

Moline, Illinois

## Notice of Meeting

Members of the Board of Education

Ladies and Gentlemen:

You are hereby notified that there will be a Regular Meeting of the Board of Education, School District No. 40, immediately following the Committee of the Whole Meeting on Monday, January 22, 2024, at the Bartlett Performing Arts Center (Black Box), 3600 Avenue of the Cities, Moline, Illinois 61265.

Dr. Matthew DeBaene  
Secretary, Board of Education

### AGENDA AND RECOMMENDATIONS

Board of Education  
Moline, Illinois  
Monday, January 22, 2024

Join from a device:

Please click this URL to  
join. <https://us02web.zoom.us/j/87560334919?pwd=Y110bW84WjlhSHBieVI4ZG9QTmhwZz09>  
Passcode: 187749  
Description: School Board meeting to be held on January 22, 2024.

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US: +1 312 626 6799 or +1 309 205 3325 or  
Webinar ID: 875 6033 4919

Public comments may be made in person or e-mailed to the Board Secretary, Dr. Matthew DeBaene, at [mdebaene@molineschools.org](mailto:mdebaene@molineschools.org) no later than 4:30 p.m. on Monday, January 22, 2024, with "Public Comment" in the subject line.

Doors will open at 5:45 p.m. for the public. The Moline-Coal Valley School District follows the guidance of the Illinois Department of Public Health and the Illinois State Board of Education.

#### 1. Opening of Meeting - Roll Call

**2. Recitation of Pledge of Allegiance**

**3. Approval of Minutes**

A.Minutes of the Regular Meeting of the Board of Education of January 8, 2024

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Moline, Illinois, January 08, 2024  
Minutes  
Board of Education  
School District No. 40

The meeting of the Board of Education was called to order by Board President Andrew Waeyaert at 6:34 p.m. at the Bartlett Performing Arts Center (Black Box), 3600 Avenue of the Cities, Moline, IL 61265.

### **Roll Call**

Members Present: Audrey Adamson, Chet DeSmet, Ramona Dixon, Jason Farrell, Lindsey Hines, Andrew Waeyaert, Erin Waldron-Smith

Member Absent: None

Student Member Present: Abigail Greenlee

Student Member Absent: Jathinram Kollarapu

The Board of Education Members led those in attendance in reciting the Pledge of Allegiance.

### **APPROVAL OF MINUTES**

The minutes of the Open Session of the Regular Board of Education Meeting of December 11, 2023 were presented for approval as presented.

A motion was made by Audrey Adamson, seconded by Chet DeSmet, all in favor, that the minutes of the Open Session of the Regular Board of Education meeting of December 11, 2023 be approved as presented and placed on file.

### **COMMUNICATION, PUBLIC COMMENT AND PARTICIPATION**

Broc Nelson, Leadership of the Satanic Temple of Iowa Congregation, spoke in support of the after-school Satan program at Jane Addams Elementary School.

Mortimer Adramelech, Administer of Satan and Council Member of Satanic Temple of Iowa, expressed concern about a constitutional issue regarding the decision to move the after-school Satan club to a different location.

Warren Wayne Marlow, community member, expressed disappointment with the Board of Education's decision to remove the after-school club from Jane Addams Elementary School. Mr. Marlow would like to see the club back at Jane Addams.

Greg Thompson, MHS Class of 1988 Graduate, expressed disappointment with the allowance of other faith-based groups and the concerns of faiths recognized.

### **CONSENT AGENDA**

Due to a conflict of interest, Consent Agenda Items K1 through K4 were pulled from the agenda to be considered separately.

**A. Employment - Certified Staff**

the temporary employment of the following named certified substitute teacher for the remainder of the 2023-2024 school year with wages by district schedules:

Morrisey, Erin

**B. Salary Reclassification – Certified Staff**

a change in salary classification for the following certified staff effective second semester of the 2023-2024 school year:

Haverland, Max from B. A. +15 to M. A.  
Viaene, Jacob from B. A. to B. A. +15  
Wetherell, Anna from B.A. to B.A. +15

**C. Appointment to Differential Assignment**

1) the temporary appointment of the following named non-certified staff members to differential assignment, effective for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Ekberg, Kyle	Head Grade 8 Boys Track	John Deere
Ellis, Charles	Assistant Grade 7 Boys Track	John Deere
Ritchie, Heather	Assistant Sophomore Girls Basketball	High School

**D. Resignation from Differential Assignment**

1) the resignation of the following named non-certified staff member from differential assignment, effective for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Abel, Steven	Head Grade 8 Boys Track	Wilson

2) the resignation of the following named non-certified staff members from differential assignment, effective for the 2024-2025 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Cramer, Christopher	Assistant Girls Golf	High School

**E. Resignation for the Purpose of Retirement**

1) the resignation for the purpose of retirement of the following named certified staff members at the end of the 2027-2028 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
DeTaeye, Todd	Assistant Superintendent for Administration & Human Resources	Allendale

Roberts, Emily      Vocal Music      Bicentennial/Franklin

- 2) the resignation for the purpose of retirement of the following named educational support personnel for the 2024-2025 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Bennett, Susan	Custodian	Franklin	12/04/24

**F. Resignation/Termination - Educational Support Personnel**

the resignation/termination from employment of the following named educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Wehr, Lisa	Digital Learning Support Assistant	Roosevelt	02/08/24

**G. Approval of Family Medical Leave Act**

that the Board of Education grant approval of a family medical leave for the following non-certified staff members:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Houseman, Jessica	Hall Security	High School	Beginning 01/23/24 with an approximate return date of 03/19/24

**H. Employment – Educational Support Personnel**

- 1) the employment of the following named educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Ames, David	Special Education Paraprofessional	High School	01/09/24

- 2) the temporary employment of the following named interpreter for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Languages</u>	<u>Effective Date</u>
Cornelio, Lewis	Swahili, Kirundi, Kinyarwanda	12/07/23

- 3) the temporary employment of the following named educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

Effective

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Date</u>
Taets, Danielle	1:1 Special Education Paraprofessional	Logan	01/09/24

- 4) the temporary employment of the following named substitute educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>
Birditt, Susy	Classroom Paraprofessional
Pelletier, Elizabeth	Classroom Paraprofessional

**I. Transfer/Reassignment**

- 1) the transfer of Tina Durham from the 2nd Shift Custodial position at John Deere to the 2nd Shift Custodial position at Roosevelt, effective January 2, 2024.
- 2) the transfer of Chris Ethridge from the 2nd Shift Custodial position at Bicentennial to the 1st Shift Custodial position at Bicentennial, effective January 2, 2024.
- 3) the transfer of Alyssa Luxmore from the 2nd Shift Custodial position at Roosevelt to the 3rd Shift Custodial position of the K Wing and PE Center at the High School, effective January 2, 2024.

**J. Payments for Board Approval**

approval of payments:

Fund 1 Educational	2,595,609.50
Fund 2 Operations & Maintenance	149,555.49
Fund 3 Debt Service	582,625.08
Fund 4 Transportation	107,753.97
Fund 5 Retirement	186,515.48
Fund 6 Capital Projects	24,499.22
Fund 7 Working Cash	33,496.46
Fund 8 Tort Fund	3,154.11
Fund 9 Life Safety Code	66,694.00
Fund 10 Group Insurance	847,605.39
Fund 11 Student Activity	<u>54,407.14</u>
<b>TOTAL</b>	<b>4,651,915.84</b>

**See Exhibit A in the official minutes.**

**L. Freedom of Information Act Requests**

- 1) A Freedom of Information Act request was received from Technology International, Inc requesting bid results/tabulations and awardee information for the Kitchen Equipment bid. The District has responded to this request.

- 2) A Freedom of Information Act request was received from Construct Connect requesting an as-read tabulation and/or name of the awarded company and award amount for the Moline-Coal Valley School District 2024 Welding Lab Renovation. The District has responded to this request.
- 3) A Freedom of Information Act request was received from Tri State Travel requesting the accepted bids for the Charter Bus contract from Green River for the 2023-2024 school year. The District has responded to this request.

**M. Acceptance of Gifts**

- 1) A donation in the amount of \$815 from Deere & Company to be used to purchase new volleyball uniforms at John Deere Middle School.
- 2) A donation in the amount of \$5,000 from Lowell N. Johnson Charitable Foundation as a contribution to fine arts enhancement for students in pre-K through 12th grade.
- 3) A donation in the amount of \$25,000 from the Lowell N. Johnson Charitable Foundation as a contribution to the Moline-Coal Valley School District.
- 4) A donation in the amount of \$50,000 from Lowell N. Johnson Charitable Foundation for the Lowell N. Johnson Scholarship Fund within the Moline-Coal Valley School District.
- 5) A donation in the amount of \$26,000 from Churchill Family Charitable Foundation for the Churchill Family Foundation Scholarship Fund within the Moline-Coal Valley School District.

**N. Purchase and Adoption of Understanding Economics from McGraw Hill**

that the Board of Education adopt and approve the purchase of Economic books titled *Understanding Economics*, from McGraw Hill, New York, New York, at a cost not to exceed \$4,200. See Exhibit B in the official minutes.

**O. Engage Services - Dr. Joseph M. Sanfelippo, LLC**

that the Board of Education engage the services of Dr. Joseph M. Sanfelippo, LLC, Fall Creek, Wisconsin, on January 6, 2025, to conduct an all staff professional development at a total cost not to exceed \$12,500. See Exhibit C in the official minutes.

**P. Engage Services - Wilson Middle School Cafeteria Ceiling Tile Replacement**

that the Board of Education engage the services of Builders Sales and Service Company, Moline, Illinois for the Wilson Middle School cafeteria ceiling tile replacement with a total cost not to exceed \$18,241. See Exhibit D in the official minutes.

**Q. Engage Services - Coolidge Elevator Hoist Rope Replacement**

that the Board of Education engage the services of Kone Inc., Moline, Illinois, for the Coolidge Building elevator hoist rope replacement project with a total cost not to exceed \$12,190. See Exhibit E in the official minutes.

A motion was made by Jason Farrell, seconded by Erin Waldron-Smith, that the Board of Education approve A through J and L through Q as presented.

Ayes: Chet DeSmet, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Andrew Waeyaert

Nays: Ramona Dixon

Board Member Ramona Dixon requested clarification on how the hiring process works at the school level for athletics. Todd DeTaeye, Assistant Superintendent for Administration and Human Resources, responded that head coaches make the recommendation of hiring to the athletic director. The positions already have stipends set forth in the contract.

A motion was made by Audrey Adamson, seconded by Chet DeSmet, that the Board of Education reconsider the approval of A through J and L through Q as presented.

Ayes: Ramona Dixon, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet

Nays: Andrew Waeyaert

A motion was made by Ramona Dixon, seconded by Chet DeSmet, that the Board of Education approve A through B, D through J, and L through Q as presented.

Ayes: Chet DeSmet, Ramona Dixon, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson

Nays: Andrew Waeyaert

A motion was made by Chet DeSmet, seconded by Erin Waldron-Smith, that the Board of Education move to table Item C as presented.

Ayes: Ramona Dixon, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet

Nays: Andrew Waeyaert

**K.1) Facility Usage Request Recommended for Approval Subject to Compliance with**

**Board of Education Policy 8:20**

*Recommended Motion:* that the Board of Education approve the actions contained in Consent Agenda Item K. 1) as presented:

Bartlett Performing Arts Center - Band Room by Quad City Symphony Orchestra on Sunday, February 4, 2024 from 1:30 p.m. until 7:30 p.m. If necessary, custodial fees will be billed at \$62 per hour on Sundays. Building rental fees as stated in the contract.

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education approve the action contained in Consent Agenda Item K1 as presented.

Ayes: Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Chet DeSmet, Ramona Dixon, Andrew Waeyaert

Nays: None

**K. 2) Facility Usage Request Recommended for Approval Subject to Compliance with Board of Education Policy 8:20**

*Recommended Motion:* that the Board of Education approve the actions contained in Consent Agenda Item K. 2) as presented:

Moline High School PE Center by Moline Little League for the 2nd Annual Moline Little League Clinic on Sunday, February 4, 2024 from 11 a.m. until 5 p.m. Compensation to be received only if custodial services are required as a result of their program. If necessary, custodial fees will be billed at \$62 per hour on Sundays. Building rental fees as stated in the contract.

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education approve the action contained in Consent Agenda Item K2 as presented.

Ayes: Lindsey Hines, Audrey Adamson, Chet DeSmet, Ramona Dixon, Andrew Waeyaert

Nays: None

Abstain: Erin Waldron-Smith, Jason Farrell

**K. 3) Facility Usage Request Recommended for Approval Subject to Compliance with Board of Education Policy 8:20**

*Recommended Motion:* that the Board of Education approve the actions contained in Consent Agenda Item K. 3) as presented:

Moline High School, Wilson Middle School, and John Deere Middle School baseball diamonds for Moline Little League 2024 baseball season. Coolidge Gym and Moline

High School PE Center for Moline Little League tryouts on Saturday, February 24, 2024 from 9 a.m. until 12 p.m, Saturday, March 2, 2024 from 1 p.m. until 4 p.m., and Saturday, March 9, 2024 from 9 a.m. until 12 p.m. Compensation to be received only for custodial services required as a result of their program. If necessary, custodial fees will be billed at \$54 per hour (Monday through Saturday).

A motion was made by Audrey Adamson, seconded by Chet DeSmet, that the Board of Education approve the action contained in Consent Agenda Item K3 as presented.

Ayes: Audrey Adamson, Chet DeSmet, Ramona Dixon, Lindsey Hines, Andrew Waeyaert

Nays: None

Abstain: Erin Waldron-Smith, Jason Farrell

**K. 4) Facility Usage Request Recommended for Approval Subject to Compliance with Board of Education Policy 8:20**

*Recommended Motion:* that the Board of Education approve the actions contained in Consent Agenda Item K. 4) as presented:

Bartlett Performing Arts Center by Backstage Dance and Tumbling for performances on Friday, April 26, 2024 from 5 p.m. until 8 p.m. and Saturday, April 27, 2024 from 9 a.m. until 3 p.m. Building rental fees as stated in the contract.

A motion was made by Audrey Adamson, seconded by Chet DeSmet, that the Board of Education approve the action contained in Consent Agenda Item K4 as presented.

Ayes: Audrey Adamson, Chet DeSmet, Ramona Dixon, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Andrew Waeyaert

**ENGAGE SERVICES - CONCEPTUAL PRE-CONSTRUCTION SERVICES FOR EXTERIOR ATHLETIC FACILITIES IMPROVEMENT**

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education authorize the administration to engage in pre-construction services for the preliminary project planning and design exercise with Russell Construction, Davenport, Iowa, to develop a formal agreement for pre-construction services for Moline-Coal Valley District Exterior Athletic Facilities at a cost not to exceed \$21,400. **See Exhibit F in the official minutes.**

Ayes: Chet DeSmet, Ramona Dixon, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Andrew Waeyaert

Nays: None

**ENGAGE SERVICES - CONCEPTUAL PRE-CONSTRUCTION SERVICES FOR LINCOLN-IRVING EXPANSION**

A motion was made by Jason Farrell, seconded by Erin Waldron-Smith, that the Board of Education authorize the administration to engage in pre-construction services for the preliminary project planning and design exercises with Russell Construction Davenport, Iowa, to develop a formal agreement for pre-construction service for Moline-Coal Valley School District improvements and expansion of Lincoln-Irving Elementary School at a cost not to exceed \$17,500. See **Exhibit G in the official minutes.**

Ayes: Ramona Dixon, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Andrew Waeyaert

Nays: None

**AWARD OF BID - MOLINE HIGH SCHOOL WELDING LAB RENOVATION**

A motion was made by Chet DeSmet, seconded by Jason Farrell, that the Board of Education award the bid for Moline High School Welding Lab Renovation to Valley Construction, Rock Island, Illinois, in the amount of \$464,830. See **Exhibit H in the official minutes.**

Audrey Adamson, Board Member, asked when this project would start.

Vince Gallo, Chief Financial Officer, responded that this project will start this summer and will be completed by the end of the summer.

Ayes: Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Andrew Waeyaert

Nays: None

**SECOND READING OF REVISED BOARD OF EDUCATION POLICY 2:200, TYPES OF SCHOOL BOARD MEETINGS**

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education accept the second reading the revised Board of Education policy 2:200, Types of School Board Meetings, as presented. See **Exhibit I in the official minutes.**

Ayes: Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Jason Farrell, Andrew Waeyaert

Nays: None

**SECOND READING OF REVISED BOARD OF EDUCATION POLICY 4:60, PURCHASES AND CONTRACTS**

A motion was made by Jason Farrell, seconded by Audrey Adamson, that the Board of Education accept for second reading the revised Board of Education policy 4:60, Purchases and Contracts, as presented. See **Exhibit J in the official minutes.**

Andrew Waeyaert, Board Member, stated that this policy has options but would put more trust in the contractor.

Mr. Gallo, expressed the District would have more options but the option we currently utilize will still be available.

Ayes: Erin Waldron-Smith, Audrey Adamson, Ramona Dixon, Jason Farrell, Lindsey Hines,

Nays: Chet DeSmet, Andrew Waeyaert

**SECOND READING OF REVISED BOARD OF EDUCATION POLICY 5:200, TERMS AND CONDITIONS OF EMPLOYMENT AND DISMISSAL**

A motion was made by Audrey Adamson, seconded by Lindsey Hines, that the Board of Education accept for second reading the revised Board of Education policy 5:200, Terms and Conditions of Employment and Dismissal, as presented. See **Exhibit K in the official minutes.**

Ayes: Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Andrew Waeyaert

Nays: None

**SECOND READING OF REVISED BOARD OF EDUCATION POLICY 6:60, CURRICULUM CONTENT**

A motion was made by Audrey Adamson, seconded by Jason Farrell, that the Board of Education accept for second reading the revised Board of Education policy 6:60, Curriculum Content, as presented. See **Exhibit L in the official minutes.**

Erin Waldron-Smith, Board Member, is glad to hear that the dangers of fentanyl will be taught to students in the District as it is becoming a problem across the country.

Ayes: Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Jason Farrell, Andrew Waeyaert

Nays: None

**SECOND READING OF REVISED BOARD OF EDUCATION POLICY 7:60, RESIDENCE**

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education accept for second reading the revised Board of Education policy 7:60, Residence, as presented. See **Exhibit M in the official minutes.**

Ayes: Erin Waldron-Smith, Audrey Adamson, Chet DeSmet, Ramona Dixon, Jason Farrell, Lindsey Hines, Andrew Waeyaert

Nays: None

**SECOND READING OF REVISED BOARD OF EDUCATION POLICY 7:190, STUDENT BEHAVIOR**

A motion was made by Audrey Adamson, seconded by Chet DeSmet, that the Board of Education accept for second reading the revised Board of Education policy 7:190, Student Behavior, as presented. See **Exhibit N in the official minutes.**

Ayes: Audrey Adamson, Chet DeSmet, Ramona Dixon, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Andrew Waeyaert

Nays: None

**AGREEMENT WITH ILLINOIS STATE BOARD OF EDUCATION FOR VISITING INTERNATIONAL TEACHERS PROGRAM**

A motion was made by Chet DeSmet, seconded by Audrey Adamson, that the Board of Education approve entering into an Intergovernmental Agreement with the Illinois State Board of Education, Springfield, Illinois, to potentially host a Visiting International Teacher. See **Exhibit O in the official minutes.**

Ayes: Chet DeSmet, Ramona Dixon, Jason Farrell, Lindsey Hines, Erin Waldron-Smith, Audrey Adamson, Andrew Waeyaert

Nays: None

**REPORTS, REQUESTS, AND OPEN DISCUSSION****Superintendent's Report**

Dr. Rachel Savage, Superintendent of Schools, thanked all those involved in preparing the BlackBox for this evening's first board meeting at the new Bartlett Performing Arts Center location.

Dr. Savage spoke about the all staff in-service today with Will Bowen and his presentation on a Complaint Free World.. She received positive feedback from staff.

Dr. Savage reminded all that student safety is first and foremost and with that she'll be watching the impending weather very closely.

Reminder that Monday, January 15th the District will be closed in observance of Martin Luther King Jr. Day.

Andrew Waeyaert, President of the Board of Education, asked that all board members take a minute to review board norms that are placed at your seat for the meeting.

Erin Waldron-Smith, Board Member, thanked all for coming to express concerns this evening.

**Financial Report**

Mr. Vince Gallo, Chief Financial Officer, stated that the District is right on target for historical values, no news to report.

**Student BOE Member Report**

Abigail Greenlee, Student Advisory Board Member, spoke about the happenings of the Women and Stem Club at the High School looking to focus on outreach, the club decorated cookies, and collected donations from students. The student donations were given to the women's shelter.

A motion was made by Jason Farrell, seconded by Chet DeSmet, all in favor, that the Board of Education go into Closed Session. Time 7:36 p.m.

**\*\*\*CLOSED SESSION\*\*\***

to consider “the purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired” 5ILCS 120/2(c)(5)

and

“litigation, when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting” 5ILCS 120/2(c)(11)

A motion was made by Chet DeSmet, seconded by Erin Waldron-Smith, all in favor, that the Board of Education return to Open Session. Time: 9:10 p.m.

A motion was made by Chet DeSmet, seconded by Erin Waldron-Smith, that the Board of Education meeting be adjourned. Time: 9:12 p.m.

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President

\_\_\_\_\_

Secretary

**4. Communications, Public Comment and Participation**

**5. Consent Agenda**

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*Recommended Motion:* that the Board of Education approve the actions contained in the Consent Agenda as presented.

5. **Consent Agenda**

*Recommended Motion:* that the Board of Education approve the actions contained in Consent Agenda Items A through K, L2, L3, L4, L6 and M through P as presented:

A. **Employment - Certified Staff**

- 1) the temporary employment of the following named Certified Hourly Instructor for the remainder of the 2023-2024 school year with wages in accordance with district schedules:

<u>Name</u>	<u>Location</u>
Piehl, Tiffany	Homebound

- 2) the temporary employment of the following named certified substitute teacher for the remainder of the 2023-2024 school year with wages in accordance with district schedules:

Duke, Cheryl  
Seymour, McKenzie

B. **Salary Reclassification – Certified Staff**

a change in salary classification for the following certified staff effective second semester of the 2023-2024 school year:

Briggs, Angela from B.A. +15 to M.A.  
Lindskog Robinson, Emma B. A. to B.A. +15  
O’Meara, Vincent from B.A. +15 to M.A.

C. **Appointment to Differential Assignment**

- 1) the appointment of the following named certified staff member to differential assignment, effective for the second semester of the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Hays, Valerie	Sixth Assignment	High School

- 2) the temporary appointment of the following named non-certified staff members to differential assignment, effective for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Ekberg, Kyle	Head Grade 8 Boys Track	John Deere
Ellis, Charles	Assistant Grade 7 Boys Track	John Deere
Ritchie, Heather	Assistant Sophomore Girls Basketball	High School

**D. Resignation from Differential Assignment**

- 1) the resignation of the following named certified staff member from differential assignment, effective for the second semester of the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Suss, Zahra	Sixth Assignment	High School

- 2) the resignation of the following named non-certified staff member from differential assignment, effective for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Althiser, Jamie	Assistant Varsity Girls Soccer (.30)	High School

**E. Resignation for the Purpose of Retirement**

- 1) the resignation for the purpose of retirement of the following named certified staff members at the end of the 2027-2028 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Wells, Miranda	Cross Categorical	High School

**F. Resignation/Termination - Educational Support Personnel**

the resignation/termination from employment of the following named educational support personnel:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Carter, Amanda	Lunchroom Aide	Jefferson	01/05/24
Happel, Jenna	Special Ed Paraprofessional	Washington	01/31/24
Harris, Marquisha	Lunchroom Aide	Logan	01/05/24

**G. Approval of Family Medical Leave Act**

that the Board of Education grant approval of a family medical leave for the following certified staff members:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Painter, Shelby	Psychologist	Jane Addams, Bicentennial, Wilson	Beginning approximately 01/08/24 and returning after 60 accumulated days or 06/07/24.

**H. Employment – Educational Support Personnel**

- 1) the employment of the following named educational support personnel for the 2023-2024 school year with wages in accordance with district schedules:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>Effective Date</u>
Liendo, Jessica	Health Professional, RN	Willard	01/23/24

- 2) the temporary employment of the following named substitute educational support personnel for the 2023-2024 school year with wages in accordance with District schedules:

<u>Name</u>	<u>Position</u>
Woods, Diane	Administrative Assistant

**I. Payments for Board Approval**

approval of payments:

Fund 1 Educational	317,933.68
Fund 2 Operations & Maintenance	51,275.92
Fund 3 Debt Service	0.00
Fund 4 Transportation	31,074.35
Fund 5 Retirement	0.00
Fund 6 Capital Projects	67.72
Fund 7 Working Cash	0.00
Fund 8 Tort Fund	4,074.41
Fund 9 Life Safety Code	0.00
Fund 10 Group Insurance	27,230.60
Fund 11 Student Activity	<u>18,975.77</u>
<b>TOTAL</b>	<b>450,632.45</b>

**See Attachment No. 1.**

**J. Freedom of Information Act Requests**

- 1) A Freedom of Information Act request was received from SmartProcure requesting any and all purchasing records from 01/01/2018 to current for Butterworth Elementary School. The District has responded to this request.
- 2) A Freedom of Information Act request was received from SmartProcure requesting any and all purchasing records from 01/01/2018 to current for Jane Addams Elementary School. The District has responded to this request.
- 3) A Freedom of Information Act request was received from SmartProcure requesting any and all purchasing records from 01/01/2018 to current for Lincoln-Irving Elementary School. The District has responded to this request.
- 4) A Freedom of Information Act request was received from ConstructConnect requesting the awarded contractor, awarded amount, and anticipated start date for the Moline High School Welding Lab Renovation. The District has responded to this request.

- 5) A Freedom of Information Act request was received from W. Wayne Marlow requesting the number of rental facility requests the District approved and denied for the 2023 calendar year. The District has responded to this request.
- 6) A Freedom of Information Act request was received from Samuel Crawford requesting information on any actions taken by the board or any statements made by Board members that were used to justify denying the ASSC's request to rent space at Jane Addams Elementary School. The District has responded to this request.
- 7) A Freedom of Information Act request was received from Amanda Pease requesting employment records for a past employee of the Moline School District. The District has responded to this request.

**K. Acceptance of Gifts**

- 1) A donation in the amount of \$10,000 from the Quad Cities Community Foundation - Ontiveros Family Fund. \$5,000 to be used toward the Moline High School Wrestling Program and \$5,000 is to be used to support the Moline High School Shipley Track.
- 2) A donation in the amount of \$1,100 from the Quad City Federation of Labor and IATSE Local 85 to be used towards winter clothing for students at Washington Elementary.

**L. Facility Usage Request Recommended for Approval Subject to Compliance with Board of Education Policy 8:20**

- 2) Bartlett Performing Arts Center by Momentum Dance Force for rehearsal on Friday, May 3, 2024 from 5:00 p.m. until 9:00 p.m. and a performance on Saturday, May 4, 2024 from 8:00 a.m. until 6:00 p.m. Building rental fees as stated in the contract.
- 3) Bartlett Performing Arts Center by Quad Cities Ballet Folklorico for a rehearsal on Thursday, September 26, 2024 from 5:00 p.m. until 8:00 p.m. and a recital on Friday, September 27, 2024 from 6:00 p.m. until 10 p.m. Building rental fees as stated in the contract.
- 4) Bartlett Performing Arts Center by Quad City Symphony Orchestra for rehearsal on Saturday, December 7, 2024 from 10:00 p.m. until Sunday, December 8, 2024 1 a.m. and a performance Sunday, December 8, 2024 from 9 a.m. until 5:00 p.m. If necessary, custodial fees will be billed at \$62 per hour on Sundays. Building rental fees as stated in the contract.
- 6) Wharton Field House by QC Roof Doctors for the shooting of a commercial featuring Owen Freeman on Saturday, February 03, 2024. Compensation to be received only if

custodial services are required as a result of their program. Custodial fees will be billed in the amount of \$54.00 per hour.

**M. Engage Services - VLP Consulting and Leadership Development, LLC**

that the Board of Education engage the services of Victor Simon III of VLP Consulting and Leadership Development, LLC, Lockport, Illinois, for 5Essentials leadership coaching for a total cost not to exceed \$18,750. **See Attachment No. 2.**

**N. Engage Services - Abbitt Survey & Development, LLC**

that the Board of Education engage the services of Abbitt Survey & Development, LLC, Moline, Illinois, for site survey services for the Lincoln-Irving proposed building addition and site improvements for a cost of \$15,300. **See Attachment No. 3.**

**O. Engage Services - Geotechnical Engineering for Lincoln-Irving Building Addition**

that the Board of Education engage in the services of Terracon, Bettendorf, Iowa, to provide a professional geotechnical engineering report for the Lincoln-Irving proposed building additions and site improvements for a cost of \$9,450. **See Attachment No. 4.**


**P. Award of Bid - Horace Mann Boiler Replacement**

that the Board of Education award the bid for the Horace Mann Building Boiler Replacement to Crawford Company, Rock Island, Illinois in the amount of \$268,800. **See Attachment No. 5.**

L. **Facility Usage Request Recommended for Approval Subject to Compliance with Board of Education Policy 8:20**

*Recommended Motion:* that the Board of Education approve the actions contained in Consent Agenda Items L1 and L5 as presented:

- 1) Moline Little League Softball use of Coolidge Gymnasium for “Evals” on March 17, 2024 from 10:00 a.m. until 2:00 p.m. and Wilson Middle School Auditorium for the season “kickoff” on April 17, 2024 from 6:00 p.m. until 8:00 p.m. Compensation to be received only if custodial services are required as a result of their program. Custodial fees will be billed in the amount of \$54.00 (Monday-Saturday) and \$62 (Sunday) per hour.
  
- 5) Moline Little League Softball use of John Deere Middle School and various Elementary Schools baseball and softball diamonds and fields, as schedules permit, for practices and games for the 2024 season. Compensation to be received only if custodial services are required as a result of their program. Custodial fees will be billed in the amount of \$54.00 (Monday-Saturday) and \$62 (Sunday) per hour.

**TO:** Members of the Board of Education  
**FROM:** Dr. Brian Prybil, Deputy Superintendent   
**DATE:** January 18, 2024  
**SUBJECT:** Engage Services – VLP Consulting and Leadership Development, LLC

**Reason for Board Consideration:** Board of Education approval is required.

**Action Necessary:** Approval from the Board of Education is sought to extend the services of VLP Consulting and Leadership Development, LLC, beyond the initially approved agreement. This extension is necessary to accommodate the need for additional sessions.

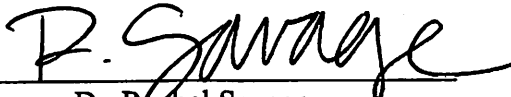
**Facts:** In continuation of our work with the 5Essential Framework (5E), we are expanding our learning efforts to include our Teacher Leader groups, aiming to bolster internal capacity within our educational community. VLP Consulting has been engaged to facilitate this extension, aligning with our commitment to enhance the school improvement process. The 5Essential Framework, developed by the University of Chicago Impact, underscores the importance of Ambitious Instruction, Effective Leaders, Collaborative Teachers, Supportive Environment, and engaged families to foster sustainable change and improvement over time.

The Moline-Coal Valley School District's Teacher Leader groups have already embarked on a professional development journey facilitated by VLP Consulting. This training encompasses progress monitoring, leadership coaching, and individual school analysis. Delivered through a combination of onsite and virtual formats, these sessions are specifically tailored to meet the unique needs of our Teacher Leaders.


**Cost:** The total cost of this service is \$18,750 from VLP Consulting of Lockport, Illinois. Federal Title funds will pay for this purchase.

**Recommended Action:** That the Board of Education engage the services of Victor Simon III of VLP Consulting and Leadership Development, LLC, Lockport, Illinois, for 5Essentials leadership coaching for a total cost not to exceed \$18,750.

Approved for Submission to the Board of Education

  
\_\_\_\_\_  
Dr. Rachel Savage  
Superintendent of Schools

TO: Members of the Board of Education

FROM: Vince Gallo, Chief Financial Officer   
Keith Karstens, Director of Facilities

DATE: January 18, 2024

SUBJECT: Engage Services - Survey Services for the Lincoln-Irving building addition and site improvements

Reason for Board of Education Consideration: Board of Education approval is required.

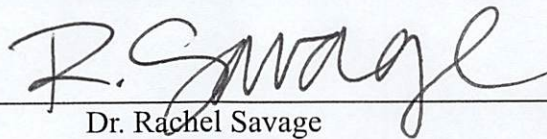
Action Necessary: Board of Education approval is requested as part of the pre-construction planning, to engage services to survey the future site of the Lincoln-Irving building addition, as well as site improvements.

Facts: As part of the pre-construction planning, a site and topographic survey is required by a professional land and surveying company. The estimated cost to provide a topographic survey is \$15,300. Therefore, it is the recommendation of the administration that the Board of Education engage the services of Abbitt Survey & Development, PLLC, to provide a professional topographic survey of the property, in accordance with the current standards for topographic surveys by the State of Illinois

Cost: The cost of these services is estimated at \$15,300. The funding for these services will be supported through the Capital Project Funds (Fund 6).

Recommended Motion: That the Board of Education engage in the services of Abbitt Survey & Development, PLLC, Moline, Illinois, for site survey services for the Lincoln-Irving proposed building addition and site improvements for a cost of \$15,300.


Approved for Submission to the Board of Education



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Dr. Rachel Savage  
Superintendent of Schools

TO: Members of the Board of Education

FROM: Vince Gallo, Chief Financial Officer   
Keith Karstens, Director of Facilities

DATE: January 18, 2024

SUBJECT: Engage Services - Geotechnical Engineering for Lincoln-Irving building addition and site improvement

Reason for Board of Education Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested to engage services for the preliminary geotechnical engineering services for the proposed building addition and site improvements.

Facts: As part of the pre-construction planning, it is required by the State of Illinois to have a Geotechnical Engineering firm provide a professional report. The estimated cost to provide the geotechnical engineering report is \$9,450. Therefore, it is the recommendation of the administration that the Board of Education engage the services of Terracon, to provide this service.


Results from field and laboratory programs will be evaluated, and a geotechnical engineering report will be prepared under the supervision of a licensed professional engineer. The geotechnical engineering report will provide the following:

- Boring logs with field and laboratory data
- Stratification based on visual soil classification
- Groundwater levels observed during and after the completion of drilling
- Site location and exploration Plans
- Subsurface exploration procedures
- Description of subsurface conditions
- Earthwork recommendations including site/subgrade preparation
- Discussion regarding foundation options and preliminary engineering design parameters
- Preliminary discussion regarding design and construction of interior floor slabs
- Preliminary discussion regarding pavement support and preliminary estimates of minimum thicknesses

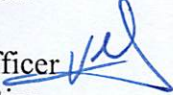
**Cost:** The cost of these services is estimated at \$9,450. The funding for these services will be supported through the Capital Projects Fund (Fund 6).

**Recommended Motion:** That the Board of Education engage in the services of Terracon, Bettendorf, Iowa, to provide a professional geotechnical engineering report for the Lincoln-Irving proposed building additions and site improvements for a cost of \$9,450.

Approved for Submission to the Board of Education

  
\_\_\_\_\_  
Dr. Rachel Savage  
Superintendent of Schools

TO: Members of the Board of Education

FROM: Vincent Gallo, Chief Financial Officer   
Keith Karstens, Director of Facilities

DATE: January 18, 2024

SUBJECT: Award of Bid – Horace Mann Boiler Replacement

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested.

Facts: Specifications were prepared and issued by Shive Hattery Inc. Architecture & Engineering, Bettendorf, Iowa, for the Horace Mann Building Boiler Replacement. Bids were received on December 20, 2023. The bids are as shown on the attached tabulation.

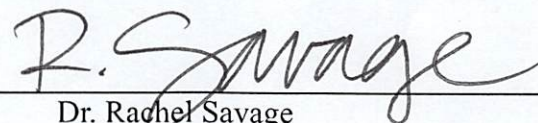
Boiler replacement is necessary due to the age and condition of the current boiler, and because replacement parts for repair have become far less available. As part of the current lease agreement with Camelot Therapeutic Schools, LLC, an agreement was reached in the lease to replace the steam boiler, as well as boiler room accessories necessary to operate the boiler system.

Based on the responses, Crawford Company is the lowest qualified bidder. Therefore, it is the recommendation of administration that the Board of Education award the contract for the Horace Mann Building Boiler Replacement to the lowest qualified bidder as identified.

Cost: The total cost is \$268,800, and will be supported through the Capital Project Fund (Fund 6) from the proceeds of the lease agreement.

Recommended Motion: That the Board of Education award the bid for the Horace Mann Building Boiler Replacement to Crawford Company, Rock Island, Illinois, in the amount of \$268,800.

Approved for Submission to the Board of Education



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Dr. Rachel Savage  
Superintendent of Schools

January 18, 2024		Attachment No. 5
Moline-Coal Valley School District		01/22/24 Brd. Mtg.
Horace Mann Building Boiler Replacement		

<b>Bidder</b>	<b>Base Bid 1.0 Construction</b>	<b>Lowest Bid Awarded</b>
Crawford Company, Rock Island , IL	\$268,800	\$268,800
Ruyle Mechanical, Rock Island , IL	\$277,943	\$277,943
Loescher's Heating and AC, Sterling, IL	\$313,900	\$313,900

**6. Approval of Moline - Coal Valley School District's Discipline Improvement Plan**

29

*Recommended Motion:* that the Board of Education approve the Moline - Coal Valley School District's Discipline Improvement Plan, as presented. **See Attachment No. 6.**



# Illinois State Board of Education

Dr. Tony Sanders, State Superintendent of Education  
Dr. Steven Isoye, Chair of the Board

EQUITY • QUALITY • COLLABORATION • COMMUNITY

## DISCIPLINE IMPROVEMENT PLAN TEMPLATE

*(This template is an example to assist in guiding your process. The Discipline Improvement Plan may be combined with other improvement plans required under federal and state law.)*

Per 105 ILCS 5/2-3.162 and Public Act 098-1102, districts identified on the Top 20% Exclusionary Discipline list are required to submit a Discipline Improvement Plan. The Discipline Improvement Plan must be approved by the district board, placed on the district website, and submitted to ISBE by **February 1, 2024**.

DISCIPLINE IMPROVEMENT PLAN		
Name of School District/Charter School: <b>Moline-Coal Valley</b>	School Year: <b>2024</b>	Board Approval Date(s): <b>1-22-2024</b>
Link to district website where plan is posted: <a href="https://www.molineschools.org/our-district/board-of-education/legal-required-postings">https://www.molineschools.org/our-district/board-of-education/legal-required-postings</a>		
School District/Charter School Address: <b>1619 11th Avenue, Moline, IL 61265</b>		
Superintendent/Administrator Name: <b>Dr. Rachel Savage</b>		
<b>Discipline Improvement Plan Team</b>		
Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		
<b>Team Leader:</b>		
<i>Name</i> <b>Kristin Sanders</b>	<i>Position/Title</i> <b>Assistant Superintendent</b>	<i>Email Address</i> <b>ksanders@molineschools.org</b>
<b>Team Members:</b>		
<i>Name</i> <b>Trista Sanders</b>	<i>Position/Title</i> <b>District Administrator</b>	<i>Email Address</i> <b>tsanders@molineschools.org</b>
<b>Tom Ferguson</b>	<b>Elementary Principal</b>	<b>tferguso@molineschools.org</b>
<b>Nick Youngblood</b>	<b>Assistant Principal</b>	<b>nyoungbl@molineschools.org</b>
<b>Doug Bodeen</b>	<b>Assistant Principal</b>	<b>dbodeen@molineschools.org</b>
<b>Sara Baker</b>	<b>Dean</b>	<b>sbaker@molineschools.org</b>
<b>David Brown</b>	<b>Dean</b>	<b>djbrown@molineschools.org</b>
<b>Becky Sunken</b>	<b>Teacher</b>	<b>rsunken@molineschools.org</b>
<b>Beth Weiss</b>	<b>School Psychologist</b>	<b>bweiss@molineschools.org</b>

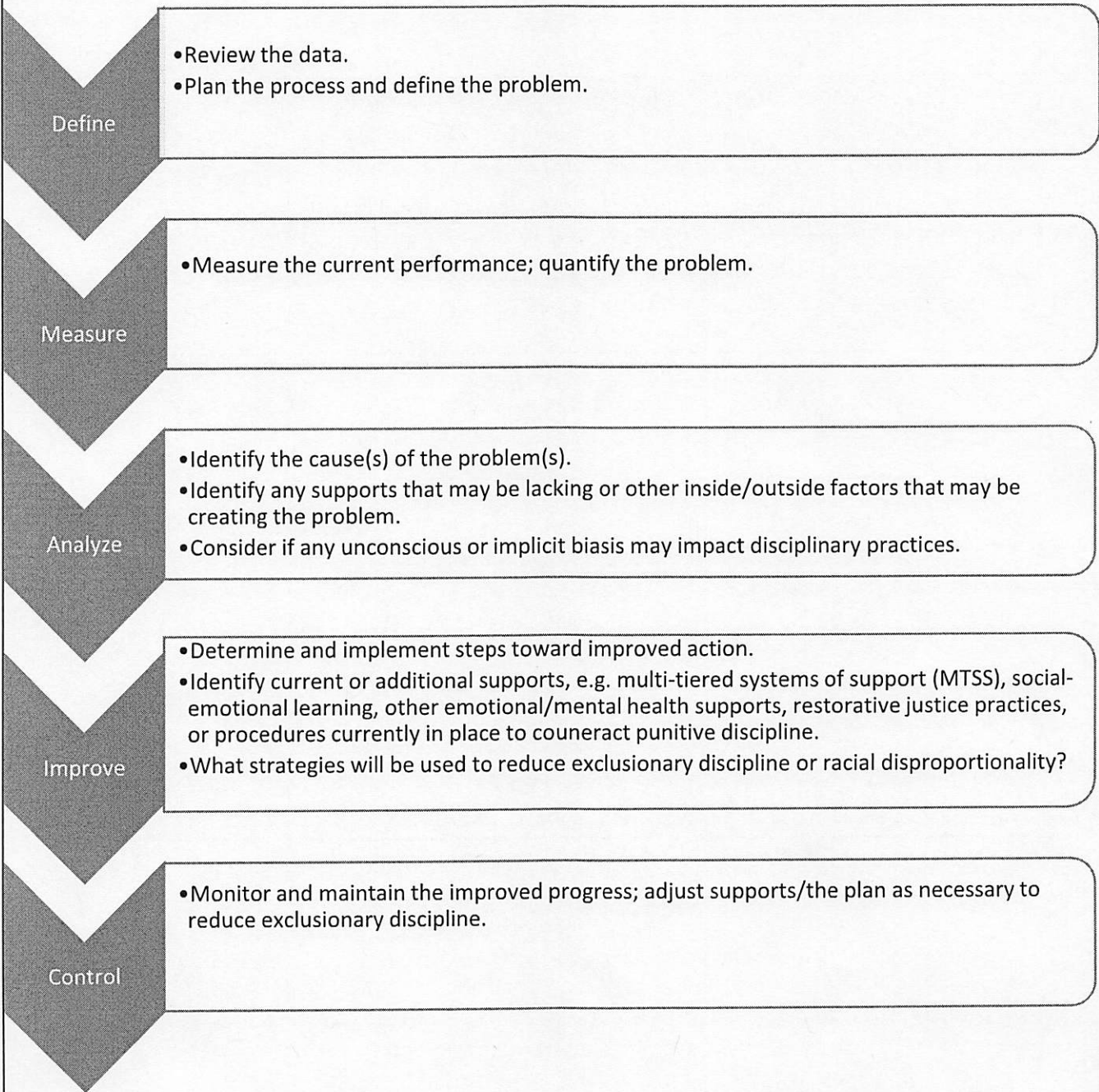
**Recommended Steps to Consider when Creating the Discipline Improvement Plan**

**1-Review of discipline data:**

Please go to the ISBE [School Discipline](#) webpage to find district data-level data. Districts/charter schools may also consider any other relevant data, e.g., district's Illinois Report Card (student and teacher demographics, attendance rates, graduation rates, student mobility rates, academic progress, etc.), Survey of Learning Conditions (5 Essentials Survey or other approved survey) and any other local data.

**2-Next steps:**

The below process may be helpful in the creation of the disciplinary improvement plan.



**3. Has your district completed implicit bias training as required by PA 100-0014? Have you incorporated the Diversity Equity and Inclusion Provider Evaluation Tool? If you did, what are your thoughts regarding your current implicit bias training (e.g., effective or ineffective)?**

The District has completed several cycles of implicit bias training, as well as numerous book studies and all staff Professional Development as well as formed an Equity committee (CLEAR Council). The District has an Equity and Inclusion Plan which mirrors the District's overall SIP plan format. Professional Development and training resulted in changes in the District's discipline tools, offense codes, and policies regarding student conduct, dress code, etc. In addition, the District created an Equity and Inclusion Plan for the district, and included this area on the District's Improvement Pan.

**4. Potential Action Plan to Reduce the Use of Exclusionary Discipline and/or Racial Disproportionality: (Goal/Objective, Strategy/Action, Timeframe, Responsible Individual(s), Success Criteria, and Method of Evaluation)**

Goal: By June, 2024, the District will reduce the use of out of school suspension by 3%

**Strategy/Action:**

1. The District expanded the use of its Alternative to Suspension Program with middle school students, by offering more in-school educational instructional options for major discipline events. Timeline: by June 2024 Responsible Individuals: District Discipline Committee/MS Administrators. Success Criteria: Lower OSS data from Skyward. Method of Evaluation: Quarterly Skyward data review by Discipline Committee
2. Increase the use of Tier 1 PBIS strategies Moline High School SOAR (school avoidance) program. Timeline: by June, 2024 Responsible Individuals: District Behavior Committee & MHS admin.. Success Criteria: Lower OSS data from Skyward. Method of Evaluation: Quarterly Skyward data review by MHS.
3. Provide additional Professional Development in the area of Youth Mental Health first aid, additional Tier 1 SEL K-12. Timeline: by August, 2023- March , 2024. Responsible Individuals: District Counselors, District Problem Solving Behavior Team. Success Criteria: Lower OSS data from Skyward. Method of Evaluation: Quarterly Skyward data review by Discipline Committee


The District Discipline committee will continue to review offense codes and OSS from SIS on a quarterly basis to provide feedback to building leadership teams regarding current data trends. In addition, the District will provide building specific data to each school, in order to provide professional development to teachers.

**7. Award of Bid - Moline High School Controlled Entry Improvements**

33

*Recommended Motion:* that the Board of Education award the bid for Moline High School Controlled Entry Improvement to Precision Builders, Bettendorf, Iowa, in the amount of \$230,515. **See Attachment No. 7.**

TO: Members of the Board of Education

FROM: Vincent Gallo, Chief Financial Officer   
Keith Karstens, Director of Facilities

DATE: January 18, 2024

SUBJECT: Award of Bid – Moline High School Controlled Entry Improvements

Reason for Board Consideration: Board of Education approval is required.

Action Necessary: Board of Education approval is requested.

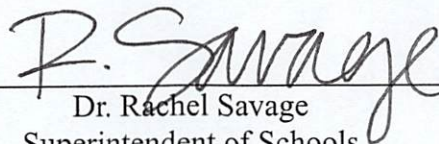
Facts: Specifications were prepared and issued by Legat Architects, Moline, Illinois, for the Moline High School Controlled Entry. The bids were received on December 5, 2023, and are as shown on the attached tabulation.

Improvement to the Moline High School main entrance is needed to enhance security to the High School, and provide a safe working location for the high school security staff as visitors enter. Due to the cost of the base bid, cost discussions took place with Legat Architects, which reviewed the safety glass and frames. After value engineering, it was determined that a level 1 glass was the correct level for this type of entry. Based on the responses, Precision Builders is the lowest qualified bidder. Therefore, it is the recommendation of the administration that the Board of Education award the contract for the Moline High School Controlled Entry to the lowest qualified bidder as identified.

Cost: The total base bid cost is \$290,000. The value engineered deduction is \$59,485. The final cost after the deduction is \$230,515, and will be supported through the Capital Project Fund (Fund 6).

Recommended Motion: That the Board of Education award the bid for Moline High School Controlled Entry Improvement to Precision Builders, Bettendorf, Iowa, in the amount of \$230,515.

Approved for Submission to the Board of Education

  
\_\_\_\_\_  
Dr. Rachel Savage  
Superintendent of Schools

January 18,2024		Attachment No. 7	
Moline-Coal Valley School District		01/22/24 Brd. Mtg.	
Moline High Scool Controlled Entry 12/23			
<b>Bidders</b>	<b>Base Bid</b>	<b>No</b>	<b>Lowest Bid</b>
	<b>Construction</b>	<b>Alternates</b>	<b>Awarded</b>
Valley Construction	\$305,400	\$0	\$305,400
Swanson Construction	\$361,000	\$0	\$361,000
Estes Construction	\$299,800	\$0	\$299,800
<b>Lowest Qualifed bidder</b>		<b>Deduct</b>	
<b>Precision Builders</b>	\$290,000		<b>\$290,000</b>
<b>Value Engineering savings of glass to level 1</b>	<b>\$290,000</b>	<b>59,485</b>	<b>\$230,515</b>

## 8. Reports, Requests and Open Discussion

A. Superintendent's Report

B. SuperEval Update

C. Financial Report - December 2023

D. Review of Board Norms

E. Student BOE Member Report

## 9. \*\*\*CLOSED SESSION\*\*\*

to consider the purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired 5ILCS 120/2(c)(5)

and

to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District 5ILCS 120/2(d)

## 10. Return to Open Session for Possible Action

## 11. Adjournment

### NOTICE OF NONDISCRIMINATION PRACTICES

The Moline-Coal Valley School District No. 40 does not discriminate against employees, students or the general public in its programs or practices, including vocational education opportunities, on the basis of race, color, religion, gender, disability, age, marital status, citizenship status, military status, unfavorable discharge from the military service, national origin or ancestry in accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act. In accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, any individual who is in need of assistance or reasonable accommodations to be able to participate in a school district-related activity, including the employment application or interview process, should contact the Superintendent of Schools at the District administrative offices. Any individual who wishes to file a complaint of unlawful discrimination should contact the Superintendent of Schools or the Secretary of the Board of Education at the District administrative offices, 1619 Eleventh Avenue, Moline, IL 61265.