



Amendment # 1
Questions for Nurse and Sitter Services
 RFQ No. HSS3112025
 RFx No. 3150006282
 Issue Date: May 22, 2025

No.	Question/ Request for Clarification	Answer
1.	1.2 Procurement Timeline, Page 3 <i>Could you please provide the previous spending details for the contract term of 1 year and 8 months, respectively?</i>	At this time, there are no historical spending records for this service as it has not been previously procured under comparable conditions.
2.	1.10 Registration with the Mississippi Secretary of State, Page 5 <i>Can we provide the business license for the State of Mississippi to fulfill this requirement?</i>	Yes
3.	1.11 Debarment, Page 5 <i>The RFQ states that the Offeror shall submit a completed MDCPS Debarment Verification Form (Attachment B) by 12:00 p.m. CST on May 8, 2025. However, the overall submission deadline is listed as June 18, 2025. Could you please clarify which date is correct for the submission of Attachment B?</i>	The correct date is June 18, 2025.
4.	1.12 Registration with Mississippi's Accountability System for Governmental Information and Collaboration (MAGIC), Page 5 <i>Regarding registration with Mississippi's Accountability System for Governmental Information and Collaboration (MAGIC), are we also required to upload or provide our business license as part of this registration? If so, could you please advise under which tab or section within the MAGIC system the business license should be submitted?</i>	All questions regarding registration in MAGIC should be directed to the Mississippi Management and Reporting System (MMRS) staff by emailing mash@dfa.ms.gov or calling 601-359-1343.

5.	2.2 Scope of Services, Page 9 <i>Please specify the number of service locations under this contract and the number of FTEs required per job title at each location.</i>	The service location will vary based on the need. Vendors awarded a contract can provide services anywhere in Mississippi.
6.	2.2 Scope of Services, Page 9 <i>The RFQ states that sitters may be required to work in non-traditional settings such as hotels, group homes, and transitional living apartments, and must be trained in non-violent crisis intervention. Given these requirements, will sitters be eligible for travel reimbursement, including food, when assigned to such locations? If so, could you please clarify the reimbursement policy and any applicable guidelines?</i>	Reimbursement for travel expenses must follow MDCPS established policies. To process reimbursements, vendors must submit itemized receipts, proof of travel, and any required approval forms. Expenses must comply with state regulations to be eligible. Food will not be covered.
7.	2.2 Scope of Services, Page 9 <i>Based on the RFQ stating that MDCPS is seeking to establish contract(s) for Nurse & Sitter Services, could you please clarify whether the services will also be required for children with special needs or disabilities? If so, are there any additional qualifications, experience, or training requirements expected for staff assigned to these cases?</i>	Yes, services may be requested for children with special needs and disabilities. These individuals should be CPR certified and have experience providing care or support for individuals with disabilities or special needs.
8.	2.2 Scope of Services, Page 9 <i>Could you please clarify the budget allocated for nursing services and sitter services under this contract?</i>	MDCPS has not allocated a budget for nursing services and sitter services since the services are used on an as-needed basis.
9.	2.2 Scope of Services, Page 9 <i>Could you please elaborate on the specific job titles that will be considered as sitters for this RFQ? It would be helpful to understand which roles or titles fall under this category for clarity in our proposal.</i>	The specific job titles that will be considered as sitters for this RFQ are Behavioral Aides, Certified Nursing Assistants, Licensed Practical Nurses, and Registered Nurses.
10.	2.2 Scope of Services, Page 9 <i>How many sitters were placed under the previous contract, and how many sitters are required for this contract?</i>	MDCPS has had between 80 – 100 sitters over the last year.
11.	2.2 Scope of Services, Page 9 <i>Could you please clarify the shift timings for sitters under this contract?</i>	MDCPS utilizes sitter services 24 hours a day in some cases. Shifts are based on the provider's agency schedule.
12.	2.4 Insurance, Page 10	Yes, the COI can be submitted with the qualification pack under the required documentation, if the

	<i>The RFQ outlines the insurance requirements and states that a certificate of insurance (COI) must be submitted within five (5) business days of notification of intent to award. Could you please confirm whether the COI is also required to be submitted with the proposal itself? If so, under which tab or section of the proposal should it be included? Additionally, could you provide the address to which the COI should be issued?</i>	COI is available. Mississippi Department of Child Protection Services 750 N. State Street Jackson, Mississippi 39202
13.	2.5 Multiple Awards, Page 11 <i>As we understand this will be a multiple award, is MDCPS looking to create a vendor pool to meet the requirements of the contract?</i>	Correct
14.	3.2 Manner of Submission, Page 12 <i>Could you please confirm whether proposal submissions can be delivered via FedEx?</i>	Yes, the proposal can be delivered via FedEx.
15.	3.3 Content of Qualification Package, Page 12 <i>As per our understanding, we are required to submit one original, labeled binder containing a signed qualification package with a wet signature, along with one electronic copy on a thumb drive/flash drive that includes electronically signed documents. Could you please confirm if this interpretation is correct?</i>	Correct
16.	3.3 Content of Qualification Package, Page 12 <i>As per our understanding, we are required to submit one flash drive containing six separate PDF files, each corresponding to one of the required tabs in the qualification package. Could you please confirm if this format is acceptable?</i>	Correct
17.	3.3 Content of Qualification Package, Page 12 <i>Could you please clarify whether the labeled binder containing the original qualification package needs to be a three-ring binder?</i>	Correct
18.	3.3 Content of Qualification Package, Page 12 <i>Could you please clarify if we are required to place the labeled 3-ring binder containing the original copy and the flash drive together in one sealed envelope for submission?</i>	Correct

19.	3.3 Content of Qualification Package, Page 12 <i>We noticed that the RFQ mentions page limits but does not specify an exact number of pages for the proposal. Could you please clarify what the page limit is for the proposal and how the Evaluation Committee will handle submissions that exceed the stated parameters?</i>	The page limit is 15 pages. The additional pages will be discarded and will not be reviewed by the Evaluation Committee.
20.	3.3.1 Transmittal Letter and Required Documentation, Page 13 <i>Could you please clarify if we are required to submit our business license along with the statement certifying that we are registered to do business in Mississippi as per the Mississippi Secretary of State?</i>	Yes, please submit your business license along with the statement certifying that we are registered to do business in Mississippi as per the Mississippi Secretary of State.
21.	3.3.2 Minimum Qualifications and Information, Page 13 <i>Could you please clarify whether the references required for this proposal must be from projects within Mississippi, or if references from other states with a similar scope and setting will also be acceptable?</i>	References from other states with a similar scope and setting are acceptable.
22.	3.3.2 Minimum Qualifications and Information, Page 13 <i>Could you please clarify if providing references specifically for sitter services is mandatory for this proposal, or if we can provide references for nursing services in school or children's education departments instead?</i>	References specifically for sitter services are mandatory.
23.	3.3.2 Minimum Qualifications and Information, Page 13 <i>Do we need to provide references specifically for the job titles mentioned in the RFQ, or would references for other relevant job titles that demonstrate similar services also be acceptable?</i>	References for other relevant job titles that demonstrate similar services are acceptable.
24.	3.3.2 Minimum Qualifications and Information, Page 14 <i>The RFQ requires the submission of independently audited financial statements for the most recent year, along with statements for the preceding two years, including various financial documents. However, it also mentions that if audited statements do not exist, we must provide alternative financial information to demonstrate financial stability or solvency. Could you</i>	Yes, unaudited financial statements, a credit report, or a line of credit would be acceptable.

	<i>please clarify what specific documents or information would be considered sufficient in place of audited financial statements? For example, would unaudited financial statements, a credit report, or a line of credit be acceptable?</i>	
25.	<p>3.3.2 Minimum Qualifications and Information, Page 14</p> <p><i>The RFQ states that the Offeror must be an agency licensed and approved by the State of Mississippi to deliver in-home services to children through nurses and sitters. Could you please confirm if providing proof of this licensure is mandatory for submission, and if so, what specific documentation or certifications we need to provide to fulfill this requirement?</i></p>	The Offeror must be a business entity registered in the state of Mississippi. A copy of the business license is required. Examples of other documentation that can be provided include state-specific permits for nursing or childcare, staff qualifications, certifications (i.e., CPR and first aid, background checks) and training records.
26.	<p>3.3.2 Minimum Qualifications and Information, Page 14</p> <p><i>The RFQ states that the Offeror must have provided a minimum of 40 nursing employee placements over the previous two years. Could you please clarify what specific documentation or information we need to provide to demonstrate compliance with this requirement? Should we submit placement records or other supporting documentation?</i></p>	Placement records or references will demonstrate compliance with this requirement.
27.	<p>3.3.2 Minimum Qualifications and Information, Page 14</p> <p><i>Is it mandatory to provide documentation demonstrating that the Offeror has been in business and providing services similar to those being solicited for a minimum of two years, specifically one-to-one observation/care for children and youth in Mississippi custody with behavioral health or medical needs? If so, could you clarify what specific documentation is required (e.g., contracts, client references, service records) to fulfill this requirement?"</i></p>	Yes, contracts, client references, and service records will suffice.
28.	<p>3.3.2 Minimum Qualifications and Information, Page 14</p> <p><i>Could you please clarify if we are required to submit proof of being licensed and approved by the State of Mississippi to deliver in-home services to children through nurses and sitters? Additionally, do we need</i></p>	Yes, offerors are required to submit proof of being licensed. A copy of the business license is required. Examples of other documentation that can be provided include state-specific permits for nursing or childcare, staff qualifications, certifications

	<i>to provide a copy of our business license as part of this submission?</i>	(i.e., CPR and first aid, background checks) and training records.
29.	3.3.2 Minimum Qualifications and Information, Page 14 <i>As per the RFQ, we are required to submit independently audited financial statements for the most recent year, as well as for the preceding two years. Additionally, we must include the audit opinion, balance sheet, statements of income, retained earnings, cash flows, notes to the financial statements, and account balances for the past six months. Could you please confirm if the financial statements for three years are mandatory, and if any other documentation or details are required to meet this requirement?</i>	Yes, financial statements for three years are mandatory.
30.	3.3.3 Technical Information, Page 14 <i>Could you please clarify the specific information or documentation required for this section?</i>	A technical plan usually outlines how a company will meet the needs of the request while demonstrating expertise, efficiency, and compliance. Please refer to 4.2 Step Two: Evaluation Committee for how your plan will be scored.
31.	3.3.4 Cost Information, Page 14 <i>If we have already submitted Attachment L under Tab 1, do we still need to submit the same document under the "Cost Information" section, or will the submission in Tab 1 suffice?</i>	Yes, include Attachment L in both sections.
32.	3.3.4 Cost Information, Page 14 <i>In addition, the RFQ states that Offerors should submit a detailed cost summary as a separate attachment to justify the rate provided. Could you please clarify if we need to provide Exhibit C Budget as part of this detailed cost summary, or is it separate from this requirement?</i>	Exhibit C is a part of the sample contract and is included as a reference only.
33.	3.3.5 Management Information, Page 15 <i>Could you please clarify how we should handle the repetitive content in Sections 3.3.3 and 3.3.5, as they seem to overlap with information already covered in previous sections? Should we provide a summary or focus on new details to avoid redundancy?</i>	Please present your proposed Staffing plan in Tab 2 to demonstrate that the individuals who work. In Tab 5, include Resumes listing the abilities, qualifications, and experience of all other individuals.

		In summary, include a general explanation in Tab 2 and provide a more detailed one in Tab 5.
34.	3.3.5 Management Information, Page 15 <i>Could you please clarify what specific information we are required to provide under the "Identification of in-house resources vs. contracted resources" section? Are we expected to list specific staff members, roles, or types of resources, and if so, how should this information be presented?</i>	Resource determination, including staffing and materials and operational tools, is managed solely by the vendor to ensure alignment with their capabilities and service delivery standards.
35.	3.3.5 Management Information, Page 15 <i>Could you please clarify if we are required to provide resumes for our account management team as part of the submission? Additionally, are live resumes needed for the candidates who will be assigned to deliver the required services? If so, how many resumes are expected per job title, and which specific licenses or certifications should be included?</i>	Resumes should be included for key personnel who will be directly involved in delivering the requested services. This can be project leads and managers, technical experts and specialists, compliance and quality assurance personnel, and/ or operational staff.
36.	3.3.5 Management Information, Page 15 <i>Could you please clarify what specific documentation is required to demonstrate our experience in performing similar work—both by our employees and, if applicable, subcontractors? Additionally, what is the expected format or level of detail for demonstrating our understanding of the importance of interaction with MDCPS staff and for presenting an appropriate plan to facilitate such interactions?</i>	To demonstrate experience, vendors will need documentation that verifies qualifications, compliance with regulations, and past performance. This can include proof of organizational credentials (licenses and certifications) and compliance (background checks and clearances, summaries or previous work with youth in custody, copies of past service agreements, letters of reference from organizations verifying experience, staffing and training documentation, operational policies and procedures for safety and monitoring, and/or behavior management plans.
37.	3.3.5 Management Information, Page 15 <i>Is subcontracting necessary for this contract? If so, could you please clarify the goals for subcontracting and specify any required certifications or documentation that need to be provided for subcontractors?</i>	Subcontracting is not necessary for this contract.

38.	3.3.5 Management Information, Page 15 <i>Could you please clarify if we are required to provide any equipment to the sitters and nurses for this contract, as part of the method for estimating and documenting personnel hours spent on program activities? Specifically, are we expected to include equipment in the resources available or to be made available at the time of contracting?</i>	Sitter should be provided a modality for tracking program activity to verify hours spent providing program support.
39.	3.3.6 Public Copy of Complete Qualification Package, Page 15 <i>Could you please clarify if it is necessary to provide a redacted copy of the proposal under Tab 6, as described in the RFQ? If so, should we redact only trade secrets, or are there other specific types of information that must be excluded from the Public Copy?</i>	No, this is not required.
40.	3.3.6 Public Copy of Complete Qualification Package, Page 15 <i>As per our understanding, we are required to redact the entire content of Sections 3.3.1, 3.3.2, 3.3.3, 3.3.4, and 3.3.5, including any attachments, and submit the redacted version under Tab 6. Could you please confirm if this is correct?</i>	Yes
41.	3.3.6 Public Copy of Complete Qualification Package, Page 15 <i>If we do not wish to provide a Public Copy, can we still include a file under Tab 6 that simply states 'None' or 'N/A'? As per the RFQ, if a Public Copy is not submitted, the Agency will consider the original qualification submission as the Public Copy and may release it in full. Could you please confirm if adding a file with such a statement under Tab 6 is acceptable?</i>	Correct
42.	4.2.3 Management Factors – 32 Points (32%), Page 17 <i>What specific documentation should we provide to address the evaluation criterion, "Does the Offeror document a record of reliability?" which is worth 4 points?</i>	The response should demonstrate consistent performance, adherence to contract obligations, and a strong track record of delivering quality services.
43.	4.2.3 Management Factors – 32 Points (32%), Page 17	Documentation can include past performance, such as successfully completed contracts with a similar

	<i>What documentation do we need to provide to demonstrate a track record of service, including evidence of on-time delivery, staying within budget, and compliance with contract performance?</i>	scope, a summary of official evaluations from past clients, evidence of a stable and well-trained workforce, and verification of financial reliability from institutions.
44.	4.2.3 Management Factors – 32 Points (32%), Page 17 <i>What documentation should we provide to demonstrate a track record of service, including evidence of on-time performance, staying within budget, and contract compliance, to earn the evaluation 5 points?</i>	The response should demonstrate consistent performance, adherence to contract obligations, and a strong track record of delivering quality services.
45.	4.2.3 Management Factors – 32 Points (32%), Page 17 <i>What specific equipment, facilities, and other resources does the vendor need to provide to meet the "Availability of personnel, facilities, equipment, and other resources" requirement?</i>	This would include a central office with scheduling assistant, an adequate number of sitters or nursing personnel to cover requests and any PPE needed.
46.	Attachment A, Page 20 <i>Can we write "N/A" if the organization is neither minority-owned nor women-owned, or should we leave the fields blank for classification purposes?</i>	Yes
47.	Attachment B: Debarment Verification Form <i>Could you please clarify if we are required to provide our SAM Registration Status (Type Active or Inactive) and indicate if there are any Active Exclusions (Type Yes or No) in the proposal?</i>	Please provide the SAM Registration Status.
48.	Exhibit C Budget, Page 41 <i>Please specify what exactly do we need to provide here?</i>	Exhibit C is included as a reference. Vendors awarded a contract will have a budget included in the executed contract.
49.	Exhibit C Budget, Page 41 <i>For the description field, can we list the job title, use the hourly rate as the unit price, and calculate the total amount based on the overall cost of all services, where the total amount will be the sum of all the individual service costs?</i>	Exhibit C is a part of the sample contract and is included as a reference only.
50.	Exhibit C Budget, Page 41 <i>Could you please clarify under which specific tab Exhibit C should be included in the proposal?</i>	Exhibit C is a part of the sample contract and is included as a reference only. Exhibit C will not be a part of the qualification pack.

51.	Attachment G, Page 29 <i>As per our understanding, we are not required to provide Attachment G with our proposal. Could you please clarify if this is correct?</i>	Correct
52.	Exhibit B, Page 40 <i>Do we need to provide this with our proposal this is just for our understanding please clarify?</i>	Exhibit B is a part of the sample contract and is included as a reference.
53.	Attachment K, Page 46 <i>Please clarify If we need to provide this with our submission or this is just for our understanding.</i>	Attachment K is the 2nd Modified Mississippi Settlement Agreement and Reform Plan and is included as a reference.
54.	Attachment I: Required Letter of Intent <i>If we have already submitted Attachment I: Required Letter of Intent via email as instructed, are we still required to include it again under Tab 1 of our proposal response?</i>	Yes
55.	Byrd Anti-Lobbying Certification Exhibit D, Page 42 <i>Do we need to provide this with our proposal if yes then under which tab do we need to attach this?</i>	No, Exhibit D will be required for vendors that have been awarded.
56.	Attachment L: Cost Form for Nursing & Sitter Services, Page 47 <i>In the pricing structure, the following job titles are listed: Behavioral Aides, Certified Nursing Assistants, Licensed Practical Nurses, and Registered Nurses. However, the scope of services also mentions "Sitters" as part of the required service delivery. Could you please clarify why "Sitters" are not included in the pricing structure despite being referenced in the scope?</i>	Sitters can be defined as Behavioral Aides, Certified Nursing Assistants, Licensed Practical Nurses, Registered Nurses.
57.	Attachment L: Cost Form for Nursing & Sitter Services, Page 47 <i>Could you specify which of the listed job titles will be utilized to fulfill sitter responsibilities under this contract?</i>	Sitters can be defined as Behavioral Aides, Certified Nursing Assistants, Licensed Practical Nurses, or Registered Nurses. MDCPS will determine the type of sitter needed for each placement.
58.	<i>Do you have an annual spend for this?</i>	MDCPS does not have an annual spend for these services.
59.	<i>Do you have any current incumbents and if so can you list their current bill rates?</i>	

60.	<p>Section 2; 2.2 Scope of Services and Requirements Pg 9 M - MDCPS Responsibilities</p> <p><i>Can you confirm if transportation will be required by the provider(s) and/or which providers will have authorization to transport?</i></p>	<p>Transportation may be required under special circumstances such as a doctor's appointment or school meetings. Brief community outings can be approved on a case-by-case basis by MDCPS personnel. All providers will have authorization to transport as long as proof of a clear criminal background and insurance are a part of the offeror's personnel procedures and files.</p>
61.	<p>2.4 Insurance - Pg 11</p> <p><i>It states in the 6th paragraph the contractor is responsible for the subcontractors to ensure proper insurance coverage, which I understand. However, is MDCPS open to vendors responses to include an MSP/VMS?</i></p>	<p>No</p>
62.	<p>2.5 Multiple Awards - Pg 11</p> <p><i>Multiple Awards will be given. Can you share the historical usage for placements, annual spend and bill rates from previous vendors for 2024?</i></p>	<p>There are usually between 30 – 40 youth needing services per month. Since these services were procured on an as-needed basis or through alternative arrangements, expenditures were not tracked under a structured contract framework. The average hourly cost for a sitter is \$28.00 per hour.</p>
63.	<p>2.5 Multiple Awards - Pg 11</p> <p><i>Do you have any concerns with current vendors?</i></p>	<p>Availability of sitters in locations not frequently used.</p>
64.	<p>3.3 Content of Qualifications Package Pg 12</p> <p><i>It states in the last paragraph "In responding to the RFQ, use the outline as it appears below and label your responses accordingly. If the total number of pages exceeds the parameters stated below," --- Can you confirm the page limit since we are unable to locate it?</i></p>	<p>The page limit is 15 pages.</p>
65.	<p>3.3.2 Minimum Qualifications and Information Pg 12-13</p> <p><i>It states the references should be similar size and scope. Would MDCPS consider any companies including state that we worked with as a reference?</i></p>	<p>Yes, as long as the state agency is not MDCPS.</p>

66.	<p>3.3.2 Minimum Qualifications and Information - Attachment E, F & L Pg 12-13, 28 & 47</p> <p><i>It states sitters as references; however, in the pricing page it states Behavioral Aides or (BHT). Each agency lists sitters differently, including sitters, can, bht etc. Can you confirm the pricing on pg 47 for Aides is a Sitter?</i></p>	Sitters can be defined as Behavioral Aides, Certified Nursing Assistants, Licensed Practical Nurses, Registered Nurses. MDCPS has not set a price for sitters. A unit price shall be given for each service by the vendor.
67.	<p><i>Can agencies do a partial bid if they are not interested in some of the positions?</i></p>	Yes
68.	<p>3.3.5 Pg 15</p> <p><i>"Method(s) for estimating and documenting personnel hours spent by staff on program activities to be sure they are sound and fair (i.e., personnel, equipment, facilities, to perform the services currently available or demonstrated to be made available at the time of contracting)." - Can you confirm we are only required for documenting hours not providing equipment, facilities etc.</i></p>	MDCPS will provide everything needed for the youth in care. The vendor is responsible for their own business needs, such as personnel, equipment, and facilities to fulfill the contract requirements.
69.	<p>SECTION 2: Scope of Services and Requirements</p> <p><i>2.5 Multiple Awards Page 11</i></p> <p><i>What would be the number of awards you intend to give(approximate number)?</i></p>	MDCPS has not determined an exact number of awards to be made.
70.	<p>EXHIBIT C - Budget Page 41</p> <p><i>What are the estimated funds that are estimated to be allocated for this contract?</i></p>	MDCPS has not allocated a budget for this project.
71.	<p>2.2 Scope of Services Page 9</p> <p><i>What is the work location of the proposed candidates?</i></p>	The work location is determined as needed. Services are usually near the county where the youth needing services resides.
72.	<p>SECTION 1: Procurement Process Page 3</p> <p><i>Is this a new contract or are there any incumbents? If there is an incumbent, could you please let us know the incumbent name and pricing and are the incumbents eligible to submit the proposal again?</i></p>	This is a new contract. MDCPS has been using vendors as needed. The pricing has varied.
73.	<p>SECTION 1: Procurement Process Page 3</p> <p><i>Are there any pain points or issues with the current vendor(s)?</i></p>	Availability of sitters in locations not frequently used.

74.	SECTION 1: Procurement Process Page 3 <i>Could you please share the previous spending on this contract, if any?</i>	Since these services were procured on a as needed basis or through alternative arrangements, expenditures were not tracked under a structured contract framework. However, the average hourly cost for a sitter is \$28.00 per hour.
75.	General Question <i>Is there any mandatory subcontracting requirement for this contract? If yes, Is there any specific goal for the subcontracting?</i>	No
76.	ATTACHMENT L: COST FORM FOR NURSING & SITTER SERVICES Page 47 <i>How many positions were used in the previous contract (approximate)?</i>	MDCPS has multiple vendors providing services. Some vendors have had as few as three staff or as many as 50.
77.	ATTACHMENT L: COST FORM FOR NURSING & SITTER SERVICES Page 47 <i>How many positions will be required per year or throughout the contract term?</i>	The number of positions will fluctuate during the year depending on the need and location.
78.	ATTACHMENT L: COST FORM FOR NURSING & SITTER SERVICES Page 47 <i>If the resources we provide at the time of proposal submission are not available at the time of a potential contract award could vendors replace them with equally qualified resources?</i>	No
79.	ATTACHMENT L: COST FORM FOR NURSING & SITTER SERVICES Page 47 <i>Can we provide hourly rate ranges in the price proposal?</i>	MDCPS will need an hourly rate for each type
80.	General Question <i>Is it entirely onsite work or can it be done remotely to some extent / Does the services need to be delivered onsite or is there a possibility for remote operations and performance?</i>	Onsite work only.
81.	General Question <i>Are resumes required at the time of proposal submission? If yes, Do we need to submit the actual</i>	Resumes should be included for key personnel who will be directly involved in delivering the requested services. This can be project leads and managers,

	<i>resumes for proposed candidates or can we submit the sample resumes?</i>	technical experts and specialists, compliance and quality assurance personnel, and/ or operational staff.
82.	<p>ATTACHMENT L: COST FORM FOR NURSING & SITTER SERVICES 3. Holiday Hourly Rate Page 48</p> <p><i>Could you please provide the list of holidays?</i></p>	<p>New Year's Day January 1 Dr. Martin Luther King, Jr.'s and Robert E. Lee's Birthdays Third Monday of January Washington's Birthday Third Monday of February Confederate Memorial Day Last Monday of April National Memorial Day and Jefferson Davis Birthday Last Monday of May Independence Day July 4 Labor Day First Monday of September Armistice or Veterans Day November 11 Thanksgiving Day A day fixed by proclamation by the Governor of Mississippi as a day of Thanksgiving, which shall be fixed to correspond to the date proclaimed by the President of the United States Christmas Day December 25</p>
83.	<p>ATTACHMENT L: COST FORM FOR NURSING & SITTER SERVICES 3. Holiday Hourly Rate Page 48</p> <p><i>Are there any mandated Paid Time Off, Vacation, etc.?</i></p>	No
84.	<p>2.2 Scope of Services</p> <p><i>Do you have an anticipated number of openings for Sitters, Certified Nursing Assistants, Behavioral Aides, Licensed and Registered Nurses?</i></p>	No
85.	<p>2.2 Scope of Services</p> <p><i>Can you confirm whether training in non-violent crisis intervention will be provided, and if so, what that training entails?</i></p>	MDCPS staff will host trainings on Nonviolent Crisis Intervention (NCI).

		<p>Nonviolent Crisis Intervention (NCI) focuses on providing caregivers, educators, and human service professionals with the skills necessary to prevent and respond to crises effectively. The training emphasizes de-escalation techniques, personal safety, and the use of non-restrictive interventions to manage aggressive or disruptive behavior.</p> <p><u>Key Components of NCI Training</u></p> <p><u>De-escalation Techniques:</u> NCI teaches staff how to recognize early signs of crisis and employ verbal and non-verbal strategies to calm individuals before situations escalate.</p> <p><u>Crisis Prevention:</u> The program emphasizes proactive measures to prevent crises from occurring, including understanding the triggers and behaviors associated with individuals in distress.</p> <p><u>Empathy and Communication:</u> The training promotes empathetic communication techniques that help build rapport and trust with individuals experiencing crises, which can lead to more positive outcomes.</p>
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