

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

To: RIMSD 41 Board of Education  
From: Dr. Sharon Williams  
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR  
Date: May 12, 2026  
Re: Frontline Technologies Renewals/Additions

Frontline Technologies provides software management services to our district in our Human Resources and Business Operations departments. To enhance system utilization, in addition to the annual renewals, a training subscription with this vendor is being added.

**Financial and Analytic software:**

Budget Management and Financial Planning: Build multi-year financial plans, compare scenarios for negotiations and critical decisions with multi-year impact, and revisit and measure the effectiveness of yearly planning.

Comparative Analytics: Access detailed comparisons of district trends and peer district performance, analyze local compensation/benefits trends , and compare performance to peer districts.

**Human Resource Management software:**

Frontline Central: Software designed to oversee all employee-related documents and data within your school district.

Applicant Tracking: Easily sort and filter to find the best candidates, manage interview scheduling, and get progress insights.

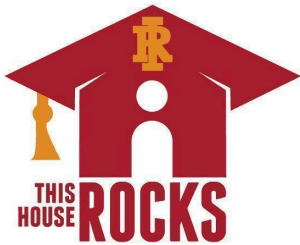
Absence and Substitute Management: Easily manage employee leave and automatically schedule qualified substitutes, plus offer online training to prepare your substitutes for the classroom.

**Training Subscription:**

Frontline Technologies training package designed to strengthen the Human Resources department's use of Frontline Technology systems. The training will ensure staff are utilizing system features to their full capacity, improving data accuracy, streamlining processes, and strengthening compliance. Enhanced proficiency with these programs will support more efficient Human Resources operations and improved service delivery across the district.

**Rock Island-Milan School District #41**

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It is recommended that the Board of Education approve the annual license renewals of: Applicant Tracking; Absence and Substitute Management; Budget Management Analytics; Financial Planning Analytics; Comparative Analytics; and Frontline Central Solution; and the addition of the Frontline Training Subscription at a total investment of \$88,808.99.

**Investment Period: July 1, 2026 - June 30, 2027**

**Total Investment: \$88,808.99**

**Funding Source: District Funds - Finance and Human Resources Departments**

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