7/15/2021 8:59	7/15/2021 9:30	32 No	
Karen Jones		7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Yelenia Molina-Ulloa	243490@dadeschools.net	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Aminah Carey	aminahsalafiyah@gmail.com	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Henry Tablada	htablada@dadeschools.net	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Shelby Holliman Carley	shelby.hollimancarley@powerschool.com	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Graham Gallagher		7/15/2021 8:59	7/15/2021 9:00	1 Yes	
dwarren		7/15/2021 8:59	7/15/2021 9:00	1 Yes	
279440@dadeschools.net	279440@dadeschools.net	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
	14803347365	7/15/2021 8:59	7/15/2021 9:07	8 Yes	
Pam McKillip	pam.mckillip@powerschool.com	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Brian Royer	broyer@frontlineed.com	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
	19195922807	7/15/2021 8:59	7/15/2021 9:07	8 Yes	
Derik Simovart		7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Harsha		7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Dan Tanner	danny.tanner@ukg.com	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Stacy - SAP (16102029905)		7/15/2021 8:59	7/15/2021 9:30	31 Yes	
Susan		7/15/2021 8:59	7/15/2021 9:00	1 Yes	
ADA FERNANDEZ-VICARIA	176724@dadeschools.net	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Dave McHugh	dave.mchugh@sap.com	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
Nicole Middleton	nicole.middleton@sap.com	7/15/2021 8:59	7/15/2021 9:00	1 Yes	
	17042774100	7/15/2021 9:00	7/15/2021 9:02	3 Yes	
Nick De Santi LSI - Invenio		7/15/2021 9:00	7/15/2021 9:00	1 Yes	
Anne Carey (Aminah Carey)	aminahsalafiyah@gmail.com	7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Catherine Maloney		7/15/2021 9:00	7/15/2021 9:00	1 Yes	
Pam McKillip - PowerSchool (Pam McKillip)	pam.mckillip@powerschool.com	7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Henry Tablada	htablada@dadeschools.net	7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Dan Tanner- UKG (Dan Tanner)	danny.tanner@ukg.com	7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Piers Manton	zoom9@phoenixteam.com	7/15/2021 9:00	7/15/2021 9:00	1 Yes	
Brian Royer - Frontline (Brian Royer)	broyer@frontlineed.com	7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Karen Jones-TECKpert (Karen Jones)		7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Nick De Santi - LSI Consulting (Nick De Santi LSI - Invenio)		7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
ADA FERNANDEZ-VICARIA (ADA FERNANDEZ-1	176724@dadeschools.net	7/15/2021 9:00	7/15/2021 9:30	31 Yes	
Derik Simovart		7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Shelby Holliman Carley - PowerSchool Group	shelby.hollimancarley@powerschool.com	7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Melissa Latus (279440@dadeschools.net)	279440@dadeschools.net	7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Yelenia Molina-Ulloa MDCPS (Yelenia Molina	243490@dadeschools.net	7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y
Debra Warren - Frontline (dwarren)		7/15/2021 9:00	7/15/2021 9:30	31 Yes	Y

Harsha Chitta - Infosys (Harsha)		7/15/2021 9:00	7/15/2021 9:30	31	Yes	
Susan Speaks - Isi (Susan)		7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Nicole Middleton - SAP SuccessFactors (Nicole Middleton)	nicole.middleton@sap.com	7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Graham Gallagher-SAP SuccessFactors (Graham Gallagher)		7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Dave McHugh-SAP (Dave McHugh)	dave.mchugh@sap.com	7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Catherine Maloney - SAP (Catherine Maloney)		7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Christian Lambert	christian.lambert@eleserv.com	7/15/2021 9:00	7/15/2021 9:00	1	Yes	
Eric Weintraub	eric.weintraub@ukg.com	7/15/2021 9:00	7/15/2021 9:00	1	Yes	
Radesh Das		7/15/2021 9:00	7/15/2021 9:00	1	Yes	
S D		7/15/2021 9:00	7/15/2021 9:00	1	Yes	
Adam Lee	adam.lee01@sap.com	7/15/2021 9:00	7/15/2021 9:00	1	Yes	
Veronica Zayas		7/15/2021 9:00	7/15/2021 9:00	1	Yes	
	17782462853	7/15/2021 9:00	7/15/2021 9:05	6	Yes	
Radesh Das - Infosys Ltd (Radesh Das)		7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Christian Lambert - eSkill (Christian Lambert)	christian.lambert@eleserv.com	7/15/2021 9:00	7/15/2021 9:30	30	Yes	Y
Veronica Zayas - Microsoft (Veronica Zayas)		7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Sandeep Dubey - Infosys Ltd (S D)		7/15/2021 9:00	7/15/2021 9:30	31	Yes	
Eric Weintraub	eric.weintraub@ukg.com	7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Adam Lee - SAP SuccessFactors (Adam Lee)	adam.lee01@sap.com	7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Piers Manton	zoom9@phoenixteam.com	7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
	15712205549	7/15/2021 9:00	7/15/2021 9:30	30	Yes	
Miranda Giles	miranda.giles@powerschool.com	7/15/2021 9:01	7/15/2021 9:01	1	Yes	
Miranda Giles- PowerSchool CSM (Miranda Giles)	miranda.giles@powerschool.com	7/15/2021 9:01	7/15/2021 9:30	30	Yes	Y
Mark Miller - SAP (Mark Miller)		7/15/2021 9:01	7/15/2021 9:30	30	Yes	Y
Thomas Lynch	thomas.lynch@sap.com	7/15/2021 9:01	7/15/2021 9:01	1	Yes	
Chance - Eleserv (12547334321)		7/15/2021 9:01	7/15/2021 9:29	28	Yes	
	16788809480	7/15/2021 9:01	7/15/2021 9:30	30	Yes	
Thomas Lynch - SAP (Thomas Lynch)	thomas.lynch@sap.com	7/15/2021 9:01	7/15/2021 9:30	30	Yes	Y
Carlina Martinez (Rodrigo's MOM)		7/15/2021 9:01	7/15/2021 9:02	1	Yes	
David Michalove	david.michalove@powerschool.com	7/15/2021 9:01	7/15/2021 9:02	1	Yes	
Amy Bailey - SAP	a.bailey@sap.com	7/15/2021 9:01	7/15/2021 9:02	1	Yes	
Sridhar		7/15/2021 9:02	7/15/2021 9:02	1	Yes	
Unknown		7/15/2021 9:02	7/15/2021 9:02	1	Yes	
David Michalove - PowerSchool (David Michalove)	david.michalove@powerschool.com	7/15/2021 9:02	7/15/2021 9:30	29	Yes	Y
Unknown		7/15/2021 9:02	7/15/2021 9:02	1	Yes	
Carlina Martinez (Microsoft) (Carlina Martinez (Rodrigo's MOM))		7/15/2021 9:02	7/15/2021 9:30	29	Yes	Y
Sridhar Tadikonda - Infosys (Sridhar)		7/15/2021 9:02	7/15/2021 9:30	29	Yes	Y
Milagros Gonzalez	mgonzalez5@dadeschools.net	7/15/2021 9:02	7/15/2021 9:03	1	No	
Amy Bailey - SAP	a.bailey@sap.com	7/15/2021 9:02	7/15/2021 9:30	29	Yes	Y

Kellie Fitzpatrick	kelfitz0217@yahoo.com	7/15/2021 9:02	7/15/2021 9:03	1	Yes	
joshua yaffin		7/15/2021 9:03	7/15/2021 9:03	1	Yes	
Kellie Fitzpatrick	kelfitz0217@yahoo.com	7/15/2021 9:03	7/15/2021 9:08	6	Yes	Y
Milagros Gonzalez	mgonzalez5@dadeschools.net	7/15/2021 9:03	7/15/2021 9:30	28	No	
myehle		7/15/2021 9:03	7/15/2021 9:03	1	Yes	
Mike Yehle Seidor USA (myehle)		7/15/2021 9:03	7/15/2021 9:30	28	Yes	Y
joshua yaffin -accenture (joshua yaffin)		7/15/2021 9:03	7/15/2021 9:30	28	Yes	Y
Chuck Prah	chuck.prahl@sap.com	7/15/2021 9:03	7/15/2021 9:03	1	Yes	
Chuck Prah	chuck.prahl@sap.com	7/15/2021 9:03	7/15/2021 9:03	1	Yes	
Fernando - Atlanta		7/15/2021 9:04	7/15/2021 9:04	1	Yes	
Glenda Hernandez - Accenture		7/15/2021 9:04	7/15/2021 9:04	1	Yes	
Glenda Hernandez - Accenture		7/15/2021 9:04	7/15/2021 9:30	27	Yes	Y
Fernando - Atlanta		7/15/2021 9:04	7/15/2021 9:30	27	Yes	Y
Trevor Baker		7/15/2021 9:05	7/15/2021 9:05	1	Yes	
Trevor Baker		7/15/2021 9:05	7/15/2021 9:30	26	Yes	Y
Jatin Desai		7/15/2021 9:06	7/15/2021 9:06	1	Yes	
Jatin Desai		7/15/2021 9:06	7/15/2021 9:30	25	Yes	Y
Kellie Fitzpatrick# EPI-USE		7/15/2021 9:07	7/15/2021 9:07	1	Yes	
Kellie Fitzpatrick# EPI-USE		7/15/2021 9:07	7/15/2021 9:30	23	Yes	Y
Ranjeet Singh		7/15/2021 8:59	7/15/2021 9:00	1	Yes	
Ranjeet Singh-CCS Global Tech (Ranjeet Singh)		7/15/2021 9:00	7/15/2021 9:30	31	Yes	Y
Mark Miller		7/15/2021 9:01	7/15/2021 9:01	1	Yes	
Meg - Sparkrock		7/15/2021 9:01	7/15/2021 9:01	1	Yes	
Meg - Sparkrock		7/15/2021 9:01	7/15/2021 9:30	30	Yes	Y
SarahDeMille		7/15/2021 9:02	7/15/2021 9:02	1	Yes	
SarahDeMille - HR Strategies Consulting (SarahDeMille)		7/15/2021 9:02	7/15/2021 9:30	29	Yes	Y
Amanpreet Chugh		7/15/2021 9:04	7/15/2021 9:04	1	Yes	
Amanpreet Chugh		7/15/2021 9:04	7/15/2021 9:05	1	Yes	Y
Supriya Gupta		7/15/2021 9:06	7/15/2021 9:06	1	Yes	
Supriya Gupta - Infosys Ltd (Supriya Gupta)		7/15/2021 9:06	7/15/2021 9:30	25	Yes	Y
Sylvain Trudel		7/15/2021 9:24	7/15/2021 9:24	1	Yes	
Sylvain Trudel		7/15/2021 9:24	7/15/2021 9:30	7	Yes	Y