

ROCK ISLAND-MILAN SCHOOL DISTRICT NO. 41



BOARD OF EDUCATION REGULAR MEETING

ROCK ISLAND-MILAN ADMINISTRATION OFFICE
2000 7TH AVE
ROCK ISLAND, IL 61201

TUESDAY, SEPTEMBER 9, 2025

6:00 PM

<https://meet.google.com/fzb-nmks-pmq>

I. Preliminary

A. Call to Order and Roll Call

B. Pledge of Allegiance

C. Approval of Board of Education Minutes...Action

It is recommended that the Board of Education approve the minutes of the regular meeting of August 26, 2025, as well as the executive session minutes of August 26, 2025, to remain confidential.

II. Special Items

A. Rock Island Citizens of the Year... Recognition

The Board of Education will recognize the Rock Island Citizens of the Year: Ms. Kathy Lelonek, Community Volunteer, winner in the Individual category; Mr. Jeremiah Evans, Rock Island High School Sophomore, winner in the Youth category; Mr. David Sebben, Security Supervisor at Rock Island High School, winner in the Artist/Creator category; and Mr. Jarrin Williams, Rock Island High School English Teacher, winner in the Education category.

B. EIR/How are the Children (HATC) Grant Update... Information

Mr. Scott Vance, Assistant Superintendent of Teaching and Learning will provide an update on the EIR/HATC grant.

C. Unified Performance Levels & Right-Sized Proficiency Benchmarks... Information

Mr. Scott Vance, Assistant Superintendent of Teaching and Learning will provide an update on changes to the Illinois end-of-year assessment cut scores.

D. Facility Management Plan Update... Information

Ms. Annaka Whiting, Chief Financial Officer, will provide the monthly FMP update.

E. Scholar Board Representatives... Action

Dr. Patricia Ulrich and Dr. Anthony Ragona have nominated Ms. Megan Mason and Ms. Kylee Raygor to serve as scholar board members for the 2025 - 26 school year. It is recommended that the Board of Education approve two scholar board representatives for the 2025 - 26 school year.

F. Rock Island - Milan School District 2030 Strategic Plan... Information

Dr. Sharon Williams, Superintendent and Ms. Mareka Austin from engage2learn will provide an overview of the strategic planning process and the new strategic design framework.

III. Reports

- A. Board Members
- B. Superintendent
- C. RIEA President

IV. Communications

Requests from persons wishing to speak on certain agenda items will be called upon at the appropriate time.

Citizens wishing to address the Board of Education on items not on the agenda. Comments should be limited to three (3) minutes. *(Matters regarding specific employees or students are of a confidential nature and will not be heard in open session.)*

V. Action of Routine Matters

- A. Approval of Additions and/or Deletions
- B. Approval of Agenda... Action**
- C. Nomination for Future Agenda Items
- D. Blanket Motion... Action**

Opportunity will be given for the selection of items that need no discussion to be approved at the appropriate time on the agenda. The following items are recommended for the Blanket Motion:

1. Contracts for Service (a - i) ... Action

a. Armstrong Systems Renewal... Action

It is recommended that the Board of Education approve the renewal of licenses and supplies from Armstrong Systems & Consulting Company, 5000 Tremont Avenue, Suite 400-D, Davenport, IA 52807 not to exceed \$12,500 for the 2025 - 26 school year.

b. Chemsearch Agreement... Action

It is recommended that the Board of Education approve the water treatment agreement with Chemsearch, 2727 Chemsearch Blvd., Irving, TX 75062, for the Rock Island Center for Math and Science and Rock Island Academy not to exceed \$15,636 for the 2025 -26 school year.

c. Design Fees: Band & Orchestra Renovations... Action

It is recommended that the Board of Education approve the design fees for Cordogan Clark, 102 East 2nd Street, Davenport, IA 52801, for the Band and Orchestra Renovations in the amount of \$399,500.

d. Design Fees: Rock Island Academy and Eugene Field Elementary School Additions... Action

It is recommended that the Board of Education approve the design fees for IDG Architects, 719 Main Street, Suite A, Peoria, IL 61602, for the Rock Island Academy and Eugene Field Elementary School additions in the amount of \$1,079,776.32.

e. Explore Learning... Action

It is recommended that the Board of Education approve a contract for service for a three (3) year subscription for all School Improvement designated elementary schools with Explore Learning, PO Box 844615, Boston, MA 02284 for access to Reflex Math Fluency product in the amount of \$38,032.54 for the 2025 -26 school year.

f. MainstreamUSA Contract Addendum... Action

It is recommended that the Board of Education approve an addendum to the 2025 -26 MainstreamUSA, Inc., 101 19th Avenue, Moline, IL, 61265 agreement not to exceed \$31,000 for Chromebook repair equipment and additional services, bringing the total contract to \$110,000 for the 2025 -26 school year.

g. Riverside Insights... Action

It is recommended that the Board of Education approve the contract for service with Riverside Insights, 1 Pierce Place, Suite 900W, Itasca, IL 61403 for \$19,390 for the 2025 - 26 school year.

h. SAVVAS School Improvement Learning Partner Contract... Action

It is recommended that the Board of Education approve the contract for service with SAVVAS Learning Company, LLC, 15 E. Midland Ave., Suite 502, Paramus, NJ 07652 not to exceed \$18,600 for (1) 1-day teacher session/refresher and (2) 1-day open sessions for all on Developing Academic Language during the 2025 -26 school year.

i. TruGreen Contract for Service... Action

It is recommended that the Board of Education approve the lawn treatment agreement with TruGreen, 7441 Vine Street Court, Suite B, Davenport, IA 52806, for use on all district properties, including athletic fields, with a budget not to exceed \$20,000 during the 2025 - 26 school year.

2. Bills for Payment... Action

It is recommended that the Board of Education authorize bills for payment dated August 29, 2025, in the amount of \$4,808,131.21.

3. Donations... Action

It is recommended that the Board of Education approve the attached list of donations as presented.

4. Overnight Field Trip Requests... Action

It is recommended that the Board of Education approve the overnight field trip request for the Rock Island High School Boys Golf team to attend a golf meet in

Quincy, IL, departing September 21, and returning September 22, 2025.

It is recommended that the Board of Education approve the overnight field trip request for the Rock Island High School Boy's Golf team to attend the IHSA State Sectional golf meet at Wedgewood Golf Course in Plainfield, IL, departing September 30, and returning October 1, 2025.

It is recommended that the Board of Education approve the overnight field trip request for the Rock Island High School Girls Golf team to attend IHSA Sectional meets in Illinois from September 30 through October 11, 2025.

It is recommended that the Board of Education approve the overnight field trip request for the Rock Island High School Marching Band to attend the Youth in Music Marching Competition in Minneapolis, Minnesota, leaving October 10, and returning October 12, 2025.

5. BearCom Two-Way Radio Bid... Action

It is recommended that the Board of Education approve the contract with BearCom, 650 W. Grand Avenue, Suite #313, Elmhurst, IL 60126, to purchase 120 two-way radios for \$33,498 during the 2025 - 26 school year.

6. CDW-G Annual Purchases... Action

It is recommended that the Board of Education approve purchases from CDW-G, 200 N. Milwaukee Avenue, Vernon Hills, IL 60061, not to exceed \$225,000 for technology devices, including student labs and e-rate equipment for the 2025 - 26 school year.

7. Dell Computer Corporation Annual Purchases... Action

It is recommended that the Board of Education approve the purchases from Dell Computer Corporation, 1 Dell Way-RR8, Round Rock, TX 78682, not to exceed \$195,000 for technology devices and support during the 2025 - 26 school year.

8. RIHS Water Main Replacement.... Action

It is recommended that the Board of Education approve the water main replacement at Rock Island High School, with Russell Construction and Miller Trucking and Excavating, 3303 John Deere Road, Silvis, IL, 61282, for \$66,623 during the 2025 -26 school year.

9. SHI Annual Purchases... Action

It is recommended that the Board of Education approve the purchases of technology needs from SHI, 290 Davidson Avenue, Somerset, NJ, 08873 not to exceed \$425,000 for the 2025 - 26 school year.

10. Non-Certified Appointments... Action

It is recommended that the Board of Education approve the following non-certified appointments during the 2025 - 26 school year: Nishiya Blackhawk, Daniel Blaser,

Jessica Hollett, Salma Salohi, Perry Salais, and Tiffany Spruille.

11. Non-Certified Coach Appointments... Action

It is recommended that the Board of Education approve the following non-certified coach appointments during the 2025 - 26 school year of Elijah Garcia and Ayodeji Oshin.

12. Non-Certified Coach Resignations... Action

It is recommended that the Board of Education accept the following non-certified coach resignations during the 2025 - 26 school year of Austin Braud, Assistant Boys Golf Coach at Rock Island High School with two (2) years of service, and Chris Ehas, Assistant Football Coach at Rock Island High School with less than one (1) year of service.

13. Non-Certified Resignations... Action

It is recommended that the Board of Education accept the following non-certified resignations during the 2025 -26 school year: Kimberly Amesquita, Food Server at Washington Junior High School with less than one (1) year of service, Andres Bennett-Terronez, Paraprofessional at Frances Willard Elementary School with three (3) year of service, Tara Dalfonso, Special Education Paraprofessional at Washington Junior High School with one (1) year of service, Kindra Hoegner, Paraprofessional at Earl Hanson Elementary School with one (1) year of service, and Marissa Lopez, Paraprofessional at Thurgood Marshall Learning Center with one (1) year of service.

VI. Operations

A. Rock Island - Milan School District 2030 Strategic Plan... Action

It is recommended that the Board of Education approve the 2030 Strategic Plan as presented.

B. Freedom of Information Act (FOIA) Requests... Information

The district received a FOIA request and responded within the required timeframe to Andrea Gilman, who requested a list of all vendors of the 2024 -25 school year that were paid for goods and/or services (\$0 - \$9,999) that were not previously used.

The district received a FOIA request and responded within the required timeframe to Jacob Long, who requested a listing of all Rock Island SD #41 current employee names, current employee's job titles and the employment start dates of all current employees.

The district received a FOIA request and responded within the required timeframe to Cesar Toscano, who requested public records including emails, text messages, memos and any and all written and electronic communications to or from Sharon Williams, Jeff Dase or Patty Ulrich that mention the words "mold", "microbial", or "mildew" from July 20 to Aug. 10.

The district received a FOIA request and responded within the required timeframe to Rhea Mae Lumanog, who requested information relating to the Construction Management Services requests for solicitation due February 26, 2025.

VII. Personnel

A. **Memorandum of Understanding with RIESPA... Action**

It is recommended that the Board of Education approve the Memorandum of Understanding with RIESPA clarifying the process required to address and clarify the maximum allowable payroll deductions for Illinois Municipal Retirement Fund ("IMRF") purposes.

B. **2025 - 2026 RIMSD 41 Employee Handbook... Action**

It is recommended that the Board of Education approve the 2025 -26 Employee Handbook.

VIII. Executive Session

It is recommended that the Board of Education move to executive session to discuss pending litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probably or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS120/2(c)(11). In addition to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. 5 ILCS 120/2(c)(1). Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).

IX. Adjournment

**Rock Island – Milan School District
#41
Board of Education Meeting**

September 9, 2025

Sharon Williams, Ed. D.
Superintendent of Schools



Rock Island Citizens of the Year

Individual Category

Kathy Lelonek, community volunteer who devotes her time to many organizations like Rock Island Rotary, the Rocky Resource Room at Rock Island High School, Clock Inc., and serves as president of the Rock Island Art Guild.



Youth Category

Jeremiah Evans, a sophomore at Rock Island High School who is a dedicated student, talented cross-country track athlete, manager of the boys' basketball team and works sideline technology and drone operation during the football games.



Rock Island Citizens of the Year

Education Category

Jarrin Williams, an English teacher at Rock Island High School, head coach of the boys' cross country and track teams. A Rocky grad, he leads Homecoming activities and class reunions.



Artist/Creator Category

David Sebben, Security Supervisor at Rock Island High School, volunteer and three-time published author. He is currently working on historical books on Rock Island High School Basketball and the Rock Island Southern Railroad.



Scholar Board Members: IASB Guidance to Districts

Student Board Representatives have a ***dual responsibility*** of reporting to the School Board as well as the students they represent.

Student Representatives will act in an ***advisory capacity providing their voice*** on issues brought before the board but do not have voting privileges.

Student Representatives will meet with their ***respective principal or designee prior to each Board of Education meeting to prepare their student report.***

Student Representatives must be full time students in Rock Island – Milan School District, in ***good academic standing, be able to meet state and school guidelines for extracurricular participation and possess good verbal and written communication skills.***



Scholar Board Members

Selection Process:

Scholars submitted a 500–700 word essay responding to the following prompt:

Why do you want to serve as a student member of the school board, and how will you represent the voice of your peers to help improve the school district?

Requirements:

- Grade Level: 11–12
- At least one letter of recommendation from a staff member
- Essays were rated in the following categories: Clarity of Purpose, Representation of Student Voice, Ideas and Solutions, Communication and Writing Skills, Creativity and Authenticity.
- Thurgood Marshall Learning Center, Rock Island High School, and District Leaders calibrated scores for the final selection.



Scholar Board Members



Megan Mason

As a Junior and soon to be a third-generation Rock Island High School graduate, I am honored to serve on the 2025-2026 Student School Board. Rocky has nearly 1,800 students with diverse views and beliefs, providing valuable learning opportunities. I aim to be a good listener and effectively represent my peers by actively participating in discussions.

As a dedicated student, I am passionate about learning and striving for academic excellence. Outside of academics, I enjoy spending time with family and friends, traveling, caring for my pet cockatiel (Paulie), and enjoying lots of Whitey's Ice Cream.



Scholar Board Members



Kylee Ragor

I am currently a Junior at Rock Island High School and a part of the girls bowling team as well as the softball team. Some activities inside of school that I participate in are Student Council, National Honors Society, and Silver Cord. I am very excited to have this position and share the voice of others.



**How are the Children: Increasing
Social Emotional/Mental Health in the
High School Environment
September 9, 2025**

Scott Vance, Ed. S. Assistant Superintendent
Dr. Patricia Ulrich, Principal RIHS
Dr. Anthony Ragona, Principal TMLC
Sarah Engstrom, EIR/HATC Coach



HATC/EIR Background

- Full grant name is Education Innovation and Research Grant (EIR)
- Grant Project is known as: How are the Children: Increasing Social Emotional/Mental Health in the High School Environment
- Multi-year grant (January 2023–December 2027)
- Total allocation: \$3,835,172



Process

"How Are the Children" Curriculum

This social-emotional learning (SEL) curriculum is built around filmmaking, blending SEL principles with project-based learning.

- **Partners**
 - a. Connect with Kids
 - b. Riverside Insight
 - c. Empirical Education



Process

- **Instructional Coach works with both Rocky Island High School and Thurgood Marshall Learning Center**
 - Supplemental Instructional Support and Professional Development;
 - Curriculum and Resource Management;
 - Incentive Program Management



RIHS Update

- **All 9th graders participate in the program through homeroom.**
- **New set of homeroom teachers were given initial training by Sarah Engstrom and will receive additional training before second quarter.**
- **Goal for the third year is to:**
 - Implement the grant with fidelity
 - Build teacher/student buy-in
 - Work with grant partners to simplify/streamline the curriculum
 - Increase the number of student projects that make it to production



Thurgood Marshall Learning Center

- 9th–12th graders participate in the program during Titan Time.
- Staff and many students have been through two iterations of the project.



Thurgood Marshall Learning Center

Our current objective is to produce a work of greater impact by leveraging our prior experiences and dedicating additional time to the production and creative design phases.



**WE ARE
TITAN
TOUGH**



Choice To Change

AN HATC
PRODUCTION



Illinois Unified Performance Levels and Right-Sized Proficiency Benchmarks

September 9, 2025

Scott Vance, Ed. S.
Assistant Superintendent of Teaching and Learning



What are “Cut Scores”?

- **Established point or threshold that classifies test takers into performance levels.**
- **In Illinois cut scores apply to:**
 - ELA
 - Math
 - Science
- **Assessments:**
 - Illinois Assessment of Readiness (IAR)
 - Illinois Science Assessment (ISA)
 - ACT

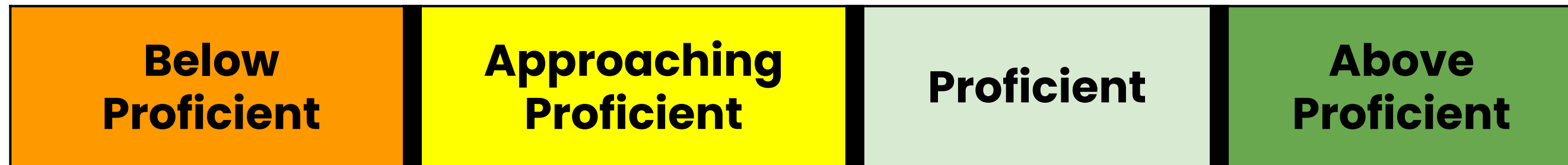


Proficiency Benchmark

Cut Score

Cut Score

Cut Score



23

- What does “proficient” mean?
Scholars are on track in their learning.
- States set their own proficiency standards.



Why Does Proficiency Matter?

- **State Reporting**
 - Illinois reports the number of students rated “proficient” on the State Report Card.
- **Accountability**
 - Illinois uses proficiency rate as one of several measures to decide state funding.
- **Local Decision-Making**
- **School Improvement**



Why the Change?

- Illinois proficiency rates for years have told an inaccurate story regarding career and college readiness for Illinois scholars, i.e. scholar performance levels were not matching how well scholars were doing in class.
- Illinois' proficiency benchmarks in ELA and math were more difficult to meet than those in almost any other state in the nation.



What's Changing?

- **New benchmarks for proficiency that are more aligned with real college and career readiness expectations.**
- **Unified performance levels on all assessments:**
 - Above proficient
 - Proficient
 - Approaching proficient
 - Below proficient



What's Staying the Same?

- The assessments
- State learning standards



What is the Effect?

	2024 Proficiency Percentages	2025 Proficiency Percentages (projected)
Science	53%	45%
ELA	41%	53%
Math	28%	38%



Rock Island – Milan School District

#41

**The Strategic Design Framework for
Our School Community**

Sharon Williams, Ed. D.
Superintendent of Schools

Mareka Austin
engage2learn



Agenda

- **Community Engagement**
- **Strategic Design Components**
 - **Priorities**
 - **Specific Results**
 - **Specific Results Timeline**
- **Implementation Plan**
- **Next Steps**

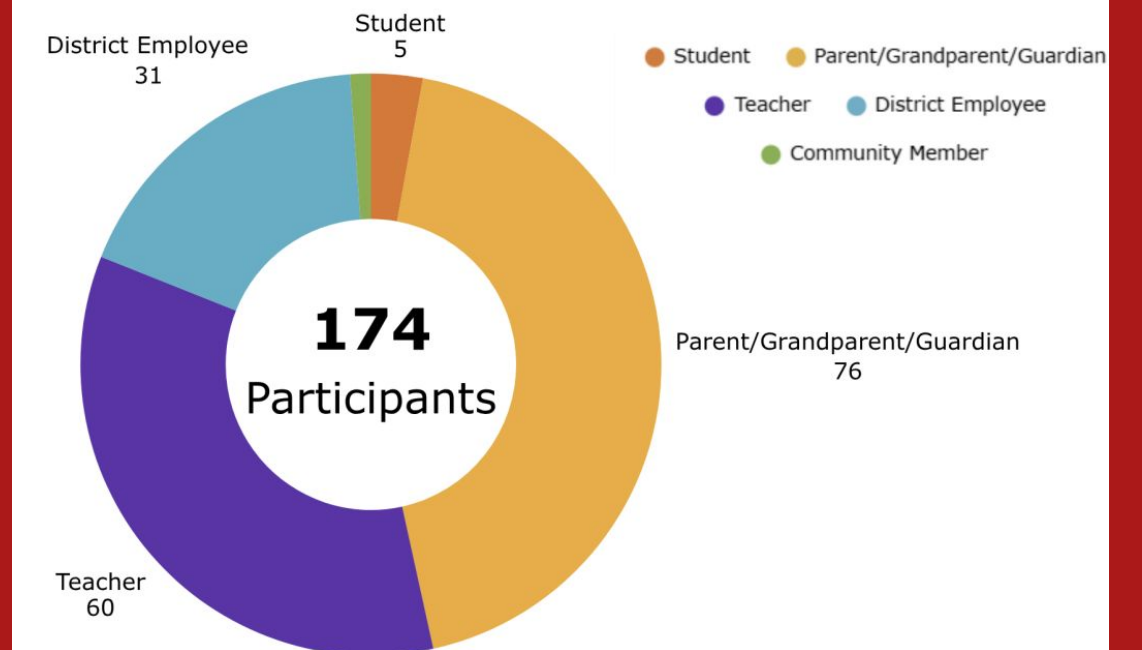


Community Engagement

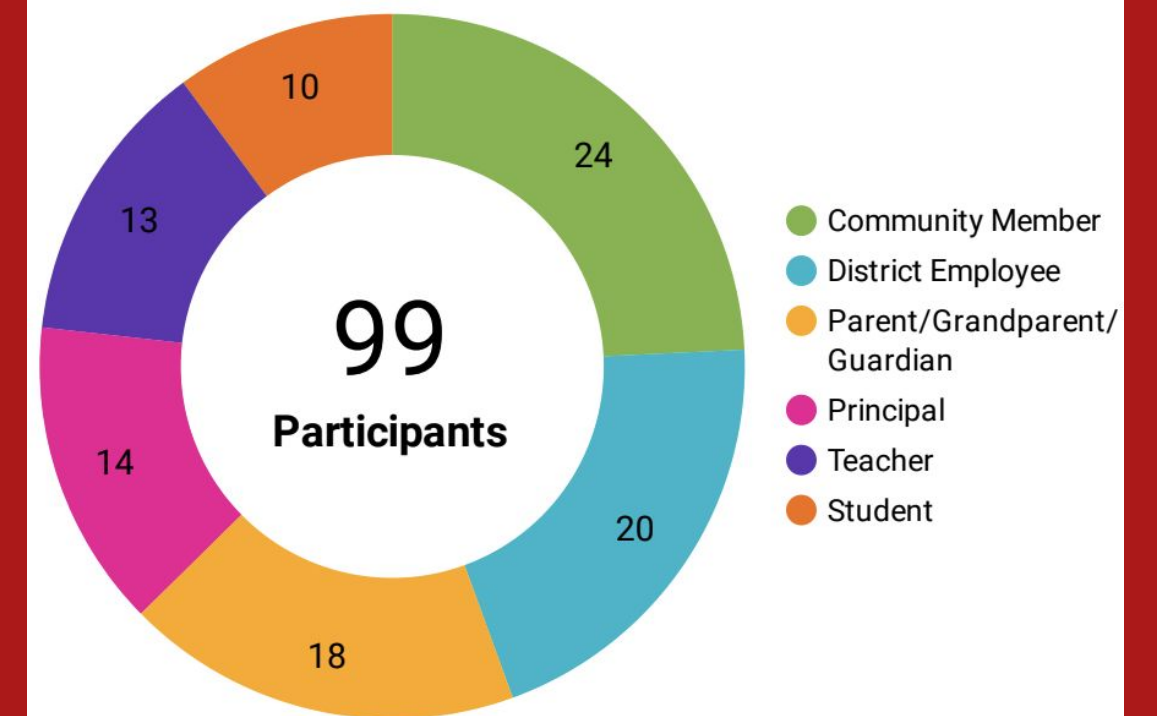
The data for the following report was gathered from the Rock Island-Milan School District 41 Community engagement. This survey collected responses from:

- Students
- Parents
- Grandparents
- Guardians
- Teachers
- Principals
- District Employees
- Community Members

Focus Group Participation



Survey Participation



A big “THANK YOU” to Our Design Team Members!

Rock Island-Milan Design Days Springboard			
<p>Team 1</p> <p>Brooke Bennett Edwin Salazar Nicole Berry Ragan Baker Terell Williams Thurgood Brooks</p> <p><u>Agendas + Workspaces</u></p>	<p>Team 2</p> <p>Carmen Woods Christi Varnes Dorian Maag Kelly Vroman Kristin Allen Patty Ulrich Amy Benac</p> <p><u>Agendas + Workspaces</u></p>	<p>Team 3</p> <p>Jeff Dase Linda Dothard Mary Mendenhall Monta Ponsetto Ramona Dixon Selena Wellington Yolanda Grandberry-Pugh</p> <p><u>Agendas + Workspaces</u></p>	<p>Team 4</p> <p>Ben Kirgan Beth Raygor David Seben Jen Fuhr Julian Tovar Mike Mertel</p> <p><u>Agendas + Workspaces</u></p>
<p>Team 5</p> <p>Andrea Gilman Jenna Panacucci Julie Churchill Robert Mwaga Todd PoTonya Davis</p> <p><u>Agendas + Workspaces</u></p>	<p>Team 6</p> <p>Alicia Sanders Amanda Crecelius Amy Jahn Angie Paprocki Debra Frantz Julie Hudnall Roxanne Malone</p> <p><u>Agendas + Workspaces</u></p>	<p>Team 7</p> <p>Bettina McWilliams Dominique Moore Katherine Nelson Laura Meyers Marc Polite Shavonne Singleton</p> <p><u>Agendas + Workspaces</u></p>	<p>Team 8</p> <p>A'Keyla Brown Amy Zero Blanca Leal Jennifer Sholl Mike Wennekamp Scott Vance Susan Crowder</p> <p><u>Agendas + Workspaces</u></p>



Rock-Island Milan School District Board of Education

Sharon Williams, Ed. D.



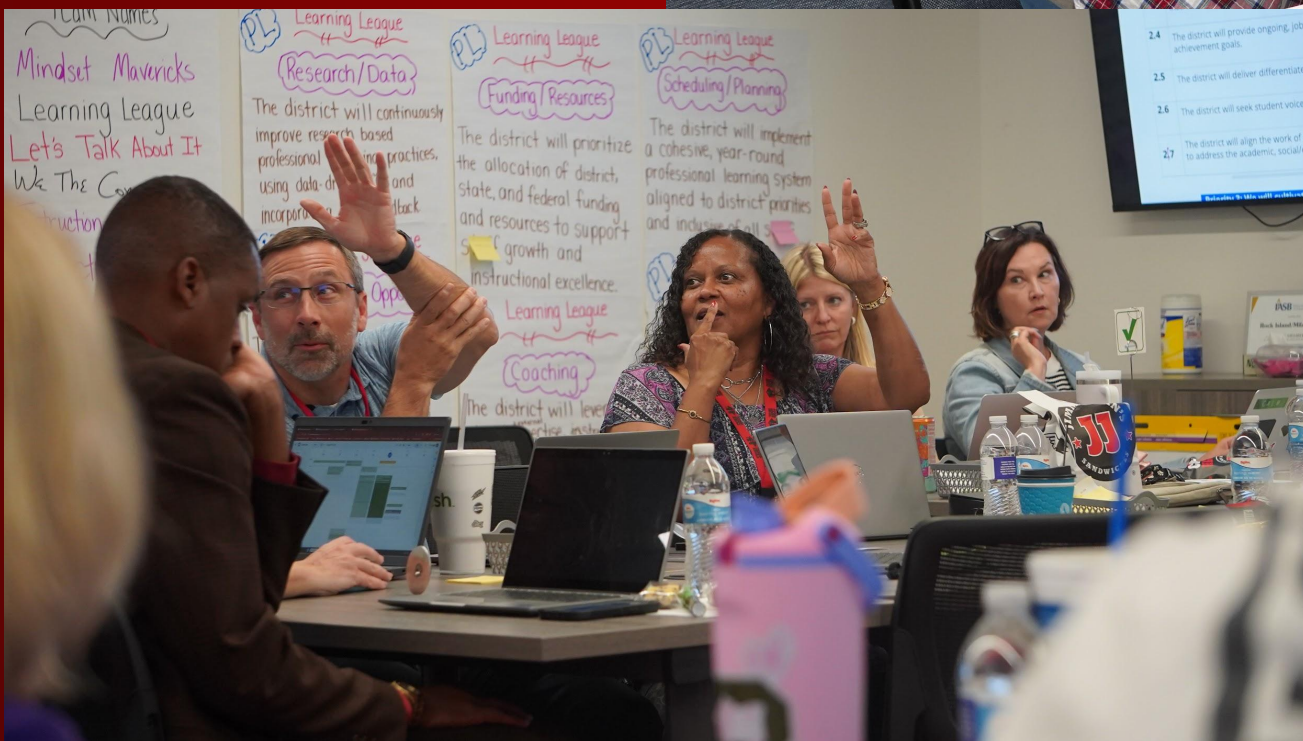
Superintendent of Schools



OUR STRATEGIC DESIGN JOURNEY

(May 2025 - August 2025)

- Community Summit
- Focus Groups
- Online Surveys
- Design Team Work Sessions
- Community Reports



Our Strategic Planning Framework

Design & Implement



Design

(May - Aug)

- Beliefs
- Call to Action
- Learner Profile
- Leader Profile
- Priorities

Implement

(Sept. 2025 - Aug. 2030)

- Specific Results
- Performance Measures
- Target Measures

OUR STRATEGIC PLAN FRAMEWORK

Overview of the Foundation

- Beliefs
- Call to Action
- Learner Profile
- Leader Profile
- Priorities
- Specific Results



Our Beliefs

We believe . . .

- all scholars have the ability to learn and grow.
- in high expectations for all.
- a positive climate and culture is essential to learning.
- connections make an impact on scholar learning.
- the community benefits from the shared responsibility for the success of our scholars.
- in cultivating the whole-child for life-long success.
- in equitable opportunities for all.
- our greatness comes from the diversity of our community.



Call To Action

We call on all school community members to join us in empowering scholars with the knowledge and innovative skills to thrive, reach their full potential and shape a better future in a rapidly changing world.



OUR LEARNER PROFILE

The learner...

- Actively listens
- Adapts
- Cares
- Collaborates
- Communicates
- Engages
- Perseveres
- Thinks critically





OUR LEADER PROFILE

The leader...

- Actively listens
- Adapts
- Builds trust
- Cares
- Collaborates
- Communicates
- Demonstrates Integrity
- Models
- Motivates

Priorities and Specific Results

→ Our **Priorities** tell us what we want to achieve for scholars, leaders or for us as a system.

→ Our **specific results and action plans** tell us what we are going to do to reach our goals.

→ Our **progress measures** tells us if we have met our goals.

Priority 1: We will provide all district team members with consistent, role-specific, ongoing professional learning and resources.

Priority 2: We will provide high quality instruction, resources, and targeted support.

Priority 3: We will foster clear and consistent communication with all school community members.

Priority 4: We will build and maintain a community that supports all school community members.

Priority 5: We will nurture relationships and connections with all school community members.



Priority 1: We will provide all district team members with consistent, role-specific, ongoing professional learning and resources.

1.1 The district will ensure professional learning is (provided and) implemented with fidelity.

1.2 The district will prioritize the equitable allocation of district, state, and federal funding and resources to support school community members' growth and instructional excellence.

1.3 The district will implement a cohesive, year-round professional learning system aligned to district priorities and inclusive of all school community members.

1.4 The district will provide diverse, role-specific professional learning experiences that foster collaboration across roles and experience levels.

Priority 1: We will provide all district team members with consistent, role-specific, ongoing professional learning and resources.

1.5 The district will leverage internal and external expertise to deliver professional learning and support for all.

1.6 The district will continuously improve (adopt and/or leverage) research based professional learning practices, using data-driven PLCs and incorporating school community members' feedback.

1.7 The district will provide growth mindset focused professional learning to ensure that all school community members have an understanding of growth mindset.

Priority 2: We will provide high quality instruction, resources, and targeted support.

2.1 The district will refine the standards-aligned curricula across all grade levels/content areas to improve scholar grade level/content mastery.

2.2 The district will implement evidence-based instructional strategies to enhance engagement and achievement for all learners.

2.3 The district will create common grade level/content level assessments and utilize assessment data to inform instructional decisions.

2.4 The district will provide ongoing, job-embedded professional learning aligned to district priorities and scholar achievement goals.

Priority 2: We will provide high quality instruction, resources, and targeted support.

2.5 The district will make supports and pathways accessible to address the unique needs of all learners.

2.6 The district will seek scholar voice and choice to drive participation and engagement

2.7 The district will align the work of school-based professional learning communities with multi-tiered systems of support to address the academic, social/emotional learning, cultural, and attendance needs of all scholars.



Priority 3: We will foster clear and consistent communication with all school community members.

3.1 The district will provide equitable communication tools to align effective communication to all school community members.

3.2 The district will ensure all school community members know when and how to use the district approved communication tools to send and receive information.



Priority 3: We will foster clear and consistent communication with all school community members.

3.3 The district will provide timely and accurate access to language supports that allow all school community members to communicate effectively.

3.4 The district will develop uniform processes and procedures to communicate so all school community members understand and effectively use communication mediums.

48





Priority 4: We will build and maintain a community that supports all school community members.

4.1 The district will ensure that all school community members have access to updated and relevant resources.

4.2 The district will enhance community partnerships by removing barriers and utilizing a variety of community engagement strategies.

4.3 The district will systematize the celebration of various types of district/community partnerships.

Priority 5: We will nurture relationships and connections with all school community members.

5.1 The district will provide the resources to develop nurturing relationships between scholars and district team members to empower scholars to obtain their highest potential.

5.2 The district will generate and strengthen trusting relationships between families and district team members in order to increase scholar achievement.

5.3 The district will develop meaningful scholar to scholar relationships by building their capacity to care about each other.

Priority 5: We will nurture relationships and connections with all school community members.

5.4 The district will prioritize developing opportunities to nurture team members to team member relationships in order to create a more collaborative and caring environment.

5.5 The district will broaden opportunities for the district and community to create trusting connections in order to provide access to valuable resources within the community.

5.6 The district will follow through on school initiatives to reinforce the important of positive relationships and connections with all school community members.

Specific Results Timeline



WHAT'S
NEXT?

- Pending final board approval, publish plan and...
- Start the journey!

BOARD OF EDUCATION
ROCK ISLAND MILAN
SCHOOL DISTRICT #1



BUILDING OUR FUTURE

September 9, 2025

SHARON WILLIAMS, Ed. D.
SUPERINTENDENT OF SCHOOLS



**ROCK ISLAND - MILAN
SCHOOL DISTRICT #41**

AGENDA

- Current Projects
- Completed Projects
- Upcoming Projects
- Bond Proceeds



THREE - YEAR PROJECT OVERVIEW

2023 - 2024	2024 - 2025	2025 - 2026
<p>Fire Alarms: Frances Willard</p> <p>Tuckpointing: RIHS (stadium)</p> <p>HVAC: Earl Hanson, Ridgewood, Eugene Field</p> <p>Renovation: RIHS (Auditorium Lobby, Bathrooms, Locker Room Showers), Frances Willard (Gym)</p> <p>Parking: WJHS</p>	<p>Fire Alarms: Earl Hanson, Thomas Jefferson</p> <p>Tuckpointing: Denkmann, Longfellow, RIHS</p> <p>Roof: Denkmann</p> <p>Flooring: RIHS</p> <p>Secure Entry Redesign: WJHS</p> <p>Parking: RICMS</p> <p>Basement Repair: WJHS</p>	<p>Water Main: RIHS</p> <p>Additions: RIA, Eugene Field, RIHS (Aquatics Center)</p> <p>HVAC/Controls: RIHS</p> <p>Flooring: WJHS</p> <p>Renovation: RIHS (Band/Orchestra)</p> <p>Secure Entry Redesign: EJHS</p> <p>Other projects TBD</p>



CURRENT PROJECTS

- **Denkmann Elementary**
 - New roof
 - Punchlist items remain
- **Edison Jr. High School**
 - Secured Entry Redesign
 - All work pushed to fall intersession due to supply chain delays.



CURRENT PROJECTS

- **Rock Island Center for Math & Science**
 - Parking Lot Improvements (Striping/Bollards)
 - Parking Lot Lighting (expected delivery later this week, installation to follow)



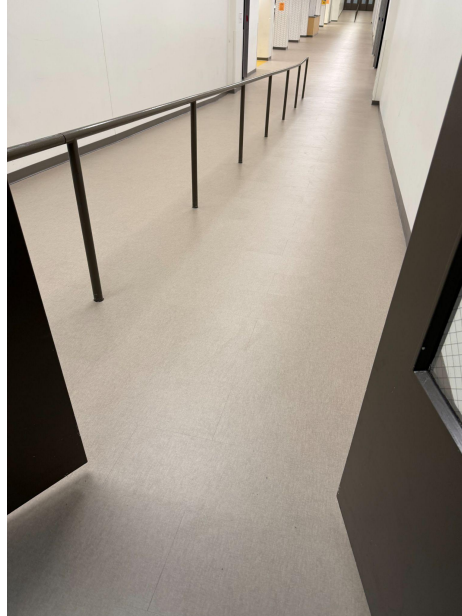
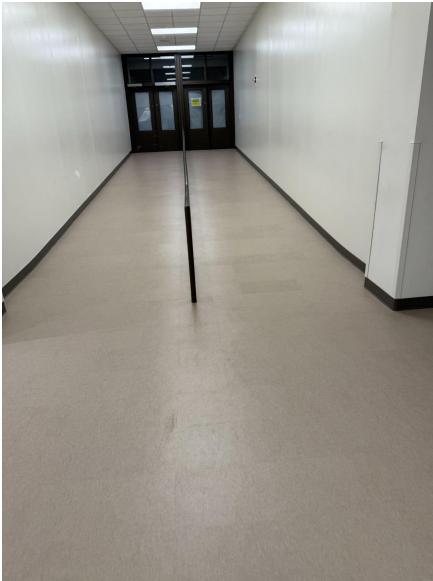
CURRENT PROJECTS

- **Denkman Elementary**
 - Tuckpointing
 - Punchlist items pendings



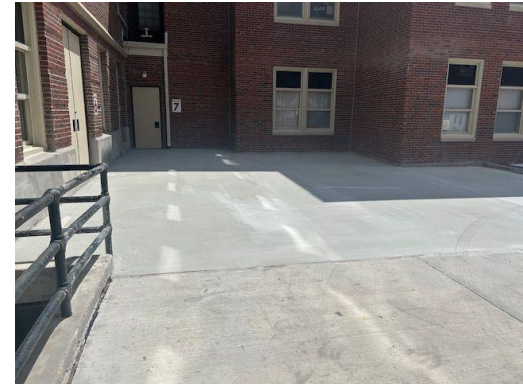
CURRENT PROJECTS

- **Rock Island High School**
 - Cafeteria Flooring (punch list items pending)
 - Tuckpointing (complete)



CURRENT PROJECTS

- **Washington Jr High School**
 - Secured Entry Redesign (fire window installation pending)
 - Basement Repairs (complete)



COMPLETED PROJECTS

- **Longfellow Elementary**
 - Tuckpointing
- **Earl Hanson**
 - Fire Alarms



COMPLETED PROJECTS

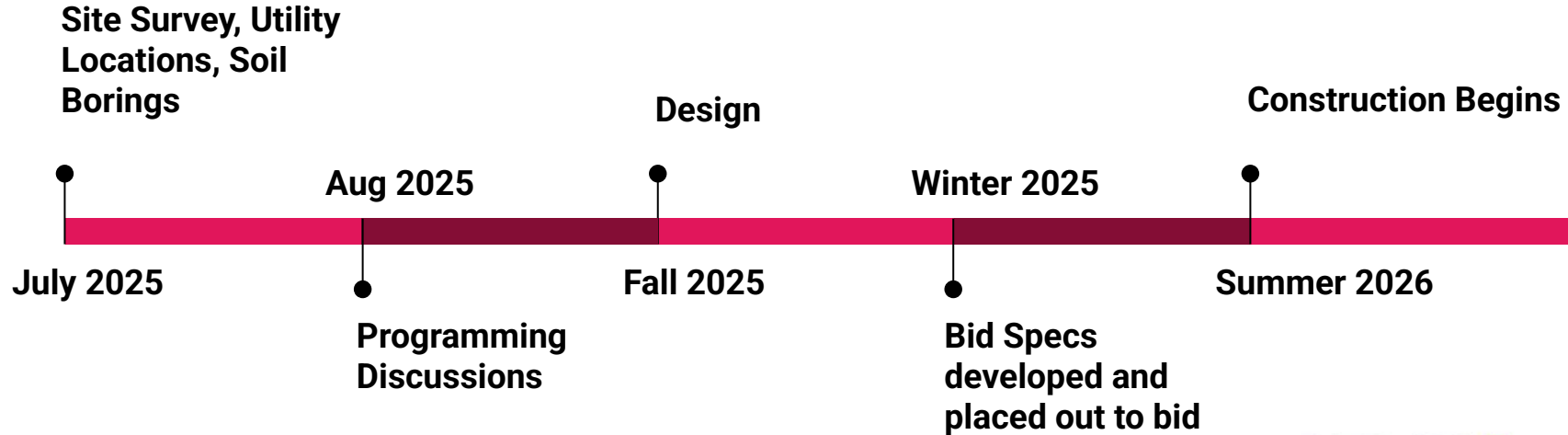
- **Thomas Jefferson**
 - Fire Alarms



UPCOMING PROJECTS

- **Health and Life Safety**
 - District Wide
 - Review
 - Analysis
 - Plan
- **School Additions**
 - Eugene Field and RIA
 - Site Surveys ✓
 - Utility Locates ✓
 - Programming Evaluation ✓
 - Design - In process

SCHOOL ADDITIONS - TIMELINE

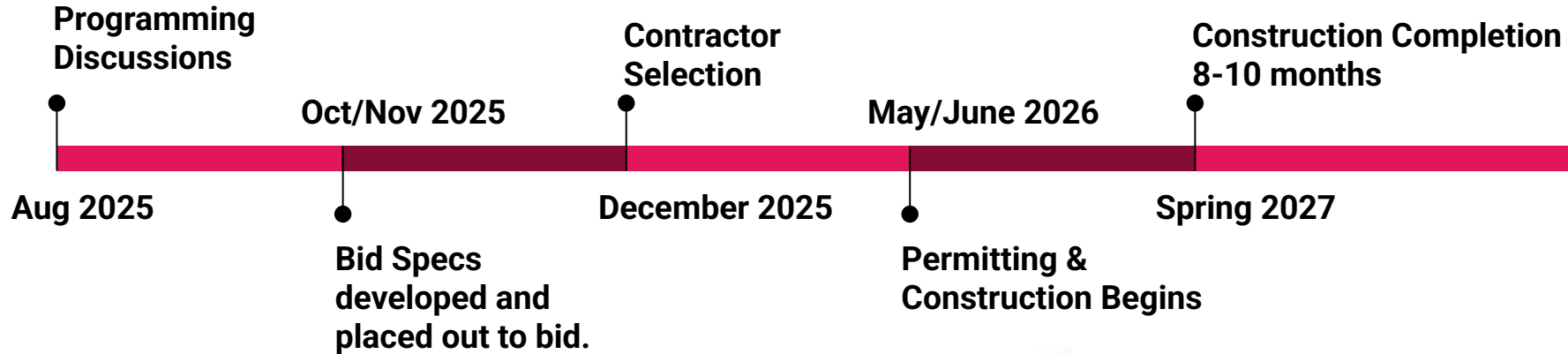


UPCOMING PROJECTS

- **Rock Island High School**

- Aquatic Center
 - Site Prep work continues
 - Underground utility work beginning
 - Sanitary line replacement work beginning
 - Groundbreaking Ceremony - September 15
- HVAC Design, Replacements and Controls Update
- Water main replacement project
- Band and Orchestra Rooms Renovation

BAND & ORCHESTRA RENOVATION TIMELINE



BOND PROCEEDS UPDATE

Bond Proceeds: \$55,000,000

Requirements

First Draw 10%: August 2025

First Payment Due: Jan 1, 2026

85% spent within 3 years

Total Committed Funds	Total Bond Draw	% Committed	% Drawn
\$44.2M	\$1,607,001	80%	3%

COMMITTED % BREAKDOWN

FMP Phase I Bond Proceeds

\$55,000,000

Total

2025 Summer Projects

\$ 2,696,320.00

Aquatic Center (2025 Proceeds)

\$ 12,301,462.00

RIA Addition (Approx.)

\$ 6,071,368.00

Eugene Field Addition (Approx.)

\$ 6,008,410.00

Band and Orchestra (Approx.)

\$ 6,199,500.00

RIHS Controls (Approx.)

\$ 10,400,000.00

Secure Entry Redesign

\$ 225,900.00

Cafeteria Flooring

\$ 301,700.00

\$ 44,204,660.00

Committed %

80%

PARTNERS



- RIHS
- RICMS
- Thomas Jefferson
- Ridgewood
- Washington
- Thurgood
- Longfellow



- Eugene Field
- RIA
- Edison
- Earl Hanson
- Frances Willard
- Horace Mann
- Denkmann



Our Priorities + Specific Results Timeline (Continued)

Priority 3: We will foster clear and consistent communication with all school community members.

- »YR1 3.1 The district will provide equitable communication tools to align effective communication to all school community members.
- »YR2 3.2 The district will ensure all school community members know when and how to use the district approved communication tools to send and receive information.
- »YR2 3.3 The district will provide timely and accurate access to language supports that allow all school community members to communicate effectively.
- »YR2 3.4 The district will develop uniform processes and procedures to communicate so all school community members understand and effectively use communication mediums.

Priority 4: We will build and maintain a community that supports all school community members.

- »YR2 4.1 The district will ensure that all school community members have access to updated and relevant resources.
- »YR1 4.2 The district will enhance community partnerships by removing barriers and utilizing a variety of community engagement strategies.
- »YR2 4.3 The district will systematize the celebration of various types of district/ community partnerships.

Priority 5: We will nurture relationships and connections with all school community members.

- »YR2 5.1 The district will provide the resources to develop nurturing relationships between scholars and district team members to empower scholars to obtain their highest potential.
- »YR2 5.2 The district will generate and strengthen trusting relationships between families and district team members in order to increase scholar achievement.
- »YR3+ 5.3 The district will develop meaningful scholar to scholar relationships by building their capacity to care about each other.
- »YR1 5.4 The district will prioritize developing opportunities to nurture team member to team member relationships in order to create a more collaborative and caring environment.
- »YR3+ 5.5 The district will broaden opportunities for the district and community to create trusting connections in order to provide access to valuable resources within the community.
- »YR3+ 5.6 The district will follow through on school initiatives to reinforce the importance of positive relationships and connections with all school community members.



Rock Island - Milan
School District 41

powered by engage2learn



Rock Island - Milan
School District 41



The Strategic Design Framework for our School Community

2025-2030

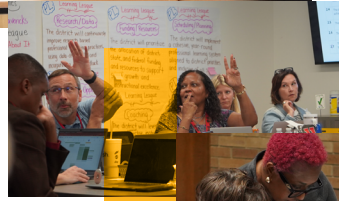
Rock Island - Milan School District 41
Administration Center, 2000 7th Avenue
Rock Island, IL 61201
Phone: (309) 793-5900
Fax: (309) 793-5905

Our Beliefs



We believe . . .

- all scholars have the ability to learn and grow.
- in high expectations for all.
- a positive climate and culture is essential to learning.
- connections make an impact on scholar learning.
- the community benefits from the shared responsibility for the success of our scholars.
- in cultivating the whole-child for life-long success.
- in equitable opportunities for all.
- our greatness comes from the diversity of our community.



Our Call to Action



We call on all school community members to join us in empowering scholars with the knowledge and innovative skills to thrive, reach their full potential, and shape a better future in a rapidly changing world.



Our Leader Profile



The Leader . . .

- Actively Listens
- Adapts
- Builds Trust
- Cares
- Collaborates
- Communicates
- Demonstrates Integrity
- Models
- Motivates



Our Learner Profile



The Learner . . .

- Actively Listens
- Adapts
- Cares
- Collaborates
- Communicates
- Engages
- Perseveres
- Thinks Critically



Our Priorities + Specific Results Timeline

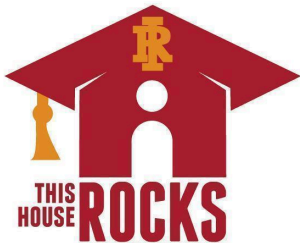


Priority 1: We will provide all district team members with consistent, role-specific, ongoing professional learning and resources.

- »YR 1 1.1 The district will ensure professional learning is (provided and) implemented with fidelity.
- »YR 2 1.2 The district will prioritize the equitable allocation of district, state, and federal funding and resources to support school community members' growth and instructional excellence.
- »YR 2 1.3 The district will implement a cohesive, year-round professional learning system aligned to district priorities and inclusive of all school community members.
- »YR 3+ 1.4 The district will provide diverse, role-specific professional learning experiences that foster collaboration across roles and experience levels.
- »YR 3+ 1.5 The district will leverage internal and external expertise to deliver professional learning and support for all.
- »YR 3+ 1.6 The district will continuously improve (adopt and/or leverage) research-based professional learning practices, using data-driven PLCs and incorporating school community members' feedback.
- »YR 1 1.7 The district will provide growth mindset focused professional learning to ensure that all school community members have an understanding of growth mindset.

Priority 2: We will provide high-quality instruction, resources, and targeted support.

- »YR 1 2.1 The district will refine the standards-aligned curricula across all grade levels/content areas to improve scholar grade level/content mastery.
- »YR 2 2.2 The district will implement evidence-based instructional strategies to enhance engagement and achievement for all learners.
- »YR 2 2.3 The district will create common grade level/content level assessments and utilize assessment data to inform instructional decisions.
- »YR 2 2.4 The district will provide ongoing, job-embedded professional learning aligned to district priorities and scholar achievement goals.
- »YR 2 2.5 The district will make supports and pathways accessible to address the unique needs of all learners.
- »YR 1 2.6 The district will seek scholar voice and choice to drive participation and engagement.
- »YR 3+ 2.7 The district will align the work of school-based professional learning communities with multi-tiered systems of support to address the academic, social/emotional learning, cultural, and attendance needs of all scholars.



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Troy Bevans, IT Director
Date: September 9th, 2025
Re: Armstrong Systems SMA Renewal and Supplies

To enhance security by managing the check-in and check-out of visitors, vendors, and volunteers at each school, the District utilizes BadgePass Visitor Manager software and equipment, along with the Family Watchdog offender database subscription. These services are provided by Armstrong Systems & Consulting Company, 5000 Tremont Avenue, Suite 400-D, Davenport, Iowa, 52807.

The 2025–2026 annual SMA renewal, which covers updates and technical support, is \$10,500. In addition, supplies for the equipment will be needed throughout the year to support continued use of the software.

Therefore, it is recommended that the Rock Island–Milan School District Board approve the renewal of licenses and supplies in an amount not to exceed \$12,500. Funding will be provided by district funds and is valid from July 1, 2025, through June 30, 2026.

Investment Period: July 1st, 2025 through June 30th 2026

Total Investment: Not to Exceed \$12,500

Funding Source: District funds

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org



Armstrong Systems & Consulting Company

5000 Tremont Avenue, Suite 400-D * Davenport, Iowa 52807 * (563)386-9090

Price Quotation

June 2, 2025

Rock Island – Milan School District #41
 Troy Bevans
 2000 7th Avenue
 Rock Island, Illinois 61201

Quotation Valid for 30 days from above date

Salesperson: Tony Teague	F.O.B.:	Ship Via: Service	Our Filename: rimsd6225sma
Terms: Net 30 Days		Proposed Shipping Date:	

Proposal

One Year SMA Renewal on BadgePass Server Software with (6) Identity Manager Client Licenses, HR Office, Dean’s Office, Athletics Office, Washington, Thurgood Marshall and Edison.	\$2,160.00
One Year SMA Renewal on (15) BadgePass Visitor Manager Client Licenses and Family Watchdog Subscriptions – District Wide	\$8,340.00
Annual SMA Effective July 1, 2025 through June 30, 2026	
SMA includes updates/upgrades, technical phone and remote support	



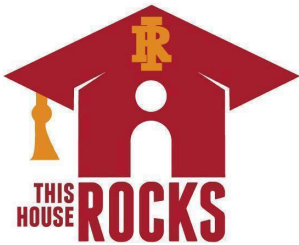
Conditions: The prices and terms on this quotation are not subject to verbal changes or other agreements unless approved in writing by the Home Office of the Seller. All quotations and agreements are contingent upon strikes, accidents, fires, availability of materials and all other causes beyond our control. Prices are based on costs and conditions existing on date of quotation and are subject to change by the Seller before final acceptance. Prices do not include applicable shipping costs or federal, state, or local sales tax.

Typographical and stenographic errors subject to correction. Purchaser agrees to accept either overage or shortage not in excess of ten percent to be charged for pro-rata. Purchaser assumes liability for patent and copyright infringement when goods are made to Purchaser’s specifications. When quotation specifies material to be furnished by the purchaser, ample allowance must be made for reasonable spoilage and material must be of suitable quality to facilitate efficient production.

Conditions not specifically stated herein shall be governed by established trade customs. Terms inconsistent with those stated herein which may appear on Purchaser’s formal order will not be binding on the Seller.

To confirm order, sign and return this copy.

Signed: _____



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Josh Becker, Director of Building Operations
Date: September 9, 2025
Re: Chemsearch Agreement

This is a request for approval of the water treatment agreement with CHEMSEARCH located at 2727 Chemsearch Blvd, Irving, Tx 75062. This will support the maintenance, operational efficiency, and longevity of the chillers at the Center for Math and Science and Rock Island Academy. Chemsearch FE has submitted a proposal for a 3-year contract, with annual evaluations included.

Proper water treatment is essential for the efficient and long-term operation of HVAC chillers. Untreated or improperly treated water can lead to corrosion, scale buildup, and biological growth, resulting in higher energy costs, potential system failure, and expensive repairs.

Both Rock Island Academy and the Center for Math and Science rely on chilled water systems to maintain proper climate control throughout the school year. In recent assessments, it has been recommended that we implement a formalized treatment and monitoring program to protect these investments and extend the life of the equipment.

Center for Math and Science

Annual: \$10,466

Rock Island Academy

Annual: \$5,170

It is recommended that the Board of Education approve the water treatment agreement with CHEMSEARCH covering the Center for Math and Science and Rock Island Academy with a budget not to exceed \$15,636 annually.

Investment Period: FY26

Total Investment: \$15,636

Funding Source: District Funds/Maintenance and Operations Department

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org

Contract for Service Form

Rock Island-Milan School District 41

VENDOR NAME: CHEMSEARCH FE EMAIL: Mick.Gruemmer@chemsearchfe.com

ADDRESS: 2727 CHEMSEARCH BLVD, IRVING, TX 75015

DATES OF SERVICE TO BE COMPLETED: THRU 06/30/25

SCHOOL DISTRICT CONTACT: JOSH BECKER

COMPENSATION: \$ NOT TO EXCEED \$20,000

DESCRIPTION OF DUTIES:

For water treatment at RICMS & RI Academy

Is this a Subscription/Software: Yes or No

If NO, go to next section. If YES, complete below, then go to next section (no vendor signature)

Subscription/Software Name: _____ Website: _____

Subscription/Software Start Date: _____ End Date: _____

SOPPA Approved: Yes or No

Requester Name/Building: RICMS & RIA

Budget Code: 2-5-320-000-2542-3700-0 & 2-5-260-000-2542-3700-0

Signature of Vendor: Mick Gruemmer Date: September 2nd, 2025

Signature of Budget Administrator: [Signature] Date: 9-2-2025

Superintendent or School Board President 77 Date

Water Treatment Program Agreement



Rock Island Academy

The Chemsearch FE Water Treatment Program is an important step in achieving efficient operation and extending the useful life of valuable cooling and heating equipment.

By this AGREEMENT Rock Island Academy (hereinafter referred to as "Customer") agrees to purchase and Chemsearch FE, Inc. (hereinafter referred to as "Chemsearch FE"), agrees to provide a professional Water Treatment Program for the SYSTEM(S) for an annual cost of \$5170.00 to be paid for in 36 equal 430.83 each for a total agreement \$15,510.00. The Agreement covered by this Agreement .

The term of this AGREEMENT shall be for 36 months starting 9/1/25 and ending 8/31/28. This price quotation includes product, service, and freight; but does not include any taxes or handling fees that may be applicable.

Chemsearch FE will have a representative visit Customer facility and provide directions for the initial application of the treatment chemicals. Thereafter, a representative will visit Customer every 2 months to check the systems, collect water samples, and test the treated waters. A written report documenting the results of the service visits and any recommendations will be provided to the designated personnel of Customer.

Customer agrees to follow the recommendations provided by Chemsearch FE on the Water Treatment Program and to maintain the necessary feed and control devices to ensure proper application and functioning of the water treatment chemicals. Customer will purchase or otherwise provide and install the required equipment. Chemsearch FE will provide assistance for the installation, if requested by Customer.

Customer agrees to permit Chemsearch FE reasonable access to its premises and the system to allow Chemsearch FE personnel to perform their services.

Customer agrees to follow all routine maintenance recommendations relating to the system from the system manufacturer.

Customer agrees to perform maintenance and repairs of equipment as recommended by equipment manufacturer or mechanical contractor. If repairs to the system are required to permit Chemsearch FE's products to effectively protect Customer's equipment, Customer agrees to cause such repairs to be made at its expense. Customer agrees to inform Chemsearch FE of modifications to the system or any design elements in the system such as dead legs that would affect the flow of water through the equipment.

Chemsearch FE's treatment of biological growth is for the purpose of reducing the risk of that growth causing damage to the equipment, or otherwise interfering with the operation of the system, and is not meant to protect against health risks from exposure to biological growth.

This contract does not include Legionella risk assessments or a Legionella risk management program. Chemsearch FE is providing the services described in this contract only, and no services relating to Legionella Risk Management beyond normal minimization of biological fouling.

Chemsearch FE has no responsibility for damages to the system or conditions such as scale or corrosion, which existed prior to the start of the Water Treatment Program, or for damages due to Customer's failure to properly operate, maintain or repair equipment. Chemsearch FE is

Water Treatment Program Agreement



not responsible for damages due to Customer's failure to implement recommendations made by Chemsearch FE.

This AGREEMENT is effective as of the date it is signed and shall remain in effect until canceled by either party submitting a thirty (30) day written notice of cancellation. Customer will be responsible for payment of all products/equipment shipped and services rendered prior to

cancellation of program. Upon cancellation, Customer must return all Chemsearch FE supplied equipment (which has not been separately purchased). After the initial N/A months, and if business conditions warrant, Chemsearch FE may implement a general price increase to Customer, which will be reflected on the next invoice to Customer. Chemsearch FE must provide 60 days written notice to Customer prior to any such price increase.

AGREED TO on this 25th day of August, 20 25 .

By: Mick Gruemmer
Chemsearch FE, Inc.
P.O. Box 152170
Irving, TX 75015-2170
1-866-209-3373

By: Rock Island Academy
(Customer)
Rock Island Academy
(Address)
(309) 793-5944
(Phone)

Appendix 1:

Appendix 2:

Water Treatment Program Agreement



Rock Island Center for Math and Science

The Chemsearch FE Water Treatment Program is an important step in achieving efficient operation and extending the useful life of valuable cooling and heating equipment.

By this AGREEMENT Rock Island Center for Math and Science (hereinafter referred to as "Customer") agrees to purchase and Chemsearch FE, Inc. (hereinafter referred to as "Chemsearch FE"), agrees to provide a professional Water Treatment Program for the SYSTEM(S) for an annual cost of \$10,466.00 to be paid for in 12 equal \$872.17 per month each for a total agreement 31,398.00 . The Agreement covered by this Agreement .

The term of this AGREEMENT shall be for 36 months starting 9/1/25 and ending 8/31/28 . This price quotation includes product, service, and freight; but does not include any taxes or handling fees that may be applicable.

Chemsearch FE will have a representative visit Customer facility and provide directions for the initial application of the treatment chemicals. Thereafter, a representative will visit Customer Monthly to check the systems, collect water samples, and test the treated waters. A written report documenting the results of the service visits and any recommendations will be provided to the designated personnel of Customer.

Customer agrees to follow the recommendations provided by Chemsearch FE on the Water Treatment Program and to maintain the necessary feed and control devices to ensure proper application and functioning of the water treatment chemicals. Customer will purchase or otherwise provide and install the required equipment. Chemsearch FE will provide assistance for the installation, if requested by Customer.

Customer agrees to permit Chemsearch FE reasonable access to its premises and the system to allow Chemsearch FE personnel to perform their services.

Customer agrees to follow all routine maintenance recommendations relating to the system from the system manufacturer.

Customer agrees to perform maintenance and repairs of equipment as recommended by equipment manufacturer or mechanical contractor. If repairs to the system are required to permit Chemsearch FE's products to effectively protect Customer's equipment, Customer agrees to cause such repairs to be made at its expense. Customer agrees to inform Chemsearch FE of modifications to the system or any design elements in the system such as dead legs that would affect the flow of water through the equipment.

Chemsearch FE's treatment of biological growth is for the purpose of reducing the risk of that growth causing damage to the equipment, or otherwise interfering with the operation of the system, and is not meant to protect against health risks from exposure to biological growth.

This contract does not include Legionella risk assessments or a Legionella risk management program. Chemsearch FE is providing the services described in this contract only, and no services relating to Legionella Risk Management beyond normal minimization of biological fouling.

Chemsearch FE has no responsibility for damages to the system or conditions such as scale or corrosion, which existed prior to the start of the Water Treatment Program, or for damages due to Customer's failure to properly operate, maintain or repair equipment. Chemsearch FE is

Water Treatment Program Agreement



not responsible for damages due to Customer's failure to implement recommendations made by Chemsearch FE.

This AGREEMENT is effective as of the date it is signed and shall remain in effect until canceled by either party submitting a thirty (30) day written notice of cancellation. Customer will be responsible for payment of all products/equipment shipped and services rendered prior to

cancellation of program. Upon cancellation, Customer must return all Chemsearch FE supplied equipment (which has not been separately purchased). After the initial N/A months, and if business conditions warrant, Chemsearch FE may implement a general price increase to Customer, which will be reflected on the next invoice to Customer. Chemsearch FE must provide 60 days written notice to Customer prior to any such price increase.

AGREED TO on this 25th day of August, 20 2025 .

By: Mick Gruemmer

Chemsearch FE, Inc.
P.O. Box 152170
Irving, TX 75015-2170
1-866-209-3373

By: Rock Island Center for Math and Science

(Customer)

Rock Island Center for Math and Science

(Address)

(Phone)

Appendix 1:

Appendix 2:



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Annaka Whiting, Chief Financial Officer
Date: September 9, 2025
Re: Design Fee; Band and Orchestra Renovations

The District has undertaken a review of instructional program space needs and identified deficiencies in the current Band and Orchestra facilities identified in the Facilities Management Plan. In addition to space limitations, existing conditions present ongoing water infiltration concerns that must be addressed to ensure a safe and effective learning environment for students and staff.

To provide a comprehensive solution, Administration has worked with Cordogan Clark to scope a project that will address both the programmatic needs of Band and Orchestra and the facility infrastructure requirements related to water filtration. Preliminary estimates place the total construction cost at approximately \$5.8 million.

At this stage, only design services are being recommended for approval in order to advance the project through the planning and bidding phases.

Cordogan Clark will provide full architectural and engineering design services for the development of Band and Orchestra instructional spaces that align with District program needs while incorporating necessary water infiltration improvements.

The design scope includes:

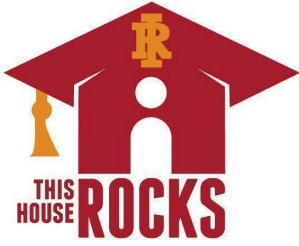
- Schematic design, design development, and construction document preparation;
- Coordination with District administration, staff, and consultants;
- Preparation of bid documents for competitive procurement; and
- Assistance during bidding and permitting.

The design fee for these services is \$399,500.

The anticipated project schedule is as follows:

- Phase 1: Schematic Design Documents - 1 to 2 months
- Phase 2: Design Development Documents - 1 to 2 months
- Phase 3: Construction Documents for Bidding - 1 to 2 months
- Phase 4: Bidding and Permitting - 1 month

Rock Island-Milan School District #41
2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org



Sharon Williams, Ed.D.
Superintendent of Schools

- Phase 5: Construction – 8 to 10 months

This timeline positions the District to move efficiently from planning through construction once design is complete and Board approval of construction funding is secured.

It is recommended the Board of Education approve the design fees for Cordogan Clark for the Band and Orchestra Renovations in the amount of \$399,500.

Investment Period: N/A

Total Investment: \$399,500

Funding Source: 2025 Bond Proceeds

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org

August 21, 2025

Dr. Sharon Williams
Rock Island - Milan School District #41
2000 7th Avenue,
Rock Island, Illinois
61201

**RE: Rock Island High School
Band and Orchestra Classroom Renovations**

Dear Dr. Williams,

We are excited about the opportunity to assist with improvements to the Band and Orchestra Teaching Suites at Rock Island High School. Below is our understanding of the proposed project and the process we anticipate to successfully deliver these classroom enhancements. Because the work involves addressing water infiltration, air conditioning, and specialized teaching spaces—while the District is also building the new Aquatics Center next door—careful coordination will be required.

PROJECT UNDERSTANDING:

The project includes resolving water infiltration issues in the lower level, upgrading the mechanical systems, and renovating both the Band and Orchestra teaching suites.

- **Band Suite (First Floor, ~6,900 SF):**
The Band program serves about 120 students. The renovation will focus on expanding the large rehearsal space, adding small practice rooms that can be supervised from the director's office or rehearsal area, and organizing support spaces around a student commons where instruments and gear can be stored during rehearsals. The suite will also include a large, shared office for directors, a dedicated conference room, and a music library.
- **Orchestra Suite (Lower Level, ~6,500 SF):**
The Orchestra program currently serves about 30 students with anticipated growth to 50–60 students. The renovation will reconfigure the existing bifurcated “L”-shaped rehearsal room into a single cohesive space. Small practice rooms will be located adjacent to the main rehearsal area for supervision. The suite will also include a large office that doubles as a music library, several small ensemble rooms, and dedicated storage for both instruments and uniforms.

SCOPE OF SERVICES:

You should expect a project cost for this project of \$5.8 Million.
Our rough order of magnitude construction cost opinion for this project is \$4.7 Million.
This makes our fee 8.5% or \$399,500 per the fee table in the service agreement.
That fee will be earned in five phases as indicated below.

Phase 1 – Schematic Design (20%) \$79,900.00

In the Schematic Design phase we will evaluate the use needs of the facility to create spaces that will best fit the program use of the facilities. This will focus on the final room layouts of the space as well as the mechanical, plumbing, and electrical needs. We will ensure that the scope described is core to the program needs and that the Administration is part of the discussion. In this phase we also will work closely with Russell to start the order of magnitude construction cost opinion.

Phase 1 – Schematic Design Outline :

- Prepare the as built drawings of the space as it exists today.
- Prepare Schematic design documents for preferred options including drawings and other documents that specify all improvements.
- Review and identify building systems (Structural, Mechanical, Plumbing, Electrical)
- Start the budget discussion

Phase 2 - Design Development (15%) \$59,925.00

In the Design Development phase we will further develop the schematic design strategy. We will expand our understanding of the mechanical, electrical and plumbing systems integrated in the space. Based on the final determined scope and project budget requirements, we will prepare a set of design documents that illustrate the work required for your approval. In this phase we also coordinate a statement of probable construction cost based on current area and unit costs, with input on specialty items from qualified sources and Russell Construction.

Phase 2 – Design Development Outline :

- Prepare design development documents for preferred options including drawings and other documents that specify all improvements.
- Review and identify building systems (Structural, Mechanical, Plumbing, Electrical)
- Review and identify architectural materials.
- Review details, and material selections.
- Review budgetary cost estimate.

Phase 3 - Construction Documents (35%) \$159,800.00

Construction documents depict and notate the project's design and physical form. This phase identifies pricing and construction documents for the purpose of soliciting

competitive numbers from suppliers to construct the project. Depending upon the actual services provided, these documents include all Architectural and Engineering Drawings as well as shared specifications.

Phase 3 - Construction Document Outline :

- Confirm client goals/objectives for content, detail, & packaging of pricing and permitting documents
- Prepare construction drawings based on client approved design development drawings.
- Coordinate planning and permit review process with those having jurisdiction.
- Assist in issuance of documents

Phase 4 – Bidding, and Permitting

\$19,975.00

Following the completion of the contract documents and upon approval of this project our project team will assist the client in obtaining construction permits from the ROE. If questions arise during the bidding of the project, we will assist in answering and providing direction. We will also provide bidding support to Russell as they take the documents to the market.

Phase 4 - Bidding and Permitting Outline :

- Assist in issuance of documents
- Submit documents to agencies for permit
- Prepare addenda, if required
- Review submitted bids

Phase 5 - Construction Administration

\$79,900.00

We will provide full construction support services. Since we are required by the ROE to inspect and review the construction, we have accounted for 8 site visits for inspections / contractor meetings including the final inspection. Any additional site visits will be based on time and material. A summary of this meeting and other events of the week will be provided in a report. If questions arise during the construction, we will respond to requests for information to keep the project moving to completion.

Phase 5 - Construction Administration Outline:

- Field inspections
- Ongoing review of conformance with design intent
- Review/respond to contractor's requests for information
- Request for Information (RFI) & architectural supplemental

This scope of services does not include Civil engineering or Landscaping work. No zoning improvements or zoning approval process assistance related to the work is expected or included. No visits to the city for permit meetings are included or expected. All these services are available or can be added through consultants as additional services.



SCHEDULE

Preliminary Schedule:

- 1-2 Months Schematic Design Documents for review (Phase 1)
- 1-2 Months Design Development Documents for review (Phase 2)
- 1-2 Months Construction Documents for Bidding (Phase 3)
- 1 Month Bidding and Permitting (Phase 4)
- 8-10 Months Construction (Phase 5)

We are available to meet with the District and begin the process immediately. With an immediate start, we anticipate submitting for permit by late December—or sooner if possible. We understand that construction is planned for summer 2026, with the goal of completion before the 2026–2027 school year. While we will work diligently to meet this target, achieving it will require timely decision-making throughout the process.

Thank you again for considering Cordogan Clark. We look forward to partnering with you on this important project. Please feel free to contact me at 630.202.9290 or rblair@cordoganclark.com with any questions or additional information needs.

Sincerely,

Cordogan Clark



Richard Blair, RA,
 Vice President

Upon approval of this agreement please forward a copy of the signed proposal letter back to our office.

Cordogan Clark & Associates

Rock Island-Milan School District #41

BY:  _____

BY: _____

Its representative

Its representative

DATE: 8 - 20 - 25 _____

DATE: _____



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Annaka Whiting, Chief Financial Officer
Date: September 9, 2025
Re: Design Fees: Rock Island Academy and Eugene Field Additions

Both Rock Island Academy and Eugene Field are currently experiencing significant space limitations that must be addressed to support students and staff effectively. In addition to these immediate capacity needs, the District’s demography study projects continued enrollment growth that will further increase the demand for space in the coming years. Additions at both sites are necessary to resolve today’s challenges and proactively plan for the future. Each addition is anticipated to be between \$5-\$6.5 million in construction costs.

To move these projects forward, we are partnering with IDG+ for design services. The proposed design fees are as follows:

- Rock Island Academy Addition – \$571,367.20
- Eugene Field Addition – \$508,409.12

The design process will include schematic design, design development, and preparation of construction documents required for bidding and completion. Approval of design services at this time allows the District to respond to immediate space needs while also ensuring facilities are aligned with the projected enrollment growth identified in the demography study. The site surveys, utility locates, and soil borings have been completed at each site location; the approval of the design fee is the next step in the process to ensure groundbreaking in Summer 2026.

It is recommended the Board of Education approve the design fees for IDG+ for the Rock Island Academy and Eugene Field additions in the total amount of \$1,079,776.32.

Investment Period: N/A
Total Investment: \$1,079,776.32
Funding Source: 2025 Bond Proceeds

Rock Island-Milan School District #41
2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org



Creating toward a better tomorrow



Rock Island Milan School District 41

August 19, 2025

Attn: Dr. Sharon Williams Ed. D.



Re: Rock Island Academy & Eugene Field Addition Projects

Dear Dr. Williams,

On behalf of IDG Architects + Partners, we are pleased to submit our proposal to you to provide Architectural design services for the addition projects at Rock Island Academy and Eugene Field Elementary. It is our honor and privilege to work directly for Rock Island Milan School District 41 (RIMSD 41) and therefore the Rock Island Community as a whole.

Ben McMillan AIA, NCARB, NOMA, and Aaron Gunn CDB-PM, and Dequales Thompson AIA, NOMA, EDAC will lead these projects and bring over a 65 years of successful combined experience in providing architectural and engineering services to clients. Ben McMillan AIA, NCARB, NOMA, will serve as the Principal-in-charge and lead Architect, Aaron Gunn CDB-PM, will serve as the Project Manager, and Dequales Thompson AIA, NOMA, EDAC, will serve as assistant project Architect for the term of the project.

Our firm believes in the Team Approach which includes the owner, contractor, and the architect's team. Together we 1) identify the problem, 2) develop criteria, needs and goals, 3) identify alternatives and options, 4) build a consensus. We understand that there must be clear communication, team member coordination, program understanding and verification, and management of the schedule and budget.

What benefits are we providing?

- Principal(s) of the firm present and accessible throughout the project
- Experience and understanding to manage complex projects
- A team willing to work in a fast-paced environment to ensure delivery on time
- A professional and energetic attitude

As a firm, we provide high quality design solutions that are environmentally responsible and research-based. The IDG Team's objective is to "create toward a better tomorrow" through every project we engage with. We consider this project a great opportunity to assist you in achieving the most efficient, functional and well-designed project within your scope, time and budget by integrating innovative strategies and design.

We look forward to being of service to the RIMSD 41.

Sincerely,

A handwritten signature in black ink that reads "Aaron Gunn".

90

Aaron Gunn CDB-PM, Associate Managing Principal

IDG Architect's Responsibilities

The Architect shall provide the professional services as set forth in this Agreement.

The Architect shall perform its services consistent with the professional skill and care ordinarily provided by architects practicing in the same or similar locality under the same or similar circumstances. The Architect shall perform its services as expeditiously as is consistent with such professional skill and care and the orderly progress of the Project.

The Architect shall identify a representative authorized to act on behalf of the Architect with respect to the Project.

Except with the Owner's knowledge and consent, the Architect shall not engage in any activity, or accept any employment, interest or contribution that would reasonably appear to compromise the Architect's professional judgment with respect to this Project.

The Architect shall maintain the following insurance for duration of this Agreement. If any of the requirement set forth below exceed the types and limits the Architect normally maintains, the Owner shall reimburse the Architect for any additional cost.

Insurance

Architect shall carry the following policies:

Comprehensive General Liability with policy limits of not less than One Million Dollars (\$1,000,000) for each occurrence and the aggregated for bodily injury and property damage.

Automobile Liability covering owned a rented vehicles operated by the Architect with policy limits of not less than Five Hundred Thousand (\$500,000) combined single limit and aggregated for bodily injury and property damage.

The Architect may use umbrella or excess liability insurance to achieve the required coverage for Comprehensive General Liability, provided that such umbrella or excess insurance results in the same type of coverage as required for the individual policies.

Workers' Compensation at statutory limits and Employers Liability with a policy limit of not less than Five Hundred Thousand (\$500,000).

Professional Liability covering the Architects negligent acts, errors and omissions in its performance of professional services with policy limits of not less than Two Million Dollars (\$2,000,000) per claim and in the aggregate.

The Architect shall provide the Owner certificates of insurance evidencing compliance with the requirements in this section. The certificates will show the Owner as an additional insured on the Comprehensive General Liability, Automobile Liability, umbrella or excess policies.

Scope of Services

The Architect shall manage the Architect's services, consult with the Owner, research applicable design criteria, attend Project meetings, communicate with members of the Project team and report progress to the Owner.

The Architect shall coordinate its services with those services provided by the Owner and the Owner's consultants. The Architect shall be entitled to rely on the accuracy and completeness of services and information furnished by the Owner and the Owner's consultants. The Architect shall provide prompt written notice to the Owner if the Architect becomes aware of any error, omission or inconsistency in such services or information.

As soon as practicable after the date of this Agreement, the Architect shall submit to the Owner and the Scheduling Consultant a schedule of the Architects services for inclusion in the Project Schedule. The schedule of the Architect's services shall include design milestones dates, anticipated dates when cost estimates or design reviews may occur and allowances for periods of time required (1) for the Owner's review (2) for the performance of the Owner's consultants and (3) for approval of submissions by authorities having jurisdiction over the Project.

Upon the Owner's reasonable request, the Architect shall submit information to the Scheduling Consultant and participate in the developing and revising the Project schedule as it relates to the Architect's services.

Once the Owner and the Architect agree to the time limits established by the Project Schedule, the Owner and the Architect shall not exceed them, except for reasonable cause. The Architect shall not be responsible for an Owner's directive or substitution made without the Architect's approval.

The Architect shall, at appropriate times, contact the governmental authorities required to approve the Construction Documents and the entities providing utility services to the Project. In designing the Project, the Architect shall respond to applicable design requirements imposed by such governmental authorities and by such entities providing utility services.

The Architect shall assist the Owner in connection with the Owner's responsibility for filing documents required for the approval of governmental authorities having jurisdiction over the Project.

Compensation

1) For the Architect's Basic Services, the Owner shall compensate the architect as follows:

- Rock Island Academy
 - Addition - \$460,780.00
 - Code Violations/Alternate Bids - \$92,157.00
 - Furniture, Fixtures, & Equipment - \$18,431.20
 - Total = \$571,367.20

- Eugene Field Elementary
 - Addition/Library Renovation - \$410,007.36
 - Code Violations/Alternate Bids - \$82,001.47
 - Furniture, Fixtures, & Equipment - \$16,400.29
 - Total = \$508,409.12

See Attachment "A" for Hourly rates.

Reimbursable Expenses

Reimbursable expenses are in addition to compensation for Basic Services and Additional Services and include expenses incurred by the Architect and the Architect's consultants directly related to the Project, as follows:

- Long distance services, dedicated data and communication services, teleconferences, Project websites, and extranets.
- Fees paid for securing approval of authorities having jurisdiction over the project
- Printing, reproductions, plots standard for documents
- Postage, handling and delivery
- Expense of overtime work requiring higher than regular rates, if authorized by the Owner
- Models, Mock-ups, professional photography and presentation materials requested by the owner
- All taxes levied on professional services and on reimbursable expenses
- Site office expenses
- Other similar Project –related expenditures

No reimbursable expense will be incurred without prior written approval from RIMSD 41.

Project Phases/Billing:

Programming/Schematic Design - 15%

Design Development - 20%

Construction Documents - 45%

Construction Administration - 20%

Signatures

By signing below, the client agrees to the terms and conditions of the proposal.

Name (print)

Title

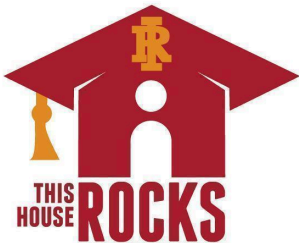
Signature

Date

Attachment "A"

Hourly Rates

Principal	\$ 250.40/hr.
Project Architect	\$ 145.45/hr.
Project Manager	\$ 130.85/hr.
Designer III	\$ 117.55/hr.
Designer II	\$ 102.05/hr.
Designer I	\$ 89.40/hr.
Construction Admin.	\$ 67.05/hr.
Administrative	\$ 65.85/hr.



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Ramona Dixon, Director of Grants, Accountability, and Assessments
Date: September 9, 2025
Re: **ExploreLearning-Supplemental Math Fluency Resource**

In addition to required learning partners and curricular-based professional learning, the Illinois State Board of Education is now opening up the allowable uses categories to encourage flexibility in how school leaders spend funds. As such, districts are now allowed to use funds on supplemental learning tools such as subscriptions to aid in providing research-based interventions.

Each building leadership team in our district has worked to access and update their greatest areas of need, access root causes of low achievement, consult with the Illinois State Board of Education, and draft school improvement plans that hone in on the data collected, specifically for the target group (students with disabilities).

Math fluency was one of those greatest areas of need for all, and will be a focal point for all elementary schools designated as needing improvement. Math fact fluency is foundational to learning math and a significant predictor of student math performance. The Reflex system uses a fact family approach that builds on and reinforces critical mathematical concepts such as the commutative property and the relationship between the operations. It makes practicing fact fluency engaging. Students are even assessed and coached while learning and practicing math fact fluency through a fun, game-based approach. Reflex Math is fully adaptive so students get the individualized instruction they need to be successful at their level.

Therefore, it is recommended that the Board of Education approve a contract for service for a 3-year subscription for all elementary designated schools with Explore Learning, PO Box 844615, Boston, MA 02284-4615, for access to the online Reflex Math Fluency product in the amount not to exceed \$38,032.54.

Investment Period: September 2025- June 2028
Total Investment: \$38,032.54
Funding Source: Designated Building SIG Funds

Contract for Service Form **Rock Island-Milan School District 41**

VENDOR NAME: Explore Learning **CONTACT NAME:** Allison Gould
PHONE: 434-220-1484 **EMAIL:** allison.gould@explorellearning.com
ADDRESS: PO Box 844615, Boston, MA 02284-4615
DATES OF SERVICE TO BE COMPLETED: 2025-2026 School Year through 2027-2028 School Year
SCHOOL DISTRICT CONTACT: Paulette Ridsen-Rice
COMPENSATION: \$38,032.54

Description	Contract Amount
<ul style="list-style-type: none"> • 1 Site Reflex Site License Frances Willard Elem School 12 \$3,295.00 • 1 Site Reflex Site License Longfellow Liberal Arts ES 12 \$3,295.00 • 1 Site Reflex Site License Ridgewood Elementary School 12 \$3,295.00 • 1 Site Reflex Site License Rock Island Academy 12 \$3,295.00 • 1 Site Reflex Site License Thomas Jefferson Elem School 12 \$3,295.00 • 4 Webinars Included webinar training for up to 40 participants. <p>x 3 years total (includes a \$6,449.96 discount)</p>	\$38,032.54
Grand Total	\$38,032.54

Invoicing Details: 1 invoice for \$38,032.54

Is this a Subscription/Software: Yes or No

SOPPA Approved: Yes or No

If yes, this is an internal form that does not need to be sent to the vendor.

Subscription/Software Name: Reflex Math **Website:** www.explorellearning.com

Subscription/Software Start Date: September 2026 **End Date:** June 2028

School Board President or Superintendent: _____ **Date:** _____

Requesting School: Administration Center

Budget Code: SIG Funds - FW: \$10,209.52, TJ: \$2,000, RW: \$2,000, RIA: \$17,016.52, LF: \$6,806.50

Signature of Vendor: _____ **Date:** _____

Signature of Requestor: R. Dixon **Date:** 9/2/25

Signature of Budget Administrator: R. Dixon **Date:** 9/2/25





ExploreLearning Reflex

For: Rock Island-Milan Sch Dist 41

Presented to: Dorian Maag, Curriculum Coordinator

By: Alison Gould

Proposal Expires on: October 31, 2025

Quantity	Product	Account	Months	Total
1 Site	Reflex Site License	Frances Willard Elem School	12	\$3,295.00
1 Site	Reflex Site License	Longfellow Liberal Arts ES	12	\$3,295.00
1 Site	Reflex Site License	Ridgewood Elementary School	12	\$3,295.00
1 Site	Reflex Site License	Rock Island Academy	12	\$3,295.00
1 Site	Reflex Site License	Thomas Jefferson Elem School	12	\$3,295.00
4 Webinars	Included webinar training for up to 40 participants.	Rock Island-Milan Sch Dist 41	12	\$0.00

Subtotal: \$16,475.00

Discount: (\$1,647.50)

Total: \$14,827.50

	Multi-year Discounts (Promo ends on 12/31/25)	Savings of
3 YEARS	\$38,032.54	\$6,449.96
2 YEARS	\$26,763.64	\$2,891.36

This proposal presented on August 29, 2025 is made on behalf of ExploreLearning, LLC (FEIN 38-3942548).

Prices contained herein do not include applicable state and local sales taxes. Sales tax may be adjusted at the time of invoicing. Pricing information made herein is strictly confidential and is supplied on the understanding that it will be held confidential and not disclosed to third parties without the prior written consent of ExploreLearning.

Acceptance

All ExploreLearning subscriptions and/or services are offered subject to ExploreLearning’s standard license and terms of use and privacy policy (the “License Terms”), available on the product log in pages as supplemented by the terms of the applicable proposal - and ExploreLearning’s [K-12 processing](https://web.explorelearning.com/k12processing/) (https://web.explorelearning.com/k12processing/). By placing an order, customer confirms its acceptance of the License Terms, as well as the fees in the proposal, which together with the awarded proposal and/or any other associated agreement entered into by ExploreLearning and customer regarding the subscriptions, products and services, constitute the entire agreement between customer and ExploreLearning regarding such subscriptions, products, and services (the “Agreement”) and provides its authorization to ExploreLearning’s K-12 processing as described. Customer and ExploreLearning agree that the terms and conditions of the Agreement supersede any additional or inconsistent terms or provision in any customer drafted purchase order, or any communications, whether written or oral, between customer and ExploreLearning relating to the subject matter hereof, which shall be of no effect. In the event of any conflict, the terms of the Agreement shall govern.

Next Steps

PLEASE NOTE THE QUOTE NUMBER (#Q-375697) MUST APPEAR ON PURCHASE ORDER(S) IN ORDER TO PROCESS.

If applicable, please include your certificate of tax-exempt status with your purchase order. Purchase Orders may be sent to ExploreLearning Orders via one of the following methods:

Email to: alison.gould@explorellearning.com to streamline processing

Fax to: 434-220-1484

Mail to: PO Box 844615, Boston, MA 02284-4615

You may also contact Alison Gould at 866-882-4141, ext. 323 or alison.gould@explorellearning.com for more information on any aspect of this proposal (#Q-375697).



To ensure the effective implementation of ExploreLearning products in your school or district, please provide us with the following:

CONTACT

Who is the primary contact to coordinate professional development for your school or district? Please provide the following for that contact:

Name: _____

Title: _____

Email: _____

Phone: _____

WORKSHOP DETAILS

Provide us some details for your workshop(s):

of Teachers: _____

of Teachers who are new to the product: _____

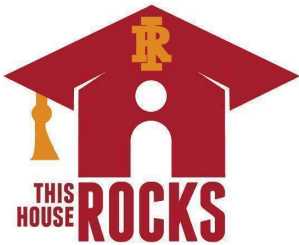
of Teachers who are experienced with the product: _____

TECHNOLOGY

Please provide a description of the types of technology your teachers and students will be using to implement ExploreLearning products:

Additional Notes

Your implementation manager will be in touch with your PD contact via email to schedule your professional development workshop(s). We look forward to working with your teachers!
Professional development workshops are only scheduled for dates after the start of your subscription.



Sharon Williams, Ed.D.
Superintendent of Schools

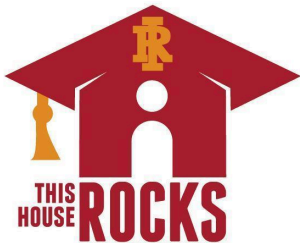
To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Troy Bevans, IT Director
Date: September 9th, 2025
Re: MainstreamUSA Contract Services Renewal

The Rock Island–Milan School District has partnered with MainstreamUSA, Inc. since October 1997 to provide maintenance and technical support services. Their ongoing assistance is essential in supporting the Technology Department with maintenance and repair of Apple devices, printers, scanners, storage equipment, Chromebooks, all coordinated through the district’s internal technology ticketing system.

In May 2025, the Board approved the 2025–2026 contract with MainstreamUSA in the amount of \$79,000. However, this amount did not account for Chromebook repair equipment and additional contracted services purchased through the organization. During the 2024–2025 school year, the district’s total expenditures with MainstreamUSA were \$96,279.50.

To address these needs, it is recommended that the Board of Education approve an addendum to the 2025–2026 MainstreamUSA agreement in an additional amount not to exceed \$31,000. This addendum will bring the total contract, not to exceed, \$110,000, inclusive of the previously approved \$79,000. The agreement will be funded through the Technology Department’s Contract Services budget and will remain in effect from July 1, 2025, through June 30, 2026.

Investment Period: July 1st, 2025 through June 30th 2026
Total Investment: \$31,000.00 additional requested for a total not to exceed \$110,000.00
Funding Source: Technology Dept. Budget

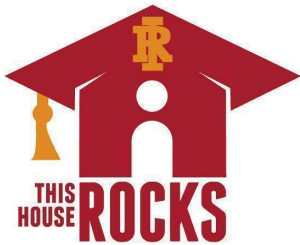


Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Troy Bevans, IT Director
Date: June 11, 2024
Re: MainstreamUSA Service Contract Renewal

The district has utilized the maintenance and support from Mainstream USA, Inc. since October, 1997. The services provided assist the technology team with Apple devices, printers, scanners, storage devices, warranty items, and Chromebooks utilizing the in-district technology ticketing system. In addition, Mainstream USA performs the majority of their services on-site, resulting in less downtime for district users, and is an Apple Certified repair facility that works directly with the district to expedite repair needs, as required. Mainstream USA's services assist in the every-day support of the users within the district.

It is recommended that the Board of Education approve the 12-month technical and maintenance support contract renewal, from Mainstream USA, Inc., 101 19th Avenue, Moline, IL., in the amount of \$72,000.00, which will be distributed monthly at the rate of \$6,000.00. The funding for this contract renewal will be provided from the Technology Department's Contract Services budget and valid from July 1st, 2024 through June 30th, 2025.



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Scott Vance, Assistant Superintendent for Teaching and Learning
Date: September 9, 2025
Re: Riverside Insights

Riverside Insights is a national publisher of clinical and standardized tests throughout the United States. The Rock Island Milan School District has partnered with Riverside Insights to administer the CogAT assessment, a standardized K–12 assessment that measures a student's learned reasoning and problem-solving abilities in verbal, quantitative, and nonverbal areas. The CogAT assessment is the screener used by RIMSD to identify students for our elementary gifted program.

Riverside Insights will also now be the provider for the Devereaux Student Strength Assessment (DESSA), which is part of the Districts' EIR/HATC grant. The DESSA is administered several times a year and completed by both teachers and scholars. The DESSA provides information on eight key social and emotional competencies aligned to the CASEL framework. Scores from the assessment are used to pinpoint each scholar's specific strengths and opportunities for growth in each of the eight social and emotional competency domains and guide school/program wide, class-wide, small group strategies, and individual strategies to promote these competencies.

As an approved RIMSD vendor for several years, it is recommended that the Board of Education approve the contract for service for \$19,390.00 with Riverside Insights, 1 Pierce Place, Suite 900W Itasca, IL 61403.

Investment Period: July 1, 2025 - June 30, 2026

Total Investment: \$19,390.00

Funding Source: District and Federal Funds

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org

Contract for Service Form

Rock Island-Milan School District 41

VENDOR NAME: Riverside Insights **EMAIL:** michael.erickson@riversiddeinsights.com

ADDRESS: 1 Pierce Place
Itasca, IL 60143

DATES OF SERVICE TO BE COMPLETED: 2025-2026 school year

SCHOOL DISTRICT CONTACT: Stacey Golz

COMPENSATION: \$ 19,390.00

DESCRIPTION OF DUTIES:

DESSA System Grades 9-12 SEL Assessments- \$16,750.00
Gifted Cogat testing - \$2,640.00

Faith's Law. Contractor additionally certifies that prior to sending any employee or contractor/subcontractor to the premises, Contractor has complied with all employment history review and other obligations of 105 ILCS 5/22-94. Upon request of the School District, Contractor agrees to promptly disclose all records, information and determinations related to Section 22-94 employment history review for each of its employees or independent contractors.

104

Is this a Subscription/Software: Yes or No

If yes, this is an internal form that does not need to be sent to the vendor.

Subscription/Software Name: DESSA/Cogat **Website:** www.appertured.com

Subscription/Software Start Date: 07/01/2025 **End Date:** 06/30/2026

SOPPA Approved: Yes or No

School Board President or Superintendent _____ **Date** _____

Requesting School: _____

Budget Code: EIR funds and District funds

Signature of Vendor: _____ **Date:** _____

Signature of Requestor: _____ **Date:** _____

Signature of Budget Administrator:  _____ **Date:** 8/13/25

Do Not Pay from Quote

- please submit this Quote with your Purchase Order or email statement to purchase with credit card

Bill To:

2101 6th Ave
Rock Island, United States, IL, 61201-8909

Ship To:

''''

Quote Information:

Title: R-IL-Rock Island Milan Schl Dist 41-C1_copy

Order Contact: Stacey Golz
Organization: ROCK ISLAND SD 41

Valid To Sep 19, 2025

Customer Number: 356276

Quote Amount: \$2,640.00

Incoterms:

Payment Terms: Within 30 days Due net

We assume no responsibility for safe delivery of shipments by mail unless insured. All claims for allowance for shortages, etc. must be made immediately upon receipt of goods and invoice.

For additional information or questions, please contact:

Michael Erickson
michael.erickson@riversideinsights.com
Riverside Insights Federal ID#: 83-1794965

106

Year 1

QUOTE DETAILS - unit net price may be rounded

Material No	Description	Start Date	End Date	QTY	Price Per Unit	Extended Net Price	List Price
20000212526	Cognitive Abilities Test (CogAT) Form 8 Online Testing Levels 5/6-17/18	Jul 1, 2025	Jun 30, 2026	150	\$17.60	\$2,640.00	\$2,640.00
						Sub Total	\$2,640.00
						Quote Amount	\$2,640.00

Total Net Price	\$2,640.00
------------------------	-------------------

Contact Customer Service:

Riverside Insights
One Pierce Place, Suite 900W
Itasca, IL 60143
Phone: 800-323-9540 inquiry@service.riversideinsights.com

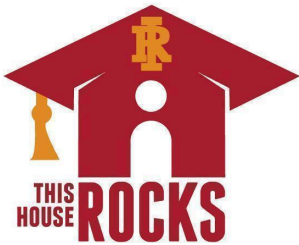
To place an order:

send via email to: orders@service.riversideinsights.com

Subject to Riverside Insights' standard Terms and Conditions at: www.riversideinsights.com.

Add Sales Tax to your PO if Applicable.

Thank you for choosing Riverside Insights™. We share your commitment to helping individuals elevate their learning potential.



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Ramona Dixon, Director of Grants, Accountability, and Assessments
Date: September 9, 2025
Re: **SAVVAS- Learning Partner for School Improvement**

As a part of the Illinois State Board of Education's School Improvement Initiative, a number of vendors have been vetted and approved by ISBE to provide learning partner services to intensive, comprehensive, and targeted schools. Following the planning year and a comprehensive needs assessment, schools designated as comprehensive must partner with at least one Illinois State Board of Education Partner to focus on garnering supports that are aligned with supporting, supplementing, and enhancing the individual building school improvement plan.

Each building team has worked to access and update their greatest areas of need, access root causes of low achievement, consult with the Illinois State Board of Education, and selected learning partners that provide innovative ways to improve academic outcomes. SAVVAS was one of the learning partners that was selected to support our five comprehensive schools (WJHS, EJHS, RIA, LF, and FW) in the area of developing model lessons through use of the Sheltered Instruction Observation Protocol (SIOP) Model which will aid in the development of students' (especially multilingual learners) academic and social language skills.

Therefore, it is recommended that the Board of Education approve a contract for service with SAVVAS Learning Company, LLC 15 E Midland Ave. St. 502 Paramus, NJ 07652-2938 in the amount not to exceed \$18,600 for (1) 1-day teacher session/refresher and (2) 1- day open sessions for all on Developing Academic Language during the 2025- 2026.

Investment Period: August 2025- June 2026
Total Investment: \$18,600
Funding Source: Designated Building SIG Funds

Contract for Service Form **Rock Island-Milan School District 41**

VENDOR NAME: SAVVAS **CONTACT NAME:** Christine Maleska & Jennifer Mostowski
PHONE: 630-650-8489 **EMAIL:** christine.maleska@savvasl.com & jennifer.mostowski@savvas.com
ADDRESS: 15 E Midland Ave, Ste 502, Paramus, NJ 07652-2938
DATES OF SERVICE TO BE COMPLETED: 2025-2026 School Year
SCHOOL DISTRICT CONTACT: Paulette Risdén-Rice
COMPENSATION: \$18,600

Description	Contract Amount
SIOP® Component Enrichment Workshop <ul style="list-style-type: none"> ● Prerequisite: SIOP® Training for Teachers ● Lesson Preparation 	\$6,200
Developing Academic Language with the SIOP® Model <ul style="list-style-type: none"> ● 1 day in person training (X 2) ● for up to 30 participants ● each participant will receive <u>Developing Academic Language with the SIOP® Model</u> book 	\$12,400
Grand Total	\$18,600

Invoicing Details: 3 invoices
 1. Invoice \$6,200 after Lesson Prep Session
 2. Invoice \$6,200 after 1st Academic Language Session
 3. Invoice \$6,200 after 2nd Academic Language Session

Is this a Subscription/Software: Yes or No **SOPPA Approved:** Yes or No

If yes, this is an internal form that does not need to be sent to the vendor.

Subscription/Software Name: N/A **Website:** N/A

Subscription/Software Start Date: N/A **End Date:** N/A

School Board President or Superintendent: _____ **Date:** _____

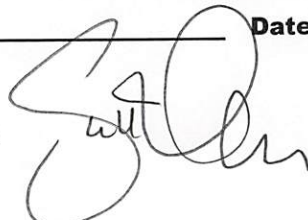
Requesting School: Administration Center

Budget Code: Designated Building SIG Funds

Signature of Vendor: _____ **Date:** 9/2/25

Signature of Requestor: R. Dixon _____ **Date:** 9/2/25

Signature of Budget Administrator: R. Dixon _____ **Date:** 9/2/25



Rock Island-Milan Sch Dist 41

Ramona Dixon
Director of Grants,
Accountability, and
Assessments
Rock Island-Milan Sch Dist 41
2101 6th Ave
Rock Island, IL 61201-8909

Quote Number: Q-190698
Quote Creation Date: 8/19/2025
Quote Expiration Date: 9/30/2025

SIOP®
Price Quote Summary

Solution	Base Amount	Total
The SIOP® Model	\$18,600.00	\$18,600.00
Solution Subtotal:	\$18,600.00	\$18,600.00

Shipping and Handling:	\$0.00
Total:	\$18,600.00

Rock Island-Milan Sch Dist 41

Price Quote Detail

The SIOP® Model

The SIOP® Model - The SIOP® Model Professional Learning

ISBN	Description	Price	Charged Qty	Total Charged
0000119488	SIOP DEVELOPING ACADEMIC LANGUAGE 1 DAY PPD	\$6,200.00	2	\$12,400.00
0000113005	SIOP: COMPONENT ENRICHMENT LESSON PREPARATION *SEE PREREQUISITE	\$6,200.00	1	\$6,200.00
The SIOP® Model - The SIOP® Model Professional Learning - Subtotal:				\$18,600.00

Solution Subtotal:	\$18,600.00
Shipping and Handling:	\$0.00
Total:	\$18,600.00

Rock Island-Milan Sch Dist 41

Savvas Learning Company LLC Terms and Conditions

To place your order please submit a copy of this price quote with your Purchase Order, include the Quote Number on your Purchase Order, and include any other required documentation. You may send the order documents using an electronic form or by mail. Please submit your PO and price quote via one of the following methods:

Online:

<https://support.savvas.com/support/s/customerserviceus>

Mail: PO Box 6820, Chandler, AZ 85246

Savvas does not accept Credit Card information via postal mail, facsimile, or email. Credit Card information will only be accepted via phone, eCommerce, or my Savvas Orders. For questions regarding your order please call Customer Service: 1-800-848-9500.

Price quote: This is a price quote for the customer's convenience only, and not an offer to contract. All quotes are subject to review and final acceptance by an authorized representative of Savvas at its offices. Savvas reserves the right to correct typographical, computational or other errors. Savvas' standard payment terms are net 30 days unless otherwise specified. All pricing is in US Dollars unless otherwise specified. Pricing calculations use multiple decimal places to determine the most accurate extended pricing but are represented in standard currency format.

Shipping & handling charges (where applicable) are shown on the quote. S&H rates quoted are for standard ground transportation and may not reflect account contracted rates. If expedited shipping is requested, actual charges may be higher. For orders picked up at the Savvas warehouse by the customer or a third party carrier contracted by the customer, a 2% handling charge will be applied to shippable items. The 2% charge will appear on the customer proposal and invoice as a S&H charge.

Taxes: All pricing in this quote is exclusive of any applicable sales, use or other similar taxes or duties. The customer is responsible for any such taxes or duties that may apply; if the customer is tax exempt, evidence of such tax exemption must be provided. Estimated tax may be provided solely for customer convenience. The amount indicated is only an estimate and is intended to be helpful for budgeting purposes. The actual amount of sales tax assessed at the time of invoicing may be more or less.

Platforms: Savvas, and any third party for which Savvas serves as the sales agent or distributor, reserve the right to change and/or update technology platforms, including possible edition updates to customers during the term of access. Customers will be notified of any change prior to the beginning of the new school year.

Damaged & Defective Products: If a print product, or the print component of a blended (print & digital) product, is received in damaged or defective condition, Savvas will issue a credit or replacement at no charge to the customer if the customer promptly (no later than 120 days) returns the damaged or defective product. Customers must report missing product immediately upon receipt.

Return Policy: Returns (other than damaged or defective products) are subject to the following conditions: (a) materials must be returned to Savvas at the customer's expense in new, unused condition, suitable for resale by Savvas (note that any barcoding, stickering, stamping or similar marking on any print materials renders them unsuitable for resale); (b) materials must be returned within six (6) months from the date of purchase; (c) the customer must obtain a Return Materials Authorization ("RMA") from Savvas prior to returning the materials, and must ship the materials back to Savvas within thirty days of receiving the RMA; (d) all materials sold in a set or package must be returned complete as originally sold; and (e) any materials provided by Savvas to the customer on a no-charge basis in consideration of the customer's purchase must be returned in proportion to the purchased materials that are being returned for a credit. A restocking fee of 3% may be applied to credits over \$1,000. Savvas' return policy does not apply to science lab kits or trade publication novels, which are sold on a non-returnable basis.

Consumable Worktexts: Subsequent year consumable worktexts will ship each year on the anniversary of the original order date for the duration of their license. Worktexts will ship to the location listed on the original order. Quantities for each grade level and title will remain consistent each year. Changes to quantities of titles previously ordered, shipping location changes, or any other changes to consumable worktext shipments must be made 4 weeks prior to shipment date. (the anniversary of the original order date unless changed). Changes can be made on the Subscription Worktext Site: <https://worktext-subscriptions.savvas.com>

Annual subscriptions for iLit and Successmaker Only: Savvas' iLit and Successmaker products (and no others) automatically renew on the anniversary date of the original purchase and will be invoiced accordingly unless otherwise specified. If you wish to cancel, please let us know in writing prior to the date of renewal by completing the customer service request form which you can access here:

<https://support.savvas.com/support/s/customer-service-support-form>

Technical support services are included with purchase of Savvas digital products. **Online help:**

<https://support.savvas.com/support/s/k12-curriculum-support-form>

phone: 1-800-848-9500

Professional Services: All paid services must be delivered within twelve (12) months of the order date of those services. Any unused services expire at the end of such twelve (12) month period, unless otherwise specified in contract terms. Any cancellation made with less than 72 hours' notice will result in a cancellation fee equal to the full price of the event. MySavvasTraining is included with purchase of products

<https://mysavvastraining.com>



SIOP® Component Enrichment: Lesson Preparation

Description

This one-day Component Enrichment workshop helps educators deepen their understanding of the features of the Lesson Preparation Component of the SIOP® Model. The training includes a review of the component as well as lesson planning time to allow teachers to work together, jointly writing SIOP® lessons with guidance from a Savvas SIOP® Certified Consultant. In addition, group discussion and activities emphasize ways to effectively implement the features of the Lesson Preparation Component.

When SIOP® components and features are implemented with fidelity, the SIOP® Model is proven to bring about statistically significant academic content and language growth. English learners, along with all students, benefit from SIOP®.

Session Outcomes

By the end of the workshop, participants will be able to:

- Discuss implementation challenges related to the SIOP® Model
- Deepen their understanding of the features of the Lesson Preparation Component of the SIOP® Model
- Discuss ways to effectively implement features and prepare to incorporate SIOP® components into their lesson planning
- Learn how to create effective lessons that incorporate each of the following features of the Lesson Preparation Component:
 - » Create clearly defined content objectives to display and review with students
 - » Create clearly defined language objectives to display and review with students
 - » Choose content concepts appropriate for age and educational background level of students
 - » Identify supplementary materials to make the lesson clear and meaningful
 - » Adapt content to all levels of student language proficiency
 - » Plan meaningful activities that integrate lesson concepts with language practice opportunities for reading, writing, listening, and/or speaking

Agenda

(See the next page for an extended agenda)

- **Welcome/Program Overview**
Time: 25 minutes
- **Session 1: Lesson Content and Language Objectives**
Time: 150 minutes
- **Session 2: Keeping All Students in Mind During Lesson Preparation**
Time: 120 minutes
- **Session 3: Lesson Planning and Peer Feedback**
Time: 30 minutes
- **Session 4: Lesson Preparation: Wrap-Up**
Time: 25 minutes
- **Reflection/Tickets Out**
Time: 10 minutes

Extended Agenda

SESSION	TIME	AGENDA ITEMS
Welcome/ Program Overview	25 minutes	Introduction Lesson Preparation Overview • <i>Activity: Reflecting on the Features of Lesson Preparation</i>
Session 1: Lesson Content and Language Objectives	150 minutes	Feature 3: Content Concepts Appropriate for Age and Educational Background Level of Students Feature 3: Let's Get Planning Why Write Objectives? • <i>Activity: Read and Respond Paper Toss</i> What Is a Good Content Objective? Practice Writing Content Objectives • <i>Activity: Find Someone Who...</i> What Is a Language Objective? Linking Content and Language Objectives Categories of Language Objectives Preparing Language Objectives for SIOP® Lessons • <i>Activity: Practicing and Applying with the Four Categories of Language Objectives</i> Writing Lesson Language Objectives
Session 2: Keeping All Students in Mind During Lesson Preparation	120 minutes	Knowing Your Students' Language Proficiency Levels • <i>Activity: Think-Pair-Square-Share</i> • <i>Activity: Analyzing Students' Language Proficiency Levels</i> Differentiated Instruction Feature 6: Meaningful Activities • <i>Activity: Meaningful Activities in 99 MORE Ideas and Activities</i> Feature 6: Let's Get Planning Feature 4: Supplementary Materials Used to a High Degree • <i>Activity: Round Robin: Check It, Add It</i> Feature 4: Let's Get Planning Feature 5: Adaptation of Content to All Levels of Student Proficiency • <i>Activity: Jigsaw</i> • <i>Activity: Think-Pair-Share-Trade</i> Feature 5: Let's Get Planning
Session 3: Lesson Planning and Peer Feedback	30 minutes	Lesson Planning Feedback • <i>Activity: Silent Grouping and Fold</i>
Session 4: Lesson Preparation: Wrap-Up	25 minutes	Lesson Preparation: Wrap-Up • <i>Activity: Return to Your Lesson Preparation Features Chart</i>
Reflection/ Tickets Out	10 minutes	Did We Meet Our Content and Language Objectives? Tickets Out Closing
Total	6 Hours	

Learn more about SIOP® at siop.savvas.com

Follow us on Twitter [@SIOPModel](https://twitter.com/SIOPModel) 



Savvas.com
800-848-9500

Join the Conversation
@SavvasLearning



Get Fresh Ideas for Teaching
 Blog.Savvas.com



Description

Educators deepen their understanding of methods to boost students’ academic language skills to meet today’s rigorous college and career-readiness standards. Participants examine all of the facets of academic language, analyze the language demands of their state standards and lessons, engage in activities that build academic language, and create language targets to promote academic language development for all students, but which is especially beneficial for English learners.

Session Outcomes

By the end of the session, participants will be able to:

- Identify the academic language demands of lessons across the content areas
- Identify activities that build academic language
- Write appropriate language objectives for SIOP® lessons
- Design a lesson plan that supports academic language development
- Plan effective activities for teaching academic vocabulary

Agenda

SESSION	TIME	AGENDA ITEMS
Welcome/Program Overview	15 minutes	Welcome/Program Overview Agenda Content Objectives Language Objectives
Session 1: What is Academic Language?	45 minutes	What Is Academic Language? • <i>Activity: Mix and Mingle</i> Why Focus on Academic Language? College and Career-Readiness Standards Reflections: Mix and Mingle • <i>Video: Academic Language</i> Video Reflections: Academic Language Elements of Academic Language and Literacy Using Academic Language to Meet Content Standards The SIOP® Model and Academic Language Development Academic Language Revisited
Session 2: Language Objectives	60 minutes	What Is Hard About Language Objectives? • <i>Activity: Read and Respond Paper Toss</i> Reflections: Read and Respond Paper Toss What Is a Language Objective? Objectives vs. Activities • <i>Activity: Stand Up/Sit Down</i> Content & Language Objectives for English Language Arts Content & Language Objectives for History Four Categories of Language Objectives The Four T's Language Targets in Text: Academic Syntax • <i>Activity: The Frame Up</i> Language Targets in a Social Studies Text Language Targets in a Science Text Reflections: The Fram
Break	15 minutes	

Agenda continued

SESSION	TIME	AGENDA ITEMS
Session 2 (continued): Language Objectives	60 minutes	Identifying Language Targets in Talk <ul style="list-style-type: none"> • <i>Activity: Turn and Talk</i> Identifying Language Targets in Tasks Identifying Language Targets in Tests Identifying Language Targets in Grades 3–5 Math Tests Identifying Language Targets in Grade 6 ELA Test Language Targets Worksheet Sample Frames for Writing Language Objectives Example Language Objectives Let's Practice: Language Objectives <ul style="list-style-type: none"> • <i>Activity: Virginia Reel</i> Reflections: Virginia Reel Meeting Language Objectives What Do These Language Objectives Mean Instructionally?
Lunch	30 minutes	
Session 3: Academic Vocabulary	45 minutes	Guidelines for Vocabulary Instruction Guideline 1: Select Words Carefully Which Words Should I Teach? Guideline 2: Teach Words with Support Concept Definition Map Four Corners Chart Rest-in-Peace (RIP) and Shooting Stars Word Generation Shades of Meaning <ul style="list-style-type: none"> • <i>Activity: Vocabulary Strategies</i> Reflections: Vocabulary Strategies Guideline 3: Provide Extensive Word Practice Word Practice: Taking It to the Next Level Guideline 4: Teach Word Learning Strategies Let's Do the Math Guideline 5: Develop Word Consciousness Students with Word Consciousness
Session 4: Collaborative Academic Discussions	30 minutes	<ul style="list-style-type: none"> • <i>Activity: Solar System Discussion</i> Supporting An Oral Language Activity <ul style="list-style-type: none"> • <i>Activity: Expert Stay and Stray</i> Reflections: Expert Stay and Stray <ul style="list-style-type: none"> • <i>Activity: Analyzing a Classroom Conversation</i> Collaborative Academic Discussions <ul style="list-style-type: none"> • <i>Activity: Graffiti Write</i> Benefits of Collaborative Academic Discussions Reflections: Graffiti Write
Break	15 minutes	
Session 4 (continued): Collaborative Academic Discussions	15 minutes	<ul style="list-style-type: none"> • <i>Activity: Jigsaw What You Know Guidelines for Collaborative Academic Discussions</i> Reflections: Jigsaw What You Know
Session 5: Putting It All Together	20 minutes	Lesson Planning for Academic Language
Session 6: Reflections/Tickets Out	10 minutes	
Total	6 Hours	


Learn more about SIOP® at siop.savvas.com

Follow us on Twitter [@SIOPModel](https://twitter.com/SIOPModel) 

Join the Conversation
@SavvasLearning

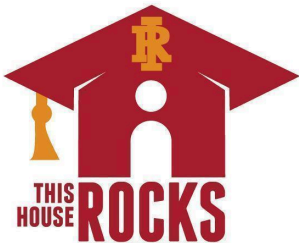


Get Fresh Ideas for Teaching

 Blog.Savvas.com



Savvas.com
800-848-9500



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Joshua Becker, Operations Director
Date: September 9th, 2025
Re: TruGreen Services

We are seeking Board approval of the contract for service with TruGreen, located at 7441 Vine Street Court, Suite B, Davenport, IA 52806, for the use of weed control and fertilization services across all district school campuses and athletic fields for FY26.

Please note that because TruGreen operates on a calendar year rather than a school year, the attached quotes reflect pricing from January-December 2025. The total estimated cost considers possible price increases due to these differing service windows and also allows for flexibility in the event of any urgent or additional service needs that may arise. TruGreen's services now cover all school campuses and athletic fields district-wide. This expansion increases the overall square footage treated, driving up service hours, material usage, and application frequency—especially in high-traffic or high-visibility areas like sports fields. The proposed budget increase ensures that the District can uphold these standards without compromising service quality or coverage.

FY24 - \$6,954.70

FY25 - \$11,760.78

FY26 to date - \$5,393.86

It is recommended that the Board of Education approve the lawn treatment agreement with TruGreen for use on all district properties, including athletic fields with a budget not to exceed \$20,000 annually.

Investment Period: FY26

Total Investment: Not to Exceed \$20,000

Funding Source: District/ Operations and Maintenance

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org

Contract for Service Form

Rock Island-Milan School District 41

VENDOR NAME: TruGreen EMAIL: jeffreydurst@trugreenmail.com

ADDRESS: 1790 Kirby Parkway, Forum II, Memphis, TN 38138

DATES OF SERVICE TO BE COMPLETED: 7/1/25-6/30/26

SCHOOL DISTRICT CONTACT: Mike Emendorfer & Josh Becker

COMPENSATION: \$ Not to Exceed \$20,000

DESCRIPTION OF DUTIES:

To provide weed control & fertilization for baseball, softball & football at high school, not to exceed \$10,000.

To provide weed control & fertilization across all other district schools, not to exceed \$10,000.

Is this a Subscription/Software: Yes or No

If NO, go to next section. If YES, complete below, then go to next section (no vendor signature)

Subscription/Software Name: _____ Website: _____

Subscription/Software Start Date: _____ End Date: _____

SOPPA Approved: Yes or No

Requester Name/Building: Mike Emendorfer (RIHS)/Josh Becker (Director of Building Operations)

Budget Code: 1-5-100-000-1501-3192-0 & 2-5-(school code)-000-2542-3237-0

Signature of Vendor: Jeff Durst Date: 8/28/25

Signature of Budget Administrator: [Signature] Date: 8/25/25

Superintendent or School Board President

Date

SUMMARY OF CHECKS AND WIRES

August 29, 2025

COMPUTERIZED CHECK RUN

EDUCATION

Ed Fund CHECKS

V207265-V207333

Education	\$	997,316.63
Transportation	\$	152.60
Debt Service Fund		
Capital Projects	\$	60,327.85
Life Safety		
Tort Immunity	\$	15,403.71
	\$	<u>1,073,200.79</u>

Ed Fund ACH

VA3551-VA3583

Education	\$	210,288.17
Transportation	\$	5,788.01
Debt Service Fund		
Capital Projects		
Life Safety		
Tort Immunity		
	\$	<u>216,076.18</u>

TOTAL EDUCATION \$ **1,289,276.97**

O&M

O&M CHECKS

B38618-B38640

\$ 685,778.57

O&M Fund ACH

BA525-BA531

\$ 50,904.88

TOTAL O&M \$ **736,683.45**

HEALTH

Health Fund CHECKS

Health Fund ACH

HA70

\$ 234.00

TOTAL HEALTH \$ **234.00**

TOTAL COMPUTERIZED CHECK RUN

\$ **2,026,194.42**

WIRES

Ed, Bldg, Tort Salary Checks	\$	1,934,196.19
Federal Income Tax	\$	259,087.00
OASDI/Medicare	\$	157,669.10
State Withholdings	\$	115,344.23
Teacher's Retirement Systems/IMRF	\$	252,136.09
Employee Deductions	\$	<u>63,504.18</u>

Benefits Payments

TOTAL WIRES

\$ **2,781,936.79**

GRAND TOTAL

119

\$ **4,808,131.21**

ROCK ISLAND SCHOOLS

Page 1 of 5
08/29/2025
12:16:58 PM

CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
3551	09/03/2025	ACH	P - 03494	CANNING, MARGARET A	191.96
3552	09/03/2025	ACH	P - 95809	DAVIS, CHAD E	30.99
3553	09/03/2025	ACH	P - 17944	GAMBLE, JOHNNA RANEE	8.22
3554	09/03/2025	ACH	P - 97282	JONES, NOELLE E	34.44
3555	09/03/2025	ACH	P - 95794	KUFFLER, LISA MARIE	14.49
3556	09/03/2025	ACH	P - 07846	MACKENNA, ELIZABETH A	47.90
3557	09/03/2025	ACH	P - 97201	RAGONA, ANTHONY A	282.56
3558	09/03/2025	ACH	P - 95047	RODRIGUEZ, FALLON MARIE	39.02
3559	09/03/2025	ACH	P - 97191	THOMPSON, PAULA JO	227.62
3560	09/03/2025	ACH	P - 95054	WENTHE, KELLEY M	202.58

Total No. of Checks : 10

Total Amount : 1,079.78

ROCK ISLAND SCHOOLS

Page 2 of 5
08/29/2025
12:16:58 PM

CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
207266	08/29/2025	Check	V - 21412	AMERICAN ASSOC. OF SCHOOL PERSONNEL ADMINISTRATORS	775.00
207267	08/29/2025	Check	V - 11013	AFSCME COUNCIL 31	2,135.70
207268	08/29/2025	Check	V - 22296	BLITT AND GAINES, P.C.	170.63
207269	08/29/2025	Check	V - 22296	BLITT AND GAINES, P.C.	321.81
207270	08/29/2025	Check	V - 25948	CAMELOT THERAPEUTIC SCHOOLS, LLC	9,913.02
207271	08/29/2025	Check	V - 24698	CARTRIDGE INK QUAD CITIES	1,439.92
207272	08/29/2025	Check	V - 25667	CERTIFIED CLEANING SERVICES, INC.	2,550.00
207273	08/29/2025	Check	V - 24895	CHILDPLUS SOFTWARE	10,918.05
207274	08/29/2025	Check	V - 26534	CHORAL TRACKS LLC	699.99
207275	08/29/2025	Check	V - 24356	COLTS YOUTH ORGANIZATION	4,200.00
207276	08/29/2025	Check	V - 26317	COLUMN SOFTWARE PBC	374.48
207277	08/29/2025	Check	V - 26541	COMPLETE WEDDINGS + EVENTS	300.00
207278	08/29/2025	Check	V - 22507	COOK'S DIRECT, INC.	6,209.00
207279	08/29/2025	Check	V - 25387	CUSTOM INK	124.00
207280	08/29/2025	Check	V - 26530	ENGAGE2LEARN	51,262.50
207281	08/29/2025	Check	V - 26155	EDUTYPING	1,917.60
207282	08/29/2025	Check	V - 25863	EDWARD DON & COMPANY, LLC	1,243.98
207283	08/29/2025	Check	V - 24426	QUALITY GROUP	946.25
207284	08/29/2025	Check	V - 24904	FLORIDA STATE DISBURSEMENT UNIT	48.22
207285	08/29/2025	Check	V - 26250	FOLLETT CONTENT SOLUTIONS	314.44
207286	08/29/2025	Check	V - 10292	FOLLETT SOFTWARE, LLC	304.10
207287	08/29/2025	Check	V - 11475	HY-VEE FOOD STORE	294.58
207288	08/29/2025	Check	V - 19730	ILLINOIS DEPARTMENT OF REVENUE	338.48
207289	08/29/2025	Check	V - 13602	ILLINOIS DEPT OF PUBLIC HEALTH	400.00
207290	08/29/2025	Check	V - 10441	JOHANNES BUS SERVICE INC.	152.60
207291	08/29/2025	Check	V - 10246	JOHNSON DISTRIBUTING INC.	20.00
207292	08/29/2025	Check	V - 16498	KENDALL/HUNT PUBLISHING CO.	3,080.16
207293	08/29/2025	Check	V - 26542	KIJAI RADCLIFF	43.12
207294	08/29/2025	Check	V - 25772	LAKAYLA ROSS	66.36
207295	08/29/2025	Check	V - 20947	LOFFREDO FRESH PRODUCE CO., INC.	4,490.86
207296	08/29/2025	Check	V - 12474	MISSISSIPPI BEND A.E.A.	150.00
207297	08/29/2025	Check	V - 25860	MOBYMAX EDUCATION, LLC	223.00
207298	08/29/2025	Check	V - 25689	MUSIC FIRST	3,920.00
207299	08/29/2025	Check	V - 26030	NATIONAL ASSOC FOR THE EXCHANGE OF INDUSTRIAL RESO	595.00
207300	08/29/2025	Check	V - 10613	OFFICE MACHINE CONSULTANT	2,795.89
207301	08/29/2025	Check	V - 24456	ONE STEP INC	1,388.00
207302	08/29/2025	Check	V - 25409	OPEN UP RESOURCES	39,380.00

ROCK ISLAND SCHOOLS

Page 3 of 5
08/29/2025
12:16:58 PM

CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
207303	08/29/2025	Check	V - 19416	PAPA JOHN'S OF IOWA	2,975.00
207304	08/29/2025	Check	V - 26496	PEORIA PUBLIC SCHOOLS	16,000.00
207305	08/29/2025	Check	V - 26243	PIXEL PRESS TECHNOLOGY, LLC	1,800.00
207306	08/29/2025	Check	V - 24053	PRAIRIE FARMS DAIRY	6,028.74
207307	08/29/2025	Check	V - 22529	QUAD CITY MUSIC GUILD	644.00
207308	08/29/2025	Check	V - 26425	QUAD CORPORATION INC	184.48
207309	08/29/2025	Check	V - 11658	ROCK ISLAND FITNESS AND	925.48
207310	08/29/2025	Check	V - 10721	ROCK ISLAND BOARD OF EDUCATION	60.00
207311	08/29/2025	Check	V - 10722	CITY OF ROCK ISLAND	95.92
207312	08/29/2025	Check	V - 18465	ROCK ISLAND SCHOOL DISTRICT 41	788,756.05
207313	08/29/2025	Check	V - 10476	SCHOOL SPECIALTY, INC.	261.09
207314	08/29/2025	Check	V - 18325	SCHOOLMATE	101.25
207315	08/29/2025	Check	V - 25582	SCOTT COUNTY SHERIFF	187.30
207316	08/29/2025	Check	V - 26232	SCOTT HOLLENBACK	30.00
207317	08/29/2025	Check	V - 25818	SENROR WOOLY LLC	567.15
207318	08/29/2025	Check	V - 11412	STECKER GRAPHICS	170.00
207319	08/29/2025	Check	V - 20558	SUN LIFE FINANCIAL	1,862.90
207320	08/29/2025	Check	V - 23240	SWANSON CONSTRUCTION COMPANY	60,327.85
207321	08/29/2025	Check	V - 24190	SWEETWATER SOUND, LLC	699.00
207322	08/29/2025	Check	V - 26502	THE AUTISM PROJECT	1,500.00
207323	08/29/2025	Check	V - 10828	TEACHER'S DISCOVERY	645.00
207324	08/29/2025	Check	V - 20539	TRANSITIONS	75.00
207325	08/29/2025	Check	V - 26017	TROPHY WORLD, INC.	35.39
207326	08/29/2025	Check	V - 25679	VENTRIS LEARNING LLC	903.00
207327	08/29/2025	Check	V - 24370	VISTA LEARNING NFP	14,822.50
207328	08/29/2025	Check	V - 24843	WI SCTF	100.00
207329	08/29/2025	Check	V - 24049	WORLD RELIEF	3,000.00
207330	08/29/2025	Check	V - 26532	WORLD'S FINEST CHOCOLATE, INC	740.00
207331	08/29/2025	Check	V - 10945	XEROX CORPORATION	398.24
207332	08/29/2025	Check	V - 26499	ZERO NOW	100.00
207333	08/29/2025	Check	V - 25868	zLABS INC	295.00

Total No. of Checks : 68

Total Amount : 1,057,797.08

ROCK ISLAND SCHOOLS

Page 4 of 5
08/29/2025
12:16:58 PM

CHECK REGISTER FOR BH OBM - OBM CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
38618	08/29/2025	Check	V - 10018	ADEL WHOLESALERS, INC.	2,110.29
38619	08/29/2025	Check	V - 10409	AT&T	1,185.42
38620	08/29/2025	Check	V - 12747	B & B HARDWARE	58.88
38621	08/29/2025	Check	V - 26490	CONSOLIDATED ELECTRICAL DISTRIBUTORS, INC.	236.63
38622	08/29/2025	Check	V - 15518	CRAWFORD COMPANY	997.50
38623	08/29/2025	Check	V - 15180	ECONOMY ROOFING & INSULATING	232.00
38624	08/29/2025	Check	V - 12258	GLASS SERVICE CENTER, INC.	319.28
38625	08/29/2025	Check	V - 10338	GRAINGER	297.02
38626	08/29/2025	Check	V - 11475	HY-VEE FOOD STORE	335.16
38627	08/29/2025	Check	V - 23196	ILLINOIS OFFICE OF THE STATE FIRE MARSHAL	200.00
38628	08/29/2025	Check	V - 24483	J&J LOCKS, SAFES & ALARMS	19.00
38629	08/29/2025	Check	V - 23698	J.L. BRADY COMPANY, LLC	3,947.00
38630	08/29/2025	Check	V - 18292	LOWE'S	1,582.05
38631	08/29/2025	Check	V - 14673	MENARDS, INC.	143.92
38632	08/29/2025	Check	V - 10428	MIDAMERICAN ENERGY COMPANY	101,290.73
38633	08/29/2025	Check	V - 25119	O'REILLY AUTO PARTS	99.80
38634	08/29/2025	Check	V - 22570	PRO CLEAN CAR WASH AND DETAILING	12.00
38635	08/29/2025	Check	V - 23858	QC POWER EQUIPMENT INC	122.95
38636	08/29/2025	Check	V - 10722	CITY OF ROCK ISLAND	7,787.63
38637	08/29/2025	Check	V - 18465	ROCK ISLAND SCHOOL DISTRICT 41	36,655.66
38638	08/29/2025	Check	V - 25071	STERLING COMMERCIAL ROOFING, INC	1,889.81
38639	08/29/2025	Check	V - 15967	TRANE	8,255.84
38640	08/29/2025	Check	V - 26434	WERNER RESTORATION SERVICES, INC	518,000.00
Total No. of Checks : 23				Total Amount :	685,778.57

ROCK ISLAND SCHOOLS

Page 5 of 5
08/29/2025
12:16:58 PM

Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 2 - A4
Start Due Date	: None
End Due Date	: None
Check Date	: 08/29/2025
Reprint Check Date	: None
Separate Check for Each Fund	: No
Group By	: FIN_INST_ACCT_ID, FIN_INST_TRAN_SOURCE
Sort By	: VENDOR_SHORT_NAME
Sort Employee Checks By Pay Location	: No

ROCK ISLAND SCHOOLS

Page 1 of 4
08/29/2025
12:17:26 PM

CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
3561	09/03/2025	ACH	V - 25525	AMAZON.COM SERVICES, INC.	12,775.08
3562	09/03/2025	ACH	V - 26444	AMERITAS LIFE INSURANCE CORP	17,661.19
3563	09/03/2025	ACH	V - 24888	AMPLIFY EDUCATION INC	43,193.76
3564	09/03/2025	ACH	V - 26020	ANNA THIRTYACRE	300.00
3565	09/03/2025	ACH	V - 26513	BSN SPORTS LLC	6,964.33
3566	09/03/2025	ACH	V - 25637	CODEHS, INC.	1,719.00
3567	09/03/2025	ACH	V - 26278	COMBINED INSURANCE COMPANY OF AMERICA	1,303.27
3568	09/03/2025	ACH	V - 26138	CONNECTWISE LLC	6,240.00
3569	09/03/2025	ACH	V - 25711	CULLIGAN OF DAVENPORT	386.35
3570	09/03/2025	ACH	V - 18471	DELL INC.	494.19
3571	09/03/2025	ACH	V - 25757	IMAGINE LEARNING LLC	1,791.65
3572	09/03/2025	ACH	V - 11015	IMRF ACCOUNT	12,008.88
3573	09/03/2025	ACH	V - 25375	ITEK INTERPRETING SOLUTIONS, LLC	96.00
3574	09/03/2025	ACH	V - 14572	KAPCO LIBRARY PRODUCTS	559.02
3575	09/03/2025	ACH	V - 24908	KOHL WHOLESALE	66,459.38
3576	09/03/2025	ACH	V - 15989	MAINSTREAMUSA INC.	6,583.33
3577	09/03/2025	ACH	V - 16557	PERFORMANCE HEALTH SUPPLY CO.	19.74
3578	09/03/2025	ACH	V - 26008	PAN-O-GOLD BAKING CO.	1,338.00
3579	09/03/2025	ACH	V - 25751	QUALITY CONTROLLED STAFFING, INC.	5,788.01
3580	09/03/2025	ACH	V - 26286	RELIANCE STANDARD LIFE INSURANCE COMPANY	10,229.92
3581	09/03/2025	ACH	V - 25604	RIVERSIDE INSIGHTS	16,750.00
3582	09/03/2025	ACH	V - 13348	SADDLEBACK EDUCATIONAL, INC	266.20
3583	09/03/2025	ACH	V - 20134	WEST MUSIC	2,069.10
Total No. of Checks : 23				Total Amount :	214,996.40

ROCK ISLAND SCHOOLS

Page 2 of 4
08/29/2025
12:17:26 PM

CHECK REGISTER FOR BH HEALTH INS - HEALTH INSURANCE - ACH

Report Code: AP_CHECKREG

<u>CHECK NO.</u>	<u>CHECK DATE</u>	<u>TYPE</u>	<u>VENDOR TYPE - ID</u>	<u>VENDOR NAME</u>	<u>AMOUNT</u>
70	09/03/2025	ACH	V - 18449	WORTHINTON-OLSON, INC.	234.00
				Total No. of Checks :	1
				Total Amount :	234.00

ROCK ISLAND SCHOOLS

Page 3 of 4
08/29/2025
12:17:26 PM

CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

<u>CHECK NO.</u>	<u>CHECK DATE</u>	<u>TYPE</u>	<u>VENDOR TYPE - ID</u>	<u>VENDOR NAME</u>	<u>AMOUNT</u>
525	09/03/2025	ACH	V - 25525	AMAZON.COM SERVICES, INC.	7,528.88
526	09/03/2025	ACH	V - 26489	DOORS, INC	875.00
527	09/03/2025	ACH	V - 17235	GREENWOOD CLEANING SYSTEMS, IN	5,898.02
528	09/03/2025	ACH	V - 10355	HANDY TRUE VALUE HARDWARE	556.55
529	09/03/2025	ACH	V - 24527	JOHNSON CONTROLS FIRE PROTECTION HOLDINGS LLC	24,435.50
530	09/03/2025	ACH	V - 24232	LAKWOOD ELECTRIC & GENERATOR SVC, INC	8,134.00
531	09/03/2025	ACH	V - 23695	MIDWEST ALARM SERVICES	3,476.93
Total No. of Checks : 7				Total Amount :	50,904.88

ROCK ISLAND SCHOOLS

Page 4 of 4
08/29/2025
12:17:26 PM

Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 2 - A5
Start Due Date	: None
End Due Date	: None
Check Date	: 08/29/2025
Reprint Check Date	: None
Separate Check for Each Fund	: No
Group By	: FIN_INST_ACCT_ID, FIN_INST_TRAN_SOURCE
Sort By	: VENDOR_SHORT_NAME
Sort Employee Checks By Pay Location	: No

ROCK ISLAND SCHOOLS

Page 1 of 2
08/20/2025
3:42:48 PM

CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS

Report Code: AP_CHECKREG

<u>CHECK NO.</u>	<u>CHECK DATE</u>	<u>TYPE</u>	<u>VENDOR TYPE - ID</u>	<u>VENDOR NAME</u>	<u>AMOUNT</u>
207265	08/20/2025	Check	V - 12697	ILLINOIS DEPARTMENT OF	15,403.71
Total No. of Checks :				Total Amount :	15,403.71

ROCK ISLAND SCHOOLS

Page 2 of 2
08/20/2025
3:42:48 PM

Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 2 - A8
Start Due Date	: None
End Due Date	: None
Check Date	: 08/20/2025
Reprint Check Date	: None
Separate Check for Each Fund	: No
Group By	: FIN_INST_ACCT_ID, FIN_INST_TRAN_SOURCE
Sort By	: VENDOR_SHORT_NAME
Sort Employee Checks By Pay Location	: No



Proposal for Overnight/Extended Student Trips (Athletic)

Email Address	<i>julie.hudnall@rimsd41.org</i>
Type of Trip	<i>IHSA Girls Golf State Series</i>
Proposed Departure Date	<i>Sep 30, 2025</i>
Return Date	<i>Oct 11, 2025</i>
Proposer	<i>Julie Hudnall</i>
School	<i>RIHS</i>
Position	<i>Teacher/Coach</i>
Date By Which Response Is Needed	<i>Sep 15, 2025</i>
What is the major place to be visited or event to be attended?	<i>IHSA Regionals, Sectionals, and State TBD Locations</i>
How is the trip related to the educational program of the District?	<i>The trip is supporting our student athletes achievement for their respective sport.</i>
In what ways will the students benefit?	<i>Students will get to showcase the hard work they have put in not only as student but also an athlete.</i>
In what ways will the District benefit?	<i>Good publicity for the district, recognition for the athlete</i>
How will the trip be evaluated to determine the extent to which these benefits were realized?	<i>Earning the right to participate in these events are a great benefit, moving forward is a great achievement.</i>
Which students (grade, class, or organization) will be going?	<i>2 seniors, 2 juniors, 3 freshman the RI Girls Golf Team</i>
How many students in total?	<i>7</i>
How many students are currently experiencing academic problems?	<i>0</i>
Which staff members will be in charge?	<i>Julie Hudnall and Craig Brackney</i>
What previous experience has the staff member had in conducting overnight or extended field trips?	<i>2 trips last season for girls golf and one extended trip for girls softball</i>
What other staff members will be going?	<i>Craig Brackney- Asst. Coach</i>
How many chaperones, in addition to staff members, will be going?	<i>0</i>

Email Address	<i>julie.hudnall@rimsd41.org</i>
Type of Trip	<i>IHSA Girls Golf State Series</i>
Proposed Departure Date	<i>Sep 30, 2025</i>
Return Date	<i>Oct 11, 2025</i>
What are their names and affiliations with the students?	<i>NA</i>
How many days of school will be missed?	<i>1 day the rest is over break</i>
How will teachers be advised in advance that the students will be out of school?	<i>email</i>
How will missed work be made up?	<i>arrange with their teacher to make up missed work</i>
What special assistance will be provided to students with academic problems?	<i>study table if needed</i>
What is the destination?	<i>TBD at this point</i>
What will be the mode of transportation? What liability insurance does the carrier have?	<i>Activity van or bus</i>
Where will the group be housed and fed?	<i>hotel TBD and restaurants in the area</i>
What enroute or supplementary activities are planned?	<i>None</i>
What arrangements have been made for dealing with emergency situations?	<i>healthy roster and communications with parents of potential situations.</i>
If tour guides are involved, what liability insurance do they carry?	<i>none</i>
What is the estimated total cost and cost per student?	<i>200</i>
What is the source of funds?	<i>athletics and girls golf fund</i>
How will the funds be collected and safeguarded?	<i>coach will handle funds</i>
How will any shortfall be made up or excess funds used?	<i>girls golf fund</i>
What provision has been made for students who are financially unable to pay any necessary costs?	<i>team will cover</i>
How will you communicate to parents prior to, during, and after the trip?	<i>remind app</i>

Email Address	<i>julie.hudnall@rimsd41.org</i>
Type of Trip	<i>IHSA Girls Golf State Series</i>
Proposed Departure Date	<i>Sep 30, 2025</i>
Return Date	<i>Oct 11, 2025</i>
List telephone numbers at destination where group will be housed.	<i>TBD</i>
What information will be provided to the media and the community?	<i>Athletes going as well as their scores at the completion.</i>
Athletic Director Approval (Athletic trips only)	Approved by <i>Mike Emendorfer</i>
Principal approval	Approved by <i>Patricia Ulrich</i>
Superintendent/Designee approval	Approved by <i>Scott Vance</i> on Aug 15, 2025 15:21
Signature of School Board Representative	



Proposal for Overnight/Extended Student Trips (Athletic)

Email Address	<i>craig.sharp@rimsd41.org</i>
Type of Trip	<i>We have conference meet early in the morning in Quincy. We will be playing a practice round on Sunday. This will avoid driving back and forth twice and will give us a better chance to be rested for the meet.</i>
Proposed Departure Date	<i>Sep 21, 2025</i>
Return Date	<i>Sep 22, 2025</i>
Proposer	<i>Craig Sharp, head boys' golf coach</i>
School	<i>RIHS</i>
Position	<i>Boys' golf coach</i>
Date By Which Response Is Needed	<i>Sep 13, 2025</i>
What is the major place to be visited or event to be attended?	<i>Golf course for conference meet and a practice round, Quincy Country Club.</i>
How is the trip related to the educational program of the District?	<i>Boys' golf team.</i>
In what ways will the students benefit?	<i>Better chance to perform well in the conference meet.</i>
In what ways will the District benefit?	<i>Better performance in the conference meet.</i>
How will the trip be evaluated to determine the extent to which these benefits were realized?	<i>Placement in the conference meet.</i>
Which students (grade, class, or organization) will be going?	<i>6 varsity golfers will be attending.</i>
How many students in total?	<i>6</i>
How many students are currently experiencing academic problems?	<i>0</i>
Which staff members will be in charge?	<i>Craig Sharp, head coach</i>
What previous experience has the staff member had in conducting overnight or extended field trips?	<i>Many overnight trips related to golf team.</i>
What other staff members will be going?	<i>Wade Weber, asst. coach may be going.</i>

Email Address	<i>craig.sharp@rimsd41.org</i>
Type of Trip	<i>We have conference meet early in the morning in Quincy. We will be playing a practice round on Sunday. This will avoid driving back and forth twice and will give us a better chance to be rested for the meet.</i>
Proposed Departure Date	<i>Sep 21, 2025</i>
Return Date	<i>Sep 22, 2025</i>
How many chaperones, in addition to staff members, will be going?	<i>0</i>
What are their names and affiliations with the students?	<i>NA</i>
How many days of school will be missed?	<i>one</i>
How will teachers be advised in advance that the students will be out of school?	<i>Students will tell them and attendance office will distribute the list.</i>
How will missed work be made up?	<i>By student</i>
What special assistance will be provided to students with academic problems?	<i>None necessary at this point.</i>
What is the destination?	<i>Quincy Country Club</i>
What will be the mode of transportation? What liability insurance does the carrier have?	<i>Activity Bus</i>
Where will the group be housed and fed?	<i>Hotel in Quincy, undetermined at this point.</i>
What enroute or supplementary activities are planned?	<i>None</i>
What arrangements have been made for dealing with emergency situations?	<i>Emergency contacts have been updated.</i>
If tour guides are involved, what liability insurance do they carry?	<i>NA</i>
What is the estimated total cost and cost per student?	<i>\$450</i>
What is the source of funds?	<i>unsure, either district funds or golfers will pay their own way.</i>
How will the funds be collected and safeguarded?	<i>Coach Sharp will collect funds from golfers if necessary.</i>
How will any shortfall be made up or excess	<i>Not shortfall anticipated.</i>

Email Address	<i>craig.sharp@rimsd41.org</i>
Type of Trip	<i>We have conference meet early in the morning in Quincy. We will be playing a practice round on Sunday. This will avoid driving back and forth twice and will give us a better chance to be rested for the meet.</i>
Proposed Departure Date	<i>Sep 21, 2025</i>
Return Date	<i>Sep 22, 2025</i>
funds used?	
What provision has been made for students who are financially unable to pay any necessary costs?	<i>We do not anticipate this problem.</i>
How will you communicate to parents prior to, during, and after the trip?	<i>Text messages</i>
List telephone numbers at destination where group will be housed.	<i>We do not have this yet.</i>
What information will be provided to the media and the community?	<i>Results of golf meet will be provided to media.</i>
Athletic Director Approval (Athletic trips only)	Approved by <i>Mike Emendorfer</i>
Principal approval	Approved by <i>Patricia Ulrich</i>
Superintendent/Designee approval	Approved by <i>Scott Vance</i> on Aug 18, 2025 14:02
Signature of School Board Representative	



Proposal for Overnight/Extended Student Trips (Athletic)

Email Address	<i>craig.sharp@rimsd41.org</i>
Type of Trip	<i>IHSA Regional golf meet</i>
Proposed Departure Date	<i>Sep 30, 2025</i>
Return Date	<i>Oct 01, 2025</i>
Proposer	<i>Craig Sharp</i>
School	<i>RIHS</i>
Position	<i>Boys' golf coach</i>
Date By Which Response Is Needed	<i>Sep 20, 2025</i>
What is the major place to be visited or event to be attended?	<i>Wedgewood Golf Course in Plainfield</i>
How is the trip related to the educational program of the District?	<i>This is extracurricular</i>
In what ways will the students benefit?	<i>Competing in the IHSA state series</i>
In what ways will the District benefit?	<i>Having a boys' golf team benefits the district.</i>
How will the trip be evaluated to determine the extent to which these benefits were realized?	<i>Playing as well as we can, having fun and returning safely is our evaluation.</i>
Which students (grade, class, or organization) will be going?	<i>six varsity golfers will be going</i>
How many students in total?	<i>six</i>
How many students are currently experiencing academic problems?	<i>none currently</i>
Which staff members will be in charge?	<i>Coach Sharp</i>
What previous experience has the staff member had in conducting overnight or extended field trips?	<i>I have been on many overnight trips for golf.</i>
What other staff members will be going?	<i>Wade Weber</i>
How many chaperones, in addition to staff members, will be going?	<i>zero</i>
What are their names and affiliations with the students?	<i>NA</i>
How many days of school will be missed?	<i>one</i>

Email Address	<i>craig.sharp@rimsd41.org</i>
Type of Trip	<i>IHSA Regional golf meet</i>
Proposed Departure Date	<i>Sep 30, 2025</i>
Return Date	<i>Oct 01, 2025</i>
How will teachers be advised in advance that the students will be out of school?	<i>Students will inform them, attendance office will also send out a list.</i>
How will missed work be made up?	<i>Students will be responsible for missed work.</i>
What special assistance will be provided to students with academic problems?	<i>None necessary currently. If necessary, Coach Weber will be in charge of this.</i>
What is the destination?	<i>Wedgewood Golf Course in Plainfield</i>
What will be the mode of transportation? What liability insurance does the carrier have?	<i>We will use the activity bus.</i>
Where will the group be housed and fed?	<i>We will utilize a hotel in the Plainfield area, TBD.</i>
What enroute or supplementary activities are planned?	<i>None</i>
What arrangements have been made for dealing with emergency situations?	<i>We will have parent contacts available and coaches have emergency training.</i>
If tour guides are involved, what liability insurance do they carry?	<i>NA</i>
What is the estimated total cost and cost per student?	<i>\$1,500</i>
What is the source of funds?	<i>Athletic department because this is an IHSA event.</i>
How will the funds be collected and safeguarded?	<i>Coach will handle any funds distributed.</i>
How will any shortfall be made up or excess funds used?	<i>We expect no shortfalls, but students will be expected to have funds to pay for extras.</i>
What provision has been made for students who are financially unable to pay any necessary costs?	<i>No problem anticipated.</i>
How will you communicate to parents prior to, during, and after the trip?	<i>Communication will be through our athletes, although I talk with the parents often at meets.</i>
List telephone numbers at destination where group will be housed.	<i>We don't know yet.</i>

Email Address	<i>craig.sharp@rimsd41.org</i>
Type of Trip	<i>IHSA Regional golf meet</i>
Proposed Departure Date	<i>Sep 30, 2025</i>
Return Date	<i>Oct 01, 2025</i>
What information will be provided to the media and the community?	<i>Results of the meet will be sent to the media</i>
Athletic Director Approval (Athletic trips only)	Approved by <i>Mike Emendorfer</i>
Principal approval	Approved by <i>Patricia Ulrich</i>
Superintendent/Designee approval	Approved by <i>Scott Vance</i> on Aug 21, 2025 9:12
Signature of School Board Representative	

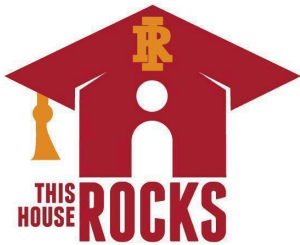


Proposal for Overnight/Extended Student Trips (Academic)

Email Address	<i>pete.carlin@rimsd41.org</i>
Type of Trip	<i>Marching Band Regional Competition Trip</i>
Proposed Departure Date	<i>Oct 10, 2025</i>
Return Date	<i>Oct 12, 2025</i>
Proposer	<i>Peter Carlin</i>
School	<i>RIHS</i>
Position	<i>Director of Bands</i>
Date By Which Response Is Needed	<i>Sep 15, 2025</i>
What is the major place to be visited or event to be attended?	<i>Youth In Music Marching Competition, Minneapolis, Minnesota</i>
How is the trip related to the educational program of the District?	<i>It is related to the marching band curriculum of performances with some of the best bands in the Midwest.</i>
In what ways will the students benefit?	<i>Students benefit from the experience of performing in a professional stadium, being adjudicated by top judges in the field and experiencing a city like Minneapolis.</i>
In what ways will the District benefit?	<i>District benefits by giving the students a life experience they will never forget and bringing back that experience with the students to share with others in the program.</i>
How will the trip be evaluated to determine the extent to which these benefits were realized?	<i>Students will write a reflection on their trip.</i>
Which students (grade, class, or organization) will be going?	<i>Marching Band</i>
How many students in total?	<i>110</i>
How many students are currently experiencing academic problems?	<i>0</i>
Which staff members will be in charge?	<i>Pete Carlin, Michael Tollenaer, Cameron Kotovsky, Derek Ross</i>
What previous experience has the staff member had in conducting overnight or extended field	<i>We have done many of these trips over the last 20 years to different venues.</i>

Email Address	<i>pete.carlin@rimsd41.org</i>
Type of Trip	<i>Marching Band Regional Competition Trip</i>
Proposed Departure Date	<i>Oct 10, 2025</i>
Return Date	<i>Oct 12, 2025</i>
trips?	
What other staff members will be going?	<i>Rachel Carr, Alan Conner, David Struss, Sarah Wendland</i>
How many chaperones, in addition to staff members, will be going?	<i>14</i>
What are their names and affiliations with the students?	<i>Emily & Jayson Jones, Tyler Whipple & Christopher Foster, Cisco & Andrea Garcia, Lisa Forgie & Chantel Frankville, Andrea Braddy, Amanda & Brad Barker, Stephanie Ross & Lacresha Linton</i>
How many days of school will be missed?	<i>0</i>
How will teachers be advised in advance that the students will be out of school?	<i>n/a</i>
How will missed work be made up?	<i>n/a</i>
What special assistance will be provided to students with academic problems?	<i>n/a</i>
What is the destination?	<i>Minneapolis, MN</i>
What will be the mode of transportation? What liability insurance does the carrier have?	<i>Tri State Coach Buses</i>
Where will the group be housed and fed?	<i>Courtyard by Marriott Mall of America Bloomington</i>
What enroute or supplementary activities are planned?	<i>Visit Mall of America</i>
What arrangements have been made for dealing with emergency situations?	<i>We have emergency contacts and insurance forms</i>
If tour guides are involved, what liability insurance do they carry?	<i>N/A</i>
What is the estimated total cost and cost per student?	<i>\$250</i>
What is the source of funds?	<i>Students pay for trip</i>
How will the funds be collected and safeguarded?	<i>Band Parents are collecting fees and giving receipts</i>

Email Address	<i>pete.carlin@rimsd41.org</i>
Type of Trip	<i>Marching Band Regional Competition Trip</i>
Proposed Departure Date	<i>Oct 10, 2025</i>
Return Date	<i>Oct 12, 2025</i>
How will any shortfall be made up or excess funds used?	<i>Band Parents will cover</i>
What provision has been made for students who are financially unable to pay any necessary costs?	<i>There are scholarship opportunities with the band parents group</i>
How will you communicate to parents prior to, during, and after the trip?	<i>we use the Remind app</i>
List telephone numbers at destination where group will be housed.	<i>952-876-0100</i>
What information will be provided to the media and the community?	<i>I will provide information to our PR department</i>
Athletic Director Approval (Athletic trips only)	Approved by
Principal approval	Approved by <i>Patricia Ulrich</i>
Superintendent/Designee approval	Approved by <i>Scott Vance</i> on Aug 26, 2025 13:08
Signature of School Board Representative	



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Jeff Dase, Deputy Superintendent
Date: September 9, 2025
Re: Two-Way Radios Purchase

The Rock Island-Milan School District 41 solicited bids for two-way radio replacements throughout the school district. BearCom is the nation's largest value-added reseller in the world of Motorola Solutions two-way radio systems, earning Motorola's prestigious Service Elite Specialist designation.

This contract for service with BearCom includes 120 two-way radios, batteries, belt clips, single-unit chargers, 2-year warranty and programming of new two-way radios. In addition to these components/ features, BearCom provides a comprehensive Warranty and Repair Plan. BearCom will conduct an on-site visit to all 14 schools within the district. During this visit, BearCom technicians will:

- Gather existing programming information and frequency data for each school's radios
- Verify channel configurations and ensure compatibility with current communication systems
- Program radios according to site-specific requirements

BearCom is confident that the BC400D (Motorola) radios will operate seamlessly with our current models for an optimal transition period.

It is recommended that the Board of Education approve the attached contract for service with BearCom to purchase 120 two-way radios for \$33,498.00.

Investment Period: October 2025 through October 2027

Total Investment: \$33,498.00

Funding Source: Tort Fund

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org

BearCom
Two-Way Radios

August 21, 2025

Rock Island Milan-School District #41





ABOUT BEARCOM

BearCom designs and delivers high-performance wireless voice, video and data communication solutions that boost operating efficiency and increase safety. Whether you need a multi-point wireless network to connect your work teams, an integrated two-way radio system to add productivity across your facility, a bi-directional amplifier to enable communications between first responders, or any other wireless solution to improve staff collaboration, BearCom can help.

For more than 40 years, BearCom has been serving leading airlines, manufacturing and petrochemical plants, distribution centers, hotels and resorts, construction firms, public safety agencies, schools, and more. In addition, our rental team supports major sporting events, award shows, conventions, and fairs, as well as the largest music festivals in the nation.

BearCom sells, rents, and services two-way radios, video surveillance cameras, private LTE systems, radio interoperability systems, mesh broadband networks, point-to-point bridges, remote call boxes, WLAN systems, and mobile command centers. Thousands of customers depend on BearCom to keep them connected... everywhere, all the time.

BearCom At-a-Glance

- Founded 1981 - Leader in wireless industry 40+ years
- 75+ local branch offices in North America
- Corporate Headquarters and 96,000 Sq. Ft. Distribution Center
- National Service Depot
- More than \$10 million in new product inventory
- 165,000+ two-way radios shipped annually
- Over 60,000 devices in our rental fleet
- Over 1,100 employees, including 350+ in Technical Services

Executive Leadership Team

Chief Executive Officer
Chief Technology Officer
President – Canada
Senior Vice President, Commercial and Operations
Regional Vice President – West
Regional Vice President – Midwest
Vice President of Operations
Vice President of South Region and Rental Solutions
Vice President of Network Solutions & Enterprise Sales
Vice President of Human Resources
Vice President of Analytics & Insights
Vice President & Corporate Controller

Les Fry
Mike Owen
Ryan Pryznyk
Jim Guscette
Stan Cameron
Don DiGeronimo
Amber Caufield
Charla Crochet
Darryl Deaton
Amanda Firth
Tim Forrest
Frank Maldonado



WHAT WE DO

BearCom is the nation's largest value-added reseller in the world of Motorola Solutions two-way radio systems, earning Motorola's prestigious Service Elite Specialist designation. In addition to two-way radio systems for wireless voice and data communications, BearCom offers technical expertise in Point-To-Point and PointToMultipoint networks, CCTV/process cameras, as well as complete system design and installation of BiDirectional Amplifiers (BDA) and Distributed Antenna Systems (DAS). When working with BearCom, you are partnering with a wireless solutions provider with specialized expertise in your vertical market. Our knowledgeable, experienced staff is ready to meet your needs with wireless and data solutions that are tailored specifically for your organization.

Since 1981, BearCom has earned numerous awards and accolades for innovation, customer service, and industry leadership. BearCom is a board-level member of the Enterprise Wireless Alliance (EWA) and is regularly recognized as a leader in the wireless industry. In addition, BearCom has been named a Motorola Solutions Empower Circle winner multiple times, an honor that recognizes independent distributors, resellers, and dealers for outstanding sales performance and customer service.

Experience and Technical Expertise:

The BearCom Technical Services Group includes more than 350 highly knowledgeable and experienced wireless industry professionals, many of whom hold degrees in engineering. Our team stays current with wireless technology by maintaining credentials for DMR and P25 networking, R56 site installation, and other key industry certifications.

For specialized needs, BearCom offers highly skilled system architects and engineers who specialize in complex solutions for environments requiring advanced wireless radio networks. We have extensive experience deploying bi-directional amplifiers and distributed antenna equipment to achieve full coverage in challenging areas. In addition, we are iBwave-certified for designing BDA/DAS solutions. BearCom has a dedicated staff offering complete FCC licensing and frequency management solutions. Our team processes approximately 1,000 new FCC licenses with coordinators annually, as well as hundreds of renewals, construction notifications and license modifications.

With our expertise serving more than 16,000 customers in nearly every commercial and public sector, you can count on BearCom to design and deliver the best solutions for your organization. Our experts are ready to meet your challenges with a wide selection of innovative equipment, infrastructure, applications, and solutions that enhance the success of your voice/data communications, IoT, and M2M programs. This document describes the deliverables to be provided to **Rock Island-Milan School District #41** by Bear Communications, Inc. ("BearCom") It outlines the tasks to be completed by BearCom, its subcontractors, and the Customer during this agreement.

OVERVIEW

Your Team

BearCom is the only nationwide wireless equipment dealer and integrator. We are headquartered in Dallas, Texas and have more than 75 branches across the United States. We are here to help you!

Don DiGeronimo, Regional VP

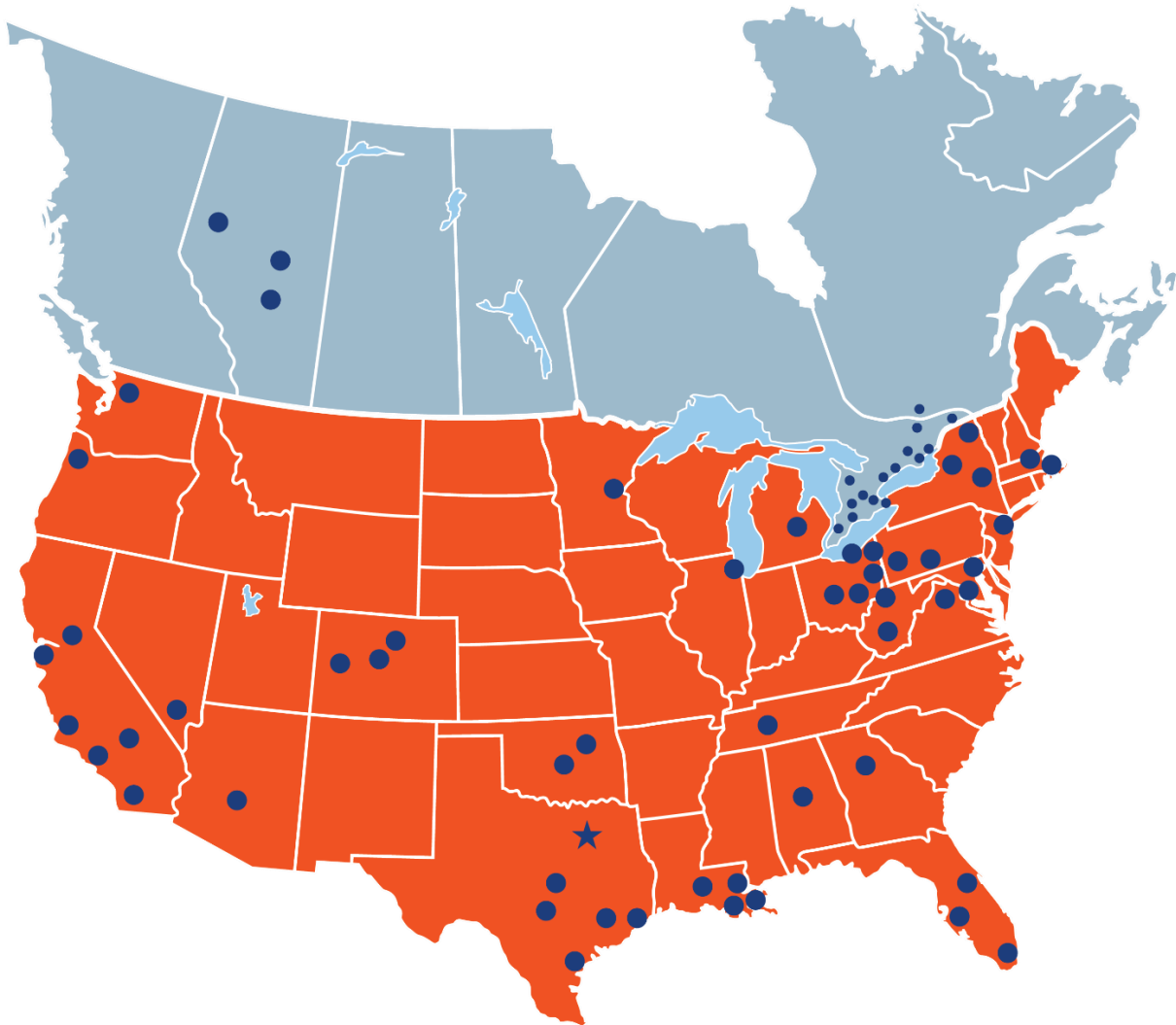
Email: don.digeronimo@bearcom.com

Phone: 800-999-3723 x12511

John Krueger, General Manager

Email: @bearcom.com

Phone: 630-475-3868 x20221



Project Pricing:

Option 1:

Quantity	Equipment	Unit Price	Total Price
117	SL300 Two-Way Radio (99-channel UHF)	\$ 434.00	\$ 50,778.00
3	SL3500E Two-Way Radio (128-channel UHF)	\$ 858.00	\$ 2,574.00
35	Motorola D-style earpiece w/ptt/mic	\$ 44.00	\$ 1,540.00
Total			\$ 54,892.00

Radios come with a battery, antenna, carry holster, and a single-unit charger

SL300 radios: 3-year warranty

SL3500E radios: 5-year warranty

*Programming is included with the purchase of new radios

Option 2:

Quantity	Equipment	Unit Price	Total Price
117	BC400D UHF radio	\$ 255.00	\$ 29,835.00
3	R5 UHF radio w/display	\$ 871.00	\$ 2,613.00
35	Motorola D-style earpiece w/ptt/mic	\$ 30.00	\$ 1,050.00
Total			\$ 33,498.00

Radios come with a battery, antenna, belt clip, and a single-unit charger.

BC400D radios: 2-year warranty

R5 radios: 5-year warranty

*Programming is included with the purchase of new radios

Warranty and Repair Plan

BearCom will manage all warranty and repair services throughout the duration of the contract. If a radio requires repair or is no longer operational, it can be sent to the address below. Once received, BearCom will handle any warranty replacements or necessary repairs promptly and efficiently.

650 W Grand Ave

Suite 313

Elmhurst, IL 60126

Standard Radio Package Includes:

- Radio unit
- Battery
- Antenna
- Belt clip or holster
- Single-unit charger

Warranty Coverage by Model:

- **SL300 Radios:** 3-year warranty
- **SL3500e Radios:** 5-year warranty
- **BC400D Radios:** 2-year warranty
- **R5 Radios:** 5-year warranty

Advanced Replacement Plan

To minimize downtime, BearCom offers an Advanced Replacement Program. Under this plan, we will maintain a pool of spare radios owned by the district and housed at our facility. When a radio is sent in for repair or reported lost, we will program one of the replacement units to match the specific school's frequencies and dispatched immediately.

This approach ensures minimal disruption in communication and keeps operations running smoothly while repairs or replacements are in progress.

Point of contacts for recurring planning meetings for duration of deployment:

William McNamara

Account Executive

William.mcnamara@bearcom.com

312-310-1193

Ross Cristao

Service Manager

Ross.cristao@bearcom.com

630-456-6484

Programming and Implementation Plan

Radio Programming

All radio programming is included with the purchase of new radios. BearCom will ensure that each device is properly configured to meet the unique communication needs of each school.

BearCom will program the three professional series radios (SL3500e or R5) with all school frequencies. These radios feature a front display and intuitive interface, allowing users to easily switch between channels for seamless communication as they move from school to school throughout the day.

On-Site Programming & System Assessment

If awarded the bid, BearCom will conduct an on-site visit to all 14 schools within the district. During this visit, our technicians will:

- Gather existing programming information and frequency data for each school's radios
- Verify channel configurations and ensure compatibility with current communication systems
- Program radios according to site-specific requirements

Repeater Inspection and Optimization

In addition to programming, BearCom will inspect the two existing repeaters on-site. As part of this process, we will:

- Retrieve and document programming information and codeplugs
- Record the make, model, and overall condition of each repeater
- Conduct basic coverage and performance testing
- Adjust power settings as needed to optimize coverage and ensure reliable communication

Billing and Payment Flexibility

To meet the billing and payment terms outlined in the bid specifications, BearCom is prepared to offer flexible leasing options. These options are designed to accommodate the district's delayed payment schedule and ensure compliance with bid requirements.

Lead Time

BearCom currently has all quoted radio models and quantities in stock.

Once programming information is collected from each of the 14 schools, we will begin configuring the radios to meet each site's specific requirements. From the time a purchase order (PO) is issued, the estimated delivery and deployment timeline is approximately 2 weeks.



Official Bid Submittal Form - Attachment A

Rock Island-Milan School District #41

Bid Title: Two-Way Radios
Bid Opening Date and Time: August 21, 2025 @ 4:30 PM

Bid Summary

By submitting this bid, the vendor certifies that all specifications, equipment, services, and conditions outlined in the bid documents are met. Any deviations from these specifications must be clearly identified below.

Total Bid Price for 120 Two-Way Radios

(Includes equipment, repair plan, programming, shipping, and accessories)

\$ 54,842.00

Bid Conditions Checklist

Please check each item below to confirm compliance. If any requirement cannot be met, please explain in the section provided.

- The bid price above is firm for the entire contract period (July 1, 2025 – June 30, 2026)
- Attachment A (Official Bid Submittal Form) is completed and included
- Debarment Certification is completed and included
- Any marketing materials, service plans, or additional documentation are included

If any of the above conditions are not met, provide explanation here:

Bid Discrepancies:

* Total Bid price for Option 1 (pricing for original bid package specifications
* See option 2

Rock Island-Milan School District #41
2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10291 | 309-793-5905 fax
charles.butler@rimsd41.org
www.rimsd41.org



Official Bid Submittal Form - Attachment A

Rock Island-Milan School District #41

Bid Title: Two-Way Radios

Bid Opening Date and Time: August 21, 2025 @ 4:30 PM

Bid Summary

By submitting this bid, the vendor certifies that all specifications, equipment, services, and conditions outlined in the bid documents are met. Any deviations from these specifications must be clearly identified below.

Total Bid Price for 120 Two-Way Radios

(Includes equipment, repair plan, programming, shipping, and accessories)

\$ 33,498.00

Bid Conditions Checklist

Please check each item below to confirm compliance. If any requirement cannot be met, please explain in the section provided.

- The bid price above is firm for the entire contract period (July 1, 2025 - June 30, 2026)
- Attachment A (Official Bid Submittal Form) is completed and included
- Debarment Certification is completed and included
- Any marketing materials, service plans, or additional documentation are included

If any of the above conditions are not met, provide explanation here:

Bid Discrepancies:

* Total bid price for option 2 (BC400D + RS radios)
- pricing for original bid package included
- Option 2 discussed during meeting at District office.

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10291 | 309-793-5905 fax
charles.butler@rimisd41.org
www.rimisd41.org



Acknowledgment of Addenda

I hereby acknowledge receipt of the following addenda (if any):

Addenda Numbers: W/A
(If none, write "N/A")

Authorization and Signature

I am authorized to submit this bid and agree to all terms, conditions, and specifications contained in the bid documents.

Authorized Signature: John Kevecer

Printed Name: JOHN KEVECER

Title: GENERAL MANAGER

Company Name: Bear Com

Company Address: 650 W Grand Ave. Suite #313
Elmhurst, IL 60126

Telephone: 312-310-1193

Fax (if applicable): _____

Rock Island-Milan School District #41
2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10291 | 309-793-5905 fax
charles.butler@rimsd41.org
www.rimsd41.org



MOTOTRBO™ SL300 PORTABLE RADIO

PORTABILITY AND SIMPLICITY REDEFINED



The MOTOTRBO™ SL300 provides reliable push-to-talk communication for the mobile, everyday user in an ultra-slim and rugged profile. Whether you're coordinating a school event or working in the field, the SL300 is boldly designed to keep you efficiently connected.

The latest technology works to make operation of the SL300 simple and straightforward. Ergonomic design allows one-handed radio operation, and a versatile accessory portfolio gives you the freedom to focus on the job at hand.

The SL300 is compatible with the MOTOTRBO features you'll find are business-essential, for example a transmission can be interrupted to prioritize critical communications. Additionally, the SL300 utilizes digital and analog radio technology concurrently to fit seamlessly into your existing communication system.

ULTRA-SLIM PROFILE

Measuring under an inch thick, the SL300 is ultra-portable. A stubby antenna, curved edges and rugged frame make the SL300 the perfect work partner. It can be easily carried in pockets and purses without snagging or bulging.

SIMPLE OPERATION

SL300 has been designed for easy, intuitive use. The Active View display uses a matrix of LEDs behind the radio housing to communicate radio information. The side volume control, dedicated power button, prominent push-to-talk button, and top toggle channel switch have all been designed for quick one-hand access. Channel "fast toggle" allows users to scroll through 10 channels at a time.

ADVANCED TECHNOLOGY

The SL300 is outfitted with the latest technology for performance and ease of use. The SL300 features Range Max: an advanced technology which delivers enhanced communication capability with a slim profile and long battery life. The SL300 3W digital radio with Range Max delivers communication performance equivalent to most 4W digital radios.

RUGGED AND RELIABLE

The SL300 is built to last. IP54 rated for dust and water resistance, it can be used even in harsh environments. This radio can survive many drops and tumbles. It has also been proven tough in Motorola's grueling Accelerated Life Test, where the radio is tested against a simulated 5 years of hard service before it is accepted.

GENERAL SPECIFICATIONS

	VHF		UHF BAND 1	
	PLAIN	DISPLAY	PLAIN	DISPLAY
Channel Capacity	2	99	2	99
Typical RF Output				
Low Power Output	1W } with Range Max technology 2W } 3W } 3W digital radio with Range Max technology provides communication performance equivalent to most 4W digital radios			
High Power Output				
Frequency	136-174 MHz		403-470 MHz	
Dimensions (H x W x L)	4.95 X 2.17 x 0.87 in (125.7 X 55.0 X 22.0 mm)			
Weight with Battery	5.98 oz (168.9 g)		5.84 oz (165.6 g)	
Power Supply	3.7V (Nominal)			
Battery Life ¹ (Li-Ion (2300mAh) Battery)				
Analog (hours)	12.5	11.8	12.5	11.8
Digital (hours)	15	14	15	14
FCC Description	A2489FT3835		A2489FT4922	
IC Description	109U-89FT3835		109U-89FT4922	



RECEIVER

	VHF	UHF BAND 1
Frequency	136-174 MHz	403-470 MHz
Channel Spacing	12.5 kHz / 25 kHz ²	
Frequency Stability (-30°C, +60°C, +25°C Ref)	± 1.5 ppm	
Analog Sensitivity (12 dB SINAD)	0.3 uV 0.22 uV (typical)	
Digital Sensitivity (5% BER)	0.25 uV 0.19 uV (typical)	
Intermodulation (TIA803D)	70dB	
Adjacent Channel Selectivity (TIA803D)	45 dB @ 12.5 kHz 70 dB @ 25 kHz ²	
Spurious Rejection (TIA803D)	70 dB	
Rated Audio	0.5 W (Internal)	
Audio Distortion @ Rated Audio	5% (3% typical)	
Hum and Noise	-40 dB @ 12.5 kHz -45 dB @ 25 kHz ²	
Audio Response	TIA803D	
Conducted Spurious Emissions (TIA803D)	-57 dBm	

¹ Average battery life at 5/5/90 duty cycle, transmitter in high power. Actual battery runtime observed may vary.
² 25 kHz operation is not available in the U.S.

Specifications subject to change without notice. All specifications shown are typical.

Actual field communication performance will vary, depending on factors such as terrain, weather conditions, electromagnetic interference and obstructions.



TRANSMITTER		VHF	UHF BAND 1
Frequency		136-174 MHz	403-470 MHz
Channel Spacing		12.5 kHz / 25 kHz ¹	
Frequency Stability (-30°C, +60°C, +25°C Ref)		± 1.5 ppm	
Low Power Output	Analog Digital	1W 2W 3W } with Range Max technology	
High Power Output		3W digital radio with Range Max technology provides communication performance equivalent to most 4W digital radios.	
Modulation Limiting		± 2.5 kHz @ 12.5 kHz ± 5.0 kHz @ 25 kHz ¹	
FM Hum and Noise		-40 dB @ 12.5 kHz -45 dB @ 25 kHz ¹	
Conducted / Radiated Emission		-36 dBm < 1 GHz -30 dBm > 1 GHz	
Adjacent Channel Power		60 dB @ 12.5 kHz 70 dB @ 25 kHz ¹	
Audio Response		TIA6030	
Audio Distortion		3% (typical)	
4FSK Digital Modulation		12.5kHz Data: 7K80F1D & 7K80FXD 12.5kHz Voice: 7K80F1E & 7K80FXE Combination of 12.5kHz Voice and Data: 7K80F1W	
Digital Vocoder Type		AMBE +2™	
Digital Protocol		ETSI TS 102 361-1, -2, -3	



	810C		810D		810E		810F		810G	
	Methods	Procedures	Methods	Procedures	Methods	Procedures	Methods	Procedures	Methods	Procedures
Low Pressure	500.1	I	500.2	II	500.3	II	500.4	II	500.5	II
High Temperature	501.1	I, II	501.2	I/A1, II/A1	501.3	I/A1, II/A1	501.4	I/Hot, II/Hot	501.5	I/A1, II/A1
Low Temperature	502.1	I	502.2	I/C3, II/C1	502.3	I/C3, II/C1	502.4	I/C3, II/C1	502.5	I/C3, II/C1
Temperature Shock	503.1	I	503.2	A1/C3	503.3	A1/C3	503.4	I	503.5	I-C
Solar Radiation	505.1	II	505.2	I/Hot-Dry	505.3	I/Hot-Dry	505.4	I/Hot-Dry	505.5	I/A1
Rain	506.1	I, II	506.2	I, II	506.3	I, II	506.4	I, III	506.5	I, III
Humidity	507.1	II	507.2	II/Hot-Humid	507.3	II/Hot-Humid	507.4	-	507.5	II - Aggravated
Salt fog	509.1	I	509.2	I	509.3	I	509.4	-	509.5	-
Dust	510.1	I	510.2	I	510.3	I	510.4	I	510.5	I
Sand	-	-	510.2	II	510.3	II	510.4	II	510.5	II
Vibration	514.2	VIII/CatF/ CurveW, XI	514.3	I/Cat10, II/Cat3	514.4	I/Cat10, II/Cat3	514.5	I/Cat24, II/Cat5	514.6	I/Cat24, II/Cat5
Shock	516.2	I, II	516.3	I, IV	516.4	I, IV	516.5	I, IV	516.6	I, IV, V, VI

ENVIRONMENTAL SPECIFICATIONS

Operating Temperature ²	-30°C / +60°C
Storage Temperature	-40°C / +85°C
Thermal Shock	Per MIL-STD
Humidity	Per MIL-STD
ESD	IEC 61000-4-2 Level 3
Dust and Water Intrusion	IEC60529 - IP54
Packaging Test	MIL-STD 810D and E

¹ 25 kHz operation is not available in the U.S.

² Radio only. Operating temperature specification for a Li-Ion battery is -10°C to +60°C.

Specifications subject to change without notice. All specifications shown are typical. Actual field communication performance will vary, depending on factors such as terrain, weather conditions, electromagnetic interference and obstructions

MOTOTRBO SL300 SERIES ACCESSORIES



CARRY ACCESSORIES

Our versatile portfolio includes a flexible hand strap, rotating heavy duty belt clip, and swivel carry holster. A nylon wrist strap also can be attached at the top of the radio.

PART #	DESCRIPTION
PMLN6074	Nylon Wrist Strap
PMLN7076	Flexible Quick Release Hand Strap
PMLN7128	Heavy-Duty Swivel Belt Clip
PMLN7190	Carry Holder/Holster with Swivel Belt Clip



ANTENNAS

Outfit your SL300 with high efficiency stubby antennas. Colored antenna ID bands are available for easy customization.

PART #	DESCRIPTION
PMAE4093	UHF Stubby Antenna for the 403-425MHz range (4.5cm)
PMAE4094	UHF Stubby Antenna for the 420-445MHz range (4.5cm)
PMAE4095	UHF Stubby Antenna for the 435-470MHz range (4.5cm)
PMAD4144	VHF Stubby Antenna for the 136-144MHz range (5cm)
PMAD4145	VHF Stubby Antenna for the 144-156MHz range (5cm)
PMAD4146	VHF Stubby Antenna for the 156-174MHz range (5cm)
32012144001	Antenna ID Band (Gray, Pack of 10)
32012144002	Antenna ID Band (Yellow, Pack of 10)
32012144003	Antenna ID Band (Green, Pack of 10)
32012144004	Antenna ID Band (Blue, Pack of 10)
32012144005	Antenna ID Band (Purple, Pack of 10)



AUDIO ACCESSORIES

MOTOTRBO audio accessories for SL300 are designed for lasting comfort and improved device performance. In-line microphones and prominent push-to-talk features provide easy hands-free communication.

PART #	DESCRIPTION
PMLN7189	Swivel Earpiece with in-line microphone and push-to-talk
PMLN7156	Mag One Earbud with in-line microphone and push-to-talk
PMLN7157	2-Wire Surveillance Kit with translucent tube, black
PMLN7158	1-Wire Surveillance Kit with in-line microphone and push-to-talk, black
PMLN7159	Adjustable D-style earpiece with in-line microphone and push-to-talk, black Available Q1 2015
RLN6242	Low Noise Kit with translucent tube and 1 clear rubber eartip
5080394F72	Replacement Foam Plugs for RLN6242. Noise Reduction = 24dB. Pack of 50 pairs.
RLN6262	Replacement standard clear rubber ear tip for RLN6242. Pack of 50



BATTERIES, CHARGERS AND CABLES

Keep your radios functioning at all times with these essentials. Charge your Lithium Ion batteries in MOTOTRBO single or multi-unit charging docks.

PART #	DESCRIPTION
PMNN4468	Li-Ion 2300 mAh battery
PMLN7074	Replacement Battery Cover
25009298001	Micro-USB Single-Unit Rapid Rate 5V/1A, Plug-In Power Supply, 5W, 100V-240V (US plug)
PMLN7101	Six-Pocket Multi-Unit Rapid Rate Charger, 90V-264V (US plug)
PMLN7109	Single-Unit Rapid Rate Charger 5V/1A, 5W, 100V-240V (US Plug)
CB000262A01	Micro USB Programming Cable

For more information, go to www.motorolasolutions.com/sl300

Motorola Solutions, Inc. 500 West Monroe Street, Chicago, IL 60661 U.S.A. motorolasolutions.com

MOTOROLA, MOTO, MOTOROLA SOLUTIONS and the Stylized M Logo are trademarks or registered trademarks of Motorola Trademark Holdings, LLC and are used under license. All other trademarks are the property of their respective owners. © 2018 Motorola Solutions, Inc. All rights reserved. 12-2018

MOTOTRBO
DIGITAL REMASTERED.



SL3500E:

MOTOTRBO™ SL3500e

**INSTANT COMMUNICATION,
PROFESSIONAL STYLE**



GENERAL SPECIFICATIONS

Model Number	SL3500e	
Band	VHF	UHF
Frequency	136-174 MHz	403-470 MHz
High Power Output ¹ (Digital)	3 W	
High Power Output (Analog)	2 W	
Low Power Output	0.5, 1W	
Channel Spacing	12.5, 25*kHz	
Channel Capacity	128	
Dimensions (H x W x D), Radio + Standard Battery	125.7 x 55.0 x 22.7 mm	
Weight, Radio + Standard Battery	190g	
FCC Description	AZ489FT7107	AZ489FT7106
IC Description	109U-89FT7107	109U-89FT7106
Digital / Analog Battery Life ² (Li-Ion (2300mAh) Battery)	13.5 / 11 hrs	
Power Supply (Nominal)	3.7 V	

¹ 25kHz not available in U.S.A.

TRANSMITTER SPECIFICATIONS

	12.5 kHz Data: 7K60F1D and 7K60FXD
4FSK Digital Modulation	12.5 kHz Voice: 7K60F1E and 7K60FXE
	Combination of 12.5 kHz Voice and Data: 7K60F1W
Digital Protocol	ETSI TS 102 361-1, -2, -3
Conducted/Radiated Emissions (TIA603D)	-36 dBm < 1GHz, -30 dBm > 1GHz
Adjacent Channel Power	60dB (12.5 kHz channel), 70dB (25 kHz channel)
Frequency Stability	± 1.5 ppm

ADDITIONAL FEATURES

- Transmit Interrupt
- Unified Call List
- Enhanced Privacy
- Fixed Privacy Key Decryption
- Ignore Clear Signal
- Bluetooth Audio
- Emergency Search Tone
- Covert Mode
- Intelligent Audio
- Mute Mode
- Noise Suppressor
- Notification List
- Radio Service Menu
- Quick Text Messaging
- User-Selectable Audio Profiles

RECEIVER SPECIFICATIONS

Analog Sensitivity (12dB SINAD)	0.3 uV, 0.22uV (typical)
Digital Sensitivity (5% BER)	0.25 uV, 0.19uV (typical)
Intermodulation (TIA603D)	70 dB
Adjacent Channel Selectivity, (TIA603A)-1-tone	60 dB (12.5 kHz channel), 70 dB (25 kHz channel)
Adjacent Channel Selectivity, (TIA603D)-2-tone	45 dB (12.5 kHz channel), 70 dB (25 kHz channel)
Spurious Rejection (TIA603D)	70 dB

AUDIO SPECIFICATIONS	
Digital Vocoder Type	AMBE+2™
Audio Response	TIA603D
Rated Audio	0.5 W
Audio Distortion at Rated Audio	5% (3% typical)
Hum and Noise	-40 dB (12.5 kHz channel) -45 dB (25 kHz channel)
Conducted Spurious Emissions (TIA603D)	-57 dBm

BLUETOOTH SPECIFICATIONS	
Version	4
Range	Class 2, 33 ft (10 m)
Supported Profiles	Bluetooth Headset Profile (HSP), Serial Port Profile (SPP), Motorola fast push-to-talk.
Simultaneous Connections	1 x audio accessory and 1 x data device
Permanent Discoverable Mode	Optional

ENVIRONMENTAL SPECIFICATIONS	
Operating Temperature ¹	-22 F to 140 F (-30 C to +60 C)
Storage Temperature	-40 F to 185 F (-40 C to +85 C)
Electrostatic Discharge	IEC 61000-4-2 Level 3
Dust and Water Intrusion	IEC 60529 - IP54
Packaging Test	MIL-STD 810D and E

WiFi SPECIFICATIONS	
Standards Supported	IEEE 802.11b, 802.11g, 802.11n
Security Protocol Supported	WPA, WPA-2, WEP
Maximum Number of SSIDs	128

Applicable MIL-STD	810C		810D		810E		810F		810G	
	Methods	Procedures	Methods	Procedures	Methods	Procedures	Methods	Procedures	Methods	Procedures
Low Pressure	500.1	I	500.2	II	500.3	II	500.4	II	500.5	II
High Temperature	501.1	I, II	501.2	I/A1, II/A1	501.3	I/A1, II/A1	501.4	I/Hot, II/Hot	501.5	I/A1, II/A1
Low Temperature	502.1	I	502.2	I/C3, II/C1	502.3	I/C3, II/C1	502.4	I/C3, II/C1	502.5	I/C3, II/C1
Temperature Shock	503.1	I	503.2	A1/C3	503.3	A1/C3	503.4	I	503.5	I-C
Solar Radiation	505.1	II	505.2	I/Hot-Dry	505.3	I/Hot-Dry	505.4	I/Hot-Dry	505.5	I/A1
Rain	506.1	I, II	506.2	I, II	506.3	I, II	506.4	I, III	506.5	I, III
Humidity	507.1	II	507.2	II/Hot-Humid	507.3	II/Hot-Humid	507.4	-	507.5	II - Aggravated
Salt fog	509.1	I	509.2	I	509.3	I	509.4	-	509.5	-
Dust	510.1	I	510.2	I	510.3	I	510.4	I	510.5	I
Sand	-	-	510.2	II	510.3	II	510.4	II	510.5	II
Vibration	514.2	VIII/CatF/ CurveW, XI	514.3	I/Cat10, II/Cat3	514.4	I/Cat10, II/Cat3	514.5	I/Cat24, II/Cat5	514.6	I/Cat24, II/Cat5
Shock	516.2	I, II	516.3	I, IV	516.4	I, IV	516.5	I, IV	516.6	I, IV, V, VI

1: Radio frequency > 470MHz, only 2W for Digital.
 2: Typical battery life, 5/5/90 profile at maximum transmitter power with Bluetooth and Wi-Fi disabled. Actual observed runtimes may vary.
 3: Radio only. Operating temperature specification for a Li-Ion battery is -10 C to +80 C. Specifications subject to change without notice.
 All specifications shown are typical values.

For more information, please visit us on the web at: www.motorolasolutions.com/MOTOTRBO

Motorola Solutions, Inc. 500 West Monroe Street, Chicago, IL 60661 U.S.A. motorolasolutions.com

MOTOROLA, MOTO, MOTOROLA SOLUTIONS and the Stylized M Logo are trademarks or registered trademarks of Motorola Trademark Holdings, LLC and are used under license. All other trademarks are the property of their respective owners. © 2018 Motorola Solutions, Inc. All rights reserved. 03-2018

BC400D:

BEARCOM**2-YEAR
WARRANTY**

BC400D PORTABLE TWO-WAY RADIO

Built for the fast-paced
world of business

The BC400D is a versatile and high-performing device for your business workforce. Whether managing a retail store, coordinating events or overseeing campus activity, the BC400D connects your team with static-free, reliable communication—in a world where every second counts.



TAKE CONTROL

A radio this versatile should be able to keep up. With 23 hours of talk time, your radio should last an entire shift and then some. But just in case, the USB-C port also lets you charge your radio with an ordinary USB charger.



LISTEN UP

The BC400D is the loudest radio in the Mag One family. Noise cancellation means clear audio, even in a noisy environment.



STAY SAFE

With features like a dedicated emergency button, Lone Worker and remote monitoring, the BC400D helps protect you and your staff.



MOTOROLA SOLUTIONS
PLATINUM CHANNEL PARTNER



MOTOROLA SOLUTIONS
SERVICE ELITE SPECIALIST

BEARCOM.COM • ALWAYS ON



READY TO WORK

A connected workforce makes for smooth operations; with improved range performance, your team enjoys clear communication across a wide expanse. And at IP55, the BC400D can handle the wear and tear of a high-energy workday.

PRODUCT FEATURES

GENERAL

- 2-Year Manufacturer's Warranty
- Analog and digital
- DMR standards compliant¹
- 64 channels
- USB-C (charging and programming)
- 3 programmable buttons
- Voice announcements
- Custom channel announcements
- Dual priority scan
- Nuisance channel delete
- Voice operation transmission (VOX)
- IP55 dust and water ingress protection
- Rugged to MIL-STD 810

AUDIO

- Enhanced audio power
- Noise cancellation

SAFETY

- Emergency alert¹
- Lone worker¹
- Remote monitor
- Radio disable/enable

SYSTEM

- Dual-capacity direct mode¹

ANALOG FEATURES

- Analog scrambling

MOTOROLA SOLUTIONS
PLATINUM CHANNEL PARTNER

MOTOROLA SOLUTIONS
SERVICE ELITE SPECIALIST

¹Digital feature

BEARCOM.COM • ALWAYS ON

PRODUCT FEATURES

GENERAL SPECIFICATIONS		
BAND	UHF	VHF
FREQUENCY	400 - 470 MHz	136 - 174 MHz
Typical RF output		
High power	4 W	5 W
Medium power	2.5 W	
Low power	1 W	
Channel capacity	64 channels	
Channel spacing	12.5/25.0 kHz ¹	
Dimension ² (HxWxD) with battery	4.8x2.1x 1.2 inches (122x54x0 mm)	
Weight with battery, antenna, belt clip	10.6 oz (300 g)	
Battery life ³ (analog/digital)	16 hours/23 hours	
Power supply (Nominal)	7.2 V	

TRANSMITTER SPECIFICATIONS	
4FSK digital modulation	12.5 kHz Data: 7K60F1D and 7K60FXD 12.5 kHz Voice: 7K60F1E and 7K60FXE Combination: 7K60F1W
Digital protocol	ETSI TS 102 361-1, -2, -3
Conducted / radiated spurious emissions (TIA603E)	< -36 dBm for < 1 GHz; < -30 dBm for > 1 GHz
Adjacent channel power	> 60 dB @ 12.5 kHz / >70 dB @ 25 kHz
Frequency stability	± 1.5 ppm
Modulation limiting	± 2.5 kHz @ 12.5 kHz / ± 5.0 kHz @ 25 kHz

RECEIVER SPECIFICATIONS	
Analog sensitivity (12dB SINAD)	0.18 µV (typical)
Digital sensitivity (5% BER)	0.18 µV (typical)
Conducted/radiated spurious emissions (TIA603E)	< -57 dBm for < 1 GHz; < -47 dBm for > 1 GHz
Intermodulation (TIA603E)	> 65 dB
Adjacent channel selectivity (TIA603A)-1T	> 60 dB @ 12.5 kHz / > 70 dB @ 25 kHz
Spurious Rejection (TIA603D)	> 70 dB
Frequency stability	± 1.5 ppm

AUDIO SPECIFICATIONS	
Digital vocoder type	AMBE+2
Audio output power (Rated/Max)	1 W / 3 W
Audio distortion at rated power	3% (typical)
Hum and noise	-40 dB @ 12.5 kHz -45 dB @ 25 kHz

ENVIRONMENTAL SPECIFICATIONS	
Operating temperature ⁴	-22°F to 140°F (-30°C to +60°C)
Storage temperature	-40°F to 185°F (-40 °C to 85 °C)
Temperature shock	Per MIL-STD 810C, D, E, F, G, H
Humidity	Per MIL-STD 810C, D, E, F, G, H
Electrostatic discharge	IEC 61000-4-2 Level 4
Dust and water intrusion	IEC60529 IP55
Salt fog	Per MIL-STD 810C, D, E, F, G, H

¹ 25 kHz channels not available in USA

² Dimensions at grip area

³ Typical battery life, 5/5/90 profile at maximum transmitter power. Actual observed runtimes may vary.

⁴ Temperature listed are for radio specification.

Li-Ion battery discharge: -4°F to 140°F (-20°C to +60°C).



MILITARY STANDARDS (MIL-STD 810)

	MIL-STD 810C		MIL-STD 810D		MIL-STD 810E		MIL-STD 810F		MIL-STD 810G		MIL-STD 810H	
	METHOD	PROCEDURE	METHOD	PROCEDURE	METHOD	PROCEDURE	METHOD	PROCEDURE	METHOD	PROCEDURE	METHOD	PROCEDURE
Low Pressure	500.1	I	500.2	II	500.3	II	500.4	II	500.6	II	500.6	II
High Temperature	501.1	I, II	501.2	I/A1, II/A1	501.3	I/A1, II/A1	501.4	I/HOT, II/HOT	501.5	I/A1, II/A2	501.7	I/A1, II/A1
Low Temperature	502.1	I	502.2	I, II	502.3	I, II	502.4	I, II	502.5	I, II	502.7	I, II
Temperature Shock	503.1	I	503.2	A1/C3	503.3	A1/C3	503.4	I	503.5	I/C	503.7	I/C
Solar Radiation	505.1	II	505.2	I/A1	505.3	I/A1	505.4	I/A1	505.5	I/A1	505.7	I/A1
Rain	506.1	I, II	506.2	I, II	506.3	I, II	506.4	I, III	506.5	I, III	506.6	I, III
Humidity	507.1	II	507.2	II	507.3	II	507.4	—	507.5	II/Aggravated	507.6	II/Aggravated
Salt Fog	509.1	I	509.2	I	509.3	I	509.4	—	509.5	—	509.7	—
Blowing Dust & Sand	510.1	I/-	510.2	I, II	510.3	I, II	510.4	I, II	510.6	I, II	510.7	I, II
Vibration	514.2	VIII/F, W	514.3	I/10, II/3	514.4	I/10, II/3	514.5	I/24, II/5	514.6	I/24, II/5	514.8	I/24, II/5
Shock	516.2	I, II	516.3	I, IV	516.4	I, IV	516.5	I, IV	516.7	I, IV	516.8	I, IV
Contamination by Fluids									504.2	II	504.3	2.2.6 b



MOTOROLA SOLUTIONS
PLATINUM CHANNEL PARTNER



MOTOROLA SOLUTIONS
SERVICE ELITE SPECIALIST

R5:

Data Sheet

MOTOTRBO™ R5 portable two-way radios

MOTOTRBO R5 connects teams, helping boost efficiency and safety with loud, clear audio that cuts through background noise, plus intuitive status indications and controls so workers can focus on their tasks, all in a tough, compact device that's built to last.



Key features

- VHF and UHF
- Wi-Fi 2.4/5.0 GHz
- WPA3 Wi-Fi security protocol compliant
- Bluetooth 5.2
- Digital and analog signaling
- 1.5" 132 x 48 px display¹
- Modern, intuitive user experience
- Wide suite of accessories
- Sleek and ergonomic form factor
- Automatic acoustic feedback suppression
- SINC+ Noise Suppression
- AI-trained Noise Suppression
- Intelligent Audio
- IMPRES™ audio and energy technology
- Programmable loudness up to 106 phons
- Wideband speaker
- Simple audio configuration
- Up to 32 hours battery life²
- IP67 dust-tight and waterproof
- Intrinsically safe option (UL TIA4950 / CSA C22.2)
- Robust side accessory connector
- Rugged to MIL-STD 810H
- 5 years of hardware repair and software updates with optional add-ons for enhanced cover



Specifications

GENERAL SPECIFICATIONS				
	R5 LIMITED KEYPAD MODEL (LKP)		R5 NON-KEYPAD MODEL (NKP)	
Band	VHF	UHF	VHF	UHF
Frequency	136-174 MHz	400 - 512 MHz	136-174 MHz	400 - 512 MHz
High Power Output	5 W	4 W	5 W	4 W
Low Power Output	1 W			
Channel Spacing	12.5, 25 kHz			
Channel Capacity	256		64	
Zone Capacity	50		4	
Display	132 x 48 px 1.5" monochrome display		n/a	
FCC Description	AZ489FT7181	AZ489FT7182	AZ489FT7181	AZ489FT7182
IC Description	109U-89FT7181	109U-89FT7182	109U-89FT7181	109U-89FT7182
Power Supply (Nominal)	7.5 V			
MOTOTRBO R5 WITH SLIM IMPRES LI-ION IP67 2200 MAH BATTERY (PMNN4888)				
Dimensions (h x w x d)	122 x 56 x 35 mm (4.82 x 2.2 x 1.37 inches)			
Weight	285 g		269 g	
Battery life ² (digital/analog)	21.5 / 16 hours	20 / 15.5 hours	21.5 / 16 hours	20 / 15.5 hours
Operating temperature	-20 °C to 60 °C (-4 °F to 140 °F)			
MOTOTRBO R5 WITH IMPRES LI-ION IP67 3200 MAH BATTERY (PMNN4889)				
Dimensions (h x w x d)	122 x 56 x 41 mm (4.82 x 2.2 x 1.6 inches)			
Weight	318 g		301 g	
Battery life ² (digital/analog)	32 / 24 hours	30 / 23 hours	32 / 24 hours	30 / 23 hours
Operating temperature	-20 °C to 60 °C (-4 °F to 140 °F)			
MOTOTRBO R5 WITH IMPRES LI-ION IP67 TIA4950 3200 MAH BATTERY (PMNN4890)				
Dimensions (h x w x d)	122 x 56 x 41 mm (4.82 x 2.2 x 1.6 inches)			
Weight	332 g		315 g	
Battery life ² (digital/analog)	32 / 24 hours	30 / 23 hours	32 / 24 hours	30 / 23 hours
Operating temperature	-20 °C to 60 °C (-4 °F to 140 °F)			



Specifications

TRANSMITTER SPECIFICATIONS

4FSK Digital Modulation	12.5 kHz Data: 7K60F1D and 7K60FXD, 12.5 kHz Voice: 7K60F1E and 7K60FXE Combination of 12.5 kHz Voice and Data: 7K60F1W
Digital Protocol	ETSI TS 102 361-1, -2, -3 DMR Tier II
Conducted/Radiated Emissions (TIA603E)	-36 dBm, <1GHz, -30 dBm > 1GHz
Adjacent Channel Power	60 dB @ 12.5 kHz 70 dB @ 25 kHz
Frequency Stability	±0.5 ppm
Modulation Limiting	±2.5 kHz @ 12.5 kHz ±5.0 kHz @ 25 kHz

RECEIVER SPECIFICATIONS

Analog Sensitivity (12dB SINAD)	0.16 µV
Digital Sensitivity (5% BER)	0.14 µV
Intermodulation (TIA603E)	70 dB
Adjacent Channel Selectivity, (TIA603A)-1T	60 dB @ 12.5 kHz 70 dB @ 25 kHz
Adjacent Channel Selectivity, (TIA603E)-2T	45 dB @ 12.5 kHz 70 dB @ 25 kHz
Spurious Rejection (TIA603E)	70 dB
Frequency Stability	±0.5 ppm

WI-FI SPECIFICATIONS

Frequency Range	2.4 GHz, 5 GHz
Standards Supported	Wi-Fi 5 / IEEE 802.11a/b/g/n/ac
Security Protocol Supported	WPA3, WPA2
Maximum Number of SSIDs	128 (64 for NKP Models)

SERVICE COVERAGE

Included: Hardware repair, technical support and software updates (5 years)
Optional: Accidental damage hardware repair (5 years)

BLUETOOTH SPECIFICATIONS

Version	5.2
Range	Class 2, 10 m (33 ft)
Supported Profiles	Bluetooth Headset Profile (HSP), Serial Port Profile (SPP), Personal Area Network (PAN), Generic Attributes (GATT), In-door location (Bluetooth LE Passive Scanning)
Simultaneous Connections	1 audio accessory and up to 4 data devices

AUDIO SPECIFICATIONS

Digital Vocoder Type	AMBE+2™
Hum and Noise	-40 dB @ 12.5 kHz -45 dB @ 25 kHz
Audio Response (TIA603E)	+1, -3 dB
Audio Output Power (Rated/Max)	1 W / 3 W
Audio Distortion at Rated Audio	≤3%
Maximum Speech Loudness, Default (ISO532B)	101 phn @ 30 cm
Maximum Programmable Speech Loudness (Digital) (User Selectable Audio Profile Level 3)	106 phn @ 30 cm

ENVIRONMENTAL SPECIFICATIONS

Operating Temperature ³	-30 °C to 60 °C (-22 °F to 140 °F)
Storage Temperature	-40 °C to 85 °C (-40 °F to 185 °F)
Thermal Shock	Per MIL-STD
Humidity	Per MIL-STD
Electrostatic Discharge	IEC 61000-4-2 Level 4
Dust and Water Intrusion	IP67
Salt Fog	5% NaCl for 8 hrs at 35 °C, 16 hrs standing
Packaging Test	MIL-STD 810D and E

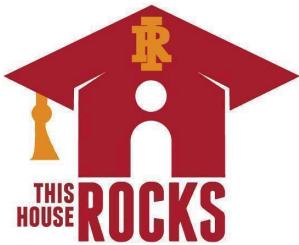
HAZLOC CERTIFICATION

ANSI/TIA4950 and CAN/CSA C22.2 No. 157-92 as intrinsically safe for use in Class I, II, III, Division 1, Groups C, D, E, F, G, Division 2, Groups A, B, C, D when properly equipped with Motorola UL-Approved battery

MILITARY STANDARDS (MIL-STD 810)

	MIL-STD 810C		MIL-STD 810D		MIL-STD 810E		MIL-STD 810F		MIL-STD 810G		MIL-STD 810H	
	METHOD	PROCEDURE	METHOD	PROCEDURE	METHOD	PROCEDURE	METHOD	PROCEDURE	METHOD	PROCEDURE	METHOD	PROCEDURE
Low Pressure	500.1	I	500.2	II	500.3	II	500.4	II	500.6	II	500.6	II
High Temp	501.1	I, II	501.2	I/A1, II/A1	501.3	I/A1, II/A1	501.4	I/Hot, II/Hot	501.6	I/A1, II/A1	501.7	I/A1, II/A1
Low Temp	502.1	I	502.2	I, II	502.3	I, II	502.4	I, II	502.6	I, II	502.7	I, II
Temp Shock	503.1	I	503.2	A1/C3	503.3	A1/C3	503.4	I	503.6	I-C	503.7	1-C
Solar Radiation	505.1	II	505.2	I/A1	505.3	I/A1	505.4	I/A1	505.6	I/A1	505.7	I/A1
Rain	506.1	I, II	506.2	I, II	506.3	I, II	506.4	I, III	506.6	I, III	506.6	I, III
Humidity	507.1	II	507.2	II	507.3	II	507.4	-	507.6	II/Aggravated	507.6	II/Aggravated
Salt Fog	509.1	I	509.2	I	509.3	I	509.4	-	509.6	-	509.7	-
Blowing Dust & Sand	510.1	I / -	510.2	I, II	510.3	I, II	510.4	I, II	510.6	I, III	510.7	I, II
Vibration	514.2	VIII/CatF, XI	514.3	I/Cat10, II/Cat3	514.4	I/Cat10, II/Cat3	514.5	I/Cat24, II/Cat5	514.7	I/Cat24, II/Cat5	514.8	I/Cat24, II/Cat5
Shock	516.2	I, II	516.3	I, IV	516.4	I, IV	516.5	I, IV	516.7	I, IV	516.8	I, IV





Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Troy Bevans, IT Director
Date: September 9th, 2025
Re: CDW-G Annual Vendor Purchases

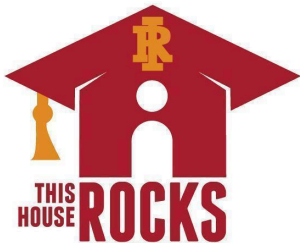
To ensure the Rock Island–Milan School District remains equipped to meet the evolving demands of modern teaching, learning, and operational efficiency, the District continues to make strategic investments in technology for both students and staff. CDW, located at 200 N. Milwaukee Avenue, Vernon Hills, IL, plays a central role in these efforts and is an approved vendor through the Omnia Partners cooperative purchasing program.

Omnia Partners contracts are competitively solicited, evaluated, and awarded by a lead public agency. This process enables participating entities like ours to access nationally negotiated pricing, reliable customer service, and expedited delivery, without the need for a separate local bidding process.

The District has utilized CDW for E-rate eligible equipment and services, Google Workspace licensing, ActivPanels, network infrastructure equipment, Adobe Creative Cloud licensing, and a variety of other technology purchases that support daily operations. In the 2024–2025 fiscal year, total expenditures with CDW were approximately \$274,000.

To support anticipated technology requirements for the current fiscal year, including student labs, e-rate equipment, and additional technology devices purchased throughout the year, it is recommended that the Rock Island–Milan Board of Education authorize purchases from CDW in an amount not to exceed \$225,000. These purchases may be funded through district, grant, or federal sources as appropriate.

Investment Period: July 1st, 2025 through June 30th 2026
Total Investment: Not to Exceed \$225,000
Funding Source: District, grant, or federal sources as appropriate.



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Troy Bevans, IT Director
Date: September 9th, 2025
Re: Dell Computer Corporation Annual Vendor Purchases

To ensure the Rock Island–Milan School District remains equipped to meet the evolving demands of modern teaching, learning, and operational efficiency, the District continues to make strategic investments in technology for both students and staff. Dell Computer Corporation plays a central role in these efforts and is an approved vendor through the Omnia Partners cooperative purchasing program.

Omnia Partners contracts are competitively solicited, evaluated, and awarded by a lead public agency. This process enables participating entities like ours to access nationally negotiated pricing, reliable customer service, and expedited delivery, without the need for a separate local bidding process.

Last fiscal year, total expenditures with Dell were approximately \$172,000, excluding the lease agreement for staff devices. To support anticipated technology requirements for the current fiscal year, including student labs and additional technology devices purchased throughout the year, it is recommended that the Rock Island–Milan Board of Education authorize purchases from Dell Computer Corporation, 1 Dell Way-RR8, Round Rock, TX 78682, in an amount not to exceed \$195,000. These purchases may be funded through district, grant, or federal sources as appropriate.

Investment Period: July 1st, 2025 through June 30th 2026

Total Investment: Not to Exceed \$195,000

Funding Source: District, Grants, and Federal Funds

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org



ACCOUNTS PAYABLE

Rock Island - Milan School District #41
2000 7TH AVE
ROCK ISLAND, IL 61201

MARCH 10, 2025 01:08:57 PM

Dear Rock Island - Milan School District #41,

Thank you for choosing Dell Financial Services for your technology leasing needs. We are enclosing the Lease and the Attachment A for your review. Once you have inspected the documents, please follow the four simple steps listed below:

- Step 1 Provide your Federal Employer Identification (FEI) Number on **Page 1 of 5** if your FEIN is not printed.
- Step 2 Sign and Date the **YOU/LESSEE** section only on **Page 2 of 5** and print your **NAME** and **TITLE**.
- Step 3 After completing steps 1 through 2, return **ALL PAGES** to your Dell representative, excluding AutoPay.
- Step 4 **(Optional)** For the ease and convenience of **AUTOPAY**, please complete the enclosed form and return it according to the instructions on the autopay form.

Thanks again for choosing Dell Financial Services. If you have any questions regarding the enclosed documentation, please feel free to contact us.

Guy Leal
800-955-3355

*******Helpful Information*******

Lease Related: Your DFS Lease Number is: **001 - 9066549-002**
Equipment Related: Your DELL Customer Number is: **3678474**

For Dell Inc. equipment support or questions call **(888) 560-8324**.

View www.Dell.com/Support for Dell order status once your Lease paperwork is complete or call (800) 879-3355



Your Dell Customer Number is: 3678474

Company No: 26

THIS LEASE AGREEMENT ("LEASE") SETS FORTH YOUR RESPONSIBILITIES AND OBLIGATIONS WITH REGARD TO YOUR LEASE OF THE PRODUCTS. IF YOU WISH TO ENTER INTO THIS LEASE ELECTRONICALLY, PLEASE FOLLOW THE INSTRUCTIONS PROVIDED. YOUR ELECTRONIC SIGNATURE WILL CONSTITUTE YOUR AGREEMENT TO DO BUSINESS AND RECEIVE ALL RELATED RECORDS ELECTRONICALLY. SAVE AND DOWNLOAD OR PRINT A COPY OF THE LEASE AND ACCOMPANYING E-MAILS AND RETAIN THEM FOR YOUR RECORDS.

THIS LEASE HAS BEEN WRITTEN IN "PLAIN ENGLISH". WHEN WE USE YOU AND YOUR IN THIS LEASE WE MEAN YOU, THE CUSTOMER WHO IS THE LESSEE INDICATED BELOW. WHEN WE USE WE, US AND OUR WE MEAN THE LESSOR, DELL FINANCIAL SERVICES L.L.C.

FULL LEGAL NAME OF LESSEE Rock Island - Milan School District #41		LEASE TERM (MONTHS) 48	ANNUAL RENT PAYMENT^ \$41,754.28 ^Subject to Applicable Tax 3 remaining @ \$41,754.28	ANNUAL PERSONAL PROPERTY MGMT FEE^ \$0.00 ^Subject to Applicable Tax	COMMENCEMENT DATE 01
DBA NAME (IF ANY)	TYPE OF BUSINESS Municipality	FINANCING TERMS Product Cost = \$169,538.00 (ANNUAL RENT PAYMENTS ARE DUE AND PAYABLE IN ADVANCE) **Shipping Charges are not included in the Annual Rental Payment, and will appear as a one time charge on your first invoice.			
BILLING ADDRESS: STREET, CITY, STATE, ZIP CODE 2000 7TH AVE ROCK ISLAND, IL 61201					
PRODUCT LOCATION SEE ATTACHMENT A		GENERAL PRODUCT DESCRIPTION/SUPPLIER SEE ATTACHMENT A			
GUARANTOR (IF ANY)		END OF LEASE PURCHASE OPTION Fair Market Value			

366005357

FEDERAL EMPLOYER IDENTIFICATION #

Step 1. If your FEI number is not pre-printed, you MUST provide it in the box above.

TERMS AND CONDITIONS OF LEASE

1. NO WARRANTIES: WE ARE LEASING THE PRODUCTS TO YOU "AS-IS". YOU ACKNOWLEDGE THAT WE DO NOT MANUFACTURE OR SUPPLY THE PRODUCTS, WE DO NOT REPRESENT THE MANUFACTURER OR SUPPLIER AND YOU HAVE SELECTED THE PRODUCTS AND THE SUPPLIER BASED ON YOUR OWN JUDGMENT. WE MAKE NO WARRANTIES OF ANY KIND, EXPRESS OR IMPLIED, INCLUDING THE MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE OF THE PRODUCT OR ANY SERVICES. PROVIDED NO EVENT OF DEFAULT HAS OCCURRED AND IS CONTINUING, WE HEREBY ASSIGN TO YOU FOR THE TERM OF THE LEASE ALL WARRANTIES MADE TO US BY SUPPLIER, MANUFACTURER, AND ANY SERVICE PROVIDER TO YOU, AND YOU AGREE THAT YOU WILL MAKE ALL CLAIMS OF ANY KIND RELATING TO THE PRODUCTS OR SERVICES AGAINST SUCH SUPPLIER, MANUFACTURER, AND/OR SERVICE PROVIDER.

2. ACCEPTANCE; ENTIRE AGREEMENT; DELIVERY; ELECTRONIC SIGNATURES AND RECORDS: BY SIGNING THIS LEASE: (a) YOU ACKNOWLEDGE THAT YOU HAVE RECEIVED, READ, UNDERSTAND AND AGREE TO ALL OF THE TERMS AND CONDITIONS (SECTIONS NUMBERED 1-19, PAGES 1-5) AND ATTACHMENT A OF THIS LEASE; (b) YOU AGREE THAT THIS LEASE IS A NET LEASE AND YOU CANNOT TERMINATE OR CANCEL AND UPON ACCEPTANCE OF THE PRODUCTS YOU HAVE AN UNCONDITIONAL OBLIGATION TO MAKE ALL PAYMENTS UNDER THIS LEASE AND YOU CANNOT WITHHOLD, SETOFF OR REDUCE SUCH PAYMENTS FOR ANY REASON; (c) YOU AGREE THAT THE PRODUCTS WILL BE USED FOR BUSINESS PURPOSES ONLY AND NOT FOR PERSONAL, FAMILY OR HOUSEHOLD PURPOSES; (d) YOU CONFIRM THAT THE PERSON SIGNING THIS LEASE FOR YOU HAS THE AUTHORITY TO DO SO; (e) YOU AGREE THAT THIS LEASE WILL BE GOVERNED BY THE LAWS OF THE STATE OF TEXAS, WITHOUT REGARD TO ITS CONFLICTS OF LAWS PRINCIPLES AND TO THE EXTENT APPLICABLE, THE ELECTRONIC SIGNATURES IN GLOBAL AND NATIONAL COMMERCE ACT AND YOU CONSENT TO THE JURISDICTION OF ANY COURT LOCATED WITHIN THAT STATE AND YOU EXPRESSLY WAIVE THE RIGHT TO A TRIAL BY JURY; (f) YOU ACKNOWLEDGE AND AGREE THAT THIS LEASE IS SUBJECT TO THE ARBITRATION PROVISIONS SET FORTH IN SECTION 16 AND YOU UNDERSTAND AND AGREE THAT IN ARBITRATION: YOU GIVE UP RIGHTS TO SEEK REMEDIES IN COURT, INCLUDING THE

LEASE NO: 001 - 9066549 - 002

RIGHT TO A JURY TRIAL; YOUR ABILITY TO COMPEL OTHER PARTIES TO PRODUCE DOCUMENTS OR BE EXAMINED IS MORE LIMITED THAN IN A LAWSUIT; AND, YOUR RIGHTS TO APPEAL OR CHANGE ANY ARBITRATION AWARD IN ANY COURT ARE STRICTLY LIMITED; AND (g) YOU CONFIRM THAT THE INFORMATION IN ANY CREDIT APPLICATION, STATEMENT, TRADE REFERENCE OR FINANCIAL REPORT SUBMITTED TO US IS TRUE AND CORRECT AND YOU UNDERSTAND THAT ANY MATERIAL MISREPRESENTATION SHALL CONSTITUTE A DEFAULT UNDER THE LEASE. YOU AGREE TO BE BOUND BY THIS LEASE BY SIGNING IT. SIGNING AND RETURNING THIS LEASE AGREEMENT CONSTITUTES AN OFFER BY YOU TO LEASE THE PRODUCTS DESCRIBED IN ATTACHMENT A. THE LEASE AGREEMENT IS SUBJECT TO ACCEPTANCE BY DELL FINANCIAL SERVICES. DELL FINANCIAL SERVICES MAY ACCEPT THIS LEASE AGREEMENT BY PAYING THE SUPPLIER THE COST OF THE PRODUCTS OR BY AUTHENTICATING THE LEASE AGREEMENT. IF YOU WISH TO ENTER INTO THIS LEASE ELECTRONICALLY, YOUR ELECTRONIC SIGNATURE WILL CONSTITUTE YOUR AGREEMENT TO DO BUSINESS AND RECEIVE ALL RELATED RECORDS ELECTRONICALLY. OTHERWISE, YOU MUST SIGN THIS LEASE BY COMPLETING THE SIGNATURE BOX ON A PRINTED COPY OF THE LEASE AND RETURN IT TO US EITHER BY FACSIMILE TRANSMISSION OR BY U.S. MAIL. IF YOU DELIVER THIS SIGNED LEASE TO US, AND WE DO NOT RECEIVE ALL OF THE PAGES TO THE LEASE, YOU AGREE THAT, EXCEPT FOR ANY PAGES WHICH REQUIRE YOUR SIGNATURE, WE MAY SUPPLY THE MISSING PAGES TO THE LEASE FROM OUR DATABASE WHICH CONFORMS TO THE VERSION NUMBER AT THE BOTTOM OF THE PAGE. YOU ACKNOWLEDGE THAT WE ARE RELYING ON YOUR REPRESENTATION THAT THIS LEASE HAS NOT BEEN ALTERED. YOU FURTHER AGREE THAT, NOTWITHSTANDING ANY RULE OF EVIDENCE TO THE CONTRARY, IN ANY HEARING, TRIAL OR PROCEEDING OF ANY KIND WITH RESPECT TO THIS LEASE, WE MAY PRODUCE A TANGIBLE COPY OF THE LEASE ELECTRONICALLY SIGNED OR TRANSMITTED BY YOU TO US, AND SUCH SIGNED COPY SHALL BE DEEMED TO BE THE ORIGINAL OF THIS LEASE. TO THE EXTENT (IF ANY) THAT THIS LEASE CONSTITUTES CHATTEL PAPER UNDER THE UNIFORM COMMERCIAL CODE (“UCC”), THE AUTHORITATIVE COPY OF THE LEASE SHALL BE THE COPY DESIGNATED BY US OR OUR ASSIGNEE, FROM TIME TO TIME, AS THE COPY AVAILABLE FOR ACCESS AND REVIEW BY YOU AND US OR OUR ASSIGNEE. ALL OTHER COPIES ARE DEEMED IDENTIFIED AS COPIES OF THE AUTHORITATIVE COPY. IN THE EVENT OF INADVERTENT DESTRUCTION OF THE AUTHORITATIVE COPY, OR CORRUPTION OF THE AUTHORITATIVE COPY FOR ANY REASON OR AS THE RESULT OF ANY CAUSE, THE AUTHORITATIVE COPY MAY BE RESTORED FROM A BACKUP OR ARCHIVE COPY, AND THE RESTORED COPY SHALL BECOME THE AUTHORITATIVE COPY. AT OUR OPTION, THIS ELECTRONIC RECORD MAY BE CONVERTED INTO PAPER FORM. AT SUCH TIME, SUCH PAPER COPY WILL BE DESIGNATED OR MARKED AS THE AUTHORITATIVE COPY OF THE LEASE.

NOTICE: (i) DO NOT SIGN THIS LEASE IF IT CONTAINS BLANK SPACES. (ii) YOU ARE ENTITLED TO AN EXACT, COMPLETELY FILLED-IN COPY OF THE LEASE WHEN YOU SIGN IT. (iii) UNDER THE LAW, YOU MAY HAVE THE FOLLOWING RIGHTS, AMONG OTHERS: (A) TO PAY OFF IN ADVANCE THE FULL AMOUNT DUE AND OBTAIN A PARTIAL REFUND OF ANY UNEARNED FINANCE CHARGE; (B) TO REDEEM THE PRODUCTS IF REPOSSESSED FOR A DEFAULT; AND (C) TO REQUIRE UNDER CERTAIN CONDITIONS, A RESALE OF THE PRODUCTS IF REPOSSESSED. Dell Financial Services’ California Finance Lender License number is 6037884.

YOU/LESSEE: Rock Island - Milan School District #41		US/LESSOR: (For DFS use only) Dell Financial Services L.L.C. Phone (800) 955-3355	
AUTHORIZED SIGNATURE		AUTHORIZED SIGNATURE (For DFS use only)	
PRINT NAME AND TITLE	DATE	PRINT NAME AND TITLE (For DFS use only)	DATE

Step 2. Please sign and Date the YOU/LESSEE section and print your name and Title.

3. Lease; Acceptance and Commencement; Term; Rent: We agree to lease to you the personal property, and finance for you fees for services (including but not limited to installation and delivery) (the “Services”) and software, all as described in Attachment A to this Lease (collectively, the “Products”) on the terms and conditions shown in this Lease. With respect to Services, we will only finance one-time charges hereunder. The Products will be deemed irrevocably accepted for purposes of this Lease five (5) days after shipment from the Supplier (the “Acceptance Date”). This Lease will begin on the Commencement Date specified on the first page of this Lease, or if no date is specified, the 1st of the month following the Acceptance Date (the “Commencement Date”). When you receive the Products, you agree to inspect them promptly and advise us if they are not in good working order. If any of the Products are accepted for return by the Supplier pursuant to the relevant Supply Contract (defined below in Section 4) (the “Supplier’s Return Policy”), in the time, condition and manner required under the Supplier’s Return Policy, we will apply any payment we receive from Supplier as a credit against the amounts owed under this Lease, however, you agree that you shall continue to owe all unpaid amounts. You are responsible for freight charges to deliver and return the Products under the Supplier’s Return Policy. Contact Supplier for complete details regarding the Supplier’s Return Policy. Dell Inc.’s return policies are available at www.dell.com. If payments are due in arrears, the first Rent payment is due three hundred sixty (360) days after the Commencement Date. If payments are due in advance, the first Rent payment is due on the Commencement Date. Added to the first payment of Rent shall be a prorated portion of Rent calculated based on a 30-day month or 90-day quarter (as appropriate) for the period from the Acceptance Date to the Commencement Date. Subsequent payments of Rent are due on the same day each annual period of the Lease Term (or the following day of the subsequent annual period if there is no such day). You agree to pay us the Rent for the number of months of the Lease Term stated above. You will make all payments required under this Lease to us at the address we specify in writing. You authorize us to adjust the Rent amount (increase or decrease) listed above based on changes in the actual Product Cost (which is all amounts we have paid or will pay in connection with the purchase, delivery, and installation of the Products, including any trade-up and buyout amounts) provided that any increase in Rent amount will not result in more than a 15% increase to the Rent payment listed above. You agree to allow us to adjust the Rent amount above if the actual Product Cost varies from the Product cost shown above. If any payment of Rent or other amount payable to us is not paid within ten (10) days after the due date, you will pay us a late charge equal to the greater of (i) 1.50 % of the late payment amount or (ii) \$10.00 for each late payment (or if less, the highest amount permitted by applicable law).

4. Selection and Ordering of Products: You select the type and quantity of the Products subject to this Lease. If you have entered into a purchase or supply contract (“Supply Contract”) with any Supplier, you assign your rights but not your obligations (other than the obligation to pay for the Products accepted by you under this Lease) effective prior to the passage of title by the Supplier to you.

5. Location; Use; Alterations; Inspection: You will use the Products solely at the Product Location specified above, or if none is specified, at your billing address. Except for temporary relocation of laptop personal computers and other handheld mobile Products, you may not move the Products without our prior written consent, which shall not be unreasonably withheld. At your own expense, you will maintain the Products in good repair, condition and functional order (except for ordinary wear and tear) and will use them in compliance with all applicable laws. At your sole discretion, you may purchase a maintenance agreement for the Products from the provider of your choice, self-maintain the Products, or forgo such

LEASE NO: 001 - 9066549 - 002

maintenance agreement altogether; regardless of your choice, you will continue to be responsible for the obligations described in this Section. You will use all software in accordance with the end user license terms of the applicable software license agreement ("License"). You may make additions or improvements to the Products unless the addition or improvement would violate any License, decrease the value of Products, or impair their utility. You may remove any such addition or improvement at the end of the Lease if (i) you repair any damage to Products resulting from the removal; (ii) you restore the Products to their original and functional condition (excluding ordinary wear and tear); and, (iii) the removal does not violate any License or render the Products incapable of use or operation. All additions or improvements not removed will become our property at no cost to us. You agree that, we, our assignees, and agents, may inspect the Products at the premises where the Products are located at any reasonable time with prior notice.

6. Title; Quiet Enjoyment; Personal Property; Filing: Except for software that is subject to a separate License and Services, we are the owner of and will hold title to the Products. You will keep the Products free from any and all liens, encumbrances and claims. So long as you are not in Default under the Lease, we will not interfere with your quiet use and enjoyment of the Products during the Lease Term or any renewal term. Unless the Purchase Option is \$1, you agree that this transaction is intended to be a true lease under UCC Article 2A. However, if this transaction is deemed to be a lease intended for security under UCC Article 9, you grant us a purchase money security interest in all of your rights and interest in and to the Products (including your rights to obtain Services or use any software to the extent not prohibited by your License) and any replacements, substitutions, additions, attachments, and all proceeds thereof. You authorize us to file any financing statements or related filings as we may reasonably deem necessary or appropriate. You agree to pay a one-time Transaction Processing Fee to cover our costs for such filing and other documentation costs.

7. Loss or Damage: From the time the Products are delivered to a carrier for shipment to you until their return to us, you are responsible for any loss, theft, damage to or destruction of the Products ("Loss") from any cause at all, whether or not the Loss is covered by insurance. You are required to make all payments under the Lease even if there is a Loss. You must notify us immediately if there is any Loss. Then at our option, you will either (a) repair the Products so they are in good condition and working order to our satisfaction; or (b) replace the Products with like products in good condition and repair and of the same manufacture and equal or greater capacity and capability, with clear title thereto in us; or (c) pay us the "Stipulated Loss Value" which is the sum of: (i) all Rent payments for all the Products and other amounts past due (plus interest thereon) or currently owed to us under the Lease, including unpaid taxes; (ii) all future Rent payments that would accrue over the remaining Lease Term plus our estimated value of our residual interest of all of the Products at the end of the Lease Term, such sum to be discounted to present value at a discount rate equal to the Two-Year U.S. Treasury Constant Yield Maturity Rate ("Discount Rate") in effect on the date you provide notice of the Loss and (iii) any costs and expenses incurred as a result of this event. Present value may be determined in certain states by the actuarial or Rule of 78's method. When you pay the amount of (c) above to us, we will transfer to you our interest in the Products, "AS-IS-WHERE-IS", without any warranty, express or implied, including warranty of merchantability or fitness for any particular purpose; and the Lease will terminate.

8. Insurance: For the Lease Term set forth above, you will provide and maintain, at your expense, (a) property insurance against the loss or theft of or damage to the Products, for their full replacement value naming us as loss payee and (b) public liability and third party property damage insurance naming us as an additional insured. All insurance shall be in a form and amount and with companies satisfactory to us and will provide that we will be given thirty (30) days written notice before cancellation or material change of the policy. At our request, you will deliver the policies or certificates of insurance to us. If you do not give us evidence of insurance acceptable to us we have the right, but not the obligation, to obtain such insurance covering our interest in the Products for the Lease Term. The cost for such insurance will be an additional amount due from you under the Lease.

9. Taxes: You will pay when due, either directly or to us on demand, all taxes (local, state and federal), fines or penalties which may now or hereafter be imposed or levied upon the Lease and the Products, excluding taxes on our net income. We do not have to contest any taxes, fines or penalties. You agree to pay a personal property tax management fee calculated by us and based on the cost of the annual property tax assessed on the Products during the Lease Term. This fee shall be payable with each installment of Rent.

10. Return: Unless the Lease is renewed or you purchase the Products in accordance with the terms of the Lease, you will immediately deliver some or all of the Products (including but not limited to cables, power cords, keys, etc.) in good repair, operable condition and able to qualify for the manufacturer's warranty service (ordinary wear and tear excepted) to any place in the continental United States that we direct. You will remove all proprietary data from the Products prior to return. Upon your return of the Products, you agree that your license with respect to the operating system software terminates and you certify that you will either (i) return all copies of the manuals, printed material, certificates of authenticity and media (the "Operating System Software Kit") or (ii) destroy all copies of the Operating System Software Kit, leaving the original operating system installed and functional. You will pay all expenses for deinstalling, packing and shipping and you will insure the Products for the full replacement value during shipping. You will immediately pay us on demand the costs and expenses of all missing or damaged Products. If you choose to return less than all of the Products, Products returned to us must be complete functional units.

11. Purchase Option; Automatic Renewal: If no Default exists under the Lease, you will have the option at the end of the Lease Term to purchase some or all of the Products for the amount of the Purchase Option price shown above which, if it is the then Fair Market Value of the Products ("FMV"), will be as determined by us in our reasonable judgment, plus any applicable taxes. If you do not agree with our determination, the FMV will be determined for you at your expense by an independent appraiser selected by us and reasonably approved by you. Unless the Purchase Option price is \$1, you must give us written notice at least ninety (90) days before the end of the Lease Term that you will purchase the Products or that you will return the Products to us. Unless you timely provide such written notice of intent and purchase Products or return Products to us on the last day of the Lease Term, this Lease for such Products will automatically renew on a continuing month-to-month basis until you give us thirty (30) days notice of return and deliver the Products to us. During such renewal terms, the Rent for such Products will remain the same. Upon payment in full of the Purchase Option price and any amounts which may be due hereunder, we will transfer to you our interest in the Products purchased, "AS-IS-WHERE-IS", without any warranty, express or implied, including warranty of merchantability or fitness for any particular purpose; and the Lease will terminate.

12. Assignment: YOU MAY NOT ASSIGN, SELL, TRANSFER, OR SUBLEASE THE PRODUCTS OR YOUR INTEREST IN THIS LEASE. We may, without notifying you, sell, assign or transfer the Lease and our rights in the Products. You agree that the transferee will have the same rights and benefits that we have now under this Lease, but not our obligations. The rights of the transferee will not be subject to any claim, defense, or setoff that you may have against us.

13. Default: Each of the following is a default ("Default") under the Lease: (a) you fail to pay any Rent or any other payment within 10 days of its due date; (b) you do not perform any of your obligations under the Lease or in any other agreement with us or with any of our affiliates and this failure continues for 10 days after notice from us; (c) you become insolvent, you dissolve or are dissolved, you assign your assets for the benefit of your creditors or enter voluntarily or involuntarily any bankruptcy or other reorganization proceeding; (d) you or any Guarantor provide us incorrect or untrue information regarding any material matter in connection with your application for credit or entering into this Lease; or (e) if this Lease has been guaranteed by someone other than you, any guarantor of the Lease dies, does not perform its obligations under the Guaranty or becomes subject to one of the events listed in clause (c).

14. Remedies: If a Default occurs, we may do one or more of the following: (a) we may cancel or terminate the Lease or any agreements that we have entered into with you or withdraw any offer of credit; (b) we may require you to pay us, as compensation for loss of our bargain and not as a

LEASE NO: 001 - 9066549 - 002

penalty, a sum equal to (i) the Stipulated Loss Value calculated under Section 7 plus (ii) any costs and expenses (including breakage fees) incurred as a result of the Default; (c) we may require you to deliver the Products to us as set forth in Section 10; (d) we or our agent may peacefully repossess the Products without court order and you will not make any claims against us for trespass, damages or any other reason and (e) we may exercise any other right at law or in equity. Further, with respect to software and Services, if a Default occurs, you agree upon notice from us to (a) immediately cease using the software and Services, (b) deinstall and delete all copies of the software from any computer systems you own or control or that are used for your benefit, and (c) provide us with a certificate signed by your authorized representative attesting to such cessation of use and maintenance, deinstallation, deletion and destruction. You agree to pay all of our costs of enforcing our rights against you, including reasonable attorney's fees. If we take possession of the Products we may sell or otherwise dispose of the Products, with or without notice, at public or private sale and apply the net proceeds (after we have deducted our costs related to the sale and disposition) to the amounts that you owe us. You agree that if notice of a sale is required by law to be given, 10 days notice will constitute reasonable notice. You will remain responsible for any amounts that are due after we have applied such net proceeds.

15. Indemnity: You are responsible for losses, damages, penalties, claims, costs (including attorneys' fees and expenses), actions, suits and proceedings of every kind, (collectively "Claims") whether based on a theory of strict liability or otherwise caused by or related to this Lease or the Products (including any defects in the Products). You will reimburse us for, and if we request defend us against, any Claims.

16. Arbitration: Either party to this Lease may choose to have any dispute, claim, or controversy arising from or relating to this Lease, any prior agreement or lease between the parties, any application or advertisement related to this Lease or the validity of this arbitration clause or the entire Lease, resolved by binding arbitration pursuant to the Commercial Arbitration Rules of the American Arbitration Association. If such rules conflict with this arbitration agreement, however, then the terms of this arbitration agreement shall control. This arbitration agreement is made pursuant to a transaction involving interstate commerce, and shall be governed by the Federal Arbitration Act at 9 U.S.C. Section 1, *et seq.* Judgment upon the award rendered may be entered in any court having jurisdiction. Any arbitration award in excess of \$100,000 made pursuant to this arbitration agreement may be appealed by the party against which the award is made. Such appeal will be a *de novo* arbitration proceeding before three arbitrators. The parties agree and understand that they may choose arbitration instead of litigation to resolve disputes. The parties understand that they have a right or opportunity to litigate disputes in court, but may elect to resolve their disputes through arbitration as provided herein. The parties agree and understand that all disputes arising under case law, statutory law, and all other laws including, but not limited to, all contract, tort, and property disputes, may be subject to binding arbitration in accord with this Lease. No class action or request for relief may be brought under this arbitration agreement. You agree that you shall not have the right to participate in arbitration or in court proceedings as a representative or a member of any class of claimants pertaining to any claim arising from or relating to this Lease. The parties agree and understand that the arbitrator shall have all powers provided by law and this Lease, except for powers limited or prohibited by this Lease. Notwithstanding anything herein to the contrary, we retain an option to use judicial or non-judicial relief to recover the Products or to enforce our security interest in the Products, to enforce the monetary obligation secured by the Products or to foreclose on the Products. Such judicial relief would take the form of a lawsuit. The institution and maintenance of any action for judicial relief in a court to foreclose upon any Products, to obtain a monetary judgment or to enforce this Lease, shall not constitute a waiver of the right of any party to compel arbitration regarding any other dispute or remedy subject to arbitration in this Lease, including the filing of a counterclaim in a suit brought by us pursuant to this provision. **YOU UNDERSTAND AND AGREE THAT IN ARBITRATION: YOU GIVE UP RIGHTS TO SEEK REMEDIES IN COURT, INCLUDING THE RIGHT TO A JURY TRIAL; YOUR ABILITY TO COMPEL OTHER PARTIES TO PRODUCE DOCUMENTS OR BE EXAMINED IS MORE LIMITED THAN IN A LAWSUIT; AND, YOUR RIGHTS TO APPEAL OR CHANGE ANY ARBITRATION AWARD IN ANY COURT ARE STRICTLY LIMITED.**

17. Finance Lease: You agree that if UCC Article 2A applies to this Lease, this Lease will be considered a "finance lease". By signing this Lease you acknowledge that either (1) you have received, reviewed and approved the Supply Contract with the Supplier or (2) we have informed you of the identity of the Supplier, that you may have rights and warranties under the Supply Contract(s) for the Products and you may contact the Supplier of the Products for a description of those rights and warranties. **TO THE EXTENT PERMITTED BY APPLICABLE LAW, YOU HEREBY WAIVE ANY AND ALL RIGHTS AND REMEDIES CONFERRED UPON A LESSEE BY ARTICLE 2A OR ANY OTHER APPLICABLE LAW WITH RESPECT TO A DEFAULT BY LESSOR UNDER THIS LEASE.**

18. Miscellaneous: You agree that the terms and conditions of this Lease make up the entire agreement between you and us regarding the lease of the Products. Any change in the terms and conditions of the Lease must be in writing and signed by us. You agree, however, that we are authorized, without notice to you, to (i) supply missing information and correct obvious errors in this Lease, and (ii) add or correct serial numbers (or similar identifying information) for the Products in this Lease, on Attachment A and in any related filing or documentation. All of our rights and remedies will survive termination of this Lease. All notices under this Lease will be given in writing and will be considered given when deposited in the U.S. mail, postage prepaid or transmitted electronically, addressed to the respective address specified in writing. Any failure of ours to require strict performance by you or any waiver by us of any provision in this Lease will not be construed as a consent or waiver of any other breach of the same or any provision. If any portion of this Lease is deemed invalid, it will not affect the balance of this Lease. It is the express intent of both of us not to violate any usury laws, or to exceed the maximum amount of time price differential, or interest as applicable permitted to be charged, or collected under applicable law. Any such excess payment will be applied to payments under the Lease in inverse order of maturity; any remaining payments will be refunded to you.

19. Products Consisting Solely of Software or Services: This Section 19 applies if the Products described on Attachment A consist exclusively of software, Services, or a combination of both. You agree that this Lease is a financing arrangement providing for your repayment to us of the cost of acquiring the Products from the Supplier (including any provider or seller of Services, licensor or seller of software), plus all other amounts that become due and owing under the terms of this Lease. For the purposes of this Lease and your obligations hereunder, the Products are deemed satisfactorily delivered and accepted by you upon the earlier of delivery from such Supplier or our payment to such Supplier for the cost of acquiring the Products. As security for your obligations under this Lease, you grant us a first-priority security interest in all of your rights and interest in and to the Products (including your rights to use software and obtain Services) and all proceeds thereof (including without limitation any refunds with respect to the software or Services financed hereunder ("Refund") that you receive or have a right to receive), free and clear of all security interests, liens or encumbrances. If you are entitled to a Refund from the Supplier (including any provider or seller of Services, licensor or seller of software), you authorize us to deliver a copy of this Lease to the Supplier as evidence of your consent to our collection and receipt of the Refund directly. Nothing in this Lease shall obligate us to pursue your Refund rights (if any) or modify, excuse or limit your obligations under this Lease, which you acknowledge and agree are absolute and unconditional. We shall apply any such Refund actually received by us against the next scheduled Rent payment(s) and all other amounts owed under this Lease. You agree that you shall owe any unpaid amounts remaining under this Lease after application of the Refund. Upon our written instructions following a Default, you agree to (a) immediately cease using the software and Services, (b) deinstall, delete and destroy all copies of the software from any computer systems owned or controlled by you or used for your benefit, and (c) provide us with a certificate signed by your authorized representative attesting to such cessation of use, maintenance, deinstallation, deletion and destruction. Notwithstanding anything in this Lease to the contrary and only if this Section 19 applies, the Stipulated Loss Value you may be required to pay upon a Default shall equal the sum of (i) all Rent payments for all the Products and other amounts past due (plus interest thereon) or currently owed to us under the Lease, including unpaid taxes; (ii) all future Rent payments that would accrue over the remaining Lease Term, discounted to present value at the Discount Rate and (iii) any costs and expenses incurred as a result of the Default. As the Products financed

LEASE NO: 001 - 9066549 - 002

hereunder are solely software or Services, you agree that (i) any language herein pertaining to our ownership of the Products and (ii) the following provisions of this Lease shall not apply: Section 5 (in so far as it purports to vest in us ownership of improvements or additions to Products); Section 10 (Return); Section 11 (Purchase Option; Automatic Renewal); Section 14 (in so far as it purports to provide us with a right to sell, lease, or otherwise dispose of the Products consisting of Licenses or Services that would violate the underlying License or Services agreement). You acknowledge that all remaining terms and conditions of this Lease shall apply. Unless an uncured Default exists, this Lease and our interest and rights in the Products shall terminate at the expiration of the Lease Term; provided, however, that such termination shall not affect your obligations accruing prior to the termination.

**Attachment A**

Company No: 26

Attached hereto and made a part hereof Lease No: 001 - 9066549-002 between DELL FINANCIAL SERVICES L.L.C. as Lessor and Rock Island - Milan School District #41 as Lessee

Product Location	General Product Description/Supplier/Quantity	Quantity
2000 7TH AVE ROCK ISLAND IL 61201	Dell Order #1016740436	
	Description	Quantity
	Dell Latitude 3450, XCTO	48
	Dell Limited Hardware Warranty	48
	ProSupport Plus: Accidental Damage Service, 4 Years	48
	ProSupport Plus: Keep Your Hard Drive, 4 Years	48
	ProSupport Plus: Next Business Day Onsite, 1 Year	48
	ProSupport Plus: Next Business Day Onsite, 3 Year Extended	48
	ProSupport Plus: 7x24 Technical Support, 4 Years	48
	Thank you for choosing Dell ProSupport Plus. For tech support, visit www.dell.com/contactdell or call 1-866-516-3115	48
	English US backlit AI hotkey keyboard, 79-key	48
		1
		1
	Dell Limited Hardware Warranty Extended Year(s)	48
	Windows 11 Pro, Natl Aca STANDARD. K12 EDU only. MSFT	48
	LOE Approval req'd. English, Spanish, French, Brazilian	
	Portu	
	13th Gen Intel Core i5-1335U (12 MB cache, 10 cores, up to 4.60 GHz Turbo)	48
	Intel 13th Generation i5-1335U, Intel Integrated Iris Xe or UHD Graphics	48
	16 GB: 2 x 8 GB, DDR5, 5600 MT/s (5200 MT/s with 13th Gen Intel Core processors)	48
	256GB, M.2 2230, TLC PCIe Gen 4 NVMe	48
	14.0" FHD (1920x1080) Touch, AG, IPS, 300 nits, FHD IR Cam, WLAN	48
	Intel Wi-Fi 6E (6 if 6E unavailable) AX211, 2x2, 802.11ax, Bluetooth Wireless Card	48
	3- cell, 54Wh Battery, Long Life Cycle, Express Charge, 3-year limited hardware warranty	48
	Quick Start Guide for 3450	48
	Mix Model Packaging 65W Standard Adapter	48
	Activate Your Microsoft 365 For A 30 Day Trial	48
	No Mouse	48
	Wireless Intel AX211 WLAN Driver MOD-SRV, + Bluetooth Wireless Card	48
	No Mobile Broadband Card	48
	65W AC rugged adapter, 4.5mm barrel, E4	48
	Single Pointing Keyboard, No Finger Print Reader, No SIM	48
	No Anti-Virus Software	48
	OS-Windows Media Not Included	48
	E4 Power Cord 1M for US	48
	SERI Guide (ENG/FR/Multi)	48
	ENERGY STAR Qualified	48
	Custom Configuration	48
	Dell Additional Software 177	48

LEASE NO: 001 - 9066549 - 002

Intel Core i5 non-vPro Processor Label	48
BTO Standard Shipment (VS)	48
No UPC/EAN Label	48
No AutoPilot	48
EPEAT 2018 Registered (Silver)	48
FHD HDR + IR Camera, Facial Recognition, TNR, Camera Shutter, Microphone	48
Latitude 3450 Laptop Bottom Door, Integrated Graphics	48
Intel Rapid Storage Technology Driver	48
Futuristic Order Flag SKU	48
Dell Order #1016740440	

2000 7TH AVE
ROCK ISLAND
IL
61201

Description	Quantity
Dell Limited Hardware Warranty	8
ProSupport Plus: Accidental Damage Service, 4 Years	8
ProSupport Plus: Keep Your Hard Drive, 4 Years	8
ProSupport Plus: Next Business Day Onsite, 1 Year	8
ProSupport Plus: Next Business Day Onsite, 3 Year Extended	8
ProSupport Plus: 7x24 Technical Support, 4 Years	8
Thank you for choosing Dell ProSupport Plus. For tech support, visit www.dell.com/contactdell or call 1-866-516-3115	8
English US backlit AI hotkey keyboard, 79-key	8
	1
	1
Dell Limited Hardware Warranty Extended Year(s)	8
Windows 11 Pro, Natl Aca STANDARD. K12 EDU only. MSFT LOE Approval req'd. English, Spanish, French, Brazilian Portu	8
13th Gen Intel Core i5-1335U (12 MB cache, 10 cores, up to 4.60 GHz Turbo)	8
Intel 13th Generation i5-1335U, Intel Integrated Iris Xe or UHD Graphics	8
16 GB: 2 x 8 GB, DDR5, 5600 MT/s (5200 MT/s with 13th Gen Intel Core processors)	8
256GB, M.2 2230, TLC PCIe Gen 4 NVMe	8
14.0" FHD (1920x1080) Touch, AG, IPS, 300 nits, FHD IR Cam, WLAN	8
Intel Wi-Fi 6E (6 if 6E unavailable) AX211, 2x2, 802.11ax, Bluetooth Wireless Card	8
3- cell, 54Wh Battery, Long Life Cycle, Express Charge, 3-year limited hardware warranty	8
Quick Start Guide for 3450	8
Mix Model Packaging 65W Standard Adapter	8
Activate Your Microsoft 365 For A 30 Day Trial	8
No Mouse	8
Wireless Intel AX211 WLAN Driver MOD-SRV, + Bluetooth Wireless Card	8
No Mobile Broadband Card	8
65W AC rugged adapter, 4.5mm barrel, E4	8
Single Pointing Keyboard, No Finger Print Reader, No SIM	8
No Anti-Virus Software	8
OS-Windows Media Not Included	8
E4 Power Cord 1M for US	8
SERI Guide (ENG/FR/Multi)	8
ENERGY STAR Qualified	8
Custom Configuration	8
Dell Additional Software	8
Intel Core i5 non-vPro Processor Label	8
BTO Standard Shipment (VS)	8
No UPC/EAN Label	8
No AutoPilot	8

LEASE NO: 001 - 9066549 - 002

2000 7TH AVE
ROCK ISLAND
IL
61201

Description	Quantity
EPEAT 2018 Registered (Silver)	8
FHD HDR + IR Camera, Facial Recognition, TNR, Camera Shutter, Microphone	8
Latitude 3450 Laptop Bottom Door, Integrated Graphics	8
Intel Rapid Storage Technology Driver	8
Futuristic Order Flag SKU	8
Dell Latitude 3450, XCTO	8
Dell Order #1016740438	
Thank you for choosing Dell ProSupport Plus. For tech support, visit www.dell.com/contactdell or call 1-866-516-3115	48
	1
	1
Dell Limited Hardware Warranty Extended Year(s)	48
Windows 11 Pro, Natl Aca STANDARD. K12 EDU only. MSFT LOE Approval req'd. English, Spanish, French, Brazilian Portu	48
13th Gen Intel Core i5-1335U (12 MB cache, 10 cores, up to 4.60 GHz Turbo)	48
Intel 13th Generation i5-1335U, Intel Integrated Iris Xe or UHD Graphics	48
16 GB: 2 x 8 GB, DDR5, 5600 MT/s (5200 MT/s with 13th Gen Intel Core processors)	48
256GB, M.2 2230, TLC PCIe Gen 4 NVMe	48
14.0" FHD (1920x1080) Touch, AG, IPS, 300 nits, FHD IR Cam, WLAN	48
Intel Wi-Fi 6E (6 if 6E unavailable) AX211, 2x2, 802.11ax, Bluetooth Wireless Card	48
3- cell, 54Wh Battery, Long Life Cycle, Express Charge, 3-year limited hardware warranty	48
Quick Start Guide for 3450	48
Mix Model Packaging 65W Standard Adapter	48
Activate Your Microsoft 365 For A 30 Day Trial	48
No Mouse	48
Wireless Intel AX211 WLAN Driver MOD-SRV, + Bluetooth Wireless Card	48
No Mobile Broadband Card	48
65W AC rugged adapter, 4.5mm barrel, E4	48
Single Pointing Keyboard, No Finger Print Reader, No SIM	48
No Anti-Virus Software	48
OS-Windows Media Not Included	48
E4 Power Cord 1M for US	48
SERI Guide (ENG/FR/Multi)	48
ENERGY STAR Qualified	48
Custom Configuration	48
Dell Additional Software	48
Intel Core i5 non-vPro Processor Label	48
BTO Standard Shipment (VS)	48
No UPC/EAN Label	48
No AutoPilot	48
EPEAT 2018 Registered (Silver)	48
FHD HDR + IR Camera, Facial Recognition, TNR, Camera Shutter, Microphone	48
Latitude 3450 Laptop Bottom Door, Integrated Graphics	48
Intel Rapid Storage Technology Driver	48
Futuristic Order Flag SKU	48
English US backlit AI hotkey keyboard, 79-key	48
Dell Latitude 3450, XCTO	48
Dell Limited Hardware Warranty	48
ProSupport Plus: Accidental Damage Service, 4 Years	48

LEASE NO: 001 - 9066549 - 002

ProSupport Plus: Keep Your Hard Drive, 4 Years	48
ProSupport Plus: Next Business Day Onsite, 1 Year	48
ProSupport Plus: Next Business Day Onsite, 3 Year Extended	48
ProSupport Plus: 7x24 Technical Support, 4 Years	48
Dell Order #1016740439	

2000 7TH AVE
ROCK ISLAND
IL
61201

Description	Quantity
Dell Latitude 3450, XCTO	48
Dell Limited Hardware Warranty	48
ProSupport Plus: Accidental Damage Service, 4 Years	48
ProSupport Plus: Keep Your Hard Drive, 4 Years	48
ProSupport Plus: Next Business Day Onsite, 1 Year	48
ProSupport Plus: Next Business Day Onsite, 3 Year Extended	48
ProSupport Plus: 7x24 Technical Support, 4 Years	48
Thank you for choosing Dell ProSupport Plus. For tech support, visit www.dell.com/contactdell or call 1-866-516-3115	48
English US backlit AI hotkey keyboard, 79-key	48
	1
	1
Dell Limited Hardware Warranty Extended Year(s)	48
Windows 11 Pro, Natl Aca STANDARD. K12 EDU only. MSFT LOE Approval req'd. English, Spanish, French, Brazilian Portu	48
13th Gen Intel Core i5-1335U (12 MB cache, 10 cores, up to 4.60 GHz Turbo)	48
Intel 13th Generation i5-1335U, Intel Integrated Iris Xe or UHD Graphics	48
16 GB: 2 x 8 GB, DDR5, 5600 MT/s (5200 MT/s with 13th Gen Intel Core processors)	48
256GB, M.2 2230, TLC PCIe Gen 4 NVMe	48
14.0" FHD (1920x1080) Touch, AG, IPS, 300 nits, FHD IR Cam, WLAN	48
Intel Wi-Fi 6E (6 if 6E unavailable) AX211, 2x2, 802.11ax, Bluetooth Wireless Card	48
3- cell, 54Wh Battery, Long Life Cycle, Express Charge, 3-year limited hardware warranty	48
Quick Start Guide for 3450	48
Mix Model Packaging 65W Standard Adapter	48
Activate Your Microsoft 365 For A 30 Day Trial	48
No Mouse	48
Wireless Intel AX211 WLAN Driver MOD-SRV, + Bluetooth Wireless Card	48
No Mobile Broadband Card	48
65W AC rugged adapter, 4.5mm barrel, E4	48
Single Pointing Keyboard, No Finger Print Reader, No SIM	48
No Anti-Virus Software	48
OS-Windows Media Not Included	48
E4 Power Cord 1M for US	48
SERI Guide (ENG/FR/Multi)	48
ENERGY STAR Qualified	48
Custom Configuration	48
Dell Additional Software	48
Intel Core i5 non-vPro Processor Label	48
BTO Standard Shipment (VS)	48
No UPC/EAN Label	48
No AutoPilot	48
EPEAT 2018 Registered (Silver)	48
FHD HDR + IR Camera, Facial Recognition, TNR, Camera Shutter, Microphone	48
Latitude 3450 Laptop Bottom Door, Integrated Graphics	48
Intel Rapid Storage Technology Driver	48

LEASE NO: 001 - 9066549 - 002

2000 7TH AVE
ROCK ISLAND
IL
61201

Futuristic Order Flag SKU		48
Dell Order #1016740437		
Description	Quantity	
EPEAT 2018 Registered (Silver)	48	
FHD HDR + IR Camera, Facial Recognition, TNR, Camera Shutter, Microphone	48	
Latitude 3450 Laptop Bottom Door, Integrated Graphics	48	
Intel Rapid Storage Technology Driver	48	
Futuristic Order Flag SKU	48	
Activate Your Microsoft 365 For A 30 Day Trial	48	
Dell Latitude 3450, XCTO	48	
Dell Limited Hardware Warranty	48	
ProSupport Plus: Accidental Damage Service, 4 Years	48	
ProSupport Plus: Keep Your Hard Drive, 4 Years	48	
ProSupport Plus: Next Business Day Onsite, 1 Year	48	
ProSupport Plus: Next Business Day Onsite, 3 Year Extended	48	
ProSupport Plus: 7x24 Technical Support, 4 Years	48	
Thank you for choosing Dell ProSupport Plus. For tech support, visit www.dell.com/contactdell or call 1-866-516-3115	48	
English US backlit AI hotkey keyboard, 79-key	48	
Dell Limited Hardware Warranty Extended Year(s)	48	
	1	
	1	
Windows 11 Pro, Natl Aca STANDARD. K12 EDU only. MSFT LOE Approval req'd. English, Spanish, French, Brazilian Portu	48	
14.0" FHD (1920x1080) Touch, AG, IPS, 300 nits, FHD IR Cam, WLAN	48	
Intel Wi-Fi 6E (6 if 6E unavailable) AX211, 2x2, 802.11ax, Bluetooth Wireless Card	48	
3- cell, 54Wh Battery, Long Life Cycle, Express Charge, 3-year limited hardware warranty	48	
Quick Start Guide for 3450	48	
Mix Model Packaging 65W Standard Adapter	48	
13th Gen Intel Core i5-1335U (12 MB cache, 10 cores, up to 4.60 GHz Turbo)	48	
Intel 13th Generation i5-1335U, Intel Integrated Iris Xe or UHD Graphics	48	
16 GB: 2 x 8 GB, DDR5, 5600 MT/s (5200 MT/s with 13th Gen Intel Core processors)	48	
256GB, M.2 2230, TLC PCIe Gen 4 NVMe	48	
No Mouse	48	
Wireless Intel AX211 WLAN Driver MOD-SRV, + Bluetooth Wireless Card	48	
No Mobile Broadband Card	48	
65W AC rugged adapter, 4.5mm barrel, E4	48	
Single Pointing Keyboard, No Finger Print Reader, No SIM	48	
No Anti-Virus Software	48	
OS-Windows Media Not Included	48	
E4 Power Cord 1M for US	48	
SERI Guide (ENG/FR/Multi)	48	
ENERGY STAR Qualified	48	
Custom Configuration	48	
Dell Additional Software	48	
Intel Core i5 non-vPro Processor Label	48	
BTO Standard Shipment (VS)	48	
No UPC/EAN Label	48	
No AutoPilot	48	

All other terms and conditions of the Lease shall remain unchanged.

This is New Autopay Request Change to Existing Information Cancellation (Please complete Sections 1 and 3)

With this service you have the option of continuing to receive a monthly invoice

Yes, please continue to send a monthly invoice No, I do not require a monthly invoice

All fields are mandatory

SECTION 1: DELL FINANCIAL SERVICES LEASE CONTRACT AND/OR LOAN ACCOUNT INFORMATION

Name on Dell Lease or Loan Account: _____
(Note: Name on Dell Lease or Loan Account must match with the 'Name on Bank Account' in Section 2)

Please list the 13 digit Lease Contract and/or Loan Account number(s) that you would like to authorize on the AutoPay service. For additional Lease Contracts and/or Loan Accounts, please use a separate sheet to list all Lease and/or Loan Account numbers. Please note that future contracts will require an additional authorized AutoPay form.

<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	-	<input type="text"/>	<input type="text"/>	<input type="text"/>

Contact Name: _____ Phone: _____

Email Address: _____

(Note: In order to receive confirmation of autopay setup, please provide an email address)

SECTION 2: BANKING INFORMATION (The bank account must be a commercial account)

Name on Bank Account: _____

Bank Routing Number*:

Bank Account Number*:

* Please see example below for location of routing and account numbers on voided check. Note that routing numbers starting with 5 are not valid.

SECTION 3: SIGNATURE (must be an authorized signer on bank account)

This AutoPay service is established solely for your convenience and is offered at no additional cost to you. You authorize Dell Financial Services L.L.C., its agents and assigns (collectively "DFS"), to initiate debit entries in the bank account identified above for amounts due and owing under the Lease/Loan(s), including rental, applicable taxes, shipping charges, and in case of a default, the full amount due under the Lease/Loan. You represent and warrant to DFS that the above account is a commercial account established in connection with your business and not for personal, family or household purposes. You remain responsible for making payments to DFS if the funds cannot be automatically debited from your bank account. In addition, if funds are not available when a payment is due, you agree to pay DFS any late charges due under the Lease/Loan as well as any expenses incurred for every unsuccessful debit attempt. The transactions made pursuant to this authorization form are initiated through the Automated Clearing House. These services may be cancelled or modified by DFS at any time without notice. THIS AUTHORIZATION WILL REMAIN IN FULL FORCE AND EFFECT UNTIL YOU PROVIDE WRITTEN NOTICE OF ITS CANCELLATION TO DFS, AFFORDING DFS AND YOUR BANK A REASONABLE OPPORTUNITY TO ACT.

PRINTED NAME _____ TITLE: _____

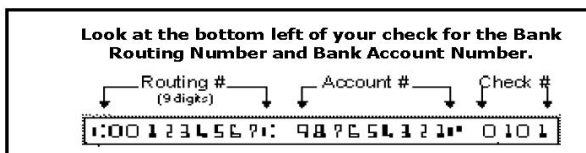
SIGNATURE: _____ DATE: _____

If you received this AutoPay form with your new Lease/Loan Agreement, please return the completed form along with your other Lease/Loan documents via fax or mail, as instructed by your DFS representative. **PLEASE DO NOT EMAIL THE COMPLETED FORM.** Otherwise, please return this completed form and copy of a voided check to our Autopay Department per the instructions below:

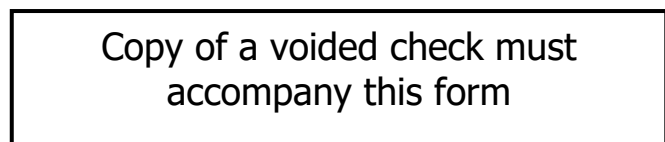
BY FAX (for faster activation)

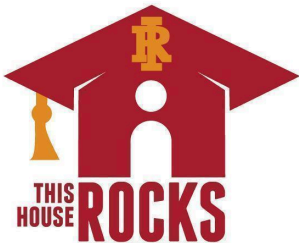
Dell Financial Services AutoPay
Customer Service
Fax# 512-283-1854

BY MAIL
Dell Financial Services AutoPay
OR P.O. Box 81577
Austin, TX 78708-1577



You should retain a copy of this form for your records.





Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Josh Becker, Director of Building Operations
Date: September 9, 2025
Re: RIHS Water Main Replacement

This is a request for approval for Miller Trucking and Excavating located at 3303 John Deere Rd, Silvis, IL 61282 to complete the water main replacement project at Rock Island High School. This project addresses critical infrastructure needs related to the domestic water supply system to the North side of RIHS, ensuring safe, reliable, and code-compliant water service for students, staff, and visitors. With Russell Construction as the construction management firm on this project the combined cost will be \$66,623. Costs split as follows: Miller Trucking and Excavating - \$49,423, and Russell Construction - \$17,200.

Recent assessments of the RIHS facility have identified significant issues with the existing water main infrastructure, including aging pipes, inconsistent water pressure, and three major failures over the past year. These deficiencies not only threaten day-to-day operations but also pose long-term risks to the building's plumbing systems and overall functionality.

The proposed replacement will improve water flow and pressure throughout the facility, prevent potential costly water damage from aging or failing pipes, ensure compliance with current plumbing and safety codes, and support the long-term integrity and operational efficiency of the school's infrastructure. Given the critical nature of this work, the project has been prioritized for completion over fall intercession to minimize disruption to school operations and ensure continuity of essential services.

It is recommended that the Board of Education approve the RIHS water main replacement project with a budget not to exceed \$66,623, supporting the health, safety, and functionality of the Rock Island High School campus.

Investment Period: FY26

Total Investment: \$66,623

Funding Source: District Funds/Maintenance and Operations Department

Rock Island-Milan School District #41

2000 7th Avenue, Rock Island, IL 61201
309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org



September 2nd, 2025

Mrs. Annaka Whiting – Chief Financial Officer
Rock Island – Milan School District #41
2700 7th Avenue
Rock Island, IL 61201

Re: Rock Island High School Water Main Replacement Award Recommendation

Dear Mrs. Whiting,

Russell is pleased to submit the following award recommendations for the Rock Island High School Water Main Replacement. Competitive bid proposals were received from six (6) bidders with the lowest responsive and responsible bidder being selected for award recommendation.

As such, Russell is requesting permission to award the subcontract for these scopes of work to the following contractors:

1. Miller Trucking & Excavating - \$49,423.00

The overall construction cost including Russell markups will be \$66,623.

Enclosed are the final bid tabulation and the construction cost total for the project.

If you have any questions regarding this recommendation, please don't hesitate to contact us for clarification.

Thank you again for the opportunity to support Rock Island Community and District #41.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jesse Smith".

Jesse Smith
Senior Estimator

Cc: Tony Latoria
Wendy Rouse

Owner: Rock Island-Milan School District 41
 Project Title: Rock Island High School - Water Main Replacement
 Construction Manager's
 Project No.: 01-24-0205
 Bid Date / Time: 09/02/2025 10:00:00 AM

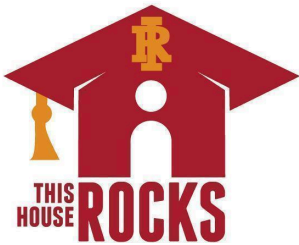


Bid Category		Bids Received	Apparent Low Bidder	Base Bid
Bid Category 31A	Sitework	6	Miller Trucking & Exc	\$ 49,423
	Total Bids Received	0		
PRIME CONTRACTS SUBTOTAL			Subtotal	\$ 49,423
Structural Engineering Allowance				\$ 3,500
CONSTRUCTION SUBTOTAL			Subtotal	\$ 52,923
Construction Contingency		5.00%	Russell	\$ 2,646
Technology Fee		0.25%	Russell	\$ 139
General Conditions				\$ 8,500
GL Insurance		1.03%		\$ 661
Construction Managers Fee		2.00%		\$ 1,297
P&P Bond		0.69%		\$ 457
Total Project Cost			Total	\$ 66,623

Owner: Rock Island-Milan School District 41
 Project Title: Rock Island High School - Water Main Replacement
 Construction Manager's Project No.: 01-24-0205
 Bid Date / Time: 09/02/2025 10:00:00 AM



Bid Category 31A Sitework	RCVD 6	Bidders						
		Miller Trucking & Exc	Miller Trucking & Exc	Crawford Co	JL Brady	Apollo Excavating	McClintock	Central Excavating
Addenda (1)		Y	Y	Y	Y	Y	Y	Y
Bid Bond		Y	Y	Y	Y	Y	Y	Y
Base Bid		\$ 49,423.00	\$ 49,423.00	\$ 64,344.22	\$ 72,000.00	\$ 77,705.00	\$ 99,423.00	\$ 300,333.00
TOTAL BID WITH ALTERNATES		\$ 49,423.00	\$ 49,423.00	\$ 64,344.22	\$ 72,000.00	\$ 77,705.00	\$ 99,423.00	\$ 300,333.00



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Troy Bevans, IT Director
Date: September 9th, 2025
Re: SHI Annual Vendor Purchases

To keep pace with the growing demands of digital learning and school operations, the Rock Island–Milan School District makes ongoing, targeted investments in technology for students and staff. A key partner in this effort is SHI, located at 290 Davidson Avenue, Somerset, NJ 08873, an approved vendor through the Omnia Partners cooperative purchasing program.

Omnia Partners contracts are competitively solicited, evaluated, and awarded by a lead public agency. This process enables participating entities like ours to access nationally negotiated pricing, reliable customer service, and expedited delivery, without the need for a separate local bidding process.

The District has utilized SHI for a variety of technology needs, with the majority of acquisitions in the 2024–2025 school year focused on student Chromebooks to support 1:1 learning initiatives. In total, expenditures with SHI for that fiscal year were approximately \$393,000, reflecting the District’s commitment to ensuring all students have access to reliable devices for instruction and learning.

To support anticipated technology requirements for the current fiscal year, including continued Chromebook deployments and other potential devices purchased throughout the year, it is recommended that the Rock Island–Milan Board of Education authorize purchases from SHI in an amount not to exceed \$425,000. These purchases may be funded through district, grant, or federal sources as appropriate.

Investment Period: July 1, 2025 - June 30th, 2026
Total Investment: Not to exceed \$425,000
Funding Source: District, grant, or federal sources as appropriate



Non-Certified Appointments

It is recommended that the Board of Education approve the following non-certified appointments for the 2025-26 school year.

- Nishiya Blackhawk - General Help Part-Time at Eugene Field Elementary School
Salary - \$15.86/hour
- Daniel Blaser - Custodian at Eugene Field Elementary School
Salary - \$54,343/annual
- Jessica Hollett - Special Education Paraprofessional at Ridgewood Elementary School
Salary - \$19.62/hour
- Salma Salohi - Head Start Assistant Teacher at Horace Mann Early Learning Center
Salary - \$19.38/hour
- Perry Salais - Custodian Split Shift at Rock Island Center for Math & Science and Edison Junior High School
Salary - \$54,343/annual
- Tiffany Spruille - Dishwasher at Thomas Jefferson Elementary School
Salary - \$15.86/hour

Non-Certified Coach Appointments

It is recommended that the Board of Education approve the following non-certified support coach appointments for the 2025-26 school year.

- Elijah Garcia - Volunteer Volleyball Coach at Washington Junior High School
- Ayodeji Oshin - Assistant Coach - Football at Rock Island High School
Salary - \$3,326/annual split-stipend (split)



Personnel Recommendations
Board of Education Meeting
September 9, 2025

Non-Certified Coach Resignations

It is recommended that the Board of Education approve the following non-certified support coach resignations for the 2025-26 school year.

<u>Staff Member</u>	<u>Current Position</u>	<u>Years of Continuous Service</u>
Austin Braud	Assistant Boys Coach - Golf at Rock Island High School	2 Years Effective 08/14/2025
Chris Ehas	Assistant Coach - Football at Rock Island High School	<1 Year Effective 08/22/25

Non- Certified Resignations

It is recommended that the Board of Education accept the following non-certified resignations during the 2025-26 school year.

<u>Staff Member</u>	<u>Current Position</u>	<u>Years of Continuous Service</u>
Kimberly Amesquita	Food Server at Washington Junior High School	< 1 Year Effective 08/12/2025
Andres Bennett- Terronez	Paraprofessional at Francis Willard Elementary School	3 Years Effective 09/05/2025
Tara Dalfonso	Special Education Paraprofessional at Washington Junior High School	1 Year Effective 09/26/2025
Kindra Hoegner	Paraprofessional at Earl Hanson Elementary School	1 Year Effective 09/12/2025
Marissa Lopez	Paraprofessional at Thurgood Marshall Learning Center	1 Year Effective 09/10/2025

Our Priorities + Specific Results Timeline (Continued)

Priority 3: We will foster clear and consistent communication with all school community members.

- »YR1 3.1 The district will provide equitable communication tools to align effective communication to all school community members.
- »YR2 3.2 The district will ensure all school community members know when and how to use the district approved communication tools to send and receive information.
- »YR2 3.3 The district will provide timely and accurate access to language supports that allow all school community members to communicate effectively.
- »YR2 3.4 The district will develop uniform processes and procedures to communicate so all school community members understand and effectively use communication mediums.

Priority 4: We will build and maintain a community that supports all school community members.

- »YR2 4.1 The district will ensure that all school community members have access to updated and relevant resources.
- »YR1 4.2 The district will enhance community partnerships by removing barriers and utilizing a variety of community engagement strategies.
- »YR2 4.3 The district will systematize the celebration of various types of district/ community partnerships.

Priority 5: We will nurture relationships and connections with all school community members.

- »YR2 5.1 The district will provide the resources to develop nurturing relationships between scholars and district team members to empower scholars to obtain their highest potential.
- »YR2 5.2 The district will generate and strengthen trusting relationships between families and district team members in order to increase scholar achievement.
- »YR3+ 5.3 The district will develop meaningful scholar to scholar relationships by building their capacity to care about each other.
- »YR1 5.4 The district will prioritize developing opportunities to nurture team member to team member relationships in order to create a more collaborative and caring environment.
- »YR3+ 5.5 The district will broaden opportunities for the district and community to create trusting connections in order to provide access to valuable resources within the community.
- »YR3+ 5.6 The district will follow through on school initiatives to reinforce the importance of positive relationships and connections with all school community members.



Rock Island - Milan
School District 41

powered by  engage2learn



Rock Island - Milan
School District 41



The Strategic Design Framework for our School Community

2025-2030

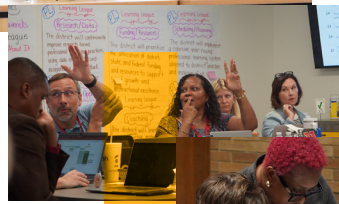
Rock Island - Milan School District 41
Administration Center, 2000 7th Avenue
Rock Island, IL 61201
Phone: (309) 793-5900
Fax: (309) 793-5905

Our Beliefs



We believe . . .

- all scholars have the ability to learn and grow.
- in high expectations for all.
- a positive climate and culture is essential to learning.
- connections make an impact on scholar learning.
- the community benefits from the shared responsibility for the success of our scholars.
- in cultivating the whole-child for life-long success.
- in equitable opportunities for all.
- our greatness comes from the diversity of our community.



Our Call to Action



We call on all school community members to join us in empowering scholars with the knowledge and innovative skills to thrive, reach their full potential, and shape a better future in a rapidly changing world.



Our Leader Profile



The Leader . . .

- Actively Listens
- Adapts
- Builds Trust
- Cares
- Collaborates
- Communicates
- Demonstrates Integrity
- Models
- Motivates



Our Learner Profile



The Learner . . .

- Actively Listens
- Adapts
- Cares
- Collaborates
- Communicates
- Engages
- Perseveres
- Thinks Critically



Our Priorities + Specific Results Timeline

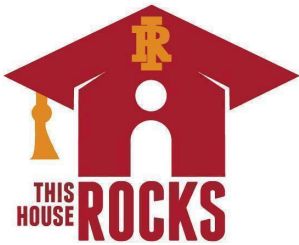


Priority 1: We will provide all district team members with consistent, role-specific, ongoing professional learning and resources.

- »YR 1 **1.1** The district will ensure professional learning is (provided and) implemented with fidelity.
- »YR 2 **1.2** The district will prioritize the equitable allocation of district, state, and federal funding and resources to support school community members' growth and instructional excellence.
- »YR 2 **1.3** The district will implement a cohesive, year-round professional learning system aligned to district priorities and inclusive of all school community members.
- »YR 3+ **1.4** The district will provide diverse, role-specific professional learning experiences that foster collaboration across roles and experience levels.
- »YR 3+ **1.5** The district will leverage internal and external expertise to deliver professional learning and support for all.
- »YR 3+ **1.6** The district will continuously improve (adopt and/or leverage) research-based professional learning practices, using data-driven PLCs and incorporating school community members' feedback.
- »YR 1 **1.7** The district will provide growth mindset focused professional learning to ensure that all school community members have an understanding of growth mindset.

Priority 2: We will provide high-quality instruction, resources, and targeted support.

- »YR 1 **2.1** The district will refine the standards-aligned curricula across all grade levels/content areas to improve scholar grade level/content mastery.
- »YR 2 **2.2** The district will implement evidence-based instructional strategies to enhance engagement and achievement for all learners. 191
- »YR 2 **2.3** The district will create common grade level/content level assessments and utilize assessment data to inform instructional decisions.
- »YR 2 **2.4** The district will provide ongoing, job-embedded professional learning aligned to district priorities and scholar achievement goals.
- »YR 2 **2.5** The district will make supports and pathways accessible to address the unique needs of all learners.
- »YR 1 **2.6** The district will seek scholar voice and choice to drive participation and engagement.
- »YR 3+ **2.7** The district will align the work of school-based professional learning communities with multi-tiered systems of support to address the academic, social/emotional learning, cultural, and attendance needs of all scholars.



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams, Superintendent
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR
Date: September 09, 2025
Re: RIESPA MOU - IMRF

During recent contract negotiations it was agreed that the Board of Education would standardize the IMRF contribution from various rates on the salary schedule to 4.75% across the board for all RIESPA employees. Upon updating the pension codes in our payroll software, confirming with IMRF, and district counsel, we learned that this figure is not actually a percentage, but rather a calculation factor used to determine reporting wages for pension purposes which is not permissible under law.

According to the IMRF manual, employers may multiply a member’s wages by a factor of 1.04712, which increases the reported IMRF earnings and, in turn, the contribution amount – providing an additional benefit beyond the standard 4.5% employee pension contribution. The calculation is: Total Wages × 1.04712 × 0.045 (maximum contribution rate).

Example:

	Employee Paid Employee Contribution	Employer Pays Employee Contribution
Gross Salary	\$10,000.00	\$10,000.00
Factor	—	1.04712
IMRF Reportable Earnings	\$10,000.00	\$10,471.20
Multiply by Member Rate	4.50%	4.50%
Contribution Reported to IMRF	\$450.00	\$471.20

Based on this information, we cannot implement the change to 4.75% as originally discussed, as it would violate the law. The maximum allowable contribution that can be made by an employer into IMRF is 4.50%. It is important to note that all employees received the 1.04712 factor.

We want to emphasize that there was no intent to mislead or cause any harm. It is important to note that execution of this MOU does not constitute an admission of liability by any party and shall not serve as precedent in future bargaining. It is recommended that the Board of Education approve the MOU clarifying the process required to address and clarify the maximum allowable payroll deduction for Illinois Municipal Retirement Fund (“IMRF”) purposes.



MEMORANDUM OF UNDERSTANDING
Between

Rock Island Educational Support Professionals Association and
Rock Island-Milan School District #41 Board of Education

Subject: IMRF Payroll Deduction

This Memorandum of Understanding ("MOU") is made and entered into by and between **Rock Island-Milan School District #41 Board of Education** (hereinafter referred to as the "Board") and **Rock Island Educational Support Professionals Association** (hereinafter referred to as "RIESPA") to address and clarify the maximum allowable payroll deduction for Illinois Municipal Retirement Fund ("IMRF") purposes.

Background and Purposes

The Board and RIESPA are presently parties to a 2025-2028 collective bargaining agreement, Article XV ("Compensation), Section D provides:

"Payroll Deduction

1. I.M.R.F. as negotiated in the contract with a **4.75%** rate
2. State and Federal Withholding Taxes
3. Others as required by law
4. Voluntary programs as approved by the Board"

However, according to IMRF's Manual for Authorized Agents, "[c]urrently, the member contribution rate for the Regular plan Tiers 1 and 2 is **4.50%**" Accordingly, the parties' agreement must be revised to comply with IMRF's member contribution rate requirements.

Agreement

Therefore, pursuant to this MOU, the Board and RIESPA hereby agree as follows:

1. Article XV ("Compensation"), Section D shall be revised in pertinent part as follows:

"Payroll Deduction

1. I.M.R.F. as negotiated in the contract with a **4.50%** rate.
2. No other provision(s) or aspect(s) of the parties' 2025-2028 collective bargaining agreement shall be considered altered or modified by this MOU.
3. If IMRF's rules or regulations, or the applicable laws governing pension contribution rates or reporting factors change during the term of the current collective bargaining agreement, either party may request in writing to reopen bargaining for the limited purpose of addressing such changes.

Mutual Understanding

The parties acknowledge and agree that the terms and provisions of this MOU shall not be deemed a violation or misapplication of the parties' collective bargaining agreement, nor shall they be considered a violation of the *Illinois Educational Labor Relations Act* or *Illinois School Code*.

RIESPA President

Signature: Donna Manning

Date: 9-5-25

Board of Education President

Signature: _____

Date: _____

ROCK ISLAND - MILAN SCHOOL DISTRICT 41

EMPLOYEE HANDBOOK

SCHOOL YEAR 2025-2026



Board of Education

Jason Roessler, President

Isabel Pena, Vice President

Sue Crowder, Member

Nicole Cisne-Durbin, Member

Andrea Gilman, Member

Michael Matherly, Member

Tracy Pugh, Member

Rock Island – Milan District Leadership Team

Sharon Williams, Ed.D., Superintendent

Jeff Dase, Ed.S., Deputy Superintendent

Dominique Moore, Ed.D., Assistant Superintendent of Human Resources

Scott Vance, Ed.S., Assistant Superintendent of Teaching & Learning

Annaka Whiting, Chief Financial Officer

Joshua Becker, Director of Operations

Nicole Berry, Director of Early Childhood – Head Start

Troy Bevans, Director of Information Technology

Charles Butler, District Safety Manager

Ramona Dixon, Director of Grants, Accountability, and Assessments

Tuesday Faun Few, Director of Human Resources

Debra Frantz, Director of EL

Gretchen Hampsey, Director of Accounting & Financial Services

Beth MacKenna, Director of Nutrition Services

Alicia Sanders, Director of Student Services

Kler Soe, Director of Communications

Table of Contents

Superintendent’s Message	4
Assistant Superintendent of Human Resources’ Message.....	5
Purpose	6
Employment Basics	6
A. Equal Employment Opportunity (EEO) Statement.....	6
B. Nondiscrimination Compliance	7
C. ADA Accommodations.....	7
D. Discrimination, Harassment, and Retaliation	8
E. Employment Classification.....	8
F. Union Employees.....	9
G. Independent Contractors.....	9
H. Background Checks & Pre-Employment Requirements.....	9
I. Illinois Child Labor Laws and Work Permit Requirements	10
J. Job Descriptions.....	10
Workplace Conduct & Expectations	10
A. Illinois Governmental Ethics Act Requirement.....	10
B. Code of Professionalism.....	10
C. Employee Discipline.....	11
D. Professionalism and Appearance Guidelines.....	11
E. Conflict of Interest	11
F. Use of District Property/Technology.....	12
Information Technology and Electronic Communications.....	12
Personal Use.....	12
Privacy	12
G. Drug-Free Workplace.....	13
H. Nepotism.....	13
I. Discrimination, Harassment, and Retaliation.....	13
J. Illinois Gift Ban Act.....	14
K. Mandated Reporting of Child Abuse or Neglect.....	14
M. Bringing Children to Work.....	14
O. Personnel Records	15
P. Communicable and Chronic Infectious Diseases	16
Q. Fundraising Guidelines	16
R. Personal Cell Phones and Electronics	16
S. Employee Evaluations.....	16
T. Employee Recognition.....	17
Attendance, Leaves & Absences	17
A. Attendance.....	17
B. Holidays	17
C. Absence notification	18
D. Timing of Notification.....	18
E. Leaving During the Work Day	18
F. Scheduled Absences.....	18
G. Consequences for Failure to Report Absences	18
H. Paid Vacation.....	19

I. Personal Days	19
J. Sick Days	19
K. Sick Leave Bank.....	20
L. Family and Medical Leave Act (FMLA).....	20
M. Military Leave.....	22
N. Jury Duty	24
O. Leave to Vote	24
P. Illinois Victim's Economic Security and Safety Act.....	24
Q. Family Bereavement Leave Act (FBLA).....	24
R. Critical Illness.....	25
Compensation & Work Hours	25
A. Pay and Wage Information	25
B. Overtime	25
C. Compensatory Time Off.....	25
D. Work Week and Pay Day	26
E. Recording Time and Reporting Errors.....	26
Benefits & Reimbursements	26
A. Health Benefits.....	26
B. Retirement Benefits.....	26
C. Tax Shelter Annuities—403(b)	27
D. Employee Assistance Program	27
E. Expense Reimbursement.....	27
F. Return to Work After Retirement	28
B. Workers' Compensation.....	28
Breaks and Accommodations	29
A. Meal and Rest Breaks	29
B. Pregnancy and Childbirth.....	29
C. Nursing Mothers.....	29
D. Religious Accommodations	29
E. Emergency Closing/Snow Days	29
Separation of Employment	29
A. Resignation and Eligibility for Rehire	29
B. Non-Renewal	29
Appendix A - Pregnancy Rights in the Workplace	31
Appendix B - Employee Rights Under FMLA	33
Appendix C - Acceptable Use Policy	34
Appendix D - Board of Education Approval	37
Appendix E - Employee Handbook Acknowledgement.....	38

Superintendent's Message



Dear Team Member:

Welcome to the Rock Island - Milan School District 41 (RIMSD 41) family! On behalf of the Board of Education, the district leadership team, and your new colleagues, I am excited to officially welcome you to our team. We are thrilled that you have chosen to bring your talents, passion, and commitment to the scholars, families, and communities we serve.

At the Rock Island - Milan School District, our vision is to be a premier learning organization that enables scholars to achieve their maximum potential by equipping them with the necessary skills to be college, career, and life ready in a rapidly changing global society. Every member of our team—whether in the classroom, the office, or behind the scenes supporting teaching and learning or operations —plays a vital role in helping us meet that mission every single day.

You are joining a district that values:

- An equitable, safe, inclusive, and welcoming climate
- Being a community and regional asset
- Promoting positive and consistent family and community collaboration
- Embracing and celebrating diverse backgrounds, cultures, and perspectives
- Scholar learning and achievement - academic growth and attainment; social and emotional growth; cultural inclusivity
- Empowering staff to teach, lead, and serve by example

We believe in nurturing a supportive and professional environment where everyone is encouraged to grow and lead from where they are. You'll find that we invest in professional development, celebrate innovation, and listen carefully to the voices of our staff and community.

Warm regards,

Sharon Williams, Ed. D.
Superintendent

Assistant Superintendent of Human Resources' Message



Dear Team Member,

On behalf of the Rock Island-Milan School District, it is my pleasure to welcome you to our RIMSD family!

The Human Resources team is thrilled that you have chosen to join a team of dedicated professionals who are committed to providing every student with a high-quality education and a safe, supportive environment in which to grow and thrive.

Your role—no matter the position—is critical to our mission, and your talents, passion, and commitment will make a lasting difference in the lives of our scholars and families.

At RIMSD, we value collaboration, innovation, equity, and continuous learning. We believe in empowering our staff, celebrating diversity, and building a culture of mutual respect and shared purpose. You are now part of a community that supports one another and works together to create opportunities and outcomes that matter.

As the Assistant Superintendent of Human Resources, I want you to know that my door is always open. Whether you have questions, need support, or simply want to share your experiences, please don't hesitate to reach out.

Thank you for choosing to be a part of our district. We're excited to have you on board and look forward to the incredible impact you will have.

Educationally yours,

Dominique Moore, pHCLE

Purpose

The purpose of this Employee Handbook is to provide employees with a clear understanding of the District's policies, procedures, expectations, and resources. It serves as a guide to help employees navigate their roles, understand their rights and responsibilities, and become familiar with the benefits and opportunities available to them. While not intended to cover every situation that may arise, the handbook establishes consistent standards, promotes fairness, and reinforces the District's mission, values, and commitment to a positive, professional, and respectful work environment.

This handbook is neither a contract nor a substitute for the official district policy manual. Nor is it intended to alter the at-will status of noncontract employees in any way. Rather, it is a guide to provide a brief explanation of district policies and procedures related to employment. These policies and procedures can change at any time; these changes shall supersede any handbook provisions that are not compatible with the change. For more information, employees may refer to the policy codes that are associated with handbook topics, confer with their supervisor, or contact Dr. Dominique Moore, Assistant Superintendent of Human Resources at Dominique.Moore@rimsd41.org. District policies can be accessed online at: <https://www.rimsd41.org/page/policies>.

Employment Basics

A. Equal Employment Opportunity (EEO) Statement

In its efforts to promote nondiscrimination and as required by law, RIMSD 41 does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, disability, military status, genetic information, or on any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made based on each applicant's job qualifications, experience, and abilities.

In accordance with Title IX, the district does not discriminate based on sex and is required not to discriminate on the basis of sex in its educational programs or activities. The requirement not to discriminate extends to employment. Inquiries about the application of Title IX may be referred to the district's Title IX coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both.

The district designates and authorizes the following employee as the Title IX coordinator for employees to address concerns or inquiries regarding discrimination based on sex, including sexual harassment: ***Dr. Dominique Moore, Assistant Superintendent for Human Resources, 2000 7th Avenue, Rock Island, 61201, dominique.moore@rimsd.org, (309) 793.5900.*** Reports can be made at any time and by any person, including during non-business hours, by mail, email, or phone. During district business hours, reports may also be made in person.

The district designates and authorizes the following employee as the ADA/Section 504 coordinator for employees for concerns regarding discrimination based on a disability: ***Mrs. Alicia Sanders, Director of Student Services, 2000 7th Avenue, Rock Island, 61201, alicia.sanders@rimsd.org, (309) 793.5900.***

Employees with questions or concerns relating to discrimination for any of the reasons listed above should contact Dr. Dominique Moore, Assistant Superintendent of Human Resources.

B. Nondiscrimination Compliance

Rock Island - Milan School District #41 adheres to all applicable laws and regulations that prohibit discrimination, harassment, harassment of a sexual nature and retaliation within and by the District, including the following:

1. Title II of the Americans with Disabilities Act
2. Title IX of the Education Amendments of 1972
3. Section 504 of the Rehabilitation Act of 1973
4. Title VI of the Civil Rights Act, 42 U.S.C. § 2000d *et seq.*
5. Title VII of the Civil Rights Act, 42 U.S.C. § 2000e *et seq.*
6. The Age Discrimination in Employment Act of 1967
7. The State Officials and Employees Ethics Act
8. The Illinois Human Rights Act
9. Sections 10-22.5, 27-1, and 20.60 of the School Code and 23 Illinois Administrative Code Part 200
10. Victims' Economic Security and Safety Act, 820 ILCS 108/
11. Illinois Equal Pay Act of 2003, 820 ILCS 112/
12. Illinois Genetic Information Privacy Act (GINA), 410 ILCS 513/ and Title II of the Genetic Information Nondiscrimination Act (GINA), 42 U.S.C. § 2000ff *et seq.*
13. Employee Credit Privacy Act, 820 ILCS 70/

C. ADA Accommodations

The district will provide reasonable accommodations to employees with a disability if the accommodation would allow the individual to perform the essential functions of their job, unless doing so would create an undue hardship. An employee or their supervisor may initiate a request for accommodation by contacting Dr. Dominique Moore, Assistant Superintendent of HR and identifying an adjustment or change at work that is needed because of a disability. An employee may also submit a written request to HR.

Upon receiving the reasonable accommodation request, HR or the ADA coordinator will meet with the employee and conduct an informal, interactive discussion to identify an accommodation that will allow the employee to perform the essential functions of the job effectively. The district may request medical information concerning the employee's disability and to assist in determining what accommodation(s) may be available and appropriate. The employee will be responsible for obtaining the information from their health care provider. Medical information received will be confidential and kept separate from the employee's personnel file.

After meeting with the employee and reviewing medical documentation, HR or the ADA coordinator will determine whether the employee is a qualified individual with a disability and develop a reasonable accommodation plan for the employee. Accommodation will be determined on a case-by-case basis. HR or the ADA coordinator will work closely with the employee and supervisor to ensure that reasonable accommodation is provided and effective.

D. Discrimination, Harassment, and Retaliation

Employees shall not engage in prohibited harassment, including sexual harassment, of other employees, unpaid interns, student teachers, or students. While acting in the course of their employment, employees shall not engage in prohibited harassment of other persons including board members, vendors, contractors, volunteers, or parents. A substantiated charge of harassment will result in disciplinary action.

Individuals who believe they have been discriminated or retaliated against or harassed are encouraged to promptly report such incidents to the campus principal, supervisor, or appropriate district official. If the campus principal, supervisor, or district official is the subject of a complaint, the complaint should be made directly to the superintendent. A complaint against the superintendent may be made directly to the board.

Any district employee who believes that he or she has experienced prohibited conduct based on sex, including sexual harassment, or believes that another employee has experienced such prohibited conduct, should immediately report the alleged acts. The employee may report the alleged acts to his or her supervisor, the campus principal, the Title IX coordinator, or the superintendent. The district's Title IX coordinator's name and contact information is listed in the Equal Employment Opportunity section of this handbook.

Definitions and procedures for reporting and investigating discrimination, harassment, and retaliation can be found in board policy 5:20.

E. Employment Classification

Certain positions within Rock Island–Milan School District #41 are represented by collective bargaining units - the Rock Island Education Association (RIEA) represents certified counselors, nurses, psychologists, social workers, and teachers; the Rock Island Educational Support Professionals Association (RIESPA), whose membership includes nurses, paraprofessionals, and security personnel; and the American Federation of State, County, and Municipal Employees (ASFCME) whose membership is represented by custodial, maintenance and secretarial staff. Employees covered by a collective bargaining agreements (CBAs) are subject to the terms and conditions outlined in the applicable collective bargaining agreement, which may include provisions related to wages, hours, and working conditions. Employees not represented by a bargaining unit are considered “non-affiliated” and are subject to Board policies and administrative procedures.

In addition, all employees are classified according to federal and state wage and hour laws, as well as District policies. Employees may be designated as either *exempt* or *non-exempt* under the Fair Labor Standards Act (FLSA). Exempt employees are salaried and not eligible for overtime pay, while non-exempt employees are paid on an hourly basis and are entitled to overtime pay in accordance with applicable laws. Employees may also be identified as full-time, part-time, or temporary based on their regularly scheduled hours and duration of assignment.

These classifications are intended to clarify eligibility for wages, benefits, and overtime, but do not constitute a guarantee of continued employment for any specific period of time.

F. Union Employees

Employees within the union bargaining unit are covered by a written union contract, also known as a "collective bargaining agreement." Union-represented employees will be provided information regarding the union and the union contract at the time of hire or when they transfer into a bargaining unit position. The District is committed to honoring the collective bargaining agreement between the District and the union. For union-represented employees, that contract determines your pay rate and other terms and conditions of employment with the District. Many policies and benefits described in this Handbook apply to union and non-union employees. However, if there is any discrepancy between the information in this Handbook and matters in a collective bargaining agreement, the provisions of the collective bargaining agreement will control. In addition, this Handbook is not intended to and does not confer any benefits, compensation, or rights to union-represented employees that are greater or extend beyond those required by the collective bargaining agreement.

If you are a union-represented employee, we encourage you to consult with your supervisor if you have any questions about the collective bargaining agreement and its impact on your employment with RIMSD.

G. Independent Contractors

The general rule is that an individual is independent if the payer has the right to control or direct only the result of the work and not what will be done and how it will be done. If you are an independent contractor, then you are self-employed. Therefore, the earnings of a person working as an independent contractor are subject to self-employment taxes.

H. Background Checks & Pre-Employment Requirements

Individuals must complete the required application form to be considered for employment. Applications must be completed online. The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School Board Policy on equal opportunity and minority recruitment. All applicants recommended for employment will be required to complete a physical examination, undergo a criminal background check, and a fingerprinting process. The District will comply with all applicable federal, state, and local laws relating to such background checks. As a condition of employment, each new employee must complete the Employment Eligibility Verification Form 1-9 and present valid and accurate documentation establishing identity and employment eligibility.

All employees must maintain the ability to prove their legal ability to work in the United States as a condition of continued employment. Violating this policy, either by a new employee or management, is unacceptable or may lead to discipline, up to and including termination.

No individual who appears on the Sex Offender Registry or who have been convicted of enumerated offenses as outlined in 105 ILCS 5/21B-80(c) shall be employed by the district. The School Board makes all final hiring decisions based only on the recommendation of the Superintendent or designee.

Each new employee must furnish evidence of physical fitness to perform assigned duties and freedom from communicable disease. The physical fitness examination must be performed by a physician licensed in Illinois, or any other state, to practice medicine. The employee must have the physical examination performed within in 30 days of the first day of employment. Any employee may be required to have additional examinations consistent with business necessity. The Board of Education will pay the expenses of such additional examinations.

As a condition of employment, all employees must participate in a district orientation program customized to their employee group. Details concerning the dates of this orientation will be given to all employees at the time of hiring.

I. Illinois Child Labor Laws and Work Permit Requirements

In accordance with Illinois law, individuals under the age of 16 must meet specific requirements in order to be employed. These include:

1. Obtaining an employment certificate confirming that the minor is of legal age to work, is physically capable of performing the job, and that the work will not interfere with the minor's education.
2. Prohibition from working in hazardous occupations.
3. Restrictions on working hours: minors may not work before 7:00 a.m. or after 7:00 p.m., except between June 1 and Labor Day, when work is permitted until 9:00 p.m.

J. Job Descriptions

The Human Resources Department develops and maintains job descriptions for each job and/or category. Employees will be given a copy of their job description at orientation.

Workplace Conduct & Expectations

A. Illinois Governmental Ethics Act Requirement

All District employees are expected to maintain high standards in their school relationships, demonstrate integrity and honesty, be considerate and cooperative, and maintain professional relationships with students, parents, staff members, and others.

The Ethics Advisor shall be the Chief School Business Official unless designated otherwise by the Superintendent. The Ethics Advisor shall serve as a resource to employees and Board members regarding this policy.

B. Code of Professionalism

Each Rock Island-Milan School District #41 Employee shall:

1. Report to work acceptable for the job assignment and remain fit for duty.

2. Prepare for and perform all assigned duties required by one's job description(s).
3. Comply with justifiable directives issued by established lines of authority.
4. Identify, report, and/or control, if possible, unsafe conditions and/or safety hazards to maintain safe and secure working and/or learning environments.
5. Demonstrate respect, fairness, and integrity when interacting with students, parents, staff, administrators, community members, and stakeholders.
6. Comply with federal laws, state statutes, Board policies, and related administrative procedures prohibiting coercive, harassing, threatening, retaliating, or discriminating conduct. Communicate in a truthful and timely manner.
7. Acquire, use, maintain, and dispose of District assets ethically and responsibly in accordance with federal laws, state statutes, Board policies, and related administrative procedures.
8. Maintain confidentiality of information as required under federal laws, state statutes, Board policies, and related administrative procedures.
9. Report actions that may represent violations of federal laws, state statutes, Board policies, and/or related administrative procedures.
10. Refrain from any activity that may reasonably interfere with the legitimate operational interests of the District or one's ability to perform duties as assigned effectively.
11. Comply with all other federal laws, state statutes, county and city regulations, Board policies, and related administrative procedures.

C. Employee Discipline

Our district utilizes a positive progressive discipline model known as Employee Discipline in and Education Environment (EDEE), supported by Upslope Solutions to manage staff conduct and/or productivity concerns. In cases where an employee violates the Code of Professionalism, the District supports using positive, progressive discipline to address these violations.

D. Professionalism and Appearance Guidelines

All employees are expected to report to work dressed in clean, professional-looking attire appropriate for their job duties. When on duty, all professional staff members shall:

1. be physically clean, neat, and well-groomed;
2. dress in a manner consistent with their professional responsibilities;
3. dress in a manner that communicates to students pride in personal appearance; and
4. be groomed so their hairstyle or dress does not disrupt the educational process.

Employees who fail to observe these guidelines may be required to leave work until they can return appropriately attired and groomed.

E. Conflict of Interest

Employees are required to disclose in writing to the district any situation that creates a potential conflict of interest with proper discharge of assigned duties and responsibilities or creates a potential conflict of interest with the best interests of the district. This includes the following:

1. A personal financial interest
2. A business interest

3. Any other obligation or relationship
4. Non-school employment

Employees should contact Human Resources for additional information.

F. Use of District Property/Technology

Information Technology and Electronic Communications

The District provides various IT resources to employees to assist them in performing their job duties. These include but are not limited to the District's computers, computer network, email system, Internet service, software, storage media and devices, telephones, voice mail, printers, copiers, scanners, and fax machines. In addition, many employees have their own personal IT resources available at work, such as cellular phones, tablet computers, and similar devices, some of which may be used to access District IT resources.

The same policies and principles that apply to employee conduct also apply to using District-provided and personal IT resources. Additionally, employees must also comply with the following policies and guidelines.

Personal Use

During working hours, employees are expected to be at work performing their assigned job duties. Therefore, employees may refrain from using work time for personal pursuits, including private telephone calls, email correspondence, surfing the Internet, or participating in social media, whether using the District's IT resources or their own.

The District's IT resources are provided for business use only. Personal use of these resources is discouraged and may result in discipline or termination if such use violates any District policy or the law, distracts other employees from their job duties, or interferes with the security or stability of the District's IT resources.

Privacy

By using the District's IT resources, you acknowledge and agree that the District may monitor all use of its IT resources and has the right to access, record, store, transfer, review, disseminate, dispose of, and use any data or communications sent, received, accessed, viewed, or stored using any of its IT resources, to the fullest extent allowed by applicable law, with or without further notice to you. No user should view, copy, alter, or destroy another's personal electronic files without permission.

Employees should assume that any business-related or personal communication they create, send, receive, or store on the District's information technology resources may be read or heard by someone other than the intended recipient. In particular, highly confidential or sensitive information should not be sent through email or the Internet.

The District has the right to monitor any usage of its computer systems, including (but not limited to) sites visited by users on the Internet, chat groups, and newsgroups. In addition, all employees must be aware that the District may use automated software to monitor documents created, stored, sent, or received.

Some of the District's information technology resources can be accessed only by entering a password. Passwords are intended to prevent unauthorized access to information. Passwords do not confer any privacy right upon any District employee. Thus, even though employees may maintain passwords for accessing information technology resources, employees must not expect any information maintained on the information technology resources, including electronic mail and voicemail messages, to be private. Employees are expected to maintain their passwords as confidential

Acceptable Use

Please refer to the Acceptable Use Policy—Appendix C

G. Drug-Free Workplace

RIMSD 41 is committed to maintaining an alcohol- and drug-free environment and will not tolerate the use of alcohol and illegal drugs in the workplace and at school-related or school sanctioned activities on or off school property. Employees who use or are under the influence of alcohol or illegal drugs during working hours may be dismissed according to 105 ILCS 127/.

State law prohibits smoking, using tobacco, or e-cigarettes on all district-owned property and at school-related or school-sanctioned activities, on or off school property. This includes all buildings, playground areas, parking facilities, and facilities used for athletics and other activities. Drivers of district-owned vehicles are prohibited from smoking, using tobacco products, or e-cigarettes while inside the vehicle. Employees are prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on school property or while attending an off-campus school-related activity. Exceptions may be made for smoking cessation products with medical documentation on file.

H. Nepotism

Board of Education is committed to equal opportunity employment, to employment policies that promote quality in employment, that support good morale, and that discourage practices which interfere with these qualities or which present a conflict of interest, bias, or interfere with the legitimate supervisor-supervisee relations. Board of Education policy 5:32 explicitly outlines conditions which fit the definition of nepotism.

I. Discrimination, Harassment, and Retaliation

Employees shall not engage in prohibited harassment, including sexual harassment, of other employees, unpaid interns, student teachers, or students. While acting in the course of their employment, employees shall not engage in prohibited harassment of other persons including board members, vendors, contractors, volunteers, or parents. A substantiated charge of harassment will result in disciplinary action.

Individuals who believe they have been discriminated or retaliated against or harassed are encouraged to promptly report such incidents to the building principal, supervisor, or appropriate district official. If the building principal, supervisor, or district official is the subject of a complaint, the complaint should be made directly to the superintendent. A complaint against the superintendent may be made directly to the board.

Any district employee who believes that he or she has experienced prohibited conduct based on sex, including sexual harassment, or believes that another employee has experienced such prohibited conduct, should immediately report the alleged acts. The employee may report the alleged acts to his or her supervisor, the campus principal, the Title IX coordinator, or the superintendent. The district's Title IX coordinator's name and contact information is listed in the Equal Employment Opportunity section of this handbook.

Board of Education policy 5:20 defines harassment and outlines the procedures for reporting a claim.

J. Illinois Gift Ban Act

Illinois law (5 ILCS 430/10-10) prohibits members of the Board of Education, officers, and salaried employees of the District, as well as their spouses and certain immediate family members, from soliciting or accepting certain gifts.

Employees may not accept gifts or favors that could influence, or be construed to influence, the employee's discharge of assigned duties. The acceptance of a gift, favor, or service by an administrator or teacher that might reasonably tend to influence the selection of textbooks, electronic textbooks, instructional materials or technological equipment may result in prosecution of a Class B misdemeanor offense. This does not include staff development, teacher training, or instructional materials such as maps or worksheets that convey information to students or contribute to the learning process.

K. Mandated Reporting of Child Abuse or Neglect

Under Illinois law, any District employee who has reasonable cause to believe that a student may be an abused or neglected child is a mandated reporter and must report the suspected abuse or neglect to the Illinois Department of Children and Family Services (DCFS) or ensure that such a report is made.

In addition to filing a report with DCFS, employees should promptly notify their immediate supervisor or contact the PPS (Pupil Personnel Services) Department if they suspect abuse or neglect. Failure to report suspected abuse or neglect may result in legal consequences as well as disciplinary action.

L. Outside Employment

No District employee shall be directly or indirectly interested in any contract, work, or business of the District or in the sale of any article by or to the District, except when the employee is the author or developer of instructional materials listed with the State Board of Education and adopted for use by the Board. An employee interested in instructional materials must file an annual statement with the Board Secretary. For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District, nor shall an employee act as an agent of any business in any transaction with the District. Employees shall not engage in any other employment or private business during regular working hours or at other times necessary to fulfill appropriate assigned duties.

M. Bringing Children to Work

To maintain a professional working environment, the District prohibits employees from bringing their children to work at any time during the work day if the purpose of bringing a child to work is to provide child care or supervision because other arrangements have failed.

If a child is brought to work, it must be done with the knowledge and permission of the employee's immediate supervisor and the Department of Human Resources administrators.

N. Prohibited Political Activities

1. Illinois law (5 ILCS 430/5-15) addresses prohibited political activities and sets forth certain prohibitions pertaining to public sector employees.
2. No employee may intentionally perform any of the following prohibited political activities during any compensated time:
3. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political events.
4. Soliciting contributions, including but not limited to purchasing, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political events.
5. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
6. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
7. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
8. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
9. Soliciting votes on behalf of a candidate for elective office, a political organization, for or against any referendum question, or helping get voters to the polls.
10. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
11. Contributing to any candidate for elective office in that capacity or connection with a campaign for elective office.
12. Preparing or reviewing responses to candidate questionnaires in connection with a campaign for elective office or on behalf of a political organization for political purposes.
13. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material for any candidate for elective office or for or against any referendum question.
14. Campaigning for any elective office or for or against any referendum question.
15. Managing or working on a campaign for elective office or for or against any referendum question.
16. Serving as a delegate, alternate, or proxy to a political party convention.
17. Participating in any recount or challenge to the outcome of any election.

O. Personnel Records

If changes occur in your name, marital status, address, number of dependents for tax purposes, phone number or your designated emergency contact, or other personal information, please notify Human Resources of these changes so that your employment records may be kept up-to-date. Beneficiary changes for insurance and other employee benefits must also be reported to become effective. Federal and state laws and regulations govern the access and use of personnel files. All personnel files maintained by Human Resources are private and confidential. Except as specifically provided in this policy, no person (other than the employee accessing his or her own file) shall have access to employee personnel files. An employee who would like the District to release additional information about their employment must submit a written request in writing to the Superintendent or designee.

P. Communicable and Chronic Infectious Diseases

Employees with a communicable or chronic infectious disease will be permitted to retain their positions whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee can continue to perform the position's essential job functions. Employees who cannot retain their positions shall remain subject to the Board's employment policies, including sick leave, physical examinations, temporary and permanent disability, and termination. Determining whether an employee with a communicable or chronic infectious disease may retain his or her position will be made in accordance with established procedures.

Q. Fundraising Guidelines

All fundraising activities on behalf of the District must be approved in advance by the building principal or appropriate administrator. Fundraisers should:

- Align with District policies, safety standards, and educational goals.
- Use funds only for the stated purpose and maintain accurate records of collections and expenditures.
- Comply with all laws and regulations, and avoid prohibited items (e.g., tobacco, alcohol).
- Be voluntary for student participants and not interfere with instructional time.
- Represent the District positively, including any community or business solicitations.
- Ensure student safety and appropriate supervision at all times.

A final report summarizing the fundraiser and accounting for funds raised must be submitted to the supervising administrator.

R. Personal Cell Phones and Electronics

If you wish to do so, you may carry a personal cellular phone, smartphone, or similar device at work. However, your device must be kept in silent/vibrate mode to ensure that it does not disrupt the workplace.

Occasional personal calls, text messages, etc., are permitted if they do not disrupt your work or the work of your fellow employees. However, you should reserve personal calls and text messages whenever possible for your break or meal periods. In addition, you must ensure that any conversations do not disrupt other employees.

Employees may not use cell phones or personal electronic devices in the warehouse, as the distraction caused by such devices presents a safety hazard. The District will not be responsible for the loss of or damage to any personal cell phones or electronic devices.

S. Employee Evaluations

All employees of the District will receive a formal performance evaluation at least once per year. The purpose of the evaluation is to:

1. Assess job performance and effectiveness in fulfilling assigned responsibilities.
2. Provide constructive feedback and guidance for professional growth.
3. Identify strengths, areas for improvement, and potential development opportunities.
4. Ensure alignment with District goals, policies, and expectations.

Evaluations will be conducted by the employee's immediate supervisor or other designated administrator. Employees are encouraged to participate in the evaluation process through self-assessment and

discussion with their evaluator. Results of the evaluation will be documented and placed in the employee's personnel file. Performance evaluations may be considered in decisions related to professional development, merit increases, and other employment actions.

T. Employee Recognition

Shout Outs are submitted by people who want to pat their fellow peers on the back for the extraordinary things they are doing to make a difference in our students' lives whether it is in or out of the classroom.

Our website has a form for "shout-out" shoutouts under the staff tab on the main page.

Attendance, Leaves & Absences

The district offers employees paid and unpaid leaves of absences. Paid leave must be used in full or half-day increments. This handbook summarizes the most common types of leave available and restrictions on leaves of absence. Employees who expect to be absent for an extended period of more than five days should call Human Resources to request proper documentation and approval.

A. Attendance

An employee absent for reasons other than those permitted or excused by the District, holiday, vacation, or leave policies or who repeatedly fails to provide notice as required will be subject to appropriate disciplinary action up to and including discharge. Any employee who fails to report to work for ten consecutive days without notice to his/her supervisor will be assumed to have resigned and abandoned the job. In such a case, the employee will be terminated.

B. Holidays

Only regular, non-union, twelve-month (260-day) employees are eligible for full holiday pay. Unless the District receives a waiver or modification under the School Code (Sections 2-3.25 or 24-2(b)) permitting school to be held on a holiday, eligible employees will be paid for, and will not be required to work on, the following holidays:

- New Year's Eve
- New Year's Day
- Martin Luther King Jr. Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Juneteenth (Note: When June 19 falls on a Saturday or Sunday, neither the preceding Friday nor the following Monday will be considered a paid holiday.)

Employees covered by a Collective Bargaining Agreement should consult their contract for holiday provisions. For example, the District may require certain educational support personnel to work on a holiday during emergencies or when necessary to maintain facility operations.

The list of paid holidays is subject to change annually based on the needs of the District.

Non-affiliated employees that work less than 260 days per year are only paid for the days worked. They do not receive vacation or holiday pay. However, they receive two (2) Personal and fifteen (15) sick days yearly.

C. Absence notification

This Absence Notification Policy applies to all forms of time off for any reason, including but not limited to paid vacation, paid sick leave, Family and Medical Leave Act ("FMLA"), and other unpaid leave.

D. Timing of Notification

Generally, you are expected to provide as much notice of your absence as practicable. If you are unable to notify the District of your need for time off and submit a Leave Request Form before the day on which your time off begins, you must call, text, or email your supervisor to report your expected absence no later than no later than 1 hour before you are scheduled to begin work. If you cannot call, text, or email by 1 hour before you are scheduled to begin work, you must contact your supervisor as soon as practicable. If you cannot call personally, a spokesperson (such as your spouse, an adult family member, or another responsible party) may do so on your behalf.

E. Leaving During the Work Day

If you must leave work before the end of your scheduled work day, you must inform your supervisor and submit a completed Leave Request Form to your supervisor, if possible, before you leave.

F. Scheduled Absences

When requesting time off, you are expected to work with your supervisor to arrange a schedule that accommodates your needs while minimizing disruption to the District's operations. Unless your leave has been scheduled and approved in advance, you must follow the established notification procedures for each day you are absent, unless prevented by extenuating circumstances. If you are on leave for more than five consecutive workdays, you are required to check in with Human Resources periodically to provide updates on your status and to confirm your intent to return on the scheduled date, unless you have been advised otherwise.

G. Consequences for Failure to Report Absences

Failure to comply with this policy or to provide documentation or information requested by the District in support of an absence may result in delay or denial of requested time off, loss of pay, and/or discipline up to and including termination of employment.

H. Paid Vacation

The District encourages eligible employees to take vacation time away from work. Non-union employees that work twelve-month (260-days) shall be eligible for paid vacation days earned during each fiscal year as follows:

1. From the date of hire, employees that work twelve-month (260 days) shall receive twenty-five (25) days of vacation per year.
2. Twelve-month employees may carry over ten (10) days from the previous year. Vacation balances over ten days will permanently expire if not used by July 31.
3. Twelve-month employees will receive an additional vacation day when one of the listed holidays falls on a weekend or become a required work day.
4. Whenever possible, you must schedule your absences, including any vacation, as far in advance as possible under the circumstances. The District reserves the right to deny requests to use vacation time for absences not scheduled in advance.
5. If an employee leaves the District's employment for any reason, the District will pay the employee for any unused vacation that the employee has accrued as of the employee's separation date.
6. Regular part-time employees are not eligible for vacation days.

I. Personal Days

All members of a collective bargaining unit shall refer to the appropriate agreement regarding personal days. The District provides all non-affiliated, full-time employees with two (2) personal days per year. These days are in addition to vacation and sick leave. Employees may use a personal day for anything they deem personal. Personal days are subject to supervisor approval. Following are further details:

1. All eligible employees are granted two (2) personal days upon hire and accrue two personal days on July 1 of each year. However, if hired after July 1 of the current fiscal year, days are prorated to the amount of time remaining in the fiscal year contract.
2. Personal days that are not used continue to accumulate. You can only hold up to five (5) personal days in a year. When you accrue two (2) the following year, they will roll over into your sick leave account. Once your employment ends, your sick leave balance is counted as additional service credit.

J. Sick Days

Non-affiliated full-time and part-time employees who work at least 600 hours per year are eligible for a minimum of 10 paid sick leave days and up to a maximum of 15 days per year, unless otherwise specified in this policy. Part-time employees accrue sick leave based on the length of their regular workday. Unused sick leave may accumulate to a maximum of 230 days, including days granted for the current year.

For purposes of this policy, sick leave may be used for the employee's personal illness, quarantine at home, or for a serious illness or death in the employee's immediate family or household, as defined in 105 ILCS 5/24.

Employees working 3.5 hours or more per day are considered to work more than 600 hours annually and, therefore, must be enrolled in the Illinois Municipal Retirement Fund (IMRF) for retirement purposes. These employees are also entitled to a minimum of 10 sick leave days per year.

Non-affiliated twelve-month employees are granted up to 15 days of paid sick leave each school year. Non-affiliated ten-month employees are granted 13 days of paid sick leave each school year.

K. Sick Leave Bank

If an employee experiences a catastrophic illness, as certified by a physician, and has exhausted all available paid leave, a non-affiliated full-time employee may donate sick leave days to the ill employee, subject to approval. To qualify, the following conditions must be met:

1. The ill employee must work at least seven (7) hours per day.
2. The ill employee must have completed at least ten (10) consecutive years of service with the District.
3. Sick leave donations may be made to no more than two (2) non-union employees per fiscal year, with a maximum of forty (40) donated days per employee.
4. An employee may not use more than forty (40) donated sick leave days over the course of their employment with the District.

All requests under this policy require final approval from Human Resources.

L. Family and Medical Leave Act (FMLA)

The District is committed to compliance with the Family and Medical Leave Act of 1993 ("FMLA"). A description of your rights and responsibilities under the FMLA is included in Appendix A at the end of this Handbook.

The following describes the District's specific policies and procedures relating to FMLA leave. This policy does not intend to confer any contractual or other legal rights beyond those provided by the FMLA and does not alter any employee's "at-will" status.

Eligibility

FMLA leave is available only to certain eligible employees. To be an "eligible employee" under the FMLA, you must:

1. Have been employed by the District for a total of at least 12 months; and
2. Have worked at least 1,250 hours for the District during the twelve months before the date on which your leave is to begin; and
3. Work at a location where the District employs at least 50 employees within 75 miles.

If you are an eligible employee, you may take leave under the FMLA for the following reasons:

1. For a serious health condition that makes you unable to perform the essential functions of your job;
2. For the birth of your child and to care for your newborn child;
3. For the placement with you of a child for adoption or foster care;
4. To care for your spouse, child (who is under 18 years of age or incapable of self-care due to a physical or mental disability), or parent (not a parent-in-law) who has a serious health condition;
5. To address "qualifying exigencies" that arise because your spouse, son, daughter, or parent is a member of the Armed Forces who is on or has been notified of an impending covered active duty deployment to a foreign country;

6. To care for a spouse, son, daughter, parent, or next of kin who is a "covered service member" while the covered service member is undergoing medical treatment, recuperation, or therapy; is in outpatient status; or is on the temporary disability retired list.

Amount of Leave

FMLA leave may last for a total of up to 12 weeks during a calendar year. Leave taken for the health condition of a spouse, child, parent, or employee may be taken intermittently or on a reduced schedule if medically necessary. This means, where appropriate, taking leave in blocks of time or reducing the regular weekly or daily work schedule, so long as FMLA leave is at most 12 weeks during the fiscal year. Leaving for a child's birth, adoption, or placement may be taken intermittently only by prior arrangement with the District.

An employee and spouse both working for the District who are eligible for FMLA leave are permitted to take only a combined total of 12 weeks if the leave is for the birth, adoption, or placement for foster care of a child or to care for a parent with a serious health condition.

Requesting FMLA Leave

If you need time off for a reason that may qualify under the Family and Medical Leave Act (FMLA), you must follow the District's absence notification procedures. Failure to comply with reporting requirements or to provide requested documentation may result in delays, denial of leave, or disciplinary action up to and including termination of employment. It is your responsibility to provide the District with the information necessary to determine whether your leave is FMLA-eligible. The FMLA also requires employees to respond to reasonable requests for additional information regarding their leave. Failure to respond may result in a delay or denial of leave.

Calling in "sick" without further explanation is not acceptable. To request leave under the Family and Medical Leave Act (FMLA), employees must provide sufficient information for the District to determine whether the FMLA applies. At a minimum, employees must provide:

1. The specific reason for the absence, with enough detail for the District to assess FMLA eligibility.
2. The anticipated start and return dates of the leave, including specific times and dates of absence if known.
3. A telephone number where the employee can be reached for additional information.

Leave Request Form

Employees must complete a Leave Request Form as soon as practicable and submit it to their supervisor, who will forward it to the Office of Human Resources.

Notice Requirements

- **Foreseeable Leave:** When leave is foreseeable, employees must provide at least 30 calendar days' advance notice. In cases of planned medical treatment, employees should consult with their supervisor to schedule leave in a way that minimizes disruption to District operations.
- **Unforeseeable Leave:** When leave is not foreseeable (such as a medical emergency), employees must provide notice as soon as practicable—ordinarily within two business days of learning of the need for leave.

Medical Certification

For leave related to the employee's serious health condition, or that of a spouse, child, or parent, the employee must submit a completed medical certification form from a health care provider. This form will be provided by Human Resources. The District may require a second or third opinion, at its expense. Employees will not be permitted to begin or continue FMLA leave without valid medical certification.

Intermittent Leave or Reduced Schedule

When foreseeable intermittent leave is needed for planned medical treatment or recovery from a serious health condition, the District may temporarily transfer the employee to an alternative position (with equivalent pay and benefits) that better accommodates recurring absences.

Unpaid Leave and Substitution of Paid Leave

Except as provided in this paragraph, all FMLA leave is without pay. However, an employee may use accrued vacation and personal days for any covered FMLA leave may utilize accrued sick days due to the employee's serious health condition or for the illness of a spouse, child, or parent.

The District may require an employee to utilize accrued vacation, personal, or sick days during a covered leave. Human Resources will notify the employee if the District requires the use of accrued time during a covered leave.

The District will maintain group health insurance coverage for 60 days during a covered FMLA leave on the same terms as if the employee had continued to work.

Reporting Requirements During Leave

While on FMLA leave for more than one work week at a time, you may be required to contact Human Resources periodically to report your status and confirm your intention to return to work on the scheduled date.

Reinstatement after Leave

Employees who return from covered FMLA leave will be reinstated to their same or equivalent job with equivalent pay, benefits, and other employment terms and conditions.

Before returning to work from an FMLA leave for your serious health condition, you may be required to submit a certification from your healthcare provider to resume work. If requested, this certification must confirm that you can perform the essential functions of your position (with or without reasonable accommodations) as outlined in the job description the District provided.

Coordination with other Statutes

Leave entitlement under state law, and the FMLA run concurrently, where both laws cover the same type of leave. For example, state law provides maternity/adoptive leave; time spent on such leave will simultaneously be counted toward FMLA leave eligibility.

M. Military Leave

Leaves for service, National Guard, and General Assembly, as well as any re-employment rights, shall be granted by state and federal law. A professional staff member hired to replace one in military service or

the General Assembly does not acquire tenure. If you need time off in connection with your military service, please get in touch with Human Resources as soon as possible to make appropriate arrangements. You may be asked to provide copies of your orders or other appropriate documentation.

Illinois Family Military Leave

Under the Illinois Family Military Leave Act, eligible Illinois employees who are the spouses or parents of a person called to state or federal military service lasting longer than thirty days are eligible for leave up to 30 days. To be eligible for leave under this Act, you must have worked for the District for at least twelve months and at least 1,250 hours in the twelve months immediately preceding the requested leave. Furthermore, you must exhaust all available paid leave before you are eligible for family military leave under the Act.

Military Caregiver Leave

Eligible employees may take up to 26 weeks of job-protected leave in a single 12-month period to care for a covered service member with a severe illness or injury. Critical provisions of leave to care for a seriously ill or injured service member include:

1. Eligible employees are entitled to leave to care for a current member (or one who is on the temporary disability retired) of the Armed Forces, including a member of the National Guard or Reserves who has a serious illness or injury incurred in the line of active duty requiring treatment, recovery, or therapy.
2. Employees may not take leave for former service members and members on the permanent disability retirement list.
3. To care for a covered service member, the eligible employee must be the spouse, son, daughter, parent (excluding in-laws), or next of kin. "Next of kin" is the nearest blood relative other than the service member's spouse, parent, son, or daughter, in the following order of priority: blood relatives who have been granted legal custody by court decree or statute; brothers and sisters; grandparents; aunts and uncles; and first cousins, unless the service member has designated another blood relative as their nearest blood relative, in writing, for purposes of military caregiver leave under the FMLA. When no designation is made, and multiple family members have the same level of relationship with the service member, all such family members are considered next of kin and may take FMLA leave to provide care.
4. The "single 12-month period" begins the first day an employee takes leave to care for a covered service member and ends 12 months after that date, regardless of the employer's method for determining 12 work weeks of leave for FMLA-qualifying reasons. The remaining time is forfeited if an employee does not take all 26 weeks of leave to care for a covered service member during the 12 months.
5. An employee is entitled to a combined total of 26 work weeks of leave for any FMLA-qualifying reason(s) during the single 12-month period, including time taken to care for a service member.
6. The employer is responsible for designating the leave as FMLA-qualifying, paid or unpaid, and giving the employee notice of the designation.
 - a. Leave that qualifies as both service member care leave and leave to care for a family member's serious health condition cannot be designated to count as both types of leave simultaneously.
 - b. A husband and wife eligible for FMLA and work for the same employer may be limited to a combined total of 26 weeks of leave.

N. Jury Duty

The District will pay full salary when an employee is absent due to court duty or, pursuant to a subpoena, serves as a witness or has a deposition taken in any school-related matter pending in court.

The District will deduct any fees that an employee receives for such duties, less mileage and meal expenses, from the employee's compensation or make arrangements for the employee to endorse the fee check to the District.

An employee should give the District five (5) days prior notice of pending court duty. In addition, the employee must inform their supervisor about the time required for jury duty or court appearances.

O. Leave to Vote

If your scheduled work hours begin fewer than two hours after polls open and end fewer than two hours before polls close, you may take up to two hours of leave with pay between the opening and closing time of the polls to vote. You must notify your supervisor at least one day before the election to take leave to vote. The District will specify the time for your voting leave.

P. Illinois Victim's Economic Security and Safety Act

The Illinois Victims' Economic Security and Safety Act (VESSA) provides that Illinois employees who are victims of domestic or sexual violence or have a family or household member who is a victim of domestic or sexual violence are entitled to specific reasonable accommodations and may take up to 12 weeks of leave from work on an unpaid basis during any 12 months to address these issues. Please contact Human Resources for further information about leave or accommodations available under VESSA.

VESSA leave is generally unpaid. However, employees may elect to use accrued and unused paid leave benefits concurrently with VESSA leave to receive pay for the leave period, subject to the terms and conditions under the applicable paid leave policies. In addition, employees may elect to continue their health and life insurance coverage during VESSA leave.

The District will comply with VESSA's requirements regarding the confidentiality of information relating to an employee's request for leave or accommodation under this policy.

Q. Family Bereavement Leave Act (FBLA)

The FBLA has been expanded to include ten (10) days of bereavement leave. For the purposes of this policy, the ten days shall include five (5) days of fully paid leave and five days of allowable sick leave. This policy has also been expanded to include a domestic partner as an immediate family member.

When a death occurs in an immediate family member, the eligible employee(s) shall be granted leave up to five (5) school days for each occurrence with full pay and five (5) full days of allowable sick leave. These days are in addition to and separate from accumulated sick leave.

R. Critical Illness

For purposes of this policy, critical illness is defined as an illness pertaining to or, like a crisis, in danger of death when major complications occur when the prognosis is poor. Critical illness leave may be used only once for the same occurrence in any school year for any one member of the immediate family.

Eligible Employees

Please refer to your collective bargaining agreement.

Immediate family or household members are described as the following:

Spouse	Parent-in-Law	Sister-in-Law	Domestic partner
Child	Son-in-Law	Brother-in-Law	
Parent	Brother	Legal Guardian	
Grandparent	Sister	Step-Parent	
Grandchild	Daughter-in-Law	Step-Child	

Outside the immediate family:

The employee may take up to three (3) school days from allowable sick leave for the death of a relative outside the immediate family: aunt, uncle, nephew, or niece

An eligible employee for this benefit, unless superseded by the CBA, are:

1. Those that work full-time six (6) hours per day and thirty (30) hours per week.
2. Certain 20-hour AFSCME workers that have been grandfathered shall receive this benefit.
3. All IMRF employees working 600 hours or more in a twelve (12) month period are eligible for this benefit.

Compensation & Work Hours

A. Pay and Wage Information

Compensation is set individually and may be modified based on job duties, performance, attendance, market standards, and District needs. Employees may be paid hourly or on salary, with initial rates communicated upon hire and later changes provided in advance. Collective bargaining members should refer to the appropriate agreement for wage information. Effective January 1, 2025, the minimum wage in Illinois is \$15 per hour.

B. Overtime

Non-exempt employees are eligible for overtime pay at one and one-half times their regular hourly rate for all hours worked over 40 in a week, provided overtime has been pre-approved by a supervisor. Exempt employees are not entitled to additional compensation for overtime. Failure to report or work assigned overtime may result in discipline, including termination.

C. Compensatory Time Off

For certain employees covered by FLSA overtime rules who are not represented by a bargaining unit, compensatory time off may be granted instead of cash payment. Non-exempt employees may accrue up to 60 hours of compensatory time (120 hours for employees in public safety, emergency, or seasonal

roles). Any hours beyond the limit will be paid in cash at the appropriate overtime rate. Upon termination, unused compensatory time is paid out at the higher of the employee's average pay rate over the past three years or their final regular rate.

D. Work Week and Pay Day

The District's official work week runs Monday through Friday, 7:30am – 4:30pm. Payroll is issued twice monthly, on the 15th and last day of each month, through direct deposit.

E. Recording Time and Reporting Errors

Employees are responsible for accurately recording their work time daily and must submit complete timesheets as instructed by their supervisor. Employees should review each pay stub for accuracy and promptly report errors such as missing hours, incorrect deductions, or unauthorized "off-the-clock" work. The District prohibits retaliation against employees who make good faith reports of payroll concerns or participate in related investigations.

Benefits & Reimbursements

A. Health Benefits

Benefits begin on the date of hire. Employees signing up for benefits will have 30 days from the date of hire to complete and turn in the required documents. Once insurance documents have been received and accepted, Insurance premiums will be withheld from the next payroll period.

The District provides health insurance to eligible employees with access to medical, dental, vision, and prescription benefits for their dependents. Subject to certain exceptions, employees who work at least 30 hours a week in a permanent position are eligible to participate in the health insurance plans. There is no in-lieu-of-benefit for those who choose not to take the medical health benefit. To confirm eligibility, please contact Human Resources.

When an employee's employment with the District is terminated due to retirement, the employee shall continue to be covered by the District's insurance through the first day of the month, which occurs thirty days after the effective termination date. Coverage will be to the last day of the full month regardless of the ending work date for all other terminations except those for a cause. Insurance will terminate immediately for loss of employment due to cause. Specific employment contracts will supersede any insurance termination listed above.

B. Retirement Benefits

Illinois Municipal Retirement Fund (IMRF) benefits are provided to all support staff working 600 or more hours in 12 months. Your benefits include retirement benefits, disability benefits, and death benefits.

As a member of IMRF making contributions toward a Regular Plan pension, you contribute 4.5% of your salary: 3.75% for your pension and 0.75% for a surviving spouse pension.

These contributions are tax-deferred. You have the option of making additional voluntary contributions to IMRF. If you choose, you can contribute 10% of your gross wages.

Upon completion of enrollment documents, all eligible new hires receive an IMRF booklet detailing their benefits under the IMRF Regular Plan.

Employees should contact the District's payroll department for questions about their retirement plan.

C. Tax Shelter Annuities—403(b)

Employees that are interested in contributing to the 403(b) plan can contact the District's representative:

Jim Gillen, CRC® AIF®
Investment Advisor Representative
Certified Retirement Counselor; Accredited Investment Fiduciary
Cambridge Investment Research, Inc.
303 E. Main Street
St. Charles, IL 60174 (847) 778-1522
jgillen@retirementplanteam.com

D. Employee Assistance Program

The District offers an Employee Assistance Program that can provide you with assistance and referrals for various issues, such as child care, elder care, housing, drug and alcohol problems, and others. You can contact the EAP directly at:

Precedence EAP
4622 Progress Drive, Suite A
Davenport, IA 52807
(800) 383-7900 or (309) 779-2273

Representative

Joe Lilly – joseph.lilly@unitypoint.org (309) 779-2962
Stephanie.burrough@unitypoint.org (563) 742-2455

Service Location:

Joe Lilly
Director, Outpatient Behavioral Health Unity Point Health – Robert Young Center 4600 3rd Street
Moline, IL 61265
(309) 779-2962 office (309) 779-2167 fax
(563) 357-7949 mobile

E. Expense Reimbursement

The District reimburses employees for pre-approved job-related expenses such as travel and materials. Purchases must be authorized in advance, original receipts are required, and sales tax is

not reimbursable due to the District's tax-exempt status. Travel reimbursement requests must include a signed expense form with attached receipts. Processing may take up to 45 working days.

F. Return to Work After Retirement

IMRF

To be eligible to start an IMRF pension at retirement, a retiree cannot work for any IMRF employer for at least 60 days. However, after 60 days from the pension start date, a retiree may return to work for an IMRF employer, as long as there was no pre-arranged agreement (even an informal one) made before retirement that the member will return to work. Retirees who violate this policy must pay back all pension payments that they have received because they did not truly separate from service. Contact IMRF (630) 368-5365 for additional questions about the separation of service rules or pension eligibility.

Rock Island-Milan School District #41 policy prevents the return to work of IMRF Retirees for six (6) months or more due to the insurance eligibility look-back period.

TRS

Post-retirement limitations are 120 days or 600 hours per year, specified in the Illinois Pension Code. Annuitants who have established termination of service may return to post-retirement teaching in a different school year than they last contributed to TRS. Paid sick, personal, and vacation days are subject to post-retirement employment limitations. Only work requiring teacher or administrator licensure (including summer school and substitute teaching) is subject to the above limitation.

B. Workers' Compensation

The District provides employees a comprehensive Workers' Compensation insurance program at no cost. This program covers most injuries or illnesses sustained during employment that requires medical, surgical, or hospital treatment. Subject to applicable legal requirements, workers' compensation insurance provides benefits immediately after a short waiting period or if the employee is hospitalized.

Employees who sustain work-related injuries or illnesses should inform their manager immediately.

Failure to notify the District of a work-related injury as soon as possible may result in disciplinary action up to and including termination.

Neither the District nor the insurance carrier will be liable for the payment of workers' compensation benefits for injuries that occur during an employee's voluntary participation in any off-duty recreational, social, or athletic activity sponsored by the District.

If an employee feels the need to elevate themselves above the ground/floor for hanging material, student work, bulletin boards, decorations, etc.....they must request a step ladder from their building custodian and only use the District-approved apparatus to work above ground/floor level.

Breaks and Accommodations

A. Meal and Rest Breaks

Non-exempt employees working at least 7.5 continuous hours are entitled to a 30-minute (or two 15-minute) duty-free break within the first five hours of work.

B. Pregnancy and Childbirth

The District provides accommodations and time off for prenatal care, childbirth, and recovery, consistent with the Family and Medical Leave Act and Illinois law. Accommodations will be made unless they cause undue hardship. Additional information on pregnancy rights under Illinois law is included in Appendix A.

C. Nursing Mothers

The District supports mothers who choose to breastfeed and provides reasonable break time and a private space to express breast milk during the workday, in compliance with federal and state law.

D. Religious Accommodations

Employees may request reasonable accommodations to avoid conflicts between work duties and religious beliefs. Requests should be made in advance whenever possible. Employees may be required to use available leave for such absences.

E. Emergency Closing/Snow Days

District management decides when to close due to severe weather or emergencies. Missed school days will be made up using the five state-mandated emergency days in the calendar. Twelve-month employees are still expected to report to work unless they use a personal or vacation day and must record absences in the Absence Management (AESOP) system.

Separation of Employment

A. Resignation and Eligibility for Rehire

Non-licensed employees are expected to provide at least two weeks' written notice and participate in an exit interview, returning all RIMSD property at that time. Employees who resign without proper notice or who left due to misconduct or poor performance will not be considered for rehire. Tenured teachers may resign with 30 days' written notice to the Board of Education Secretary, but resignations during the school term to accept another position require Board approval.

B. Non-Renewal

Employees may be subject to non-renewal of their positions for the following school year due to budget constraints, performance concerns, position eliminations, or other reasons. Employees funded entirely by Title funds, hired mid-year, or in part-time positions are also subject to non-renewal. For benefit-eligible employees, benefits expire at the end of the month of the last working day.

C. Termination without Cause – Illinois

Illinois employers can no longer terminate employees without cause; they must have a justified reason, but they can terminate employees without advance notice.

Firing, often referred to as termination for cause, involves an employer's decision to dismiss an employee for specific reasons. Illinois does not follow the "at-will" employment doctrine, unlike other US states. As of January 2022, employers can no longer terminate employees without cause. What counts as a "just cause" now includes:

1. Failure to fulfill employee responsibilities to a satisfactory standard
2. Employee misconduct
3. When an employer has a legitimate economic reason, which cannot include staff redundancy due to a merger or acquisition

Anti-discrimination laws in Illinois now serve as an essential layer of protection, ensuring that even if an employer cites a reason for termination, it cannot be a pretext for discrimination. The same goes for retaliation or violation of public policy.

When terminating an employee in Illinois, the District must ensure that the decision does not discriminate based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, ancestry, marital status, protective order status, military status, citizenship or work authorization status, or arrest and conviction records where applicable under law.

A non-affiliated employee whose employment with the District ends for reasons other than retirement shall continue to be covered by the District's insurance through the last day of the month of employment. In the case of retirement, the non-affiliated employee shall continue to be covered by the District's insurance through the first day of the month, which first occurs after thirty (30) days from the effective date of termination.

Appendix A – Pregnancy Rights in the Workplace



State of Illinois
Department of Human Rights

PHR



PREGNANCY and your **RIGHTS** in the **WORKPLACE**

Are you pregnant, recovering from childbirth, or do you have a medical or common condition related to pregnancy?

If so, you have the right to:

- Ask your employer for a reasonable accommodation for your pregnancy, such as more frequent bathroom breaks, assistance with heavy work, a private space for expressing milk, or time off to recover from your pregnancy.
- Reject an unsolicited accommodation offered by your employer for your pregnancy.
- Continue working during your pregnancy if a reasonable accommodation is available which would allow you to continue performing your job.

Your employer cannot:

- Discriminate against you because of your pregnancy.
- Retaliate against you because you requested a reasonable accommodation.

PREGNANCY and your **RIGHTS** in the **WORKPLACE**

It is illegal for your employer to fire you, refuse to hire you or to refuse to provide you with a reasonable accommodation because of your pregnancy. For more information regarding your rights, download the Illinois Department of Human Rights' fact sheet from our website at www.illinois.gov/dhr

Es ilegal que su empleador la despida, se niegue a contratarla o a proporcionarle una adaptación razonable a causa de su embarazo. Para obtener información sobre el embarazo y sus derechos en el lugar de trabajo en español, visite: www.illinois.gov/dhr



**For immediate help or if you have questions
regarding your rights.**

Call (312) 814-6200 or (217) 785-5100 or (866) 740-3953 (TTY)

CHICAGO OFFICE

100 West Randolph Street,
10th Floor
Intake Unit
Chicago, IL 60601
(312) 814-6200

SPRINGFIELD OFFICE

222 South College St.,
Room 101-A
Intake Unit
Springfield, IL 62704
(217) 785-5100

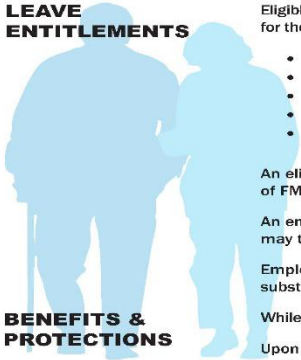
The charge process may be initiated by completing the form at:
<http://www.illinois.gov/dhr>

Appendix B – Employee Rights Under FMLA

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS



Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within one year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

BENEFITS & PROTECTIONS

ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

*Special "hours of service" requirements apply to airline flight crew employees.

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.



For additional information or to file a complaint:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division



WH1420 REV 04/16

Appendix C – Acceptable Use Policy

Instruction

Administrative Procedure - Acceptable Use of Electronic Networks

All use of electronic networks shall be consistent with the District's goal of promoting educational excellence by facilitating resource sharing, innovation, and communication. These procedures do not attempt to state all required or proscribed behavior by users. However, some specific examples are provided. The failure of any user to follow these procedures will result in the loss of privileges, disciplinary action, and/or appropriate legal action.

Terms and Conditions

Acceptable Use - Access to the District's electronic network must be: (a) for the purpose of education or research, consistent with the District's educational objectives, or (b) for legitimate business use.

Privileges—The use of the District's electronic network is a privilege, not a right, and inappropriate use will result in the cancellation of those privileges. The system administrator will make all decisions regarding whether or not a user has violated these procedures and may deny, revoke, or suspend access at any time. His or her decision is final.

Unacceptable Use - The user is responsible for his or her actions and activities involving the network. Some examples of unacceptable uses are:

- a. Using the network for any illegal activity, including violation of copyright or other contracts, or transmitting any material in violation of any State or federal law;
- b. Unauthorized downloading of software, regardless of whether it is copyrighted or de-virused;
- c. Downloading copyrighted material for other than personal use;
- d. Using the network for private financial or commercial gain;
- e. Wastefully using resources, such as file space;
- f. Hacking or gaining unauthorized access to files, resources, or entities;
- g. Invading the privacy of individuals, that includes the unauthorized disclosure, dissemination, and use of information about anyone that is of a personal nature including a photograph;

Using another user's account or password;

- h. Posting material authored or created by another without his/her consent;
- i. Posting anonymous messages;
- j. Using the network for commercial or private advertising;
- k. Accessing, submitting, posting, publishing, or displaying defamatory, inaccurate, abusive, obscene, profane, sexually-oriented, threatening, racially offensive, harassing, or illegal material; and
- l. Using the network while access privileges are suspended or revoked.

Network Etiquette - The user is expected to abide by the generally accepted rules of network etiquette. These include, but are not limited to, the following:

- a. Be polite. Do not become abusive in messages to others.

- b. Use appropriate language. Do not swear or use vulgarities or any other inappropriate language.
- c. Do not reveal personal information, including the addresses or telephone numbers, of students or colleagues.
- d. Recognize that electronic mail (email) is not private. People who operate the system have access to all mail. Messages relating to or in support of illegal activities may be reported to the authorities.
- e. Do not use the network in any way that would disrupt its use by other users.
- f. Consider all communications and information accessible via the network's private property.

No Warranties - The District makes no warranties of any kind, expressed or implied, for its service. The District will not be responsible for any damages the user suffers. This includes data loss resulting from delays, non-deliveries, missed deliveries, or service interruptions caused by negligence or the user's errors or omissions. Use of any information obtained via the Internet is at the user's own risk. The District specifically denies any responsibility for the accuracy or quality of information obtained through its services.

Indemnification - The user agrees to indemnify the District for any losses, costs, or damages, including reasonable attorney fees, incurred by the District relating to, or arising out of, any violation of these procedures.

Security - Network security is a high priority. If the user can identify a security problem on the Internet, the user must notify the system administrator or Building Principal. Do not demonstrate the problem to other users. Keep your account and password confidential. Do not use another individual's account without written permission from that individual. Attempts to log-on to the Internet as a system administrator will result in the cancellation of user privileges. Any user identified as a security risk may be denied access to the network.

Vandalism - Vandalism will result in the cancellation of privileges and other disciplinary actions. Vandalism is defined as any malicious attempt to harm or destroy the data of another user, the Internet, or any other network. This includes but is not limited to, uploading or creating computer viruses.

Telephone Charges - The District assumes no responsibility for any unauthorized charges or fees, including telephone charges, long-distance charges, per-minute surcharges, and/or equipment or line costs.

Copyright Web Publishing Rules - Copyright law and District policy prohibit re-publishing text or graphics found on the Web or District Web sites or file servers without explicit written permission.

- a. For each re-publication (on a Web site or file server) of a graphic or a text file produced externally, there must be a notice at the bottom of the page crediting the original producer and noting how and when permission was granted. If possible, the notice should also include the Web address of the original source.
- b. Students and staff engaged in producing Web pages must provide library media specialists with e-mail or hard copy permissions before publication. Printed evidence of the status of "public domain" documents must be provided.
- c. The absence of a copyright notice may not be interpreted as permission to copy the materials. Only the copyright owner may provide the permission. The manager of the Web site displaying the material may not be considered a source of permission.

- d. The "fair use" rules governing student reports in classrooms are less stringent and permit limited use of graphics and text.
- e. Student work may only be published if there is written permission from both the parent/guardian and the student.

Use of Electronic Mail - The District's electronic mail system, and its constituent software, hardware, and data files, are owned and controlled by the District. The District provides email to aid students and staff members fulfill their duties and responsibilities and as an education tool.

- a. The District reserves the right to access and disclose the contents of any account on its system without prior notice or permission from the account's user. Unauthorized access by any student or staff member to an electronic mail account is strictly prohibited.
- b. Each person should use the same degree of care in drafting an electronic mail message as would be put into a written memorandum or document. Nothing should be transmitted in an email message that would be inappropriate in a letter or memorandum.
- c. Electronic messages transmitted via the District's Internet gateway carry with them identification of the user's Internet "domain." This domain name is a registered domain name and identifies the author as being with the District. Therefore, great care should be taken in the composition of such messages and how such messages might reflect on the name and reputation of the District. Users will be held personally responsible for the content of any and all electronic mail messages transmitted to external recipients.
- d. Any message received from an unknown sender via the Internet should either be immediately deleted or forwarded to the system administrator. Downloading any file attached to any Internet-based message is prohibited unless the user is certain of that message's authenticity and the nature of the file so transmitted.
- e. Use of the District's electronic mail system constitutes consent to these regulations.

Internet Safety

Internet access is limited to only those "acceptable uses," as detailed in these procedures. Internet safety is almost assured if users will not engage in "unacceptable uses," as detailed in these procedures, and otherwise follow these procedures. Staff members shall supervise students while using District Internet access to ensure that the students abide by the Terms and Conditions for Internet access contained in these procedures.

Each District computer with Internet access has a filtering device that blocks entry to visual depictions that are: (1) obscene, (2) pornographic, or (3) harmful or inappropriate for students, as defined by the Children's Internet Protection Act and as determined by the Superintendent or designee.

The system administrator and Building Principals shall monitor student Internet access.

LEGAL REF.: Children's Internet Protection Act, 47 U.S.C. §254(h) and (l). Enhances Education through Technology, 20 U.S.C §6751 et seq. 720 ILCS 135/0.01.

DATED: January 1, 2011

Appendix D – Board of Education Approval

Approved for distribution this _____ day of _____, 2025.

Signed: _____
Jason Roessler, President, Rock Island-Milan School District 41 Board of Education

Signed: _____
Isabel Pena, Vice-President, Rock Island-Milan School District 41 Board of Education

Signed: _____
Sue Crowder, Member, Rock Island-Milan School District 41 Board of Education

Signed: _____
Nicole Cisne-Durbin, Member, Rock Island-Milan School District 41 Board of Education

Signed: _____
Andrea Gilman, Member, Rock Island-Milan School District 41 Board of Education

Signed: _____
Michael Matherly, Member, Rock Island-Milan School District 41 Board of Education

Signed: _____
Tracy Pugh, Member, Rock Island-Milan School District 41 Board of Education

Appendix E – Employee Handbook Acknowledgement

Employee Handbook Acknowledgment

I acknowledge that I have received the Rock Island-Milan School District 41 Employee Handbook on the date indicated below and that I have read and understand its contents.

I understand that this handbook does not constitute a contract of employment or create any contractual rights between me and the District. Unless otherwise stated in a written employment contract, my employment with the District is “at will,” which means that either the District or I may terminate the employment relationship at any time, with or without cause or notice.

I also understand that the policies and procedures contained in this handbook are intended for general guidance only and may be modified, revised, or discontinued by the District at any time, with or without notice.

Employee Name: _____

Employee Signature: _____

Date: _____

Witness: _____