Sharon Williams, Ed.D.
*Superintendent of Schools*

To: RIMSD 41 Board of Education
From: Sharon Williams, Ed.D.
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR
Date: October 27, 2026
Re: Audio-Visual Specialist, Administration Center

The selection process for the Audio-Visual Specialist position yielded a pool of two (2) applicants, with two (2) candidates who met the minimum qualifications and demonstrated the technical knowledge and skills necessary to support the District's audio-visual technology needs. The selection process included application screening and interviews to assess candidates' technical expertise, problem-solving abilities, communication skills, and ability to provide effective technology support. Following the selection process, Devin James emerged as the strongest candidate and is recommended for appointment as Audio-Visual Specialist for Rock Island–Milan School District #41.

Mr. James brings valuable hands-on experience in audio, video, lighting, and technical operations, as well as experience utilizing tools and equipment for installation, maintenance, and repairs. Through previous work at Rock Island High School, Mr. James has developed practical knowledge of audio-visual systems, including sound management, troubleshooting, video recording, live streaming, lighting, and communication systems. This experience has strengthened Mr. James' technical abilities and understanding of the District's audio-visual needs, particularly in supporting school events and activities.

His references describe him as trustworthy, dedicated to the district, and easy to work with. He is recognized for his accountability, professionalism, and reliability, as well as his ability to address challenges proactively, develop creative solutions, and resolve issues rather than defer them. His references also highlight his ability to communicate expectations clearly and follow up to support continuous improvement.

It is recommended that the Board of Education approve the appointment of Mr. Devin James as Audio-Visual Specialist for Rock Island–Milan School District #41 for the 2026–2027 school year, at an annual salary of $52,780, prorated to his start date.

**Investment Period: One year contract**
**Total Investment: $52,780**
**Funding Source: District Funds**

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