

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, JULY 28, 2026

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 special meeting minutes of June 23, 2026; the executive session minutes of June 23, 2026, to remain confidential; and the amended regular meeting minutes of May 12, 2026.

II. Reports

A. Board Members

B. Superintendent

C. RIEA President

D. RIESPA President

E. AFSCME President

III. Communications

Requests from persons wishing to speak on certain agenda items will be called upon at this time. Citizens may also use this time to address the Board of Education on items not on the agenda. Comments should be limited to three (3) minutes.

IV. 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 - e) ... Action

a. Cones Solutions, Inc... Action

It is recommended that the Board of Education approve a contract for services with Cones Solutions, Inc., 2408 40th Avenue, Moline, IL, in an amount not to exceed \$45,000 for commercial food service equipment installation, maintenance, and repair services for fiscal year 27.

b. Copier Request for Proposal Recommendation... Action

It is recommended that the Board of Education approve Advanced Business Systems (ABS), 4631 44th Street, Moline, IL, to provide copiers, lease, and maintenance services for the District for a 60-month contract period at an estimated annual cost of \$110,000.

c. Follett Solutions Software... Action

It is recommended that the Board of Education approve the contract for service with Follett Software, 1340 Ridgeview Drive, McHenry, IL, in the amount of \$35,315.99 to cover the purchase of Destiny Library Software and Master Library for fiscal year 27.

d. Johannes Transportation Agreement Renewal... Action

It is recommended that the Board of Education approve the contract extension with Johannes Bus Service, Inc., 7909 42nd St. W, Rock Island, IL, to provide pupil transportation services for fiscal year 27, at an estimated cost of \$2,200,000 based on historical usage and the approved contract rates.

e. On-Site Drapery Cleaners... Action

It is recommended that the Board of Education approve the contract for service with On-Site Drapery Cleaners, 35246 US Highway 19N, Palm Harbor, FL, to clean and fireproof stage curtains at nine (9) locations in the amount of \$50,781.30 for fiscal year 27.

2. Bills for Payment... Action

It is recommended that the Board of Education authorize bills for payment dated June 15, 2026, in the amount of \$6,469,534.99; bills for payment dated June 30, 2026, in the amount of \$8,248,107.76, and bills for payment dated July 15, 2026, in the amount of \$4,542,488.21.

3. List of Donations... Action

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

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 Soccer team to go to Urbana, IL, for a soccer tournament, departing September 4, and returning September 5, 2026.

It is recommended that the Board of Education approve the overnight field trip request for the Rock Island High School Volleyball Team to go to Edwardsville, IL, for a volleyball tournament, departing September 4, and returning September 5, 2026.

5. Certified Appointments... Action

It is recommended that the Board of Education approve the certified appointments of Kairi Ehlers, Matthew Greer, Marcy Hotchkiss, Megan Harbor, Jennifer Harris, Vincent Okumu, Michael Preiss, McKee Sutter, Sesame Teague, Jillian Thies, and Alissa Wyffels for the 2026 - 27 school year.

6. Non-Certified Appointments... Action

It is recommended that the Board of Education approve the non-certified appointments of Carter Allshouse, Jakayel Bulambao, Terrica Britt, Rebecca Bultinck, Spencer Gardner, Atalissa Jauregui-Nouchanthavong, Hanna McCraw, Danae Moore, Nathaniel Richardson, Tanisha Roberson, Carol Streater, Breanna Thompson, Stephanie Whitesitt, Sharon Widick, Christine Wignall, Jacob Wyers, and Teri Young for the 2026 - 27 school year.

7. Certified Internal Transfers... Action

It is recommended that the Board of Education approve the certified internal transfers of Megan Baker and Amy Verstraete for the 2026 - 27 school year.

8. Non-Certified Internal Transfers... Action

It is recommended that the Board of Education approve the non-certified internal transfers of Alexia Christenson, Edie Crayne, Deidra Dunbar, Brooke Ghes, Jalyne Gimm, Melissa Joy, Valerie McConchie, Stacey Nordeen, Linnea Sparacello, Moriah Masias, Angela McCollum, Susie Pittard, Isabel Trulson, Amy Schauland, Misty Slininger, and Keonna Zeigler for the 2026 - 27 school year.

9. Non-Certified to Certified Internal Transfer... Action

It is recommended that the Board of Education approve the non-certified to certified internal transfers of Sierra Divarco, Marcela Sherman, and Tami Viernow for the 2026 - 27 school year.

10. Certified Club Advisor Appointment... Action

It is recommended that the board of education approve the certified club advisor appointment of Briana Nelson for the 2026 - 27 school year.

11. Certified Coach Appointments... Action

It is recommended that the Board of Education approve the certified coach appointments of Anna Bacon, Lindsey Bowman, Craig Brackney, Rebecca Brown, Patricia Gallegos, Betty Hall, Julie Hudnall, Troy Joseph, Melanie Martinez, Mackenzie Munday, Aimee Neece, Andrea Parer, Cassandra Salas, Craig Sharp, Maggi Voss, Zachary Vroman, Weber Wade, Jesse Wayland, and Jarrin Williams for the 2026 - 27 school year.

12. Non-Certified Coach Appointments... Action

It is recommended that the Board of Education approve the non-certified coach appointments of Alaxandria Battin, Earl Fleming, Sarah Fuelling, Joshua Hollenback, Ashley Johnson, Laticia McCray-Brown, Barlow McGhee, Abbie Metz, David Mikaio, Anthony Peña, LaTerionna Pugh, Gregory Quick, Sara Swartz, Jesus Sosa, Henry Van Note, Kaitlyn Welsh, and Matthew Yeager for the 2026 - 27 school year.

13. Certified Retirements... Action

It is recommended that the Board of Education accept the certified retirement of Christine Mullen, Second Grade Teacher at Thomas Jefferson Elementary School with thirty-three (33) years of service, effective 6/3/2027, and Dean VanVooren, Sixth Grade Teacher at Thomas Jefferson Elementary School with thirty (30) years of service, effective 6/3/2027.

14. Certified Coach Resignation... Action

it is recommended that the Board of Education accept the certified coach resignation of Patrick Brown, Assistant Football Coach at Rock Island High School with one (1) year of service, effective 7/10/2026.

15. Non-Certified Coach Resignation... Action

It is recommended that the Board of Education accept the non-certified coach resignation of Brian Hawotte, Junior Varsity Girls Soccer Coach at Rock Island High School with one (1) year of service, effective 6/30/2026.

16. Certified Resignations... Action

It is recommended that the Board of Education accept the certified resignations of Patrick Brown, Physical Education Teacher at Rock Island High School with one (1) year of service, effective 7/10/2026, Amanda Hollingsworth, Kindergarten Teacher at Earl Hanson Elementary School with nineteen (19) years of service, effective 7/6/2026, and Morgan Laden, District wide Social Worker with one (1) year of service effective 7/1/2026.

17. Non-Certified Resignations... Action

It is recommended that the Board of Education accept the non-certified resignations of Carolyn Huppert, Paraprofessional at Earl Hanson Elementary School with two

(2) years of service, effective 7/31/2026, Erika Martinez, Secretary at Rock Island Center for Math & Science with less than one (1) year of service effective 7/14/2026, Scott Moore, Paraprofessional at Rock Island High School with two (2) years of service effective 7/1/2026, Alejandra Ruiz, Dishwasher at Rock Island High School with two (2) years of service, effective 6/1/2026, and Qiana Wells, School Nurse at Thurgood Marshall Learning Center with four (4) years of service, effective 6/30/2026.

18. Board of Education Travel Amendment - ILJAC... Action

It is recommended that the Board of Education approve an amendment to the ILJAC travel request to accommodate an additional Board member to attend the conference as well as one add-on session with total costs for ILJAC not to exceed \$8,400 for fiscal year 27.

19. Board of Education Travel - NABSE... Action

It is recommended that the Board of Education approve travel expenditures for two Board members to attend the National Alliance of Black School Educators (NABSE) in Orlando, Florida, December 2 - 6, 2026, not to exceed \$7,400 for fiscal year 27.

20. Board of Education Travel - CUBE... Action

It is recommended that the Board of Education approve the travel request for two members to attend the Council of Urban Boards Education (CUBE) in Chicago, IL, October 1 - 3, 2026 with total costs not to exceed \$7,600 for fiscal year 27.

21. Sub Account Creation... Action

It is recommended that the Board of Education approve the sub account creation for Frances Willard Elementary School as presented.

V. Operations

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

The district received a FOIA request and responded within the required timeframe to Daniel Cramer, who requested utility statements, facility condition assessments, and energy audits and/or assessments.

The district received a FOIA request and responded within the required timeframe to Andrew Waeyaert, who requested RFP/RFP and any subsequent signed construction management agreements with Russell Construction.

The district received a FOIA request and responded within the required timeframe to Brooke Bennett, who requested enrollment numbers for each building in the district as of December 22, 2025. The enrollment numbers for each class at Rock Island High

School as of December 22, 2025, as well as June 5, 2026.

The district received a FOIA request and responded within the required timeframe to Rachel Mattson, who requested her elementary attendance records.

The district received a FOIA request and responded within the required timeframe to S. Edward Yancy Jr., who requested board meeting minutes from April 26, 2016.

The district received a FOIA request and responded within the required timeframe to Justin Wenig, who requested information around executed contracts, purchase agreements, and purchase orders with professional learning/professional development services that are in effect or have been in effect in the last three (3) years.

The district received a FOIA request and responded within the required timeframe to William Ingalls, who requested the number of weapons caught by the district's detection systems for the 2024 and 2025 school years.

B. Master Emergency Restoration Services Agreement... Action

It is recommended that the Board of Education approve a Master Emergency Restoration Services Agreement with Werner Restoration, 102 Innovation Way, Colona, IL, to provide emergency response services for unforeseen facility emergencies for fiscal year 27.

C. Resolution Approving Expenditure of Funds... Action

It is recommended that the Board of Education approve the resolution for the emergency expenditure of funds in response to the water intrusion at Denkmann Elementary School in July 2025.

D. Werner Restoration... Action

It is recommended that the Board of Education approve the repair work at Denkmann Elementary in the amount of \$66,663.56. This approval will bring the total payments to Werner Restoration, 122 Innovation Way, Colona, IL, 61241, for all completed repairs at Denkmann Elementary to \$209,696.15.

E. 2026 - 2027 Scholar Rights and Responsibilities Handbook... Action

It is recommended that the Board of Education approve the scholar handbook as presented for the 2026 - 27 school year.

VI. Personnel

A. Assistant Principal, Rock Island Center for Math & Science... Action

It is recommended that the Board of Education approve the appointment of Daniel

Colbrese to the position of Assistant Principal at Rock Island Center for Math and Science at an annual salary of \$105,454 for the 2026 - 27 school year.

B. 2026 - 2029 Agreement between Local 822 American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME) and the Rock Island - Milan Board of Education... Action

It is recommended that the Board of Education adopt the AFSCME Collective Bargaining Agreement for the 2026 - 2029 school years as presented.

VII. 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). 5 ILCS 120/2(c)(9): Student disciplinary cases. 5 ILCS 120/2(c)(10): The placement of individual students in special education programs and other matters relating to individual students.

VIII. Adjournment



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Beth MacKenna, Director of Nutrition Services
Date: July 28, 2026
Re: CONES Solutions, Contract for Installations, Maintenance and Repairs

This item requests approval for a Contract for Services with CONES Solutions for Fiscal Year 2027 in an amount not to exceed \$45,000. The contract will provide commercial food service equipment installation, preventive maintenance, troubleshooting, and repair services for the District's Nutrition Services Department.

CONES Solutions has consistently provided reliable, timely, and professional commercial foodservice equipment services. As a CFESA (Commercial Food Equipment Service Association) Certified Company, CONES Solutions meets rigorous industry standards for financial stability, technician training, professionalism, and customer service. Their commitment to certified technicians, OEM replacement parts, and industry best practices helps ensure the safe, efficient, and dependable operation of the District's commercial kitchen equipment while maximizing equipment performance and extending the useful life of district assets.

Services will be performed on an as-needed basis and in accordance with manufacturer recommendations to minimize equipment downtime and support uninterrupted meal service throughout the District.

It is recommended that the Board of Education approve the Contract for Services with CONES Solutions for Fiscal Year 2027 not to exceed \$45,000.

Investment Period: July 1, 2026 – June 30, 2027
Total Investment: not to exceed \$45,000
Funding Source: Nutrition Service Department

Contract for Service Form

Rock Island-Milan School District 41

VENDOR NAME: CONES Solutions

EMAIL: tcones@cones.com

ADDRESS: 2408 40st Avenue Moline, IL 61265

DATES OF SERVICE TO BE COMPLETED: 2026-2027 School Year

SCHOOL DISTRICT CONTACT: Beth MacKenna, Director of Nutrition Services

COMPENSATION: NOT TO EXCEED \$45,000.00

DESCRIPTION OF DUTIES:

Equipment installation, maintenance, troubleshooting, and repair services for the District's Nutrition Services Department. Services include, but are not limited to, the installation, inspection, diagnosis, preventive maintenance, and repair of commercial kitchen equipment, including: Combi ovens, Double convection ovens Steamers, Hot wells, and Commercial dishwashers.

The Contractor shall ensure all equipment is operating safely and efficiently, perform repairs using manufacturer-recommended parts and procedures when applicable, identify equipment deficiencies, and recommend necessary repairs or replacements. Services shall be provided on an as-needed basis to minimize equipment downtime and support uninterrupted meal service.

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: IFB Website: IFB

Subscription/Software Start Date: IFB End Date: IFB

SOPPA Approved: Yes ☐ or No ☐

Requester Name: Beth MacKenna

Building: Administration

Budget Code: 1-5- -084-2562-3230-0 LOC: 080-100-160-180

Signature of Vendor: Travis Cone

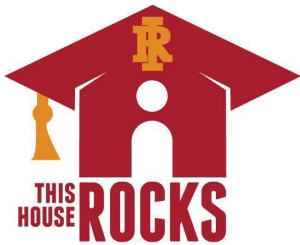
Date: 7/21/24

Signature of Budget Administrator: Beth MacKenna

Date: 7/22/24

Superintendent or School Board President

Date



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams, Superintendent
Cabinet Champion: Annaka Whiting, Chief Financial Officer
Date: July 28, 2026
Re: Advanced Business Systems - Copier Contract Recommendation

The District's current copier fleet consists of equipment from three different vendors, creating inefficiencies in equipment management, service coordination, billing, and maintenance. With the current lease nearing expiration and many copiers at the end of their useful life, the District issued a Request for Proposals (RFP) for districtwide copier equipment, lease, and maintenance services. The District currently spends approximately \$125,000 annually on these services.

Vendor walkthroughs were conducted at each building to assess equipment needs, with input from principals and building secretaries regarding workflow, print volumes, and operational requirements. Eight (8) proposals were received and evaluated by a selection committee consisting of three secretaries, the Director of Accounting and Financial Reporting, and the Chief School Business Official. Proposals were evaluated based on cost, experience with similarly sized school districts, service and maintenance capabilities, equipment quality and functionality, and implementation approach.

Following the evaluation, the committee determined that Advanced Business Systems offers the best overall value to the District through competitive pricing, reliable equipment, responsive service, and a comprehensive implementation plan. The estimated annual cost of the agreement is approximately \$110,000, subject to minor adjustments based on final copier placements.

It is recommended that the Board of Education approve Advanced Business Systems (ABS), 4631 44th Street, Moline, IL 61265, to provide copiers, lease, and maintenance services for the District for a 60 month contract period.

Investment Period: July 1, 2026 - June 30, 2031
Total Investment: Approximately \$110,000 per year
Funding Source: District Funds

Contract for Service Form

Rock Island-Milan School District 41

VENDOR NAME: Advanced Business Systems **EMAIL:** _____
ADDRESS: 4631 44th Street, Moline, IL 61265
DATES OF SERVICE TO BE COMPLETED: FY 27 FY 31 (5 year contract)
SCHOOL DISTRICT CONTACT: Annaka Whiting
COMPENSATION: \$ 80,220.00 Annually

DESCRIPTION OF DUTIES:

Total monthly lease payment \$6,685.00. Costs for prints will vary.
Includes equipment and PaperCut solution w/installation and 5 years of support for a total of 48 machines, district wide.
Black and White Overage rate = .0035 per print, no base
Color Overage rate = .035 per print, no base

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 ☐

Requesting School: District _____

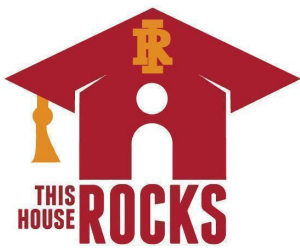
Budget Code: Distnet Funds- Vary by location 1-5-xxx-000-xxx-3250-0

Signature of Vendor:  **Date:** 7/19/26

Signature of Budget Administrator: Annaka Whiting **Date:** 7/16/2026

Superintendent or School Board President

Date



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champions: Dr. Beth Summers, Assistant Superintendent for Teaching and Learning and Ms. Annaka Whiting, Chief Financial Officer
Date: July 28, 2026
Re: Follett Software

Follett Software Library Suite is a nationally recognized school library management system that has been utilized by the Rock Island-Milan School District for several years. All RIMSD libraries utilize an electronic software system to support library inventory management, circulation, and related library services. This system is provided through Destiny Library Software from Follett School Solutions and requires an annual service license renewal.

The annual renewal cost for Destiny Library Software is \$24,128.49. The District also maintains a separate agreement with Follett for Master Library for the implementation of the online district facility rental process in the amount of \$11,187.50 through the Business Office. The Master Library purchase was previously approved in accordance with the District's purchasing procedures, as it was below the Board approval threshold at the time of purchase.

Because the Destiny Library Software renewal and the existing Master Library purchase are with the same vendor, the combined expenditures with Follett total \$35,315.99, which exceeds the District's \$34,999 purchasing threshold under Board Policy 4:60, Purchases and Contracts. Therefore, Board approval is required for the Destiny Library Software renewal.

It is recommended that the Board of Education approve the contract for service with Follett Software located at 1340 Ridgeview Drive, McHenry, IL 60050, in the amount of \$35,315.99 to cover the purchase of the Destiny Library Software and Master Library for fiscal year 2026-2027.

Investment Period: July 1, 2026 - June 30, 2027
Total Investment: \$35,315.99
Funding Source: District Funds

Contract for Service Form

Rock Island-Milan School District 41

VENDOR NAME: Follett Software, LLC EMAIL: softwarecs@follettlearning.com

ADDRESS: 1340 Ridgeview Dr
McHenry, IL 60050

DATES OF SERVICE TO BE COMPLETED: 2026-2027 school year

SCHOOL DISTRICT CONTACT: Stacey Golz

COMPENSATION: \$ 24,128.49

DESCRIPTION OF DUTIES:

Destiny Library Software renewal - \$24,128.49

(The Business Office has a separate CFS with Follett for the Master Library for \$11,187.50 - these two amounts combined exceed \$35,000 and require Board approval)

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.

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: Destiny Website: n/a

Subscription/Software Start Date: 07/01/2026 End Date: 06/30/2027

SOPPA Approved: Yes ☒ or No ☐

School Board President or Superintendent _____ Date _____

Requesting School: RIMSD #41

Budget Code: 1-5-080-000-2222-3140-0

Signature of Vendor: _____ Date: _____

Signature of Requestor: Beth Sumner Date: 7/21/26

Signature of Budget Administrator: Beth Sumner Date: 7/21/26

RENEWAL QUOTE



ROCK ISLAND BD OF ED
2101 6TH AVE
ROCK ISLAND IL 61201

Page	1
Quote#	7994682
Issue Date	03/05/2026
Expiration Date	06/30/2026
Customer#	1284241
Customer	ROCK ISLAND BD OF ED

Quote Summary	Payable in USD
Quote Total	\$24,128.49
Applicable taxes are NOT included Service Expiration Dates are displayed at each line item below	

Order Instructions:

Please email Purchase order, referencing Quote number, to FSSOrders@follettsoftware.com, fax to 800.365.5399 or mail Purchase Order to:

Follett Software, LLC.
1340 Ridgeview Drive
McHenry, IL 60050 USA

An invoice will be generated upon receipt of the Purchase Order. If you have any questions, contact Customer Service – 800.323.3397, Option 1 or email softwarecs@follettsoftware.com.

Quote Details					
Item Number / Description		Renewal Months	Current Expiration Date	New Expiration Date	Amount
DENKMANN ELEM SCH - 1203153					
48206P	DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P	STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P	TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
				Site Total	\$1,840.73
E H HANSON ELEM SCH - 1203154					
48206P	DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P	STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P	TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
				Site Total	\$1,840.73
EDISON JR HIGH SCH - 1203155					
48206P	DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P	STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P	TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
				Site Total	\$1,840.73
EUGENE FIELD ELEM SCH - 1203156					
48206P	DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P	STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P	TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
				Site Total	\$1,840.73
FRANCES WILLARD SCH - 1284251					

If you have questions, please contact our Customer Service Team at 800.323.3397, Options 1 or email softwarecs@follettsoftware.com.

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Purchase Follett technology products 24/7 on www.destinyexpress.com.

RENEWAL QUOTE



Page	2
Quote#	7994682
Issue Date	03/05/2026
Expiration Date	06/30/2026
Customer#	1284241
Customer	ROCK ISLAND BD OF ED

Quote Details

Item Number / Description	Renewal Months	Current Expiration Date	New Expiration Date	Amount
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$1,840.73
LONGFELLOW ELEM SCH - 1203160				
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$1,840.73
RIDGEWOOD SCH - 1284231				
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$1,840.73
ROCK ISLAND ACAD - 1203158				
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$1,840.73
ROCK ISLAND CTR FOR MATH/SCI - 1203152				
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67051P RPS ONLINE FOR AR / RC RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$199.00
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$2,039.73
ROCK ISLAND HIGH SCH - 1203161				
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$1,840.73
THOMAS JEFFERSON ELEM SCH - 1203162				
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$1,840.73
THURGOOD MARSHALL LRNG CTR - 1230810				
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20

If you have questions, please contact our Customer Service Team at 800.323.3397, Options 1 or email softwarecs@follettsoftware.com.

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RENEWAL QUOTE

Page	3
Quote#	7994682
Issue Date	03/05/2026
Expiration Date	06/30/2026
Customer#	1284241
Customer	ROCK ISLAND BD OF ED

Quote Details

Item Number / Description	Renewal Months	Current Expiration Date	New Expiration Date	Amount
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$1,840.73
WASHINGTON JR HIGH SCH - 1203164				
48206P DISTRICT MEMBER LM - HOSTED SERVICE RENEWAL	12	06/30/2026	06/30/2027	\$1,216.20
67054P STANDARDS RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$461.57
67058P TITLEPEEK ONLINE SERVICE RENEWAL - DESTINY DISTRICT MEMBER	12	06/30/2026	06/30/2027	\$162.96
Site Total				\$1,840.73

End of Quote

If you have questions, please contact our Customer Service Team at 800.323.3397, Options 1 or email softwarecs@follettsoftware.com.

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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: July 28, 2026
Re: Johannes Bus Service Agreement Extension

Illinois School Code (105 ILCS 5/29-6.1) authorizes school districts to enter into pupil transportation contracts for up to three (3) years. The statute further permits those contracts to be extended for up to two (2) additional years by mutual agreement of the parties.

In 2023, the District conducted a competitive Request for Proposal (RFP) process for student transportation services for the 2023-2024, 2024-2025, and 2025-2026 school years. Following that process, the Board awarded the contract to Johannes Bus Service, Inc., the lowest responsible qualified bidder.

The current contract expired at the conclusion of the 2025-2026 school year. In accordance with Illinois School Code and the terms of the existing agreement, District administration has negotiated a one-year contract extension with Johannes Bus Service, Inc. for the 2026-2027 school year. This extension will allow the District to continue providing reliable transportation services while maintaining continuity of operations. Administration anticipates reviewing transportation rates and negotiating pricing for the 2027-2028 school year prior to considering an additional extension.

The proposed rates for the 2026-2027 school year are attached.

It is recommended that the Board of Education approve the contract extension with Johannes Bus Service Inc. for the 2026-2027 School year.

Investment Period: July 1, 2026 – June 30, 2027

Total Investment: approximately \$2,200,000 based on history and new rates

Funding Source: Transportation 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

EXHIBIT 1

1 YEAR CONTRACT EXTENSION Rock Island School District #41

SCHOOL YEAR

	<u>2025-26</u>	<u>2026-27</u>
SPECIAL EDUCATION: Full Day	\$ 319.93	\$ 334.33
SPECIAL EDUCATION: Half Day	\$ 191.96	\$ 200.60
SPECIAL EDUCATION LIFT BUS : Full Day	\$ 329.69	\$ 344.53
SPECIAL EDUCATION LIFT BUS : Half Day	\$ 197.82	\$ 206.72
HEADSTART BUSES: Full Day	\$ 368.42	\$ 385.00
CHOICE / ACADEMIES BUS: Full Day	\$ 203.59	\$ 212.75
VOCATIONAL BUS: Half Day	\$ 203.59	\$ 212.75
CHARTER-FIELD TRIPS, ATHLETIC TRIPS	\$ 164.81	\$ 172.23
Amount of each additional hour	\$ 34.99	\$ 36.56
Amount for each additional mile	\$ 2.24	\$ 2.34
BUS MONITORS: Per Hour 3.0 Hour Minimum	\$ 29.16	\$ 30.47
EVACUATION COST (annual)	\$ 8,748.00	\$ 9,000.00

SUMMER TERM

	<u>2025-26</u>	<u>2026-27</u>
SPECIAL EDUCATION: Half Day	\$ 319.93	\$ 334.33
SPECIAL EDUCATION LIFT BUS : Half Day	\$ 329.69	\$ 344.53
BUS MONITORS: Per Hour 3.0 Hour Minimum	\$ 29.16	\$ 30.47

JOHANNES BUS SERVICE, INC.

EXTENSION AGREEMENT

THIS AGREEMENT is made and entered into this 01 day of July , 2026, by and between the BOARD OF EDUCATION, ROCK ISLAND-MILAN SCHOOL DISTRICT NO. 41, Rock Island County, Illinois, hereinafter referred to as “THE DISTRICT”, and JOHANNES BUS SERVICE, INC., a corporation with principal offices in Rock Island, Illinois, hereinafter referred to as “CONTRACTOR.”

WHEREAS, the parties hereto entered into a written “Agreement For Transportation Of School Children” for Rock Island-Milan School District No. 41, Rock Island County, Illinois, on July 01, 2023 ; and

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WHEREAS, the parties are desirous of extending the term of said agreement for a one year period, commencing July 1, 2026 and expiring June 30, 2027.

NOW, THEREFORE, in consideration of mutual covenants and agreements of the parties set forth hereinafter, the parties agree as follows:

1. The terms of said Agreement For Transportation of School Children for Rock Island-Milan School District No. 41, Rock Island County, Illinois, shall be amended to provide for an extended term covering the period of July 1, 2026, through June 30, 2027.
2. During such extended term, all remaining terms and conditions set forth in the original Agreement For Transportation Of School Children for Rock Island-Milan School District No. 41, Rock Island County, Illinois dated July 1, 2023, with changes in rates from the current rates as listed, shall continue to remain in full force and effect. Compensation rates are listed in Exhibit 1.

IN WITNESS WHEREOF, the parties hereto have caused this Extension Agreement to be executed by its appropriate, authorized officers, as of the day and year first above written.

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

JOHANNES BUS SERVICE, INC.

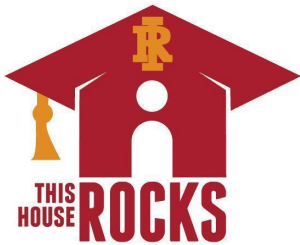
By_____

By_____

20

Attest:

Attest:



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams, Superintendent
Cabinet Champion: Frank Mendoza, Director of Building Operations
Date: July 28, 2026
Re: On-Site Drapery Cleaners

The Rock Island/Milan School District 41 is recommending a continued partnership with On-Site Drapery Cleaners, 35246 US HWY 19 N, Unit 141, Palm Harbor, FL 34684, to perform the three-year cleaning and fireproofing of the stage curtains for the following schools:

Denkmann Elementary	\$5,384.20	Eugene Field Elementary	\$4,579.60
Horace Mann Early Learning Center	\$4,184.80	Longfellow Liberal Arts	\$3,895.00
Thomas Jefferson Elementary	\$3,736.00	Edison Junior High School	\$3,712.00
Washington Junior High School	\$9,094.10	Thurgood Marshall Learning Center	\$4,342.00
Rock Island High School	\$11,853.60		

The District has previously utilized On-Site Drapery for these services, and continuing with this vendor will ensure compliance with the requirements of the Illinois State Fire Marshal and the National Fire Protection Association (NFPA) 705 field test standard. The vendor's flame-retardant certification is valid for three years. In Rock Island County, stage curtains are generally required to be re-treated and re-certified every three to five years to maintain compliance with applicable fire safety regulations. Fire inspectors verify that a current flame-retardant certification is on file during inspections. On-Site Drapery Cleaners is an awarded vendor under both TIPS and OMNIA Partners, providing the District with access to favorable cooperative purchasing pricing and streamlined procurement.

It is recommended that the Board of Education approve the Contract for Service with On-Site Drapery Cleaners, 35246 US Highway 19N, Unit 141, Palm Harbor, FL, to clean and fireproof stage curtains at 9 locations in the amount of \$50,781.30 for fiscal year 2027.

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

Total Investment: \$50,781.30

Funding Source: District Funds/Operations and Maintenance 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: On-Site Drapery Cleaners **EMAIL:** troy@truedryclean.com

ADDRESS: 35246 US HWY 19 N, UNIT 141, Palm Harbor, FL 34684

DATES OF SERVICE TO BE COMPLETED: July 1, 2026-June 30, 2027

SCHOOL DISTRICT CONTACT: Director of Building Operations, Frank Mendoza

COMPENSATION: \$ 50,781.30

DESCRIPTION OF DUTIES:

Our 3 year recommended stage curtain cleaning/fireproofing is due this school year for:
 DK=\$5,384.20, EF=\$4,579.60, HMELC=\$4,184.80, LF=\$3,895, TJ=\$3,736, EJHS=\$3,712,
 WJHS=\$9,094.10, RIHS=\$11,853.60, TMLC=\$4,342

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: District

Budget Code: 2-5-xxx-000-2542-3237-0

Signature of Vendor: J Celerron II **Date:** 06/30/2026

Signature of Budget Administrator: [Signature] **Date:** 7/1/26

Superintendent or School Board President

Date



July 6, 2023

Tracy Wyers
Rock Island-Milan School District 41
Rock Island Illinois

Dear Tracy Wyers:

We are pleased to present our proposal to conduct the cleaning and flame-retardant re-application at Rock Island-Milan School District 41. You can trust the experts at On-Site, we are the drapery specialists. Back in 1978, we developed a non-immersion method of cleaning drapes, which means we don't use harsh dry cleaning fluids or water. On-Site uses our proprietary powder which is massaged into the drapes in our custom-built drapery cleaning machines, we then use forced-air extraction to remove the powder, which has bound with the dust and contaminants. Our gentle process guarantees outstanding cleaning results without the risk of fabric damage. As a result, only On-Site Drapery Cleaners will guarantee: **No Shrinkage, No Color Fade, and No Fabric Distortion.**

What's more, On-Site offers quantifiable environmental benefits to help you achieve your school's Green Objectives. Since our process does not use hot water or dry-cleaning fluid, there is no heat used and no toxic waste to be disposed of.

Scope of Work:

- 1) Uniformed Staff Checks in at Office for Stage Access
- 2) Remove all drapes.
- 3) Clean all draperies.
- 4) Professionally re-install all drapes.
- 5) Apply flame retardant such that draperies pass NFPA 705 test.
- 6) Provide Certification of Flame-Retardant Application & Testing

Complete work as above:

Drapery Cleaning & Flame-Retardant Application: Denkmann Elementary \$5,384.20 / Eugene Field \$4,579.60 / Horace Mann Early Learning Center \$4,184.80 / Longfellow \$3,895 / Thomas Jefferson Elementary \$3,736 / Edison Jr. High School \$3,712 / Washington Jr. High School \$9,094.10 / Rock Island High School \$11,853.60 / Thurgood Marshall Learning Center \$4,342 / **Total \$50,781.30**

All prices do not include sales tax. This quote is based on customer provided measurements, if the actual dimensions are substantially larger, additional charges will apply. Please note that some of the stains on the drapes may not respond to cleaning due to age. Also, due to the nature of flame retardants, there is a slight chance of dis-coloration, blotchiness, shrinkage, and changes to the texture of the fabrics. While we do guarantee all our work, and we will do our best to ensure the draperies look great, our highest priority is ensuring they pass the strict requirements of the Fire Code.

The work will not interfere with the normal operation of your facility other than requiring uninhibited access to the stage for that day. We have a 24-hour cancellation policy, if there is any reason we cannot complete our work on the schedule date, please notify us at least 24 hours in advance, otherwise cancellation fees will apply.

I trust this meets your approval and I look forward to working with you on this project.

Troy Coleman II
troy@truedryclean.com
313 400-6132

SUMMARY OF CHECKS AND WIRES

June 15, 2026

COMPUTERIZED CHECK RUN

EDUCATION

Ed Fund CHECKS

V208879-V208951

Education	\$	247,506.91
Transportation	\$	188,976.63
Debt Service Fund		
Capital Projects	\$	333,846.59
Life Safety		
Tort Immunity	\$	83,930.04
	\$	854,260.17

Ed Fund ACH

VA4667-VA4737

Education	\$	326,851.88
Transportation	\$	5,698.06
Debt Service Fund	\$	121,400.00
Capital Projects	\$	20,655.00
Life Safety		
Tort Immunity	\$	10,097.50
	\$	484,702.44

TOTAL EDUCATION \$ **1,338,962.61**

O&M

O&M CHECKS

B39058-B39080 \$ 126,194.68

O&M Fund ACH

BA695-BA707 \$ 40,241.05

TOTAL O&M \$ **166,435.73**

HEALTH

Health Fund CHECKS

H906288 \$ 11,000.00

Health Fund ACH

HA85 \$ 1,831,563.24

TOTAL HEALTH \$ **1,842,563.24**

TOTAL COMPUTERIZED CHECK RUN \$ **3,347,961.58**

WIRES

Ed, Bldg, Tort Salary Checks	\$	2,146,932.22
Federal Income Tax	\$	321,334.00
OASDI/Medicare	\$	168,456.94
State Withholdings	\$	128,591.98
Teacher's Retirement Systems/IMRF	\$	279,801.13
Employee Deductions	\$	76,457.14

Benefits Payments

TOTAL WIRES \$ **3,121,573.41**

GRAND TOTAL 24 \$ **6,469,534.99**

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4668	06/22/2026	ACH	P - 17764	AJIBOLA, BEATRICE OLABISI	29.22
4669	06/22/2026	ACH	P - 07209	ANSON, STEPHANIE A	174.66
4670	06/22/2026	ACH	P - 06678	BEADEL, ALICIA RENEE	30.00
4671	06/22/2026	ACH	P - 07843	BEIERLEIN, CHRISTINE M	46.04
4672	06/22/2026	ACH	P - 07821	BERRY, NICOLE ELIZABETH	24.22
4673	06/22/2026	ACH	P - 06395	BRADDY, CRISTINA MARIA	239.47
4674	06/22/2026	ACH	P - 07074	BRADDY, STEVEN M	153.19
4675	06/22/2026	ACH	P - 07534	BRADLEY, DONNA LEIGH	79.61
4676	06/22/2026	ACH	P - 97380	BROCKHOUSE, BAILEY NICOLE	71.12
4677	06/22/2026	ACH	P - 97349	CHAPMAN, JOSHUA EDWARD	51.84
4678	06/22/2026	ACH	P - 96303	COOK-BEHRENS, CAREY LYNN	303.65
4679	06/22/2026	ACH	P - 97135	DIAZ-CAVAZOS, FABIOLA	121.98
4680	06/22/2026	ACH	P - 07344	EMBRY, GRETCHEN ELISE	447.16
4681	06/22/2026	ACH	P - 97339	ESCAMILLA GARCIA, MARIA DEL CARMEN	48.99
4682	06/22/2026	ACH	P - 95110	GRANJA, CAROLINA	125.00
4683	06/22/2026	ACH	P - 05029	HALL, LAURA L	68.08
4684	06/22/2026	ACH	P - 96166	HANRAHAN, TONYA R	49.98
4685	06/22/2026	ACH	P - 97100	HOLTROP, JOCELYN LESLIE	49.81
4686	06/22/2026	ACH	P - 96111	KELLER, AUBREY L	22.48
4687	06/22/2026	ACH	P - 05386	KETCHAM, JODI L	55.39
4688	06/22/2026	ACH	P - 97008	LAERMANS, BREANN MICHELLE	158.48
4689	06/22/2026	ACH	P - 18391	LYON, LAURIE CHRISTINE	26.97
4690	06/22/2026	ACH	P - 06237	MCDONALD, MICHELE A	14.79
4691	06/22/2026	ACH	P - 97272	MEYERS, LAURA L	58.80
4692	06/22/2026	ACH	P - 95984	MILLER, JANNA M	317.97
4693	06/22/2026	ACH	P - 95544	OMARY, DEBRA L	115.76
4694	06/22/2026	ACH	P - 03200	POTERACK, TONIA R	73.88
4695	06/22/2026	ACH	P - 97388	RAMSEY, GLORIA J	78.84
4696	06/22/2026	ACH	P - 04743	ROBERGE, TERI A	102.89
4697	06/22/2026	ACH	P - 95047	RODRIGUEZ, FALLON MARIE	19.00
4698	06/22/2026	ACH	P - 04854	RYAN, THOMAS S	178.10
4699	06/22/2026	ACH	P - 07652	SCHMIDT, SONJI LASHAWN	55.00
4700	06/22/2026	ACH	P - 06768	SCHULENBERG, ANN C	77.00
4701	06/22/2026	ACH	P - 97149	SHANNON, AARON DANIEL	294.21
4702	06/22/2026	ACH	P - 05313	SIERRA-SANDERS, ALICIA A	207.61
4703	06/22/2026	ACH	P - 18322	SMITH, JENNIFER M	53.08
4704	06/22/2026	ACH	P - 02557	TAYLOR, LILLIAN L	4.86
4705	06/22/2026	ACH	P - 07870	VOIGT, SCOTT STUART	88.23
4706	06/22/2026	ACH	P - 17994	WANGLER, HEATHER K	38.06
4707	06/22/2026	ACH	P - 95054	WENTHE, KELLEY M	147.18

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

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4708	06/22/2026	ACH	P - 97266	WHITING, ANNAKA M	121.15
Total No. of Checks : 41					Total Amount : 4,423.75

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

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208879	06/15/2026	Check	V - 26224	3 GUYS & A BUS INC.	6,350.00
208880	06/15/2026	Check	V - 21599	4IMPRINT, INC.	20,534.82
208881	06/15/2026	Check	V - 10001	A & A AIR CONDITIONING	330.00
208882	06/15/2026	Check	V - 26276	ACCIDENT FUND INSURANCE COMPANY OF AMERICA	83,930.04
208883	06/15/2026	Check	V - 11013	AFSCME COUNCIL 31	1,800.39
208884	06/15/2026	Check	V - 23486	ANDERSON'S IT'S ELEMENTARY	3,021.77
208885	06/15/2026	Check	V - 24732	BACKGROUND INVESTIGATION BUREAU, LLC	330.65
208886	06/15/2026	Check	V - 17715	FAMILY MUSEUM OF ARTS/SCIENCE	168.00
208887	06/15/2026	Check	V - 10091	BLACKHAWK BANK & TRUST	11,715.14
208888	06/15/2026	Check	V - 22296	BLITT AND GAINES, P.C.	179.83
208889	06/15/2026	Check	V - 22296	BLITT AND GAINES, P.C.	321.81
208890	06/15/2026	Check	V - 25156	BRIDGES CATERING WEH, INC	3,149.84
208891	06/15/2026	Check	V - 25948	CAMELOT THERAPEUTIC SCHOOLS, LLC	10,094.00
208892	06/15/2026	Check	V - 26506	CLASSMATES EDUCATIONAL GROUP, INC.	480.00
208893	06/15/2026	Check	V - 21794	CORRECT DIGITAL DISPLAYS, INC	450.00
208894	06/15/2026	Check	V - 15518	CRAWFORD COMPANY	196.50
208895	06/15/2026	Check	V - 18115	CRISIS PREVENTION INSTITUTE	200.00
208896	06/15/2026	Check	V - 26653	DAEBRIANA FORAN	450.00
208897	06/15/2026	Check	V - 14209	BLICK ART MATERIALS	2,525.65
208898	06/15/2026	Check	V - 25184	EMBRACE EDUCATION	3,050.92
208899	06/15/2026	Check	V - 25641	ALL IN 1 FUN LLC	279.00
208900	06/15/2026	Check	V - 26571	EXTRA DUTY SOLUTIONS	1,303.06
208901	06/15/2026	Check	V - 25688	FULL SPECTRUM CONSULTING & DRILL DESIGN	1,500.00
208902	06/15/2026	Check	V - 24674	GREGORY D. ARNEY	132.00
208903	06/15/2026	Check	V - 16171	SHELLIE K. GUY	1,300.00
208904	06/15/2026	Check	V - 26442	HAND2MIND INC	334.99
208905	06/15/2026	Check	V - 15593	HUNGRY HOBO	1,223.60
208906	06/15/2026	Check	V - 11475	HY-VEE FOOD STORE	4,441.05
208907	06/15/2026	Check	V - 14937	ILLINOIS SCHOOL FOR THE DEAF	99.00
208908	06/15/2026	Check	V - 17211	ILLINOIS SCHOOL FOR THE	295.00
208909	06/15/2026	Check	V - 10441	JOHANNES BUS SERVICE INC.	216,093.15
208910	06/15/2026	Check	V - 14645	JOHNSON CONTROLS BUILDING SOLUTIONS, LLC	333,846.59
208911	06/15/2026	Check	V - 24174	JUMPIN JOEYS/BOUNCE QC	750.00
208912	06/15/2026	Check	V - 12092	KING FOOD SERVICE, INC.	1,976.00
208913	06/15/2026	Check	V - 26427	LA FLAMA	158.40
208914	06/15/2026	Check	V - 10472	LAMPS FLOWER SHOP	340.00
208915	06/15/2026	Check	V - 20947	LOFFREDO FRESH PRODUCE CO., INC.	7,644.70

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

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208916	06/15/2026	Check	V - 23032	MAKING FRIENDS WELCOME SERVICE, INC.	30.00
208917	06/15/2026	Check	V - 25452	MANDARICH LAW GROUP	407.25
208918	06/15/2026	Check	V - 25241	MARCO TECHNOLOGIES, LLC	159.54
208919	06/15/2026	Check	V - 23379	MEDIACOM COMMUNICATIONS CORP	580.00
208920	06/15/2026	Check	V - 15666	MIDWEST MAILWORKS, INC.	71.07
208921	06/15/2026	Check	V - 19278	MVP AUTO CENTER & RENTAL	250.00
208922	06/15/2026	Check	V - 26030	NATIONAL ASSOC FOR THE EXCHANGE OF INDUSTRIAL RESO	99.00
208923	06/15/2026	Check	V - 26658	NEIL A KJOS MUSIC COMPANY, INC	53.01
208924	06/15/2026	Check	V - 24456	ONE STEP INC	5,375.35
208925	06/15/2026	Check	V - 19416	PAPA JOHN'S OF IOWA	2,394.50
208926	06/15/2026	Check	V - 12489	THE PAPER CORPORATION	4,238.40
208927	06/15/2026	Check	V - 25306	PHOTOGRAPHIC ARTS BY GPI LLC	121.00
208928	06/15/2026	Check	V - 10081	PIZZA & SUBS	699.65
208929	06/15/2026	Check	V - 26654	QC WELLNESS GROUP	180.00
208930	06/15/2026	Check	V - 19004	QUAD CITY BOTANICAL CENTER	225.00
208931	06/15/2026	Check	V - 20222	QUAD CITY PRESS	2,612.80
208932	06/15/2026	Check	V - 25748	QUALITY AWARDS & LAMINATING	470.40
208933	06/15/2026	Check	V - 24355	QUINCY PUBLIC SCHOOLS	200.00
208934	06/15/2026	Check	V - 11658	ROCK ISLAND FITNESS AND	917.80
208935	06/15/2026	Check	V - 10721	ROCK ISLAND BOARD OF EDUCATION	48.00
208936	06/15/2026	Check	V - 18465	ROCK ISLAND SCHOOL DISTRICT 41	81,384.28
208937	06/15/2026	Check	V - 10706	REGIONAL OFFICE OF EDUCATION-MOLINE	1,500.00
208938	06/15/2026	Check	V - 10476	SCHOOL SPECIALTY, LLC	47.96
208939	06/15/2026	Check	V - 11244	SHAR PRODUCTS COMPANY	104.36
208940	06/15/2026	Check	V - 24411	SHRED-IT USA	316.84
208941	06/15/2026	Check	V - 26150	STUDENTTREASURES PUBLISHING	1,222.50
208942	06/15/2026	Check	V - 21935	TOP SHELF, INC.	147.50
208943	06/15/2026	Check	V - 15380	TRI-STATE TRAVEL	12,100.00
208944	06/15/2026	Check	V - 26017	TROPHY WORLD, INC.	293.25
208945	06/15/2026	Check	V - 25451	TRUGREEN LP	1,192.51
208946	06/15/2026	Check	V - 20598	VERIZON WIRELESS	2,049.84
208947	06/15/2026	Check	V - 22612	VIBRANT ARENA	2,430.00
208948	06/15/2026	Check	V - 24843	WI SCTF	100.00
208949	06/15/2026	Check	V - 24314	WILBOOKS	755.57
208950	06/15/2026	Check	V - 24049	WORLD RELIEF	3,000.00
208951	06/15/2026	Check	V - 10945	XEROX CORPORATION	7,486.89

Total No. of Checks : 73

Total Amount : 854,260.17

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH HEALTH INS - HEALTH INSURANCE - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
906288	06/15/2026	Check	V - 24354	GALLAGHER BENEFIT SERVICES INC	11,000.00

Total No. of Checks : 1

Total Amount : 11,000.00

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
695	06/22/2026	ACH	P - 96770	ALDRIDGE, VALERIE	1.67
696	06/22/2026	ACH	P - 95500	FILLMER, SUSAN K	26.10
697	06/22/2026	ACH	P - 96790	LOHMANN, RALPH AUGUST	79.10
698	06/22/2026	ACH	P - 96296	MUNOZ, JUSTIN TYLER	23.49
699	06/22/2026	ACH	P - 96058	SCHAULAND, AMY H	77.00

Total No. of Checks : 5

Total Amount : 207.36

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH OBM - OBM CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
39058	06/15/2026	Check	V - 23054	REPUBLIC SERVICES	16,337.19
39059	06/15/2026	Check	V - 12747	B & B HARDWARE	28.98
39060	06/15/2026	Check	V - 10091	BLACKHAWK BANK & TRUST	366.40
39061	06/15/2026	Check	V - 26490	CONSOLIDATED ELECTRICAL DISTRIBUTORS, INC.	308.46
39062	06/15/2026	Check	V - 15518	CRAWFORD COMPANY	150.00
39063	06/15/2026	Check	V - 22315	GRAVES ENVIRONMENTAL, INC.	3,510.00
39064	06/15/2026	Check	V - 26511	H-H INCORPORATED OF IOWA	1,266.10
39065	06/15/2026	Check	V - 11475	HY-VEE FOOD STORE	199.50
39066	06/15/2026	Check	V - 23196	ILLINOIS OFFICE OF THE STATE FIRE MARSHAL	125.00
39067	06/15/2026	Check	V - 24483	J&J LOCKS, SAFES & ALARMS	19.00
39068	06/15/2026	Check	V - 23698	J.L. BRADY COMPANY, LLC	74,420.00
39069	06/15/2026	Check	V - 23161	L&L FLOORCOVERINGS, INC.	295.00
39070	06/15/2026	Check	V - 18292	LOWE'S	528.72
39071	06/15/2026	Check	V - 14673	MENARDS, INC.	70.47
39072	06/15/2026	Check	V - 25119	O'REILLY AUTO PARTS	95.88
39073	06/15/2026	Check	V - 15355	POOLS WELDING	357.95
39074	06/15/2026	Check	V - 26406	PV BUSINESS SOLUTIONS, INC.	298.50
39075	06/15/2026	Check	V - 10722	CITY OF ROCK ISLAND	23,719.24
39076	06/15/2026	Check	V - 23326	SHERWIN WILLIAMS	39.25
39077	06/15/2026	Check	V - 23102	SIGNS NOW	1,120.00
39078	06/15/2026	Check	V - 23154	STUARD & ASSOCIATES, INC.	330.00
39079	06/15/2026	Check	V - 25451	TRUGREEN LP	2,294.00
39080	06/15/2026	Check	V - 20598	VERIZON WIRELESS	315.04
Total No. of Checks : 23					
Total Amount :					126,194.68

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Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 12 - A1
Start Due Date	: None
End Due Date	: None
Check Date	: 06/15/2026
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

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4709	06/22/2026	ACH	V - 26639	ALLDAYSHIRTS.COM, LLC	1,307.15
4710	06/22/2026	ACH	V - 25713	AMALGAMATED BANK OF CHICAGO	300.00
4711	06/22/2026	ACH	V - 25525	AMAZON.COM SERVICES, INC.	82,480.99
4712	06/22/2026	ACH	V - 10088	BLACK HAWK AREA SPECIAL ED.	87,171.00
4713	06/22/2026	ACH	V - 26513	BSN SPORTS LLC	7,572.35
4714	06/22/2026	ACH	V - 14613	BURKE CLEANERS, INC.	833.91
4715	06/22/2026	ACH	V - 24368	WRIGHT SPECIALTY INSURANCE AGENCY, LLC	134.00
4716	06/22/2026	ACH	V - 25711	CULLIGAN OF DAVENPORT	325.00
4717	06/22/2026	ACH	V - 16421	FRANCZEK PC	9,963.50
4718	06/22/2026	ACH	V - 12004	THE PROPHET CORPORATION	1,925.01
4719	06/22/2026	ACH	V - 12439	ILLINOIS PRINCIPALS ASSOCIATION	850.00
4720	06/22/2026	ACH	V - 18269	J.W. PEPPER & SON	288.24
4721	06/22/2026	ACH	V - 26546	KASEYA US LLC	670.02
4722	06/22/2026	ACH	V - 24908	KOHL WHOLESALE	30,551.98
4723	06/22/2026	ACH	V - 25922	LAKESHORE LEARNING MATERIALS, LLC	2,729.35
4724	06/22/2026	ACH	V - 25213	LEGAT ARCHITECTS, INC	20,655.00
4725	06/22/2026	ACH	V - 12057	MACGILL & CO.	1,598.95
4726	06/22/2026	ACH	V - 24189	THE OUTHUSE	314.29
4727	06/22/2026	ACH	V - 24053	PRAIRIE FARMS DAIRY	29,347.64
4728	06/22/2026	ACH	V - 25751	QUALITY CONTROLLED STAFFING, INC.	5,698.06
4729	06/22/2026	ACH	V - 25604	RIVERSIDE INSIGHTS	809.60
4730	06/22/2026	ACH	V - 21759	SCHOOL HEALTH LINK, INC.	1,221.29
4731	06/22/2026	ACH	V - 25681	SHI INTERNATIONAL CORP	48,298.81
4732	06/22/2026	ACH	V - 19712	STAPLES ADVANTAGE	3,591.38
4733	06/22/2026	ACH	V - 26101	THE PITNEY BOWES RESERVE ACCOUNT	4,000.00
4734	06/22/2026	ACH	V - 20134	WEST MUSIC	2,753.69

Total No. of Checks : 26

Total Amount : 345,391.21

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
700	06/22/2026	ACH	V - 25525	AMAZON.COM SERVICES, INC.	797.71
701	06/22/2026	ACH	V - 26262	FILTERBUY INC.	2,646.32
702	06/22/2026	ACH	V - 17235	GREENWOOD CLEANING SYSTEMS, IN	2,037.35
703	06/22/2026	ACH	V - 26598	J & M HARDWARE INC	273.43
704	06/22/2026	ACH	V - 10568	KONE INC.	3,945.00
705	06/22/2026	ACH	V - 24232	LAKEWOOD ELECTRIC & GENERATOR SVC, INC	15,732.00
706	06/22/2026	ACH	V - 23695	MIDWEST ALARM SERVICES	362.00
Total No. of Checks : 7					Total Amount : 25,793.81

ROCK ISLAND SCHOOLS

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Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 12 - A2
Start Due Date	: None
End Due Date	: None
Check Date	: 06/15/2026
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

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4735	06/17/2026	ACH	V - 26020	ANNA THIRTYACRE	300.00
4736	06/17/2026	ACH	V - 16777	HUGHES NETWORK TECHNOLOGIES	728.86
4737	06/17/2026	ACH	V - 11015	IMRF ACCOUNT	12,758.62
Total No. of Checks : 3					Total Amount : 13,787.48

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH HEALTH INS - HEALTH INSURANCE - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
85	06/17/2026	ACH	V - 22013	HEALTH CARE SERVICE CORP- BLUE	1,831,563.24

Total No. of Checks : 1

Total Amount : 1,831,563.24

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
707	06/17/2026	ACH	V - 16777	HUGHES NETWORK TECHNOLOGIES	14,239.88

Total No. of Checks : 1

Total Amount : 14,239.88

ROCK ISLAND SCHOOLS

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Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 12 - A3
Start Due Date	: None
End Due Date	: None
Check Date	: 06/15/2026
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

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4667	06/10/2026	ACH	V - 25378	UMB BANK, N.A.	121,100.00
Total No. of Checks : 1					Total Amount : 121,100.00

ROCK ISLAND SCHOOLS

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06/09/2026
7:39:51 AM

Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 12 - A7
Start Due Date	: None
End Due Date	: None
Check Date	: 06/09/2026
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

SUMMARY OF CHECKS AND WIRES

June 30, 2026

COMPUTERIZED CHECK RUN

EDUCATION

Ed Fund CHECKS

V208952-V209022

Education	\$ 1,609,497.69
Transportation	\$ 15,126.99
Debt Service Fund	
Capital Projects	\$ 1,939,108.89
Life Safety	
Tort Immunity	
	\$ 3,563,733.57

Ed Fund ACH

VA4738-VA4776

Education	\$ 1,569,214.29
Transportation	\$ 3,923.65
Debt Service Fund	
Capital Projects	
Life Safety	
Tort Immunity	
	\$ 1,573,137.94

TOTAL EDUCATION \$ 5,136,871.51

O&M

O&M CHECKS

B39081-B39103 \$ 362,205.14

O&M Fund ACH

BA708-BA714 \$ 21,378.35

TOTAL O&M \$ 383,583.49

HEALTH

Health Fund CHECKS

Health Fund ACH

TOTAL HEALTH \$ -

TOTAL COMPUTERIZED CHECK RUN \$ 5,520,455.00

WIRES

Ed, Bldg, Tort Salary Checks	\$ 1,884,256.71
Federal Income Tax	\$ 253,716.00
OASDI/Medicare	\$ 150,144.66
State Withholdings	\$ 112,345.97
Teacher's Retirement Systems/IMRF	\$ 244,671.37
Employee Deductions	
	\$ 69,948.19

Benefits Payments	\$ 12,569.86
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TOTAL WIRES \$ 2,727,652.76

GRAND TOTAL 42 \$ 8,248,107.76

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4738	06/30/2026	ACH	P - 06731	CARROLL, TIMOTHY F	51.13
4739	06/30/2026	ACH	P - 96789	FRANTZ, DEBRA LYNN	218.51
4740	06/30/2026	ACH	P - 96620	GUSHULAK ST AMAND, CHASITY M	2,141.87
4741	06/30/2026	ACH	P - 18400	HAKIZIMANA, EMMANUEL	2,141.87
4742	06/30/2026	ACH	P - 95898	HONEYCUTT, RONEE E	26.00
4743	06/30/2026	ACH	P - 96802	MCCARTY, HEATHER NICOLE	124.95
4744	06/30/2026	ACH	P - 04756	MCWILLIAMS, BETTINA JO CULBERSON	106.14
4745	06/30/2026	ACH	P - 97415	POREMBSKI, LAYNE PAIGE	148.03
4746	06/30/2026	ACH	P - 97291	VIERNOW, HALIE RAE	2,141.87
4747	06/30/2026	ACH	P - 97265	WORLEY, BRITNEY S	2,141.87
4748	06/30/2026	ACH	P - 95406	ZERO, AMY L	285.79
Total No. of Checks : 11				Total Amount :	9,528.03

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
208952	06/30/2026	Check	V - 10001	A & A AIR CONDITIONING	166.25
208953	06/30/2026	Check	V - 26131	ALTA LANGUAGE SERVICES, INC.	1,766.00
208954	06/30/2026	Check	V - 26444	AMERITAS LIFE INSURANCE CORP	24,063.60
208955	06/30/2026	Check	V - 26020	ANNA THIRTYACRE	600.00
208956	06/30/2026	Check	V - 20029	AP EXAMS	18,850.00
208957	06/30/2026	Check	V - 14251	APPLE COMPUTER, INC.	1,928.00
208958	06/30/2026	Check	V - 19097	ARMSTRONG SYSTEMS & CONSULTING	4,620.00
208959	06/30/2026	Check	V - 26480	AVANTIS EDUCATION INC.	250.00
208960	06/30/2026	Check	V - 20275	BARNES & NOBLE	2,656.50
208961	06/30/2026	Check	V - 22296	BLITT AND GAINES, P.C.	179.83
208962	06/30/2026	Check	V - 22296	BLITT AND GAINES, P.C.	7.00
208963	06/30/2026	Check	V - 11617	BREEDLOVE SPORTING GOODS	824.00
208964	06/30/2026	Check	V - 26414	BRETT MATTHEW ELLIOTT	6,500.00
208965	06/30/2026	Check	V - 26278	COMBINED INSURANCE COMPANY OF AMERICA	1,372.48
208966	06/30/2026	Check	V - 21794	CORRECT DIGITAL DISPLAYS, INC	1,292.00
208967	06/30/2026	Check	V - 18115	CRISIS PREVENTION INSTITUTE	5,998.00
208968	06/30/2026	Check	V - 26341	DERRICK SVELNYS	525.00
208969	06/30/2026	Check	V - 26530	ENGAGE2LEARN	8,700.00
208970	06/30/2026	Check	V - 26462	EDUCATIONAL EPIPHANY LLC	36,792.00
208971	06/30/2026	Check	V - 24426	QUALITY GROUP	1,535.65
208972	06/30/2026	Check	V - 26407	FABLEVISION LEARNING, LLC	200.00
208973	06/30/2026	Check	V - 24904	FLORIDA STATE DISBURSEMENT UNIT	92.53
208974	06/30/2026	Check	V - 25688	FULL SPECTRUM CONSULTING & DRILL DESIGN	1,500.00
208975	06/30/2026	Check	V - 19551	GIA PUBLICATIONS INC.	93.12
208976	06/30/2026	Check	V - 11475	HY-VEE FOOD STORE	1,091.59
208977	06/30/2026	Check	V - 11738	ILLINOIS ASSOCIATION OF SCHOOL BOARDS	30.00
208978	06/30/2026	Check	V - 24570	IL DEPT. OF CENTRAL MANAGEMENT SVCS	650.00
208979	06/30/2026	Check	V - 25440	IMEG CORP	1,500.00
208980	06/30/2026	Check	V - 26656	INSTUCTIONAL COACHING GROUP, LLC	750.00
208981	06/30/2026	Check	V - 26669	ISABEL PENA	323.32
208982	06/30/2026	Check	V - 24604	JIMMY D. LONG	528.00
208983	06/30/2026	Check	V - 10441	JOHANNES BUS SERVICE INC.	13,596.99
208984	06/30/2026	Check	V - 16498	KENDALL/HUNT PUBLISHING CO.	3,237.30
208985	06/30/2026	Check	V - 10461	KIDDER MUSIC SERVICE	4,535.99
208986	06/30/2026	Check	V - 26013	LARSON BAND INSTRUMENT REPAIR	13,236.50
208987	06/30/2026	Check	V - 25974	LEARNWELL	425.60
208988	06/30/2026	Check	V - 26643	LIFTED ENERGY LLC	555.00

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
208989	06/30/2026	Check	V - 25452	MANDARICH LAW GROUP	407.25
208990	06/30/2026	Check	V - 25452	MANDARICH LAW GROUP	330.55
208991	06/30/2026	Check	V - 14230	MARTIN LUTHER KING CENTER	1,100.00
208992	06/30/2026	Check	V - 25314	MYSTERY SCIENCE INC	3,990.00
208993	06/30/2026	Check	V - 10613	OFFICE MACHINE CONSULTANT	1,158.43
208994	06/30/2026	Check	V - 24456	ONE STEP INC	100.00
208995	06/30/2026	Check	V - 26634	QC COMMERCIAL HOOD CLEANING, LLC	7,015.00
208996	06/30/2026	Check	V - 25748	QUALITY AWARDS & LAMINATING	340.95
208997	06/30/2026	Check	V - 26620	RC WILLIAMS COMPANY, LLC	227.00
208998	06/30/2026	Check	V - 26286	RELIANCE STANDARD LIFE INSURANCE COMPANY	11,711.45
208999	06/30/2026	Check	V - 11658	ROCK ISLAND FITNESS AND	1,052.40
209000	06/30/2026	Check	V - 10721	ROCK ISLAND BOARD OF EDUCATION	34.00
209001	06/30/2026	Check	V - 10722	CITY OF ROCK ISLAND	4,977.94
209002	06/30/2026	Check	V - 18465	ROCK ISLAND SCHOOL DISTRICT 41	577,862.82
209003	06/30/2026	Check	V - 10706	REGIONAL OFFICE OF EDUCATION-MOLINE	18,680.00
209004	06/30/2026	Check	V - 23239	RUSSELL CONSTRUCTION COMPANY	1,937,608.89
209005	06/30/2026	Check	V - 24126	SCHOOL DATEBOOKS, INC	495.21
209006	06/30/2026	Check	V - 22651	SCHOOL NUTRITION ASSOCIATION	590.00
209007	06/30/2026	Check	V - 25582	SCOTT COUNTY SHERIFF	26.30
209008	06/30/2026	Check	V - 26106	STEAM ON WHEELS	2,250.00
209009	06/30/2026	Check	V - 24811	STEVE WEISS MUSIC INC.	16.00
209010	06/30/2026	Check	V - 20558	SUN LIFE FINANCIAL	1,810.02
209011	06/30/2026	Check	V - 26515	SUN MOUNTAIN SPORTS, LLC	378.00
209012	06/30/2026	Check	V - 20539	TRANSITIONS	35.00
209013	06/30/2026	Check	V - 21935	TOP SHELF, INC.	2,439.00
209014	06/30/2026	Check	V - 15380	TRI-STATE TRAVEL	7,520.00
209015	06/30/2026	Check	V - 25451	TRUGREEN LP	706.67
209016	06/30/2026	Check	V - 26424	VLP CONSULTING AND LEADERSHIP DEVELOPMENT LLC	7,000.00
209017	06/30/2026	Check	V - 22260	WESTERN ILLINOIS UNIVERSITY	13,655.83
209018	06/30/2026	Check	V - 24843	WI SCTF	100.00

Total No. of Checks : 67

Total Amount : 2,764,590.96

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CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
708	06/30/2026	ACH	P - 97471	CHENOWETH, TAYLOR JANE	24.36
Total No. of Checks : 1					Total Amount : 24.36

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH OBM - OBM CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
39081	06/30/2026	Check	V - 10018	ADEL WHOLESALERS, INC.	1,557.51
39082	06/30/2026	Check	V - 26158	ADVANCED ENVIRONMENTAL TESTING & ABATEMENT	21,170.00
39083	06/30/2026	Check	V - 26387	ADVANTAGE	534.44
39084	06/30/2026	Check	V - 10409	AT&T	276.65
39085	06/30/2026	Check	V - 12747	B & B HARDWARE	26.97
39086	06/30/2026	Check	V - 26556	CONNOR CO	911.84
39087	06/30/2026	Check	V - 26490	CONSOLIDATED ELECTRICAL DISTRIBUTORS, INC.	1,601.03
39088	06/30/2026	Check	V - 20915	COURTESY FORD	51,516.00
39089	06/30/2026	Check	V - 12258	GLASS SERVICE CENTER, INC.	28.44
39090	06/30/2026	Check	V - 22315	GRAVES ENVIRONMENTAL, INC.	307.00
39091	06/30/2026	Check	V - 23196	ILLINOIS OFFICE OF THE STATE FIRE MARSHAL	150.00
39092	06/30/2026	Check	V - 23698	J.L. BRADY COMPANY, LLC	20,584.00
39093	06/30/2026	Check	V - 23161	L&L FLOORCOVERINGS, INC.	1,475.00
39094	06/30/2026	Check	V - 18292	LOWE'S	300.47
39095	06/30/2026	Check	V - 26488	MECHANICAL SERVICE, INC.	4,140.00
39096	06/30/2026	Check	V - 14673	MENARDS, INC.	59.90
39097	06/30/2026	Check	V - 10428	MIDAMERICAN ENERGY COMPANY	22,625.26
39098	06/30/2026	Check	V - 26672	PEST CONTROL CONSULTANTS IOWA, LLC	636.00
39099	06/30/2026	Check	V - 10722	CITY OF ROCK ISLAND	29,584.70
39100	06/30/2026	Check	V - 26584	UNIFIRST HOLDINGS, INC.	2,118.30
39101	06/30/2026	Check	V - 26434	WERNER RESTORATION SERVICES, INC	143,032.59
39102	06/30/2026	Check	V - 23260	XYLEM, LTD.	12,943.00
Total No. of Checks : 22					
Total Amount :					315,579.10

ROCK ISLAND SCHOOLS

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Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 12 - A4
Start Due Date	: None
End Due Date	: None
Check Date	: 06/30/2026
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

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4749	06/30/2026	ACH	V - 25525	AMAZON.COM SERVICES, INC.	8,067.62
4750	06/30/2026	ACH	V - 10088	BLACK HAWK AREA SPECIAL ED.	1,357,642.00
4751	06/30/2026	ACH	V - 26513	BSN SPORTS LLC	4,365.98
4752	06/30/2026	ACH	V - 23942	FRONTLINE EDUCATION	6,100.00
4753	06/30/2026	ACH	V - 12004	THE PROPHET CORPORATION	2,714.14
4754	06/30/2026	ACH	V - 25049	GREAT MINDS PBC	3,900.00
4755	06/30/2026	ACH	V - 12439	ILLINOIS PRINCIPALS ASSOCIATION	225.00
4756	06/30/2026	ACH	V - 25375	ITEK INTERPRETING SOLUTIONS, LLC	5,084.15
4757	06/30/2026	ACH	V - 24908	KOHL WHOLESALE	3,583.70
4758	06/30/2026	ACH	V - 25922	LAKESHORE LEARNING MATERIALS, LLC	683.14
4759	06/30/2026	ACH	V - 25154	LEXIA LEARNING SYSTEMS LLC	63,220.05
4760	06/30/2026	ACH	V - 12057	MACGILL & CO.	77.14
4761	06/30/2026	ACH	V - 26640	MFI MEDICAL	482.00
4762	06/30/2026	ACH	V - 20508	NCS PEARSON INCORPORATED	2,313.88
4763	06/30/2026	ACH	V - 24189	THE OUTHUSE	248.22
4764	06/30/2026	ACH	V - 10651	PITNEY BOWES (SUPPLIES)	319.54
4765	06/30/2026	ACH	V - 24216	PROJECT LEAD THE WAY, INC	3,155.25
4766	06/30/2026	ACH	V - 25751	QUALITY CONTROLLED STAFFING, INC.	3,923.65
4767	06/30/2026	ACH	V - 26638	SAGA FITNESS LLC	693.00
4768	06/30/2026	ACH	V - 25669	SAVVAS LEARNING COMPANY LLC	12,400.00
4769	06/30/2026	ACH	V - 26500	SPECIAL EDUCATION SERVICES	5,842.33
4770	06/30/2026	ACH	V - 14330	WARD'S SCIENCE	209.96
4771	06/30/2026	ACH	V - 20134	WEST MUSIC	1,383.40
Total No. of Checks : 23					Total Amount : 1,486,634.15

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
709	06/30/2026	ACH	V - 26489	DOORS, INC	685.00
710	06/30/2026	ACH	V - 26262	FILTERBUY INC.	1,754.76
711	06/30/2026	ACH	V - 17235	GREENWOOD CLEANING SYSTEMS, IN	7,789.87
712	06/30/2026	ACH	V - 26598	J & M HARDWARE INC	516.84
713	06/30/2026	ACH	V - 24232	LAKEWOOD ELECTRIC & GENERATOR SVC, INC	8,280.00
714	06/30/2026	ACH	V - 23695	MIDWEST ALARM SERVICES	2,327.52
Total No. of Checks : 6					Total Amount : 21,353.99

ROCK ISLAND SCHOOLS

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Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 12 - A5
Start Due Date	: None
End Due Date	: None
Check Date	: 06/30/2026
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

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4772	06/30/2026	ACH	V - 26444	AMERITAS LIFE INSURANCE CORP	40,370.18
4773	06/30/2026	ACH	V - 26020	ANNA THIRTYACRE	300.00
4774	06/30/2026	ACH	V - 26278	COMBINED INSURANCE COMPANY OF AMERICA	2,327.62
4775	06/30/2026	ACH	V - 11015	IMRF ACCOUNT	12,158.95
4776	06/30/2026	ACH	V - 26286	RELIANCE STANDARD LIFE INSURANCE COMPANY	21,819.01
Total No. of Checks : 5					Total Amount : 76,975.76

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
209019	06/30/2026	Check	V - 11013	AFSCME COUNCIL 31	1,210.06
209020	06/30/2026	Check	V - 11658	ROCK ISLAND FITNESS AND	931.80
209021	06/30/2026	Check	V - 10721	ROCK ISLAND BOARD OF EDUCATION	54.00
209022	06/30/2026	Check	V - 18465	ROCK ISLAND SCHOOL DISTRICT 41	796,946.75
Total No. of Checks : 4					Total Amount : 799,142.61

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH OBM - OBM CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
39103	06/30/2026	Check	V - 18465	ROCK ISLAND SCHOOL DISTRICT 41	46,626.04
Total No. of Checks : 1					Total Amount : 46,626.04

ROCK ISLAND SCHOOLS

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Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2026
FY Period - Task	: 12 - A6
Start Due Date	: None
End Due Date	: None
Check Date	: 06/30/2026
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

SUMMARY OF CHECKS AND WIRES

July 15, 2026

COMPUTERIZED CHECK RUN

EDUCATION

Ed Fund CHECKS

V209023-V209085

Education	\$	383,878.26
Transportation	\$	7,775.00
Debt Service Fund		
Capital Projects	\$	62,028.09
Life Safety		
Tort Immunity	\$	823,964.04
	\$	1,277,645.39

Ed Fund ACH

VA4777-VA4809

Education	\$	178,190.95
Transportation	\$	14,144.95
Debt Service Fund		
Capital Projects	\$	28,595.94
Life Safety		
Tort Immunity	\$	8,587.00
	\$	229,518.84

TOTAL EDUCATION \$ **1,507,164.23**

O&M

O&M CHECKS

B39104-B39127 \$ 182,998.97

O&M Fund ACH

BA715-BA723 \$ 56,466.20

TOTAL O&M \$ **239,465.17**

HEALTH

Health Fund CHECKS

Health Fund ACH

HA86 \$ 233,494.90

TOTAL HEALTH \$ **233,494.90**

TOTAL COMPUTERIZED CHECK RUN \$ **1,980,124.30**

WIRES

Ed, Bldg, Tort Salary Checks	\$	1,776,257.71
Federal Income Tax	\$	235,052.00
OASDI/Medicare	\$	145,591.58
State Withholdings	\$	106,561.66
Teacher's Retirement Systems/IMRF	\$	230,683.45
Employee Deductions	\$	68,217.51

Benefits Payments

TOTAL WIRES \$ **2,562,363.91**

GRAND TOTAL 56 \$ **4,542,488.21**

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4777	07/21/2026	ACH	P - 97374	BEBBER, ISABEL B	21.32
4778	07/21/2026	ACH	P - 96994	FRANCE-MOORE, ADRIENNE JANELLE	322.45
4779	07/21/2026	ACH	P - 96789	FRANTZ, DEBRA LYNN	7.98
4780	07/21/2026	ACH	P - 96673	FUHR, JENNIFER LYNN	286.76
4781	07/21/2026	ACH	P - 97100	HOLTROP, JOCELYN LESLIE	34.44
4782	07/21/2026	ACH	P - 05386	KETCHAM, JODI L	7.54
4783	07/21/2026	ACH	P - 18391	LYON, LAURIE CHRISTINE	4.50
4784	07/21/2026	ACH	P - 06237	MCDONALD, MICHELE A	28.06
4785	07/21/2026	ACH	P - 05631	PERKINS, DAPHNE L	41.76
4786	07/21/2026	ACH	P - 03200	POTERACK, TONIA R	34.73
4787	07/21/2026	ACH	P - 97191	THOMPSON, PAULA JO	21.54
4788	07/21/2026	ACH	P - 95396	VARNES, CHRISTI ALAINE	345.73
4789	07/21/2026	ACH	P - 95054	WENTHE, KELLEY M	131.16
Total No. of Checks : 13					Total Amount : 1,287.97

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
209023	07/15/2026	Check	V - 10001	A & A AIR CONDITIONING	330.00
209024	07/15/2026	Check	V - 26276	ACCIDENT FUND INSURANCE COMPANY OF AMERICA	83,930.04
209025	07/15/2026	Check	V - 10245	ACT II TRANSPORTATION, INC.	5,025.00
209026	07/15/2026	Check	V - 11013	AFSCME COUNCIL 31	1,210.06
209027	07/15/2026	Check	V - 26131	ALTA LANGUAGE SERVICES, INC.	1,139.00
209028	07/15/2026	Check	V - 26437	APPTEGY, INC.	17,670.00
209029	07/15/2026	Check	V - 24309	AVID CENTER	2,995.00
209030	07/15/2026	Check	V - 10091	BLACKHAWK BANK & TRUST	15,117.63
209031	07/15/2026	Check	V - 22296	BLITT AND GAINES, P.C.	179.83
209032	07/15/2026	Check	V - 21140	BOOKSAMILLION.COM	564.50
209033	07/15/2026	Check	V - 25156	BRIDGES CATERING WEH, INC	9,775.00
209034	07/15/2026	Check	V - 25948	CAMELOT THERAPEUTIC SCHOOLS, LLC	6,056.40
209035	07/15/2026	Check	V - 24698	CARTRIDGE INK QUAD CITIES	189.99
209036	07/15/2026	Check	V - 24368	WRIGHT SPECIALTY INSURANCE AGENCY, LLC	554,022.00
209037	07/15/2026	Check	V - 24230	CATALYST FOR EDUCATIONAL CHANGE	3,995.20
209038	07/15/2026	Check	V - 26487	CORDOGAN CLARK & ASSOCIATES, INC	62,028.09
209039	07/15/2026	Check	V - 26671	CYBER PROTECT LLC	41,494.74
209040	07/15/2026	Check	V - 24929	E2E EXCHANGE LLC	4,778.39
209041	07/15/2026	Check	V - 19211	EDUCATION SOLUTIONS DEV LLC	49,940.32
209042	07/15/2026	Check	V - 26635	FIVE63 LLC	1,110.00
209043	07/15/2026	Check	V - 24904	FLORIDA STATE DISBURSEMENT UNIT	15.80
209044	07/15/2026	Check	V - 24312	ARTHUR J GALLAGHER RISK MANAGEMENT SVC., INC	156,079.00
209045	07/15/2026	Check	V - 25603	HAZARD YOUNG ATTEA AND ASSOCIATES	9,900.00
209046	07/15/2026	Check	V - 11475	HY-VEE FOOD STORE	360.53
209047	07/15/2026	Check	V - 11738	ILLINOIS ASSOCIATION OF SCHOOL BOARDS	19,976.00
209048	07/15/2026	Check	V - 10441	JOHANNES BUS SERVICE INC.	494.43
209049	07/15/2026	Check	V - 26427	LA FLAMA	748.00
209050	07/15/2026	Check	V - 25210	LIBERTY MUTUAL SURETY	29,933.00
209051	07/15/2026	Check	V - 26438	LOGAN RIVER ACADEMY	42,282.00
209052	07/15/2026	Check	V - 15950	LARGE UNIT DISTRICT ASSOC.	6,000.00
209053	07/15/2026	Check	V - 25241	MARCO TECHNOLOGIES, LLC	159.54
209054	07/15/2026	Check	V - 23379	MEDIACOM COMMUNICATIONS CORP	1,160.00
209055	07/15/2026	Check	V - 23147	METROPOLITAN LIFE INSURANCE COMPANY	307.13
209056	07/15/2026	Check	V - 15666	MIDWEST MAILWORKS, INC.	158.78
209057	07/15/2026	Check	V - 24401	NUTRISLICE, INC	4,690.92

ROCK ISLAND SCHOOLS

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
209058	07/15/2026	Check	V - 24456	ONE STEP INC	552.00
209059	07/15/2026	Check	V - 19416	PAPA JOHN'S OF IOWA	1,487.50
209060	07/15/2026	Check	V - 25306	PHOTOGRAPHIC ARTS BY GPI LLC	156.00
209061	07/15/2026	Check	V - 26103	RICOH USA, INC.	7,700.00
209062	07/15/2026	Check	V - 11658	ROCK ISLAND FITNESS AND	377.60
209063	07/15/2026	Check	V - 24094	ROCK ISLAND MILAN EDUCATION FOUNDATION	31,771.80
209064	07/15/2026	Check	V - 10721	ROCK ISLAND BOARD OF EDUCATION	32.00
209065	07/15/2026	Check	V - 18465	ROCK ISLAND SCHOOL DISTRICT 41	27,194.85
209066	07/15/2026	Check	V - 16979	ROCK ISLAND ROTARY	200.00
209067	07/15/2026	Check	V - 24126	SCHOOL DATEBOOKS, INC	1,399.38
209068	07/15/2026	Check	V - 10476	SCHOOL SPECIALTY, LLC	125.52
209069	07/15/2026	Check	V - 24411	SHRED-IT USA	188.81
209070	07/15/2026	Check	V - 10795	SOCIAL STUDIES SCHOOL SERVICES	42.50
209071	07/15/2026	Check	V - 24211	SPRING FORWARD LEARNING CENTER	44,897.75
209072	07/15/2026	Check	V - 14337	ST. AMBROSE UNIVERSITY	2,800.00
209073	07/15/2026	Check	V - 25298	ARC OF THE QUAD CITIES AREA	65.00
209074	07/15/2026	Check	V - 21935	TOP SHELF, INC.	143.50
209075	07/15/2026	Check	V - 15380	TRI-STATE TRAVEL	2,750.00
209076	07/15/2026	Check	V - 26017	TROPHY WORLD, INC.	19.00
209077	07/15/2026	Check	V - 25451	TRUGREEN LP	156.31
209078	07/15/2026	Check	V - 24290	UNITY POINT HEALTH-TRINITY MEDICAL CTR	4,175.00
209079	07/15/2026	Check	V - 25969	THE UNIVERSITY OF ARIZONA GLOBAL CAMPUS	3,240.00
209080	07/15/2026	Check	V - 20598	VERIZON WIRELESS	2,053.44
209081	07/15/2026	Check	V - 26364	VISTA HIGHER LEARNING, INC	750.00
209082	07/15/2026	Check	V - 22260	WESTERN ILLINOIS UNIVERSITY	4,260.90
209083	07/15/2026	Check	V - 24843	WI SCTF	100.00
209084	07/15/2026	Check	V - 24843	WI SCTF	65.00
209085	07/15/2026	Check	V - 10945	XEROX CORPORATION	7,125.21

Total No. of Checks : 63

Total Amount : 1,277,645.39

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CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
715	07/21/2026	ACH	P - 95500	FILLMER, SUSAN K	5.29
716	07/21/2026	ACH	P - 96790	LOHMANN, RALPH AUGUST	74.54
717	07/21/2026	ACH	P - 97290	NIMMERS, TROY L	4.06
718	07/21/2026	ACH	P - 96058	SCHAULAND, AMY H	85.55

Total No. of Checks : 4

Total Amount : 169.44

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CHECK REGISTER FOR BH OBM - OBM CHECKS - CHECK

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
39104	07/15/2026	Check	V - 26299	A&A MUFFLER AND LUBE	81.42
39105	07/15/2026	Check	V - 10018	ADEL WHOLESALERS, INC.	88.35
39106	07/15/2026	Check	V - 26158	ADVANCED ENVIRONMENTAL TESTING & ABATEMENT	15,730.00
39107	07/15/2026	Check	V - 23054	REPUBLIC SERVICES	21,418.04
39108	07/15/2026	Check	V - 15172	ALLMAKES OFFICE & FURNITURE	2,499.90
39109	07/15/2026	Check	V - 12747	B & B HARDWARE	75.91
39110	07/15/2026	Check	V - 10091	BLACKHAWK BANK & TRUST	295.30
39111	07/15/2026	Check	V - 26490	CONSOLIDATED ELECTRICAL DISTRIBUTORS, INC.	1,071.47
39112	07/15/2026	Check	V - 26487	CORDOGAN CLARK & ASSOCIATES, INC	4,057.50
39113	07/15/2026	Check	V - 26670	INTEGRITY FIREDOOR SERVICES LLC	424.00
39114	07/15/2026	Check	V - 24483	J&J LOCKS, SAFES & ALARMS	46.00
39115	07/15/2026	Check	V - 23161	L&L FLOORCOVERINGS, INC.	2,300.00
39116	07/15/2026	Check	V - 18292	LOWE'S	214.21
39117	07/15/2026	Check	V - 14673	MENARDS, INC.	469.45
39118	07/15/2026	Check	V - 10428	MIDAMERICAN ENERGY COMPANY	80,425.77
39119	07/15/2026	Check	V - 10551	VILLAGE OF MILAN	768.90
39120	07/15/2026	Check	V - 10614	OLDS BOILER & WELDING SERVICE	40,818.45
39121	07/15/2026	Check	V - 26672	PEST CONTROL CONSULTANTS IOWA, LLC	634.00
39122	07/15/2026	Check	V - 25927	RIVERBEND SIGNWORKS	391.10
39123	07/15/2026	Check	V - 10722	CITY OF ROCK ISLAND	7,185.20
39124	07/15/2026	Check	V - 26646	RUSO POWER EQUIPMENT	77.04
39125	07/15/2026	Check	V - 25071	STERLING COMMERCIAL ROOFING	639.50
39126	07/15/2026	Check	V - 26584	UNIFIRST HOLDINGS, INC.	2,972.42
39127	07/15/2026	Check	V - 20598	VERIZON WIRELESS	315.04

Total No. of Checks : 24

Total Amount : 182,998.97

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Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2027
FY Period - Task	: 1 - A1
Start Due Date	: None
End Due Date	: None
Check Date	: 07/15/2026
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

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CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4790	07/21/2026	ACH	V - 24046	HUDL	20,000.00
4791	07/21/2026	ACH	V - 25525	AMAZON.COM SERVICES, INC.	1,016.46
4792	07/21/2026	ACH	V - 26513	BSN SPORTS LLC	5,810.23
4793	07/21/2026	ACH	V - 14613	BURKE CLEANERS, INC.	712.10
4794	07/21/2026	ACH	V - 25711	CULLIGAN OF DAVENPORT	174.80
4795	07/21/2026	ACH	V - 26621	DATAPRO INTERNATIONAL INC.	591.63
4796	07/21/2026	ACH	V - 25402	DECISIONED GROUP, INC	65,876.00
4797	07/21/2026	ACH	V - 16421	FRANCZEK PC	8,587.00
4798	07/21/2026	ACH	V - 26485	IDG ARCHITECTS + PARTNERS INC	7,940.94
4799	07/21/2026	ACH	V - 12439	ILLINOIS PRINCIPALS ASSOCIATION	235.00
4800	07/21/2026	ACH	V - 25375	ITEK INTERPRETING SOLUTIONS, LLC	1,529.25
4801	07/21/2026	ACH	V - 24908	KOHL WHOLESALE	701.27
4802	07/21/2026	ACH	V - 25213	LEGAT ARCHITECTS, INC	20,655.00
4803	07/21/2026	ACH	V - 26102	PITNEY BOWES GLOBAL FINANCIAL SVCS LLC	1,213.35
4804	07/21/2026	ACH	V - 24216	PROJECT LEAD THE WAY, INC	11,485.25
4805	07/21/2026	ACH	V - 25751	QUALITY CONTROLLED STAFFING, INC.	1,330.80
4806	07/21/2026	ACH	V - 26500	SPECIAL EDUCATION SERVICES	54,666.47
4807	07/21/2026	ACH	V - 26501	SPECIAL EDUCATION SYSTEMS, INC	12,814.15
Total No. of Checks : 18				Total Amount :	215,339.70

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CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
719	07/21/2026	ACH	V - 17235	GREENWOOD CLEANING SYSTEMS, IN	12,483.05
720	07/21/2026	ACH	V - 26598	J & M HARDWARE INC	412.55
721	07/21/2026	ACH	V - 10568	KONE INC.	17,043.00
722	07/21/2026	ACH	V - 23695	MIDWEST ALARM SERVICES	12,035.72
Total No. of Checks : 4					Total Amount : 41,974.32

ROCK ISLAND SCHOOLS

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1:43:34 PM

Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2027
FY Period - Task	: 1 - A2
Start Due Date	: None
End Due Date	: None
Check Date	: 07/15/2026
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
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1:44:03 PM

CHECK REGISTER FOR BH EDUCATION - VENDOR CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
4808	07/17/2026	ACH	V - 16777	HUGHES NETWORK TECHNOLOGIES	732.19
4809	07/17/2026	ACH	V - 11015	IMRF ACCOUNT	12,158.98
Total No. of Checks : 2				Total Amount :	12,891.17

ROCK ISLAND SCHOOLS

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1:44:03 PM

CHECK REGISTER FOR BH HEALTH INS - HEALTH INSURANCE - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
86	07/17/2026	ACH	V - 22013	HEALTH CARE SERVICE CORP- BLUE	233,494.90

Total No. of Checks : 1

Total Amount : 233,494.90

ROCK ISLAND SCHOOLS

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1:44:03 PM

CHECK REGISTER FOR BH OBM - OBM CHECKS - ACH

Report Code: AP_CHECKREG

CHECK NO.	CHECK DATE	TYPE	VENDOR TYPE - ID	VENDOR NAME	AMOUNT
723	07/17/2026	ACH	V - 16777	HUGHES NETWORK TECHNOLOGIES	14,322.44

Total No. of Checks : 1

Total Amount : 14,322.44

ROCK ISLAND SCHOOLS

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07/15/2026
1:44:03 PM

Report Code: AP_CHECKREG

Search Criteria:

Fiscal Year	: 2027
FY Period - Task	: 1 - A3
Start Due Date	: None
End Due Date	: None
Check Date	: 07/15/2026
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

RIMSD 41 List of Donations 07.28.2026

Donor	Date	Amount	School	Purpose
Anonymous	6/8/26	\$165.00	RIHS	Girls Soccer Program
Junior Womens's Club of Rock Island	6/28/2026	\$200.00	RIHS	Rocky Resource Room
Cornbelt Running Club	6/30/2026	\$150.00	RIHS	Boys Track
		\$515.00		



Proposal for Overnight/Extended Student Trips (Athletic)

Email Address	<i>zach.vroman@rimsd41.org</i>
Type of Trip	<i>Boys Soccer Tournament</i>
Proposed Departure Date	<i>Sep 04, 2026</i>
Return Date	<i>Sep 05, 2026</i>
Proposer	<i>Zach Vroman</i>
School	<i>RIHS</i>
Position	<i>Boys Soccer Head Coach</i>
Date By Which Response Is Needed	<i>Aug 26, 2026</i>
What is the major place to be visited or event to be attended?	<i>Urbana Athletic Complex (1002 S. Race Street, Urbana, IL)</i>
How is the trip related to the educational program of the District?	<i>Boys Soccer Tournament</i>
In what ways will the students benefit?	<i>Showcasing our team to different parts of the state and give students the opportunity to travel and bond as a team</i>
In what ways will the District benefit?	<i>Team will showcase our district's incredible student-athletes</i>
How will the trip be evaluated to determine the extent to which these benefits were realized?	<i>Behavior and win/loss record</i>
Which students (grade, class, or organization) will be going?	<i>Boys Soccer Varsity team</i>
How many students in total?	<i>24</i>
How many students are currently experiencing academic problems?	<i>0</i>
Which staff members will be in charge?	<i>Head Coach and Assistant Coaches</i>
What previous experience has the staff member had in conducting overnight or extended field trips?	<i>I have conducted 5 different overnight trips with our girls and boys soccer programs</i>
What other staff members will be going?	<i>None</i>
How many chaperones, in addition to staff members, will be going?	<i>None</i>

Email Address	<i>zach.vroman@rimsd41.org</i>
Type of Trip	<i>Boys Soccer Tournament</i>
Proposed Departure Date	<i>Sep 04, 2026</i>
Return Date	<i>Sep 05, 2026</i>
What are their names and affiliations with the students?	<i>N/A</i>
How many days of school will be missed?	<i>1 (Friday the 4th will be early dismissal from school)</i>
How will teachers be advised in advance that the students will be out of school?	<i>Students will email or speak with their teachers</i>
How will missed work be made up?	<i>Students will work on their assignments via Chromebook on the way or complete work upon return to school</i>
What special assistance will be provided to students with academic problems?	<i>Students will communicate with the teachers</i>
What is the destination?	<i>Urbana Athletic Complex (1002 S. Race Street, Urbana, IL)</i>
What will be the mode of transportation? What liability insurance does the carrier have?	<i>TBD</i>
Where will the group be housed and fed?	<i>TBD</i>
What enroute or supplementary activities are planned?	<i>None</i>
What arrangements have been made for dealing with emergency situations?	<i>Healthy Roster App and Parent Contact will be used to communicate with parents/guardians</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>\$1500 (\$62.50 per student)</i>
What is the source of funds?	<i>Boys Soccer Development Fund</i>
How will the funds be collected and safeguarded?	<i>Head Coach will distribute meal money</i>
How will any shortfall be made up or excess funds used?	<i>Boys Soccer Development Fund</i>
What provision has been made for students who are financially unable to pay any necessary costs?	<i>Program will assist</i>

Email Address	<i>zach.vroman@rimsd41.org</i>
Type of Trip	<i>Boys Soccer Tournament</i>
Proposed Departure Date	<i>Sep 04, 2026</i>
Return Date	<i>Sep 05, 2026</i>
How will you communicate to parents prior to, during, and after the trip?	<i>Remind App and Rock Island Boys Soccer Facebook page</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>Win/Loss and Scores of games</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>Sharon Williams</i> on 07/08/26
Signature of School Board Representative	



Proposal for Overnight/Extended Student Trips (Athletic)

Email Address	<i>alexandria.battin@rimsd41.org</i>
Type of Trip	<i>Volleyball tournament</i>
Proposed Departure Date	<i>Sep 04, 2026</i>
Return Date	<i>Sep 05, 2026</i>
Proposer	<i>Alaxandria Battin</i>
School	<i>RIHS</i>
Position	<i>Head Coach</i>
Date By Which Response Is Needed	<i>Aug 10, 2026</i>
What is the major place to be visited or event to be attended?	<i>Edwardsville, IL</i>
How is the trip related to the educational program of the District?	<i>NA</i>
In what ways will the students benefit?	<i>Play tough matches</i>
In what ways will the District benefit?	<i>NA</i>
How will the trip be evaluated to determine the extent to which these benefits were realized?	<i>NA</i>
Which students (grade, class, or organization) will be going?	<i>Varsity team</i>
How many students in total?	<i>18</i>
How many students are currently experiencing academic problems?	<i>none</i>
Which staff members will be in charge?	<i>Alaxandria Battin and Mariah Ross</i>
What previous experience has the staff member had in conducting overnight or extended field trips?	<i>Coach has attended many overnight trips to away matches</i>
What other staff members will be going?	<i>Mariah Ross</i>
How many chaperones, in addition to staff members, will be going?	<i>none</i>
What are their names and affiliations with the students?	<i>na</i>
How many days of school will be missed?	<i>1/2 day</i>

Email Address	<i>alaxandria.battin@rimsd41.org</i>
Type of Trip	<i>Volleyball tournament</i>
Proposed Departure Date	<i>Sep 04, 2026</i>
Return Date	<i>Sep 05, 2026</i>
How will teachers be advised in advance that the students will be out of school?	<i>students will be in charge of informing their teachers and gathering their work</i>
How will missed work be made up?	<i>students will have time on the bus and when we return to make up their work</i>
What special assistance will be provided to students with academic problems?	<i>study hall after school</i>
What is the destination?	<i>Edwardsville IL</i>
What will be the mode of transportation? What liability insurance does the carrier have?	<i>Bus</i>
Where will the group be housed and fed?	<i>Hotel and each student athlete gets meal money</i>
What enroute or supplementary activities are planned?	<i>volleyball</i>
What arrangements have been made for dealing with emergency situations?	<i>we have an emergency contact list</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>na</i>
What is the source of funds?	<i>athletics</i>
How will the funds be collected and safeguarded?	<i>na</i>
How will any shortfall be made up or excess funds used?	<i>na</i>
What provision has been made for students who are financially unable to pay any necessary costs?	<i>na</i>
How will you communicate to parents prior to, during, and after the trip?	<i>student athletes will have their phones to communicate with their parents</i>
List telephone numbers at destination where group will be housed.	<i>na</i>

Email Address	<i>alaxandria.battin@rimsd41.org</i>
Type of Trip	<i>Volleyball tournament</i>
Proposed Departure Date	<i>Sep 04, 2026</i>
Return Date	<i>Sep 05, 2026</i>
What information will be provided to the media and the community?	<i>stats</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>Sharon Williams</i> on 07/23/26
Signature of School Board Representative	



Personnel Recommendations
Board of Education Meeting
July, 28 2026

Certified Appointments

It is recommended that the Board of Education approve the following certified appointments for the 2026-27 school year.

Kairi Ehlers	Kindergarten Teacher at Earl Hanson Elementary School Salary - \$52,442/annually
Matthew Greer -	Special Education Teacher at Edison Junior High School Salary - \$54,883/annually
Marcya Hotchkiss -	Special Education Teacher at Frances Willard Elementary School Salary - \$69,436/annually
Megan Harbor -	Special Education Teacher at Denkmann Elementary School Salary - \$75,012/annually
Jennifer Harris -	Fifth Grade Teacher at Rock Island Academy Salary - \$78,642/annually
Vincent Okumu -	ML/Bilingual Teacher at Rock Island High School Salary - \$64,478/annually
Michael Preiss -	Science Teacher at Thurgood Marshall Learning Center Salary - \$61,491/annually
McKee Sutter -	Social Worker at Districtwide Salary - \$66,548/annually
Sesame Teague -	Special Education Teacher at Rock Island Academy Salary - \$78,642/annually
Jillian Thies -	English Teacher at Rock Island High School Salary - \$52,442/annually
Alissa Wyffels -	Physical Education Teacher at Rock Island High School Salary - \$66,090/annually



Personnel Recommendations
Board of Education Meeting
July, 28 2026

Non-Certified Appointments

It is recommended that the Board of Education approve the following non-certified appointments for the 2026-27 school year.

Carter Allshouse -	Paraprofessional (Special Education) at Rock Island High School Salary - \$20.50/hourly
Jakayel Bulambao -	Paraprofessional (Special Education) at Ridgewood Elementary School Salary - \$20.50/hourly
Terrica Britt -	Paraprofessional (Special Education) at Earl Hanson Elementary School Salary - \$21.46/hourly
Rebecca Bultinck -	Cashier at Ridgewood Elementary School Salary - \$15.86/hourly
Spencer Gardner -	Paraprofessional at Rock Island High School Salary - \$20.50/hourly
Atalissa Jauregui-Nouchanthavong	Paraprofessional (Special Education) at Rock Island High School Salary - \$21.46/hourly
Hanna McCraw -	Paraprofessional at Ridgewood Elementary School Salary - \$21.46/hourly
Danae Moore -	Paraprofessional (Special Education) at Ridgewood Elementary School Salary - \$21.46/hourly
Nathaniel Richardson -	Paraprofessional (Hall Monitor) at Rock Island High School Salary - \$22.65/hourly
Tanisha Roberson -	Nutrition Services Lead at Rock Island Academy Salary - \$15.86/hourly



Personnel Recommendations
Board of Education Meeting
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Carol Streater -	Secretary (Rover) at Administration Center Salary - \$42,690/annually
Breanna Thompson -	Head Start Preschool Teacher at Thomas Jefferson Elementary School Salary - \$39,502/annually
Stephanie Whitesitt -	Head Start Assistant Teacher at Earl Hanson Elementary School Salary - \$27,979/annually
Sharon Widick -	School Nurse (Non-PEL) at Earl Hanson Elementary School Salary - \$38.16/hourly
Christine Wignall -	Server at Rock Island High School Salary - \$15.86/hourly
Jacob Wyers -	Paraprofessional at Edison Junior High School Salary - \$20.50/hourly
Teri Young -	Nutrition Services Lead at Thomas Jefferson Elementary School Salary - \$15.86/hourly

Certified Internal Transfers

It is recommended that the Board of Education approve the following certified internal transfers for the 2026-27 school year.

Megan Baker -	Special Education Teacher at Frances Willard to Special Education Teacher at Washington Junior High School Salary - \$53,649/annually
Amy Verstraete -	First Grade Teacher at Earl Hanson to Special Education Teacher at Longfellow Elementary School Salary - \$115,605/annually



Personnel Recommendations
Board of Education Meeting
July, 28 2026

Non-Certified Internal Transfers

It is recommended that the Board of Education approve the following non-certified internal transfers for the 2026-27 school year.

Alexia Christenson -	Head Start Assistant Teacher at Horace Mann Early Learning Center to Head Start Assistant Teacher at Thurgood Marshall Learning Center Salary - \$27,430/annually
Edie Crayne -	Paraprofessional (Library) at Denkmann Elementary School to Paraprofessional (Special Education) at Rock Island Academy Salary - \$21.46/hourly
Deidra Dunbar -	Paraprofessional at Rock Island Center for Math & Science to Paraprofessional at Thomas Jefferson Elementary School Salary - \$26.42/hourly
Brooke Ghess -	Playground Supervisor at Earl Hanson Elementary School to Paraprofessional (Special Education) at Earl Hanson Elementary School Salary - \$20.50/hourly
Jalynne Gimm -	Head Start Assistant Teacher at Horace Mann Early Learning Center to Head Start Assistant Teacher at Earl Hanson Elementary School Salary - \$29,703/annually
Melissa Joy -	Head Start Assistant Teacher at Thomas Jefferson Elementary School to Head Start Assistant Teacher at Horace Mann Early Learning Center Salary - \$30,905/annually
Valerie McConchie -	Paraprofessional at Denkmann Elementary School to Paraprofessional (Library) at Ridgewood Elementary School Salary - \$26.94/hourly



Personnel Recommendations
Board of Education Meeting
July, 28 2026

Stacey Nordeen -	Paraprofessional at Earl Hanson Elementary School to Paraprofessional (Special Education) at Ridgewood Elementary School Salary - \$26.42/hourly
Linnea Sparacello -	Head Start Teacher at Longfellow Elementary School to Head Start Teacher at Earl Hanson Elementary School Salary - \$56,035/annually
Moriah Masias -	Head Start Assistant Teacher at Thurgood Marshall Early Learning Center to Head Start Assistant Teacher at Earl Hanson Elementary School Salary - \$28,541/annually
Angela McCollum -	Head Start Assistant Teacher at Horace Mann Early Learning Center to Head Start Assistant Teacher at Thomas Jefferson Elementary School Salary - \$36,900/annually
Susie Pittard -	Head Start Teacher at Thomas Jefferson Elementary School to Head Start Teacher at Horace Mann Early Learning Center Salary - \$38,650/annually
Isabel Trulson -	Permanent Building Substitute Teacher at Longfellow Elementary School to Paraprofessional at Longfellow Elementary School Salary - \$21.46/hourly
Amy Schauland -	Split Shift Custodian at Ridgewood Elementary School and Frances Willard Elementary School to 2nd Shift Custodian at Rock Island High School Salary - \$53,331/annually



Personnel Recommendations
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Misty Slininger -	Head Start Assistant Teacher at Longfellow Elementary School to Head Start Assistant Teacher at Thurgood Marshall Learning Center Salary - \$25,314/annually
Keonna Zeigler -	Head Start Assistant Teacher at Longfellow Elementary School to Head Start Assistant Teacher at Horace Mann Early Learning Center Salary - \$26,882/annually

Non-Certified to Certified Internal Transfers

It is recommended that the Board of Education approve the following non-certified to certified internal transfers for the 2026-27 school year.

Sierra Divarco -	Paraprofessional at Rock Island Academy to Sixth Grade Teacher at Ridgewood Elementary School Salary - \$58,757/annually
Marcela Sherman -	Paraprofessional at Rock Island Academy to Special Education Teacher at Rock Island Academy Salary - \$59,397/annually
Tami Viernow -	Paraprofessional at Rock Island High School to Special Education Teacher at Rock Island High School Salary - \$55,282/annually

Certified Club Advisor Appointment

It is recommended that the Board of Education approve the following certified club advisor appointment for the 2026-27 school year.

Briana Nelson -	High School Pep Club Advisor at Rock Island High School Salary - \$1,019/annual stipend
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Certified Coach Appointments

It is recommended that the Board of Education approve the following certified coach appointments for the 2026-27 school year.

Anna Bacon -	Head 7th Grade Volleyball Coach at Edison Junior High School Salary - \$5,419/annual stipend
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Personnel Recommendations
Board of Education Meeting
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Lindsey Bowman -	Head 8th Grade Volleyball Coach at Washington Junior High School Salary - \$4,910/annual stipend
Craig Brackney -	Assistant Girls Golf Coach at Rock Island High School Salary - \$4,194/annual stipend
Rebecca Brown -	Head Girls Swimming Coach at Rock Island High School Salary - \$12,531/annual stipend Junior High Swimming Coach at Washington Junior High School and Edison Junior High School Salary - \$2,827/annual stipend
Patricia Gallegos -	Head Cheerleading Coach at Rock Island High School Salary - \$8,313/annual stipend
Betty Hall -	Assistant Girls Tennis Coach at Rock Island High School Salary - \$5,096/annual stipend
Julie Hudnall -	Head Girls Golf Coach at Rock Island High School Salary - \$7,380/annual stipend
Troy Joseph -	Head Football Coach (8th Grade) at Washington Junior High School Salary - \$5,419/annual stipend
Melanie Martinez -	Head Cross Country Coach at Edison Junior High School Salary - \$5,419/annual stipend
Mackenzie Munday -	Assistant Cheerleading Coach (Football) at Rock Island High School Salary - \$2,541/annual stipend
Aimee Neece -	Junior High Tennis Coach at Washington Junior High School Salary - \$3,013/annual stipend
Andrea Parer -	Head Cross Country Coach at Washington Junior High School Salary - \$5,419/annual stipend



Personnel Recommendations
Board of Education Meeting
July, 28 2026

Cassandra Salas -	Junior High Tennis Coach at Washington Junior High School Salary - \$3,013/annual stipend
	Head 8th Grade Volleyball Coach at Edison Junior High School Salary - \$5,419/annual stipend
Craig Sharp -	Head Boys Varsity Golf Coach at Rock Island High School Salary - \$7,380/annual stipend
Maggi Voss -	Head Girls Tennis Coach at Rock Island High School Salary - \$9,990/annual stipend
Zachary Vroman -	Head Boys Soccer Coach at Rock Island High School Salary - \$10,905/annual stipend
Weber Wade -	Assistant Boys Golf Coach at Rock Island High School Salary - \$4,194/annual stipend
Jesse Wayland -	Assistant Football Coach (8th Grade) at Washington Junior High School Salary - \$4,693/annual stipend
Jarrin Williams -	Head Boys Cross Country Coach at Rock Island High School Salary - \$10,984/annual stipend

Non-Certified Coach Appointments

It is recommended that the Board of Education approve the following non-certified coach appointments for the 2026-27 school year.

Alaxandria Battin -	Head Varsity Volleyball Coach at Rock Island High School Salary - \$10,634/annual stipend
Earl Fleming -	Head Football Coach (7th Grade) at Washington Junior High School Salary - \$4,910/annual stipend
Sarah Fuelling -	Girls Head Diving Coach at Rock Island High School Salary - \$3,013/annual stipend



Personnel Recommendations
Board of Education Meeting
July, 28 2026

Joshua Hollenback -	Head Football Coach (7th Grade) at Edison Junior High School Salary - \$5,419/annual stipend
Ashley Johnson -	Assistant Cheerleading Coach (Boys Basketball) at Rock Island High School (split stipend) Salary - \$1,272.50/annual stipend
Laticia McCray-Brown -	Assistant Cheerleading Coach (Boys Basketball) at Rock Island High School Salary - \$1,272.50/annual stipend
Barlow McGhee -	Assistant Football Coach at Washington Junior High School Salary - \$4,693/annual stipend
Abbie Metz -	Assistant Boys Soccer Coach at Rock Island High School Salary - \$5,096/annual stipend
David Mikaio -	Assistant Football Coach (7th Grade) at Edison Junior High School Salary - \$4,693/annual stipend
Anthony Pena -	Assistant Boys Cross Country Coach at Rock Island High School Salary - \$4,194/annual stipend
LaTerionna Pugh -	Assistant Cheerleading Coach (Girls Basketball) at Rock Island High School Salary - \$2,541/annual stipend
Gregory Quick -	Assistant Football Coach (7th Grade) at Edison Junior High School Salary - \$4,106/annual stipend
Sara Swartz -	Head Cheerleading Coach at Washington Junior High School Salary - \$3,011/annual stipend
Jesus Sosa -	Assistant Boys Soccer Coach at Rock Island High School Salary - \$5,096/annual stipend



Personnel Recommendations
Board of Education Meeting
July, 28 2026

Henry Van Note -	Assistant Girls Swimming Coach at Rock Island High School Salary - \$5,096/annual stipend
Kaitlyn Welsh -	Assistant Volleyball Coach at Rock Island High School Salary - \$5,419/annual stipend
Matthew Yeager -	Assistant Girls Cross Country Coach at Rock Island High School Salary - \$4,194/annual stipend

Certified Retirements

It is recommended that the Board of Education accept the following certified retirements during the 2026-27 school year.

<u>Staff Member</u>	<u>Current Position</u>	<u>Years of Continuous Service</u>
Christine Mullen	Second Grade Teacher at Thomas Jefferson Elementary School	33 Years Effective 06/03/2027
Dean VanVooren	Sixth Grade Teacher at Thomas Jefferson Elementary School	30 Years Effective 06/03/2027

Certified Coach Resignation

It is recommended that the Board of Education accept the following certified coach resignation during the 2026-27 school year.

<u>Staff Member</u>	<u>Current Position</u>	<u>Years of Continuous Service</u>
Patrick Brown	Assistant Football Coach at Rock Island High School	1 Year Effective 07/10/2026



Personnel Recommendations
Board of Education Meeting
July, 28 2026

Non-Certified Coach Resignation

It is recommended that the Board of Education accept the following non-certified coach resignation during the 2026-27 school year.

<u>Staff Member</u>	<u>Current Position</u>	<u>Years of Continuous Service</u>
Brian Hawotte	Junior Varsity Girls Soccer Coach at Rock Island High School	1 Year Effective 06/30/2026

Certified Resignations

It is recommended that the Board of Education accept the following certified resignations during the 2026-27 school year.

<u>Staff Member</u>	<u>Current Position</u>	<u>Years of Continuous Service</u>
Patrick Brown	Physical Education Teacher at Rock Island High School	1 Year Effective 07/10/2026
Amanda Hollingsworth	Kindergarten Teacher at Earl Hanson Elementary School	19 Years Effective 07/06/2026
Morgan Laden	Social Worker Districtwide	1 Year Effective 07/01/2026

Non Certified Resignations

It is recommended that the Board of Education accept the following non certified resignations during the 2026-27 school year.

<u>Staff Member</u>	<u>Current Position</u>	<u>Years of Continuous Service</u>
Carolyn Huppert	Paraprofessional at Earl Hanson Elementary School	2 Years Effective 07/31/2026
Erika Martinez	Secretary at Rock Island Center for Math & Science	<1 Year Effective 07/14/2026
Scott Moore	Paraprofessional at Rock Island High School	2 Years Effective 07/01/2026



Personnel Recommendations
Board of Education Meeting
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Alejandra Ruiz	Dishwasher at Rock Island High School	2 Years Effective 06/01/2026
Qiana Wells	School Nurse at Thurgood Marshall Learning Center	4 Years Effective 06/30/2026



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Dr. Sharon Williams
Date: July 28, 2026
Re: Board Member Travel Amendment - ILJAC Conference

Administration recommends approval of travel expenditures for an additional Board member to attend the Illinois Joint Annual Conference (ILJAC) in Chicago, Illinois, November 20-22, 2026 as well as an add-on session November 20.

The ILJAC is the premier professional development event for Illinois school board members, superintendents, and school business officials. The conference provides participants with current information on educational legislation, school finance, governance, labor relations, student achievement, school safety, artificial intelligence, and other emerging issues affecting public education. Attendees also have opportunities to participate in governance-focused workshops, hear nationally recognized speakers, and collaborate with school leaders from districts throughout Illinois.

Board Policy 2:125, Board Member Compensation; Expenses, provides that Board member expenses for travel, meals, lodging, and registration related to official Board business must be approved prior to reimbursement. Approval of this request will authorize the District to pay or reimburse allowable conference registration, travel, lodging, and meal expenses in accordance with Board policy and District procedures.

On June 9, 2026, the Board of Education approved travel expenditures for three board members not to exceed \$6,500. It is recommended that the Board of Education approve travel expenditures for an additional Board member with total costs not to exceed \$8,400 to attend the Illinois Joint Annual Conference in Chicago, Illinois, November 20-22, 2026.

Investment Period: July 1, 2026 – June 30, 2027
Total Investment: Not to exceed \$8,400
Funding Source: Board of Education Travel Budget

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

Name	Dates	Conference	Location	Registration	Hotel	Flight	Transportation Mileage	Per Diem Total	Estimated Total	Approved
Jason Roessler	November 20 - 22, 2026	ILJAC 2026	Chicago, IL	\$ 560.00	\$ 900.00		\$ 231.00	\$ 276.00	\$ 1,967.00	Yes
Isabel Peña	November 20 - 22, 2026	ILJAC 2026	Chicago, IL	\$ 560.00	\$ 900.00		\$ 231.00	\$ 276.00	\$ 1,967.00	Yes
Michael Matherly	November 20 - 22, 2026	ILJAC 2026	Chicago, IL	\$ 560.00	\$ 900.00		\$ 231.00	\$ 276.00	\$ 1,967.00	Yes
Andrea Gilman	November 20 - 22, 2026	ILJAC 2026	Chicago, IL	\$ 560.00	\$ 900.00		\$ 231.00	\$ 276.00	\$ 1,967.00	Pending
Andrea Gilman	November 20 add on session	ILJAC 2026	Chicago, IL	\$ 450.00					\$ 450.00	Pending
Jason Roessler	December 2 - 6, 2026	NABSE 2026	Orlando, IL	\$ 800.00	\$ 1,600.00	\$ 600.00	\$ 100.00	\$ 450.00	\$ 3,550.00	
Isabel Peña	December 2 - 6, 2026	NABSE 2026	Orlando, IL	\$ 800.00	\$ 1,600.00	\$ 600.00	\$ 100.00	\$ 450.00	\$ 3,550.00	Pending
Isabel Peña	October 1 - 3, 2026	CUBE 2026	Chicago, IL	\$ 875.00	\$ 2,200.00		\$ 269.00	\$ 368.00	\$ 3,712.00	
Andrea Gilman	October 1 - 3, 2026	CUBE 2026	Chicago, IL	\$ 875.00	\$ 2,200.00		\$ 269.00	\$ 368.00	\$ 3,712.00	Pending
								Board Travel Cap	\$20,000.00	
								ESTIMATED Combined Board Travel	\$22,842.00	



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Dr. Sharon Williams
Date: July 28, 2026
Re: Board Member Travel Amendment -NABSE Conference

We recommend the approval of travel expenditures for two Board members to attend the National Alliance of Black School Educators (NABSE) Annual Conference in Orlando, Florida, December 2–6, 2026.

The NABSE Annual Conference is one of the nation's premier professional development events focused on advancing educational excellence and equity. The conference provides Board members with current information on student achievement, educational leadership, governance, school improvement, and emerging issues affecting public education while offering opportunities to collaborate with education leaders from across the country. Attendance supports continuous Board development by strengthening governance practices and providing knowledge and resources to help Board members make informed decisions that support student success and the District's strategic priorities.

Board Policy 2:125, Board Member Compensation; Expenses, provides that Board member expenses for travel, meals, lodging, and registration related to official Board business must be approved prior to reimbursement. Approval of this request will authorize the District to pay or reimburse allowable conference registration, travel, lodging, and meal expenses in accordance with Board policy and District procedures.

It is recommended that the Board of Education approve travel expenditures for two Board members to attend the National Alliance of Black School Educators (NABSE) Annual Conference in Orlando, Florida, December 2–6, 2026, with total costs not to exceed \$7,400.00.

Investment Period: July 1, 2026 – June 30, 2027
Total Investment: Not to exceed \$7,400
Funding Source: Board of Education Travel Budget

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

Name	Dates	Conference	Location	Registration	Hotel	Flight	Transportation Mileage	Per Diem Total	Estimated Total	Approved
Jason Roessler	November 20 - 22, 2026	ILJAC 2026	Chicago, IL	\$ 560.00	\$ 900.00		\$ 231.00	\$ 276.00	\$ 1,967.00	Yes
Isabel Peña	November 20 - 22, 2026	ILJAC 2026	Chicago, IL	\$ 560.00	\$ 900.00		\$ 231.00	\$ 276.00	\$ 1,967.00	Yes
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								Board Travel Cap	\$20,000.00	
								ESTIMATED Combined Board Travel	\$22,842.00	



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Dr. Sharon Williams
Date: July 28, 2026
Re: Board Member Travel Request -CUBE Conference

We recommend the approval of travel expenditures for two Board members to attend the Council of Urban Boards Education (CUBE) in Chicago, IL, October 1 - 3, 2026.

The Council of Urban Boards of Education (CUBE) Annual Conference is a premier professional development opportunity designed specifically for school board members serving urban school districts. The conference provides Board members with current information on effective governance, student achievement, educational policy, fiscal stewardship, equity, and innovative practices that address the unique opportunities and challenges facing urban public schools. Attendees have the opportunity to collaborate with board members and educational leaders from across the nation, strengthening governance practices while gaining practical knowledge and resources to support informed decision-making aligned with the District's strategic priorities and commitment to student success.

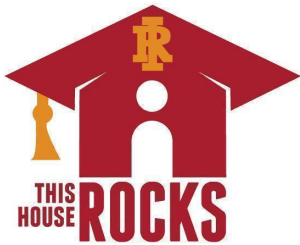
Board Policy 2:125, Board Member Compensation; Expenses, provides that Board member expenses for travel, meals, lodging, and registration related to official Board business must be approved prior to reimbursement. Approval of this request will authorize the District to pay or reimburse allowable conference registration, travel, lodging, and meal expenses in accordance with Board policy and District procedures.

It is recommended that the Board of Education approve travel expenditures for two Board members to attend the Council of Urban Boards Education (CUBE) in Chicago, IL, October 1 - 3, 2026, with total costs not to exceed \$7,600.

Investment Period: July 1, 2026 – June 30, 2027
Total Investment: Not to exceed \$7,600
Funding Source: Board of Education Travel Budget

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Name	Dates	Conference	Location	Registration	Hotel	Flight	Transportation Mileage	Per Diem Total	Estimated Total	Approved
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								Board Travel Cap	\$20,000.00	
								ESTIMATED Combined Board Travel	\$22,842.00	



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: July 28, 2026
Re: Frances Willard - Sub Account

The Business Office has received a request from Principal Nicole Melody at Frances Willard to add a new sub account to their existing Activity Account for their partnership with John Deere Seeding. The intent for the account is to have an activity account within the school's checkbook system to manage funds provided by John Deere and adequately track eligible expenditures.

It is recommended that the Board of Education approve the creation of the sub account for Frances Willard as presented.

Investment Period: N/A
Total Investment: N/A
Funding Source: N/A



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: July 28, 2026
Re: Master Emergency Restoration Services Agreement

Emergency restoration services often require an immediate response to prevent further damage, minimize disruptions to school operations, and reduce overall repair costs. Staff is recommending approval of a Master Emergency Restoration Services Agreement with Werner Restoration, a long-standing District partner with extensive experience responding to the District's emergency restoration needs. The agreement establishes the contractual terms, conditions, and insurance requirements so Werner can respond immediately when an emergency occurs. Approval of the agreement does not authorize any specific expenditure or guarantee any minimum amount of work.

The agreement is limited to emergency mitigation and stabilization services needed to protect District property and ensure the health and safety of students and staff. It does not authorize permanent repairs or reconstruction. If additional restoration work is expected to exceed the District's \$35,000 procurement threshold, the District will comply with all applicable Board policies and the Illinois School Code, including obtaining Board approval and competitively bidding the work when required.

In emergency situations, as permitted by the Illinois School Code, staff may authorize emergency mitigation work to begin immediately when necessary to protect District property or the health and safety of students and staff, regardless of the cost. If this occurs, staff will present the emergency expenditures to the Board for approval through an emergency resolution at the next regular Board meeting, along with an update on the incident and any recommended next steps.

It is recommended that the Board of Education approve a Master Emergency Restoration Services Agreement with Werner Restoration, to provide emergency response services for water intrusion, fire, storm damage, environmental remediation, biohazard cleanup, and other unforeseen facility emergencies.

Investment Period: July 1, 2026 – June 30, 2027
Total Investment: N/A
Funding Source: District Funds/Tort/Operations

Rock Island-Milan School District #41
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309-793-5900 x10210 | 309-793-5905 fax
Sharon.williams@rimsd41.org
www.rimsd41.org



AGREEMENT FOR EMERGENCY SERVICES

This Agreement made this 28 day of July, 2026 by and between
Rock Island - Milan School District #41 (hereinafter called the "Owner"), and Werner Restoration Services, INC
(hereinafter called the Vendor). By signing this agreement, Werner Restoration Services acknowledges
and agrees to provide the owner of this agreement with preferential and priority service.

WITNESSETH:

Services & Payment

In the event of an occurrence for which emergency services are necessary to prevent or eliminate water, mold, fire, smoke, or any other contamination which causes or could cause damage to the Property (the "Emergency Work"), Owner will contact Vendor. Owner will receive priority service by entering into this agreement.

Services include all Water Restoration Services, Fire Restoration Services, Mold Remediation Services, Fire & Water Reconstruction Services and Emergency Restoration Services.

Werner Restoration Services Inc. agrees to furnish all materials, labor, supplies, equipment, and procedures, and to perform the Emergency Work to stabilize and prevent further damage to the Property in coordination with Owner. Vendor warrants and represents to Owner that the Emergency Work shall be performed in a workman-like manner in accordance with the standard of care in the industry and will provide detailed daily job reports including costs incurred to Owner every 24 hours as the Emergency Work progresses. Vendor further warrants and represents to Owner that it shall coordinate and cooperate with Owner's insurance adjuster and consultants as to means, methods and cost of Emergency Work.

The Emergency Work shall be substantially completed no later than is necessary. The Emergency Work necessary to prevent mold growth and further water or contamination damage will be completed in coordination with Owner as soon as possible. The work required to restore/repair/replace elements of the Property beyond emergency needs (the "Restoration Work") will be contracted under separate scope and price specific contracts. Owner recognizes that the Emergency Work may include the use of temporary materials that will be replaced when the Restoration Work is completed for permanency,

including but not limited to the use of tarps, plastic, and wood boarding to prevent further contamination.

Vendor agrees to provide, in advance, per unit costs for materials, labor, supplies, and equipment and to further cooperate with Owner in the analysis, planning, and allocation of resources. Vendor's pricing is subject to Owner's insurer's approval.

Werner Restoration uses time and material pricing, and this is based on the current national price list. If you would like a copy, one will be provided.

Vendor will be responsible for initiating, maintaining, and supervising all safety precautions in connection with the performance of the Emergency Work. Vendor shall take all precautions for safety of and will provide protection to prevent damage, injury, or loss to employees, persons nearby, materials, and other property on the site.

Insurance

Vendor shall maintain the following insurance coverage (with deductibles, if applicable, in amounts reasonably acceptable to Owner) at all times during the Term:

A. Workers Compensation, Employer's Liability and Occupational Disease insurance covering all employees engaged in work to be performed under this Agreement, in an amount not less than statutory limit.

B. Commercial General Liability insurance, including:

Each Occurrence: \$1,000,000

Productions/Comp \$1,000,000

Aggregate General Aggregate: \$3,000,000

C. Automobile liability insurance covering owned, hired and non-owned vehicles, with separate coverage in an amount not less than one million dollars (\$1,000,000) combined single limit for bodily injury and property damage.

D. Such other insurance and in such amounts as Owner may require from time to time.

Miscellaneous

A. Term This Agreement shall remain in full force and affect for a period of two years, unless terminated by either party with thirty days written notice except in the event of Default.

B. Assignment: Vendor may not assign this contract without the prior written consent of Owner.

C. Rules: Vendor must comply with all rules and guidelines associated with working on the Service locations as set by Owner from time to time.

iv. Vendor applies for and provides all pertinent warranty documentation.

Pre-authorization for Service

- ☐ Signed Authorization for services to be completed per occurrence.
- ☐ This agreement for services pre-approves amounts not to exceed: \$ _____

Primary Service Location / Campus:

IN WITNESS WHEREOF, the parties hereunto have executed this agreement in Rock Island, IL on this _____ day of _____

Vendor

Werner Restoration Services Inc.

By: Doug Peterson

Title: Director of Operations

Owner/Agent

Organization: Rock Island/Milan School District #41

By: Dr. Sharon Williams

Title: Superintendent



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: July 28, 2026
Re: Resolution Approving Emergency Expenditure of Funds

The Resolution Approving Emergency Expenditure of Funds relates to the remediation and water intrusion repairs at Denkmann Elementary School following the July 11, 2025 incident during an active roofing project.

At the time the initial mitigation work was performed, the District anticipated resolution of associated costs through insurance and contractual recovery mechanisms and therefore did not bring forward an emergency authorization resolution prior to commencement of work. Subsequent insurance coverage determinations and ongoing claim discussions have clarified the need for formal Board action to appropriately authorize and ratify prior expenditures and support continued resolution of remaining repair costs.

The attached resolution authorizes and ratifies expenditures for mitigation and repair work and establishes a not-to-exceed amount of \$300,000, while preserving the District's ability to pursue insurance recovery and contractual remedies.

Approval of this resolution will allow the District to appropriately document emergency action taken in response to the water intrusion event and support continued progress toward full restoration of the affected areas at Denkmann Elementary School.

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
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**RESOLUTION APPROVING EMERGENCY EXPENDITURE OF FUNDS FOR
MOISTURE REMEDIATION AND RELATED REPAIRS TO DENKMANN
ELEMENTARY SCHOOL**

WHEREAS, on July 11, 2025, at approximately 2:00 a.m., the School District experienced significant water intrusion during an active roofing project at Denkmann Elementary School. Existing roof drains onsite were clogged during an ongoing roofing project, causing obstruction to the drains and preventing proper drainage during the rain event. Water intrusion caused damage to ceilings, ceiling tiles, the Denkmann Elementary School gymnasium, and the second floor wing;

WHEREAS, the Board of Education has determined that due to severe damage, certain remediation work is immediately necessary and work completed prior to the adoption of this Resolution was essential and necessarily immediate, including moisture remediation, ceiling tile repair and replacement, and further building repairs, in order to ensure that the gymnasium and second floor wing will be available for student use as soon as possible;

WHEREAS, the School District has determined that it is in the best interest of the School District to contract with vendors and complete the repairs in a timely manner;

WHEREAS, if the Board of Education, by a three-quarters vote of its members, determines that an emergency exists, then the bidding requirements of Section 10-20.21 of the School Code are waived;

WHEREAS, the Board of Education has determined that bidding the Denkmann Elementary School moisture remediation and water intrusion repair work would create a safety hazard for students and employees, compromise the structural soundness of the school building, make the gymnasium and second floor wing unavailable for student use for a significant period

of time, and create a significant disruption to providing educational services to students at Denkmann Elementary School;

WHEREAS, the Board has determined that it is in the best interests of the School District that the moisture remediation and water intrusion repairs be carried out without delay; and

WHEREAS, the Board of Education finds that the foregoing circumstances constitute an emergency, and therefore, the approval of contracts for the repairs is exempt from the public bidding requirements of Section 10-20.21 of the School Code, 105 ILCS 5/10-20.21;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Rock Island – Milan School District #41, Rock Island County, Illinois, as follows:

1. **Recitals.** The recitals to this Resolution are found to be true and correct, and are incorporated by reference as if set forth fully herein.

2. **Approval and Ratification of Contracts.** Subject to the Chief Financial Officer exercising due diligence when reviewing price and the expertise of the vendors prior to entering into the contracts, including, if practical, obtaining quotes, and providing the Board with copies of the contracts, the Board hereby authorizes the Chief Financial Officer to enter into contracts for the moisture remediation and repairs related to the water intrusion at Denkmann Elementary School, including but not limited to the roof, ceiling, gymnasium, and second floor wing in an amount not to exceed a total of \$300,000.00 for all repairs. The Board ratifies any prior contracts or work completed prior to the approval of this Resolution for the repairs to Denkmann Elementary School related to moisture remediation and water intrusion and the cost of such repairs shall be factored into the \$300,000.00 limitation on repair expenditures. The Board hereby further finds and determines that this approval is exempt from public bidding pursuant to

Section 5/10-20.21(xiv) of the School Code, 105 ILCS 5/10-20.21(xiv), for the reasons provided in the Recitals.

3. Prior Board Actions. All prior resolutions of the Board of Education that are inconsistent with this Resolution are hereby superseded and repealed to the extent of such inconsistency.

4. Effective Date. This Resolution shall be in full force and effect upon its adoption.

ADOPTED July __, 2026, by roll call vote as follows:

YES: _____

NO: _____

ABSENT: _____

President, Board of Education

ATTEST:

Secretary, Board of Education



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: July 28, 2026
Re: Werner Restoration Approval - Denkmann Elementary

In accordance with the authority granted by the emergency resolution on the July 28, 2026, Board of Education agenda, this request is to authorize payment in the amount of \$143,032.59 for emergency remediation services initiated in July 2025 at Denkmann Elementary School. The remediation work was necessary to mitigate further damage, address health and safety concerns, and stabilize the affected areas.

Additional repair work is now required to restore the affected areas at Werner Elementary School to their pre-loss condition. The estimated cost for the repair and restoration work is \$66,663.56.

These expenditures are necessary to complete the restoration of the affected areas, ensure the continued safety and functionality of the facility, and return the building to its intended condition.

It is recommended that the Board of Education approve the total payment to Werner Restoration, 122 Innovation Way, Colona, IL 61241 in a total amount of \$209,696.15 specifically related to the water infiltration at Denkmann Elementary in July 2025.

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: Werner Restoration Services EMAIL: cholke@wernerrestorationinc.com

ADDRESS: PO Box 496, Colona, IL 61241

DATES OF SERVICE TO BE COMPLETED: FY27

SCHOOL DISTRICT CONTACT: Director of Building Operations, Frank Mendoza

COMPENSATION: \$ 66,663.56

DESCRIPTION OF DUTIES:

Per quote: Restoration/service/remodel at Denmann Elementary due to water damage.

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: Denkmann

Budget Code: 2-5-210-000-2542-5300-0

Signature of Vendor: [Signature] Date: 7/8/2026

Signature of Budget Administrator: [Signature] Date: 7/8/26

Superintendent or School Board President

Date



102 Innovation Way
Colona IL 61241
PO Box 496

PROPOSAL

PHONE: +13093143272	DATE: June 30, 2026
JOB NAME/LOCATION: Denkmann Elementary 4101 22nd Avenue, Rock Island, IL, USA	PREFERRED CONTACT METHOD:
JOB NUMBER: ILR18561-08-2025	JOB PHONE: +13093143272

We hereby submit estimates for: Repairs

To complete all work per attached estimate dated May 13, 2026 \$66,663.56

By initialing I understand an Insurance Deductible is included in this Total, to be made payable to Werner Restoration Services Inc. and that I owe it prior to the start of work.

NOTE All Amounts are Payable upon Receipt of Invoice. Interest will be Charged on Invoices more than 30 days past due at the rate of 1.5% per Month (18% per Year). Customer agrees to pay any attorney's fees or costs incurred by Werner Restoration Services, Inc. for the collection of any unpaid amount due.

Please note that this is a lump sum contract. All changes to this contract (add or credit) shall be negotiated and agreed to prior to work commencing.

We Propose hereby to furnish material and labor-complete in accordance with the above specifications, for the sum of:

Sixty Six Thousand Six Hundred Sixty Three Dollars and 56/100

\$66,663.56

Payment to be made as follows:

- \$30,000 due prior to start of work
- \$25,000 due at completion of plaster
- \$11,663.56 due at completion of repairs

All material purchased and work will be completed in a professional Werner Restoration Services, Inc. manner according to customary practices. If any deviations are made to the mutually agreed upon contract a change order fee of the following amounts can be enforced by Werner Restoration Services Inc. First change order is free of charge, 2nd change order requires a fee of \$200.00, and from the 3rd change order on a fee of \$400 each will be charged. The change order fee will be due upon the signed agreement of that given change order. This agreement is contingent upon strikes, accidents or delays beyond our control. Customer shall be responsible to carry fire, tornado and other necessary casualty insurance. Our workers are fully covered by Worker's Compensation Insurance. Customer hereby authorizes Customer's insurance company to issue all repair or remediation service Customer payments jointly to Werner Restoration Services, Inc. and Customer, both as payees on any checks issued.

Werner Restoration Services, Inc.

By: 
Signing Date: June 29, 2026

Note: This proposal may be withdrawn by us if not accepted by client within 30 calendar days.

Customer Rock Island Milan School District #41

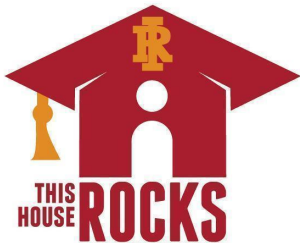
Dr. Sharon Williams
Signature: 
Signing Date: June 29, 2026

Signature:
Signing Date: June 29, 2026

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are hereby accepted. Customer understands that any modification of this agreement may be done only by the written approval of Werner Restoration Services, Inc.

Profitability Clause: The number one goal at Werner Restoration Services is to create a "cheerleader customer" by providing outstanding customer services and getting your property back to a pre-loss condition. In order to provide this level of service, Werner Restoration Services must operate at a profit. This proposed contract represents an opportunity for Werner Restoration Services to put your property back to a pre-loss condition while maintaining a profit. Should any deviations

be made to the contract on your behalf, Werner Restoration Services Inc. reserves the right to renegotiate this contract for profitability. By agreeing to this contract, you understand that not all changes may be covered by your insurance, and if not covered by your insurance you agree to pay Werner Restoration.



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Jeff Dase, Deputy Superintendent
Date: July 28, 2026
Re: RIMSD41 Scholar Handbook

Our district is committed to fostering a learning community that values diversity, equity, inclusion, respect, and academic excellence. Clear communication and shared responsibility between home and school are essential to scholar success. This handbook outlines expectations for scholars, families, staff, and the district, helping ensure consistency, transparency, and fairness across all schools.

The Rock Island-Milan School District 41 (RIMSD 41) Scholar Handbook is designed to serve as a helpful guide for scholars, families, staff, and community partners as we work together to support a safe, inclusive, and engaging learning environment for every scholar.

Before the 2025-2026 school year, Rock Island-Milan School District 41 has referred to the Student Code of Conduct as the Student Handbook. These are two different documents, however, the Student Code of Conduct is within the Scholar Handbook. This is in alignment with Board Policy 7:190.

There are no major changes to the 2026-2027 Scholar Handbook from the previous year's version. The annual update primarily reflects routine revisions to ensure the handbook remains current, accurate, and aligned with district policies and applicable laws.

In this handbook, you will find important information about our district's mission, values, policies, and procedures that guide daily school life. The Rock Island-Milan School District 41 (RIMSD 41) Scholar Handbook will be updated annually. The 2026-2027 Scholar Handbook does not have any significant changes from the preceding year's handbook.

Thank you to the district personnel that contributed to developing this handbook for our school community.

It is recommended that the Board of Education approve Rock Island-Milan School District 41 (RIMSD 41) Scholar Handbook for the 2026-2027 school year.



SCHOLAR HANDBOOK

PRE K-12 | 2026-2027

SCHOLAR RIGHTS & RESPONSIBILITIES

Board of Education

Jason Roessler, President
Isabel Peña, Vice President
Susan Crowder, Member
Nicole Cisne-Durbin, Member
Andrea Gilman, Member
Michael Matherly, Member
Tracy Pugh, Member

RIMSD #41 Leadership Team

Dr. Sharon Williams, Superintendent
Jeff Dase, Deputy Superintendent
Annaka Whiting, Chief Financial Officer
Dr. Beth Summers, Assistant Superintendent of Teaching and Learning
Dr. Dominique Moore, Assistant Superintendent of Human Resources
Brendan Sears, Director of Information Technology
Ramona Dixon, Director of Grants, Accountability, and Assessments
Alicia Sanders, Director of Student Services
Kler Soe, Director of Communications
Frank Mendoza, Director of Operations
Gretchen Hampsey, Director of Accounting & Financial Reporting
Beth MacKenna, Director of Nutrition Services
Debra Frantz, Director of Multilingual Learners
Charles Butler, District Safety Manager
Nicole Berry, Early Childhood Director - Head Start

Principals

Patrick Versluis, Denkmann
Kevin Turner, Earl Hanson
Andrew Campbell, Eugene Field
Nikki Melody, Frances Willard
Nicole Berry, Horace Mann Early Learning Center
Sarah Leonard, Longfellow
Dr. Thomas Ryan, R.I. Academy
Krista Lonian, R.I. Center for Math and Science
Jadiem Wilson, Ridgewood
Ian Scott, Thomas Jefferson
Joey DiIulio, Edison Jr. High
Tonya Smith, Washington Jr. High
Dr. Patricia Ulrich, Rock Island High School
Mario Sherrell - Thurgood Marshall Learning Center

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SECTION I: INTRODUCTORY INFORMATION

Introduction

Welcome to the Rock Island-Milan School District 41 (RIMSD 41) Scholar Handbook. This handbook is designed to serve as a helpful guide for scholars, families, staff, and community partners as we work together to support a safe, inclusive, and engaging learning environment for every scholar.

In this handbook, you will find important information about our district’s mission, values, policies, and procedures that guide daily school life.

Our district is committed to fostering a learning community that values diversity, equity, inclusion, respect, and academic excellence. Clear communication and shared responsibility between home and school are essential to scholar success. This handbook outlines expectations for scholars, families, staff, and the district, helping ensure consistency, transparency, and fairness across all schools.

We encourage families and scholars to review this handbook together and refer to it throughout the school year. While it cannot address every possible situation, it provides a foundation for understanding how our schools operate and how we partner to support scholar growth, well-being, and achievement.

If you have questions or need additional clarification, please reach out to your school or the district office. We value your partnership and look forward to a successful school year working together in support of our scholars.

Mission and Vision Statement

The District has a single, underlying Mission: To provide all scholars with a quality education.

Our Purpose: To educate for individual scholar success.

Our Vision: To become the school district of choice for a successful and creative educational experience.

A positive climate for all involved in the educational environment is required in order to fulfill the district's mission. A high level of morale, pride, caring, open communication among all participants, and scholar behavior appropriate to age and circumstance is essential.

The Strategic Framework for our School Community 2025-2030

The purpose of RIMSD 41's Strategic Plan is:

- To provide strategic direction for our district through 2030.
- To serve as an accountability tool to ensure that progress is being made toward the strategic priorities.
- To act as a management tool for setting goals and implementing actions.
- To be an informational piece for the community to convey the district's mission, vision, and core values.

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 learner profile: • Actively Listens • Adapts • Cares • Collaborates • Communicates • Engages • Perseveres • Thinks Critically	Our leader profile: • Actively Listens • Adapts • Builds Trust • Cares • Collaborates • Communicates • Demonstrates Integrity • Models • Motivates
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Our Priorities:

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.

Equity Statement

In Alignment with Strategic Plan Core Values, RIMSD 41 acknowledges that past practices, policies, and procedures have placed limits on providing access and opportunity for all scholars. Therefore, in an effort to embrace the diversity within our district, RIMSD 41 is committed to working proactively to address racial and cultural biases while actively eliminating institutional structures that lead to a lack of access, opportunity and equity for all. Culturally-responsive practices involve recognizing and incorporating the assets and strengths all scholars bring into the classroom, and ensuring that learning experiences, from curriculum through assessment, are relevant to all scholars.

This commitment means that scholar success will not be predicted nor predetermined by race, class, socioeconomics, gender, ethnicity, sexual orientation, cognitive/physical ability, diverse language fluency, and religion. In RIMSD 41, we are committed to the following:

RIMSD 41 will provide an equitable, safe, inclusive, and welcoming climate by:

- Ensuring that all buildings provide fair access to facilities, supports and services, resources, culturally relevant teaching practices and services, and that all policies and practices are ADA compliant.
- Hiring diverse staff that is representative of our scholar population.
- Promoting, hosting events that include all stakeholders and are relevant and of interest to all.

RIMSD 41 will become a community and regional asset by:

- Committing to overcoming socioeconomic, cultural, neurodiverse, and language barriers to provide support for scholars. This includes but is not limited to translation services for ALL languages represented in our district, promoting small businesses in the community and seeking them for assistance, and connecting community organizations to scholars they can serve.
- Responding to the needs of our families, faculty and staff by acknowledging and mitigating systems of inequity.
- Actively encouraging two-way education where the school district educates the community and the community in turn educates the school district.

RIMSD 41 will promote positive and consistent family and community collaboration by:

- Identifying equitable communication channels that ensure all families, community members, and alumni have a voice and the opportunity to be heard.
- Forming a coalition with community partners to promote equity by providing resources to families, faculty, staff and other community members.
- Seeking out families as essential partners and resources in their scholars' education, school planning and decision making. Intentionally promoting signage, literature, and languages of our diverse school population.

RIMSD 41 will embrace and celebrate diverse backgrounds, cultures, and perspectives by:

- Encouraging parents and community members of different racial, cultural, neurodiverse, and language backgrounds to be respectful of all cultures.
- Working to reverse the belief that assimilation is a goal for our (various ethnic communities) by understanding how personal, cultural and historic aspects of identity contribute to and enrich our school community.
- Providing a safe environment that encourages expression of our differences in ways that invite dialogue and education rather than cause alienation.
- Celebrating the diverse racial and cultural background of our scholar base by encouraging scholars and staff to share information about their races and cultures on a variety of platforms.

RIMSD 41 will support scholar learning, academic achievement, social and emotional growth, and cultural inclusivity by:

- Providing experiences that enforce the development of positive (cultural) identity that is integrated across grade levels and aligned with cognitive development stages.
- Providing personalized, dedicated support at an early stage in the educational process to overcome obstacles to achievement.
- Providing a culturally relevant classroom experience where all scholars are expected to achieve academically, are exposed to various cultures, and encouraged to develop their sociopolitical consciousness.

RIMSD 41 will empower staff to teach, lead, and serve by:

- Implementing culturally relevant teaching practices that are free of bias and that reflect the contributions and perspectives of all people to eliminate the perpetuation of disparities in achievement.
- Providing professional development specific to equitable practices so staff can become practitioners and leaders in their buildings.
- Monitoring and adapting our interactions, training, and instruction to address these issues in our evolving RIMSD 41 community.
- Developing policy that will ensure a diverse workforce from various cultural backgrounds.

Chain of Communication

Communication is a key ingredient for your child's successful school career. If you have questions or concerns regarding school/attendance center matters, please feel free to contact school District personnel, beginning with the position listed below. Please begin in the order provided in each section. (i.e. Concern Regarding a scholar: Contact the Classroom Teacher first. If things do not get resolved, move to the Principal.)

Topic of Concern	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Threats of any nature	School Level Administrator	District Safety Manager	Deputy Superintendent			
Safety and Security Matters	Teacher	Dean/ Assistant Principal	Principal	District Safety Manager	Deputy Superintendent	Superintendent
Disciplinary matters	Teacher	Dean/ Assistant Principal	Principal	Director of Student Services	Deputy Superintendent	Superintendent
Health or medical matters	School Nurse	Building Administrator	Director of Student Services	Deputy Superintendent	Superintendent	120
Attendance	Teacher	School Secretary	Building Administrator	Director of Student Services	Deputy Superintendent	Superintendent
Instructional questions or concerns	Teacher	Department Head/ Lead Teacher	Dean/ Assistant Principal	Principal	Assistant Superintendent of Teaching and Learning	Superintendent

School Counseling Services	Teacher	School Counselor	Building Administrator	Director of Student Services	Deputy Superintendent	Superintendent
Pre K - 12 Curriculum	Teacher	Principal	Teaching and Learning Coordinator	Assistant Superintendent of Teaching and Learning	Deputy Superintendent	Superintendent
Special Education	Teacher or School Case Manager	School Case Manager or Principal	Principal or Special Education Coordinator	Director of Student Services	Deputy Superintendent	Superintendent
English Learners	Teacher	English Learner Teacher	Principal or English Learner Coordinator	English Learner Director	Deputy Superintendent	Superintendent
Technology Services	Teacher	Audio Visual Coordinator/ Building Technology Leader	Principal	District Technology Team Member	Director of Technology	Superintendent 121
Transportation	Teacher or School Case Manager	Building Secretary or Administrator	Transportation Johannes Bus Service via Mikki Edmonds, Special Education Liaison	Director of Student Services	Deputy Superintendent	Superintendent

SECTION II: BOARD OF EDUCATION MEETINGS

The Board of Education usually conducts its regular meetings during the second and fourth week of every month, typically on Tuesdays. These meetings are usually held in the District Administration Center, but may be held in schools throughout the District. The Board of Education conducts special meetings as needed. School Board Meeting dates, agendas and minutes are available on the district website at the following link: [Rock Island - Milan School District #41 Board Meeting Dates/Agenda/Minutes](#). The Board encourages members of the community to attend its meetings.

Notice of Non-Discrimination

RIMSD 41 prohibits discrimination and harassment on the basis of race, color, or national origin. Discrimination and harassment on the basis of race, color, or national origin negatively affect a scholar's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from such discrimination and harassment is an important District goal. The District does not discriminate on the basis of actual or perceived race, color, or national origin in any of its educational programs or activities, and it complies with federal and State non-discrimination laws. The following people have been designated to handle inquiries regarding the non-discrimination policies, per RIMSD 41 Board Policy 2:260, *Uniform Grievance Procedure*:

Non-Discrimination Coordinator:

Dr. Dominique Moore, Assistant Superintendent of Human Resources
2000 7th Avenue Rock Island, IL 61201
309-793-5900 Ext. 10282
dominique.moore@rimsd41.org

Complaint Managers:

Alicia Sanders, Director of Student Services
2000 7th Avenue Rock Island, IL 61201
309-793-5910 Ext. 10222
alicia.sanders@rimsd41.org

Dr. Dominique Moore, Assistant Superintendent of Human Resources
2000 7th Avenue Rock Island, IL 61201
309-793-5900 Ext. 10282
dominique.moore@rimsd41.org

Harassment Non-Sexual

No person, including a School District employee, agent, or scholar, shall harass, intimidate, or bully a scholar on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; immigration status; actual or potential marital or parental status, including pregnancy; physical appearance; socioeconomic status; academic status; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic.

The District will not tolerate bullying, harassing, or intimidating conduct whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment.

Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Scholars are encouraged to promptly report claims or incidents of bullying, intimidation, harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the student is comfortable speaking. The following people have been designated to handle inquiries regarding bullying, intimidation, and harassment, per RIMSD 41 Board Policy 7:20, *Harassment of Students Prohibited* and RIMSD 41 Board Policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*:

Non-Discrimination Coordinator:

Dr. Dominique Moore, Assistant Superintendent of Human Resources
2000 7th Avenue Rock Island, IL 61201
309-793-5900 Ext. 10282
dominique.moore@rimsd41.org

Complaint Managers:

Alicia Sanders, Director of Student Services
2000 7th Avenue Rock Island, IL 61201
309-793-5910 Ext. 10222
alicia.sanders@rimsd41.org

Dr. Dominique Moore, Assistant Superintendent of Human Resources
2000 7th Avenue Rock Island, IL 61201
309-793-5900 Ext. 10282
dominique.moore@rimsd41.org

Title IX Sexual Harassment

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law.

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment when that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(11), *domestic violence* as defined in 34 U.S.C. §12291(a)(12), or *stalking* as defined in 34 U.S.C. §12291(a)(36).

Making a Report

A person who wishes to make a report under this Title IX grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any employee with whom the person is comfortable speaking. School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. Any employee who does not promptly make a report may be subject to disciplinary action, up to and including termination of employment. The following people have been designated to handle inquiries regarding Title IX policies, per RIMSD 41 Board Policy 2:265, *Title IX Grievance Procedure*:

Title IX Coordinator:

Dr. Dominique Moore, Assistant Superintendent of Human Resources
2000 7th Avenue Rock Island, IL 61201
309-793-5900 Ext. 10282
dominique.moore@rimsd41.org

Please see Board Policy 2:265, *Title IX Sexual Harassment Grievance Procedure* for more information about the district's Title IX policy or filing a complaint.

SECTION III: REGISTRATION, ENROLLMENT, ATTENDANCE & EMERGENCY INSTRUCTION OR CANCELLATION

Registration Age

To be eligible for admission, a child must be five years old on or before September 1 of the relevant school year and live within District boundaries. Based upon an assessment of a child's readiness to attend school, the District may permit him or her to attend school prior to these dates. A child will also be allowed to attend first grade based upon an assessment of his or her readiness if he or she attended a non-public preschool, continued his or her education at that school through kindergarten, was taught in kindergarten by an appropriately licensed teacher, and will be six years old on or before December 31 of the relevant school year. A child with exceptional needs who qualifies for special education services is eligible for admission at three years of age. Early entrance to kindergarten or first grade may also be available through Board Policy 6:135, *Accelerated Placement Program*.

Admission Procedure

All scholars must register for the upcoming school each year on the dates and at the place designated by the Superintendent.

Parents/guardians of scholars enrolling in the District for the first time must present:

1. A certified copy of the scholar's birth certificate or other reliable proof of the child's identity and age. If a birth certificate is not presented, the Superintendent or designee shall notify the person enrolling the scholar in writing that within 30 days he or she must provide a certified copy of the scholar's birth certificate or, if a birth certificate is unavailable, other reliable proof of the child's identity and age that is supported by a sworn statement explaining why the birth certificate is not available. Other reliable proof of the child's identity and age includes a passport, visa or other governmental documentation of the child's identity. If the student was not born in the United States, the District will accept birth certificates or other reliable proof from a foreign government. When a certified copy of the birth certificate, or other reliable proof of the child's identity and age, is presented, the school shall promptly make a copy for its records, place the copy in the scholar's permanent record, and return the record to the person enrolling the child. If a person enrolling a scholar fails to provide a certified copy of the scholar's birth certificate or other reliable proof of the child's identity and age, the Building Principal shall immediately notify the Illinois State Police or local law enforcement agency of the failure and shall also notify the person enrolling the scholar in writing that he or she has 10 additional days to comply. The Principal shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board Policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board Policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a scholar shall be given the opportunity to voluntarily state whether the scholar has a parent or guardian who is a member of a branch of the U.S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Scholars who are children of active duty military personnel transferring into the District will be allowed to enter: (a) the same grade level in which they studied at the school from which they transferred, if the transfer occurs during the District's school year, or (b) the grade level following the last grade completed.

Registration

Registration will be offered online, through Skyward scholar. During registration, families will be required to provide proof of residency. More information regarding registration can be found on the District website at this link: [Registration](#) Non-resident students attending District schools will be charged tuition pursuant to Illinois law.

International Scholars

The District accepts foreign exchange scholars with a J-1 visa and who participate in an exchange program sponsored by organizations screened by District administration. Exchange students within the District as scholars on a J-1 visa are not required to pay tuition.

Privately sponsored exchange scholars on an F-1 visa may be enrolled in the District if an adult resident of the District holds temporary guardianship and the scholar lives in the home of that guardian. Exchange scholars on an F-1 visa are required to pay tuition at the established District rate. F-1 visa scholar admission is limited to high school students and attendance may not exceed 12 months.

The Board of Education may limit the number of exchange scholars admitted in any given year. Exchange scholars must comply with District immunization requirements. Once admitted, exchange scholars become subject to all District policies and regulations governing scholars.

Re-Enrollment

The “Illinois School Student Records Act”, 105 ILCS 10/1, prohibits public schools from denying admission to scholars who do not present records from a school previously attended, and further, requires that such schools must furnish requested records to the receiving school within 10 days of request. The responsibility for securing and providing school records rests with the schools rather than with the scholar.

Cross-References:

Board Policy 7:50, *School Admissions and Student Transfers To and From Non-District Schools*
Board Policy 7:60, *Residence*

Attendance

Illinois law requires that whoever has custody or control of any child between ages six (by September 1st) and seventeen shall assure that the child attends school in the district in which he or she resides, during the regular school term (unless the child has already graduated from high school). Illinois law also requires that whoever has custody or control of a student enrolled in the District, regardless of the student’s age, shall assure that the student attends school during the entire regular school term.

Scholar Absences

The School Code states that a child must “attend some public school in the district wherein the child resides the entire time it is in session during the regular school term” except for a set of enumerated reasons. See 105 ILCS 5/26-1. As of the time of drafting this handbook, those excepted from standard attendance requirements include: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant scholar suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, (5) any child absent because of religious reasons, including to observe a religious instruction, or because his or her religion forbids secular activity on a particular day(s) or time of day and (6) any child 16 years of age or older who is employed and is enrolled in a graduation incentives program.

For scholars who are required to attend school there are two types of absences: excused and unexcused. Excused absences include: illness (including up to 5 days per school year for mental or behavioral health of the scholar), attendance at a verified medical or therapeutic appointment (including a victim services provider), observance of a religious holiday or event, death in the immediate family, family emergency, situations beyond the control of the scholar as determined by the school board, circumstances that cause reasonable concern to the parent/guardian for the scholar's mental, emotional, or physical health or safety, attending a military honors funeral to sound TAP, attend a civic event, or other reason as approved by the Building Principal. For scholars who are parents, expectant parents, or victims of domestic or sexual violence, an excused absence includes the fulfillment of a parenting responsibility and addressing circumstances resulting from domestic or sexual violence. Scholars eligible to vote are also excused for up to two hours to vote in a primary, special, or general election.

Additionally, a scholar will be excused for up to five days in cases where the scholar's parent/guardian is an active-duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings. The Board of Education, in its discretion, may excuse a scholar for additional days related to such leave or deployment. A scholar and the scholar's parent/guardian are responsible for obtaining assignments from the scholar's teachers prior to any excused absences and for ensuring that such assignments are completed by the scholar prior to his or her return to school.

A valid cause for absence includes illness (including mental or behavioral health of the scholar), observance of a religious holiday, death in the immediate family, attendance at a civic event, family emergency, other situations beyond the control of the scholar as determined by the Board, voting pursuant to Board Policy [7:90, Release During School Hours](#), other circumstances that cause reasonable concern to the parent/guardian for the scholar's mental, emotional, or physical health or safety, or other reason as approved by the Superintendent or designee. Scholars absent for a valid cause may make up missed homework and classwork assignments in a reasonable timeframe.

- **Excused Absences:**

- Personal illness (cases involving vomiting, fever, or diarrhea)
- Mental Health Days (5 per year)
- Death in the family
- Religious Holiday
- Family emergency

- **Unexcused Absences:**

- Business that could be held outside regularly scheduled school days
- Vacations
- Any absence or tardy that the parent/guardian has not reported to the school by the end of the school day
- Any absence or tardy to which the parent has not consented
- Court appearances without documentation
- Any instance of truancy
- Absences or tardiness due to oversleeping, transportation, or family issues other than emergency

Scholars who are excused from school will be given a reasonable timeframe to make up missed homework and classwork assignments.

All other absences are considered unexcused. Pre-arranged excused absences must be approved by the Building Principal.

The school may require documentation explaining the reason for the scholar's absence. In the event of any absence, the scholar's parent/guardian should call the school before 8:00 a.m. to explain the reason for the absence. Upon request of the parent/guardian, the reason for an absence will be kept confidential.

Truancy

State law requires every school district to collect and review its chronic absence data and determine what systems of support and resources are needed to engage chronically absent scholars and their families to encourage the habit of daily attendance and promote success. This review must include an analysis of chronic absence data from each attendance center.

State law provides that school districts are encouraged to provide a system of support to scholars who are at risk of reaching or exceeding chronic absence levels with strategies and are also encouraged to make resources available to families such as those available through the Illinois State Board of Education's ("ISBE") Family Engagement Framework to support and engage scholars and their families to encourage heightened school engagement and improved daily school attendance.

"Chronic absence" means absences that total 10% or more of school days of the most recent academic school year, including absences with and without valid cause, and out-of-school suspensions for an enrolled student.

Parent(s)/guardian(s) must call if their scholar will not be in school for all or part of the day. Scholars must bring an appointment verification to document excused appointments. Scholars with unexcused absences for 5% or more of the 180 days in the school year are considered chronically or habitually truant.

RIMSD 41, in partnership with the Rock Island Regional Office of Education (RIROE), offers assistance for scholars, families and schools, including attendance awareness programs, truancy prevention hearings, attendance policy development, individual casework, drop-out prevention activities and intervention. Referrals to other entities are not for the purpose of issuing fines or fees as a punishment, but to access additional support and intervention for scholars and families.

Prevention Services Referral Procedure Protocol:

- **Step One:** An Absenteeism Letter is sent to the parent(s)/guardian(s) at 3-5 days of unexcused absences. Unexcused tardiness incidents may also be included in the letter. This is the first notification to the parent(s)/guardian(s). A school-based meeting shall be held to discuss the scholar's attendance.
- **Step Two:** A Referral Letter is sent to the parent(s)/guardian(s) after 6-8 or more days of unexcused absences. Unexcused tardiness incidents may also be included in the letter. At this point, the parent(s)/guardian(s) are notified they have been referred to the Regional Office of Education #49 Prevention Services.
- **Step Three:** Referral to Regional Office-Prevention Services (from school). Schools will fill out a Referral Checklist of unexcused absences and interventions that schools have put in place to assist with the chronic absenteeism. A Truant Officer/Case Manager will be in contact with you to set up a meeting to discuss scholars' truant behavior. A mandatory meeting will be held with school building staff (principal, social worker, counselor, etc.) to develop an attendance plan that may involve community agencies.
- **Step Four:** An Appointment Letter (from RIROE) is sent to the parent(s)/guardian(s) to arrange a meeting with a Prevention Service Specialist regarding the case. This meeting could lead to an Administrative Hearing with the Regional Superintendent of Schools.
- **Step Five:** If, after an Administrative Hearing, attendance continues to be a concern, the Regional Superintendent will refer to the State's Attorney's Office.

The District will collect and review its chronic absence data and determine which systems of support and resources are needed to engage chronically absent scholars and their families to encourage the habit of daily attendance and promote success. The review shall include an analysis of chronic absence data from each attendance center or campus of the school district.

Release Time for Religious Instruction/Observance

A scholar will be released from school, as an excused absence, to observe a religious holiday or for religious instruction. The scholar's parent/guardian must give written notice to the Building Principal at least 5 calendar days before the scholar's anticipated absence(s).

Scholars excused for religious reasons will be given an opportunity to make up for all missed work, including homework and tests, for equivalent academic credit.

Cross-Reference:

Board Policy 7:80, *Release Time for Religious Instruction/Observation*

Tardiness

Should a scholar arrive late to school, they must report to the school office with a written excuse from their parent/guardian. Failure to provide a written note may result in disciplinary action.

Only five (5) parent/guardian excused tardies are permitted during a given academic year. The parent(s)/guardian(s) and scholar will visit with school to develop an attendance plan if tardies begin to interfere with the learning environment of the scholar. Doctor, dentist, and court appointments are not considered tardies if a note, on letterhead, from the office visited is brought in with the scholar.

Daily Schedule

Regular School Day			Wednesday Early Dismissal	½ Day Dismissals
School	Start Time	End Time	End Time	End Time
RIHS	8:00 AM	3:18 PM	N/A	11:19 AM
TMLC	8:00 AM	3:18 PM	1:30 PM	11:19 AM
EJHS	8:10 AM	2:39 PM	N/A	11:30 AM
WJHS	8:10 AM	2:39 PM	N/A	11:30 AM
Denkmann	8:30 AM	3:00 PM	2:10 PM	11:45 AM
Earl Hanson	8:30 AM	3:00 PM	2:10 PM	11:45 AM
Eugene Field	8:30 AM	3:00 PM	2:10 PM	11:45 AM
Frances Willard	8:30 AM	3:00 PM	2:10 PM	11:45 AM
Longfellow	8:30 AM	3:00 PM	2:10 PM	11:45 AM
Ridgewood	8:30 AM	3:00 PM	2:10 PM	11:45 AM
Rock Island Academy	8:30 AM	3:00 PM	2:10 PM	11:45 AM
RICMS	8:30 AM	3:00 PM	2:10 PM	11:45 AM
Thomas Jefferson	8:30 AM	3:00 PM	2:10 PM	11:45 AM
Head Start Preschool (Part Day)	8:30 AM	12:30 PM	N/A	N/A
Head Start Preschool (Full Day)	8:00 AM	2:30 PM	N/A	N/A
	1st Session		2nd Session	
HMELC/ECSE	8:30 AM	11:00 AM	12:00 PM	2:30 PM

A scholar is considered tardy in Elementary School if he/she is not in his/her classroom by 8:30 AM. In Junior High Schools, a scholar is considered tardy if he/she is not in his/her classroom by 8:10 AM. A scholar at Rock Island High School is considered tardy if he/she is not in his/her classroom by 8:00 AM or the start bell of each class period.

A scholar will also be considered tardy if he/she leaves school early. To be counted in attendance for the full day, scholars must be present for at least five hours.

Parent(s) or guardian(s) are responsible for making sure scholars arrive at school on time each day. Scholars arriving at school after the school start time must be signed in at the office by a parent or guardian. Scholars arriving late by any method of transportation, other than a RIMSD 41 Johannes Bus and the city of Rock Island Metro Link, will be counted tardy. Excessive tardiness is considered to be three or more tardies per semester. For an early release, a parent or guardian must sign out the scholar.

Cross-Reference:

Board Policy 7:70, Attendance and Truancy

Picking Up Scholar(s) During School Hours

If a scholar must leave early, please send a note stating the reason for their early departure. For the safety of your scholar(s), please report to the office and we will call the scholar(s) to the office for you.

Please allow at least twenty minutes for your scholar(s) to be called down, visit their locker, and meet you at the main office where you will sign the scholar(s) out.

Scholar(s) will only be released to persons identified as guardians or emergency contacts in Skyward or those persons identified by the Scholar's parent/guardian via a written note or phone call.

Home and Hospital Instruction

A scholar who is absent from school, or whose physician, physician assistant, or licensed advance practice registered nurse, anticipates his or her absence from school because of a medical condition may be eligible for instruction in the scholar's home or the relevant hospital.

Appropriate educational services from qualified staff will begin no later than five school days after receiving a written statement from a physician, physician assistant, or licensed advanced practice registered nurse. Instructional or related services for a scholar receiving special education services will be determined by the scholar's Individualized Education Program (IEP).

A scholar who is unable to attend school because of pregnancy or pregnancy-related conditions, the fulfillment of parenting obligations related to the health of the child, or health and safety concerns arising from domestic or sexual violence will be provided home instruction under the following circumstances:

1. Before the birth of the child when the scholar's physician, physician assistant, or advanced practice registered nurse indicates, in writing, that she is medically unable to attend regular classroom instruction.
2. For up to three months after the child's birth or a miscarriage.
3. When a scholar must care for his or her ill child if:
 - a. The child's physician, physician assistant, or advanced practice registered nurse informs the school, in writing, that the child has a serious health condition that would require the scholar to be absent from school for two or more consecutive weeks; and
 - b. The scholar or the scholar's parent/guardian informs the school, in writing, that the scholar needs to care for the child during this period.

4. The scholar must treat physical or mental health complications or address safety concerns arising from domestic or sexual violence when a health care provider or an employee of the scholar's domestic or sexual violence organization informs the school in writing that the care is needed by the scholar and will cause the scholar's absence from school for two or more consecutive weeks.

The school may reassess home instruction provided to a scholar under No. 3 or No. 4 every two months to determine the scholar's continuing need for home instruction.

Periodic conferences will be held between appropriate school personnel, parent(s)/guardian(s), and hospital staff to coordinate course work and facilitate a scholar's return to school.

For information on home or hospital instruction, contact:

Director of Student Services
2000 - 7th Avenue, Rock Island Illinois 61201
309-793-5900 ext. 10222
Fax 309-793-5984

Cross Reference:

Board Policy 6:150, *Home and Hospital Instruction*

Emergency Closing of School and E-Learning

Sudden weather changes may require school closures due to hazardous transportation conditions. Although school buildings may be closed, scholars will "attend" school virtually in accordance with [RIMSD41's E-Learning Plan](#).

If this occurs prior to the start of the school day, the District will notify the community through Remind, robo calls, and local news outlets. Whenever possible, the decision will be made the evening before to allow families time to prepare.

If weather conditions require schools to close after the start of the school day or in the early afternoon, announcements will be made via Remind, robo calls, television, and the District's social media platforms. Families are encouraged to follow the District on Facebook (facebook.com/RIMSD41) and Instagram (@rimsd41) for updates.

SECTION IV: GRADING & PROMOTION

Makeup Work

Make-up work for assignments and classroom work missed due to an absence, In-School Suspension (ISS), or Out-of-School Suspension (OSS), is permitted for equivalent academic credit in accordance with Board Policy 7:200, *Suspension Procedures*. Please contact your school or your child's teacher for additional information.

Standards-Based Grading

RIMSD 41 began transitioning to standards-based grading (SBG) in the 2022-2023 school year, with District-wide implementation in the 2024-2025 school year. RIMSD utilizes a SBG system for scholars in Grades K-8. Information pertaining to specifics on SBG, key ideas, and transition from traditional grades to SBG at RIHS can be found on the District's website. More details regarding procedures for SBG are available in the District SBG [Parent Guide](#).

Grading and Report Cards

Grading is an important part of monitoring each scholar's development and is intended to provide parents with an evaluation of the scholar's progress. The District's focus is on meeting State Standards and Grade Level Expectations while taking into account the scholar's individual needs. The District's processes for evaluation and grading reflect that philosophy.

Information about each scholar's progress is shared with parents through phone calls, written notes, special reports, report cards, conferences, and e-mail. Progress reports and report cards are each issued four times per year. Progress reports are issued approximately four (4) to five (5) weeks into each quarter, with scholar report cards issued at the end of each nine (9) week quarter.

Parent/Teacher Conferences are held twice during the school year with the second conference by teacher invitation or parent request only. District wide Parent/Teacher conferences are held at the end of the first quarter. Additional Parent/Teacher conferences are held for junior high and high school scholars in mid third quarter. Additional elementary Parent/Teacher conferences are by request only.

SECTION V: HEALTH

Immunization, Health, Eye & Dental Examination

Required Health Examinations and Immunizations

All scholars are required to present appropriate proof of a health examination and the immunizations against, and screenings for, preventable communicable diseases within 12 months prior to:

1. Entering kindergarten or the first grade;
2. Entering the sixth and ninth grades; and
3. Enrolling in an Illinois school for the first time, regardless of the scholar's grade.

Proof of immunization against meningococcal disease is required for scholars in grades 6 and 12. A diabetes screening must be included as part of the health exam (though diabetes testing is not required). Scholars between the age of one and seven must provide a statement from a physician assuring that the scholar was "risk-assessed" or screened for lead poisoning. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination.

Failure to comply with the above requirements by October 15 of the relevant school year will result in the scholar's exclusion from school until the required health forms are presented to the school, subject to

certain exceptions. A scholar will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.

New scholars who register mid-term have 30 days following registration to comply with the health examination and immunization requirements. If a medical reason prevents a scholar from receiving a required immunization by October 15, the scholar must present, by October 15, an immunization schedule and a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by an appropriate medical professional.

Eye Examination

All scholars entering kindergarten or the school for the first time must present proof by October 15 of the current school year of an eye examination performed within one year. Failure to present proof by October 15, allows the school to hold the scholar's report card until the scholar presents: (1) proof of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15.

Dental Examination

All scholars entering kindergarten, second, sixth and ninth grades must present proof by May 15 of the relevant school year of having been examined by a licensed dentist within the last 18 months. Failure to present proof allows the school to hold the child's report card until the scholar presents: (1) proof of a completed dental examination, or (2) that a dental examination will take place within 60 days of the May 15 deadline.

Exemptions

A scholar will be exempted from the above requirements for:

1. Medical grounds if the scholar's parent/guardian presents to the Building Principal a signed statement explaining the objection in compliance with Illinois public health regulations;
2. Religious grounds if the scholar's parent/guardian presents to the Building Principal a completed Certificate of Religious Exemption;
3. Health examination or immunization requirements on medical grounds if a physician provides written verification in compliance with Illinois public health regulations;
4. Eye examination requirement if the scholar's parent/guardian shows an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist; or
5. Dental examination requirement if the scholar's parent/guardian shows an undue burden or a lack of access to a dentist.

Cross-References:

Board Policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*

Health & Vision Screening by School Nurses

Vision screening services are provided annually to: all early childhood children who are three years old; all children who are in special education classes; scholars in kindergarten, second and eighth grades; transfer scholars; and by referral. Parents may object to vision screening on religious grounds.

Note: Vision screening is not a substitute for a complete eye and vision evaluation by an eye doctor. Your child is not required to undergo this screening if an optometrist or ophthalmologist has completed and signed a report indicating that an examination has been administered within the previous 12 months.

Each scholar is screened for hearing problems: annually in Special Education, early childhood, kindergarten, first, second, and third grade; upon enrollment for new scholars; and by referral. Parents may object to a hearing screening on religious grounds.

Note: A screening for hearing is not a substitute for a complete hearing evaluation by a physician. Your child is not required to undergo this screening if a physician or audiologist has completed and signed a report indicating that an examination has been administered within the previous 12 months.

Deviations from normal vision and hearing are rechecked personally by the nurse. A written referral is sent to the parents when follow-up is indicated.

Illness

When a scholar or employee is suspected of having a viral illness causing vomiting, such as norovirus, the ill person should stay home for 24 hours after the last vomiting episode to reduce exposure risk to others. Scholars may “vomit” for reasons that are not contagious. It is the school nurse’s assessment that determines whether a scholar can return before 24 hours or stay in school.

Scholars and employees should remain home for 24 hours until they are free of fever without fever-reducing medications (such as Ibuprofen or Acetaminophen). Scholars and employees should remain home until they are free of diarrhea for 24 hours.

Scholar Medication

In accordance with state law and Board Policy 7:270, *Administering Medicines to Students*, students should not take medication during school hours or during school-related activities unless it is necessary for a scholar’s health and well-being. When a scholar’s licensed health care provider and parent/guardian believe that it is necessary for the scholar to take medication during school hours or school-related activities, the parent/guardian must request that the school dispense the medication to the child by completing a “School Medication Authorization Form.”

No school or district employee is allowed to administer to any scholar, or supervise a scholar’s self-administration of, any prescription or non-prescription medication until a completed and signed School Medication Authorization Form is submitted by the scholar’s parent/guardian. No scholar is allowed to

possess or consume any prescription or non-prescription medication on school grounds or at a school-related function other than as provided for in this procedure.

Self-Administration of Medication

A scholar may possess and self-administer an epinephrine injector (e.g., EpiPen®) and/or an asthma inhaler or medication prescribed for use at the scholar's discretion, provided the scholar's parent/guardian has completed and signed a School Medication Authorization Form and a written statement from the scholar's physician, physician assistant, or advanced practice registered nurse stating the name and purpose of the epinephrine injector, prescribed dosage, and the time(s) at which or circumstances under which the epinephrine injector is to be administered.

Scholars who are diabetic may possess and/or self-administer diabetic testing supplies, equipment, and insulin if authorized by the scholar's diabetes care plan, which must be on file with the school.

Scholars with epilepsy may possess and/or self-administer supplies, equipment and medication, if authorized by the scholar's seizure action plan, which must be on file with the school.

Scholars may self-administer (but not possess on their person) other medications required under a qualified plan, provided the scholar's parent/guardian has completed and signed a School Medication Authorization Form.

The District shall incur no liability, except for willful and wanton conduct, as a result of any injury arising from a scholar's self-administration of medication, including asthma medication or epinephrine injectors, or medication required under a qualifying plan. A scholar's parent/guardian must indemnify and hold harmless the District, and its employees and agents, against all claims, except for willful and wanton conduct, arising out of a scholar's self-administration of an epinephrine injector, asthma medication, and/or a medication authorized by a qualifying plan. The District and its employees and agents, including a physician, physician assistant, or advanced practice registered nurse providing standing protocol and a prescription for self-administered medications, are to incur no liability or professional discipline, except for willful and wanton conduct, as a result of any injury arising from the administration of a self-administered medication regardless of whether authorization was given by the student's parents or guardians or by the student's physician, physician assistant, or advanced practice registered nurse.

Administration of Medical Cannabis

In accordance with the Compassionate Use of Medical Cannabis Program, qualifying scholars are allowed to utilize medical cannabis infused products while at school and school events. Please contact the Building Principal for additional information. Discipline of a scholar for being administered a product by a designated caregiver pursuant to this procedure is prohibited. The District may not deny a scholar attendance at a school solely because he or she requires administration of the product during school hours.

Undesignated Medications

The school may maintain the following undesignated prescription medications for emergency use: (1) Asthma medication; (2) Epinephrine injectors; (3) Opioid antagonists; and (4) Glucagon. No one, including without limitation, parents/guardians of scholars, should rely on the school or district for the availability of

undesigned medication. This procedure does not guarantee the availability of undesigned medications. Scholars and their parents/ guardians should consult their own physician regarding these medication(s).

Emergency Aid to Scholars

Nothing in this policy shall prohibit any school employee from providing emergency assistance to scholars, including administering medication.

Cross-References:

Board Policy 7:270, *Administering Medicines to Students*

Emergency Care of District Scholars

Should a RIMSD 41 scholar be injured while being transported by or in attendance at a school, the District will act in the best interest of the scholar. First aid for minor injuries which occur at school and will be provided in the health office. Paramedics will be called in an emergency. The parent/ guardian shall assume any expenses for the emergency transportation or treatment initiated by school personnel while acting in the best interest of the child.

Communicable Disease

RIMSD 41 will observe recommendations of the Illinois Department of Public Health regarding communicable diseases.

1. Parents are required to notify the school nurse if they suspect their child has a communicable disease.
2. In certain cases, scholars with a communicable disease may be excluded from school or sent home from school following notification of the parent or guardian.
3. The school will provide written instructions to the parent and guardian regarding appropriate treatment for the communicable disease.
4. A scholar excluded because of a communicable disease will be permitted to return to school only when the parent or guardian brings to the school a letter from the scholar's doctor stating that the scholar is no longer contagious or at risk of spreading the communicable disease.

Cross-References:

Board Policy 7:280, *Communicable and Chronic Infectious Disease*

Care of Scholars with Diabetes

If your child has diabetes and requires assistance with managing this condition while at school and attending school functions, a Diabetes Care Plan must be submitted to the Building Principal.

Parents/guardians are responsible for and must:

1. Inform the school in a timely manner of any change which needs to be made to the Diabetes Care Plan on file with the school for their child.

2. Inform the school in a timely manner of any changes to their emergency contact numbers or contact numbers of health care providers.
3. Sign the Diabetes Care Plan.
4. Grant consent for and authorize designated School District representatives to communicate directly with the health care provider whose instructions are included in the Diabetes Care Plan.

For further information, please contact the Building Principal.

Prevention of Anaphylaxis

While it is not possible for RIMSD 41 to completely eliminate the risks of an anaphylactic emergency, the District maintains a comprehensive policy on anaphylaxis prevention, response, and management in order to reduce these risks and provide accommodations and proper treatment for anaphylactic reactions. Parent(s)/guardian(s) and scholars who desire more information or who want a copy of the District's policy may contact the Building Principal.

Cross-References:

Board Policy 7:285, *Anaphylaxis Prevention, Response, and Management Program*

Head Lice

The school will observe the following procedures regarding head lice in compliance with the recommendations of the Center for Disease Control ("CDC") and the Illinois Department of Public Health. According to the CDC, head lice can be a nuisance, but they do not carry disease and are not a health concern. Students with live head lice do not need to be sent home early from school; they can go home at the end of the day, be treated, and return to class after appropriate treatment has begun. Nits may persist after treatment, but successful treatment should kill lice.

Scholars Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence ("Article 26A Scholars")

Domestic and sexual violence affect a scholar's ability to learn. Scholars who are parents or expectant parents have unique needs. Providing support services that enable scholars who are parents, expectant parents, or victims of domestic or sexual violence ("Article 26A scholars") to succeed in school are important school and district goals and are required by law. *See* 105 ILCS 5/26A.

Requesting Support Services

To facilitate the full participation of Article 26A scholars, the school district provides in-school support services and information regarding non-school-based support services. Article 26A scholars are also able to make up work missed on account of circumstances related to their status as a parent, expectant parent, or victim of domestic or sexual violence.

In-school support services include, but are not limited to, enabling a scholar to meet with counselors or other service providers, excusing the scholar from class as necessary for circumstances consistent with their Article 26A status, and assisting scholars with the development of a scholar success plan.

An Article 26A scholar and/or their parent/guardian may request a complete copy of the District's policies related to Article 26A scholars and information on support services by contacting the Article 26A Resource Person listed below.

Article 26A Resource Person:

RIMSD 41 Student Services Department
2000 - 7th Avenue, Rock Island, Illinois 61201
309-793-5900, ext. 10222

Filing a Complaint

An Article 26A scholar and/or their parent/guardian may file a complaint for violations of this procedure with the Nondiscrimination Coordinator, Title IX Coordinator, Building Principal, Assistant Building Principal, Dean of Scholars, a Complaint Manager, or any employee with whom the person is comfortable speaking.

Title IX/Nondiscrimination Coordinator:

Dr. Dominique Moore, Assistant Superintendent of Human Resources
2000 - 7th Avenue, Rock Island, Illinois 61201
dominique.moore@rimsd41.org
309-793-5900, ext. 10282

Complaint Manager:

Alicia Sanders, Director of Student Services
2000 - 7th Avenue, Rock Island, Illinois 61201
alicia.sanders@rimsd41.org
309-793-5900, ext. 10222

Retaliation Prohibited

Retaliation against an Article 26A scholar or their parent/guardian for exercising or attempting to exercise their rights under this procedure is prohibited. Individuals should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Cross-References:

Board Policy 7:255, *Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence*

Accommodating Breastfeeding Scholars

Scholars who choose to breastfeed an infant after returning to school are provided with reasonable accommodations. A scholar who is a nursing mother may take reasonable breaks during the school day to express breast milk or breastfeed her infant. Reasonable accommodations include, but are not limited to:

1. Access to a private and secure room, other than a bathroom, to express breast milk or breastfeed an infant.
2. Permission to bring onto school campus a breast pump or other equipment used to express breast milk.
3. Access to a power source for a breast pump or any other equipment used to express breast milk.
4. Access to a place to store expressed breast milk safely.
5. Reasonable breaks to accommodate the scholar's need to express breast milk or breastfeed an infant child, or attend to health needs associated with breastfeeding (including eating, drinking, or using the restroom).
6. The opportunity to make up work missed due to the scholar's use of reasonable accommodations for breastfeeding.

Complaints regarding violations of this procedure should be made to the District's Complaint Manager or Non-Discrimination Coordinator

SECTION VI: SOCIAL EMOTIONAL & MENTAL HEALTH SUPPORTS

Social Emotional Learning

Social Emotional Learning ("SEL") helps scholars build the skills they need to understand and manage their emotions, make positive choices, and develop healthy relationships. Through SEL, scholars learn how to:

- Recognize and express emotions in healthy way
- Build confidence and understand personal strengths
- Set goals and work toward them
- Solve problems and make responsible decisions
- Show empathy and respect for others
- Work well with classmates, teachers, and the school community

SEL is woven into everyday classroom activities, school expectations, and supportive relationships. It helps create a safe, respectful, and welcoming school environment where all scholars can learn and grow.

School Counseling

Our school counseling team is here to support every scholar, every day. School counselors work with scholars from grades K-12 to help them grow academically, socially, and emotionally. Counselors partner with scholars, families, teachers, and administrators to create a safe, welcoming, and inclusive school environment where all scholars can thrive.

What School Counselors Do:

- Academic Support: Assist scholars with study skills, time management, class scheduling, and goal-setting.
- Social-Emotional Support: Provide strategies for managing emotions, building healthy friendships, and solving conflicts.
- College & Career Readiness: Help scholars explore interest, understand future pathways, and plan for life after high school
- Collaboration & Advocacy: Work with families and staff to ensure each scholar has access to the resources and supports they need.

Scholar Access to School Counselors

Scholars may request to see a counselor through teacher referral, parent request, or by reaching out to a school counselor directly. Counselors are available for short-term, school-based support, and can help connect families with additional community resources if needed.

The school provides a counseling program for scholars. The school's counselors are available to those scholars who require additional assistance. Under Illinois law, any scholar 12 years of age or older may receive counseling services without consent of the scholar's parent/guardian. However, until the consent of the scholar's parent/guardian has been obtained, counseling services provided to a scholar under the age of 17 are generally limited to no more than eight 90-minute sessions.

Cross-References:

Board Policy 6:270, *Guidance and Counseling Program*

Board Policy 7:250, *Student Support Services*

Suicide and Depression Awareness and Prevention

Youth suicide impacts the safety of the school environment. It also affects the school community, diminishing the ability of surviving scholars to learn and the school's ability to educate. Suicide and depression awareness and prevention are important goals of the school district.

The District maintains scholar and parent resources on suicide and depression awareness and prevention. Much of this information, including a copy of the District's policy, is posted on the District website. Information can also be obtained from the school counseling office.

Cross-Reference:

Board Policy 7:290, *Suicide and Depression Awareness and Prevention*

Sexual Abuse Response and Prevention Resource Guide

The Illinois State Board of Education ("ISBE") maintains a resource guide on sexual abuse response and prevention. The guide contains information on and the location of children's advocacy centers, organizations that provide medical evaluations and treatment to victims of child sexual abuse,

organizations that provide mental health evaluations and services to victims and families of victims of child sexual abuse, and organizations that offer legal assistance to and provide advocacy on behalf of victims of child sexual abuse. This guide can be accessed through the ISBE website at www.isbe.net or you may request a copy of this guide by contacting the school's office.

Awareness and Prevention of Child Sexual Abuse, Grooming Behaviors, and Boundary Violations

Child sexual abuse, grooming behaviors, and boundary violations harm scholars, their parent/guardian, the District's environment, its school communities, and the community at large, while diminishing a scholar's ability to learn.

Warning Signs of Child Sexual Abuse

Warning signs of child sexual abuse include, but are not limited to, the following.

Physical signs:

- Sexually transmitted infections (STIs) or other genital infections
- Signs of trauma to the genital area, such as unexplained bleeding, bruising, or blood on the sheets, underwear, or other clothing
- Unusual weight gain or loss

Behavioral signs:

- Excessive talk about or knowledge of sexual topics
- Keeping secrets
- Not talking as much as usual
- Not wanting to be left alone with certain people or being afraid to be away from primary caregivers
- Regressive behaviors or resuming behaviors that the child had grown out of, such as thumb sucking or bedwetting
- Overly compliant behavior
- Sexual behavior that is inappropriate for the child's age
- Spending an unusual amount of time alone
- Trying to avoid removing clothing to change or bathe

Emotional signs:

- Change in eating habits or unhealthy eating patterns, like loss of appetite or excessive eating
- Signs of depression, such as persistent sadness, lack of energy, changes in sleep or appetite, withdrawing from normal activities, or feeling "down"
- Change in mood or personality, such as increased aggression
- Decrease in confidence or self-image
- Anxiety, excessive worry, or fearfulness
- Increase in unexplained health problems such as stomach aches and headaches
- Loss or decrease in interest in school, activities, and friends

- Nightmares or fear of being alone at night
- Self-harming behaviors or expressing thoughts of suicide or suicidal behavior
- Failing grades
- Drug or alcohol use

Warning Signs of Grooming Behaviors

District employees are expected to maintain professional and appropriate relationships with scholars based upon scholars' ages, grade levels, and developmental levels.

Prohibited grooming is defined as (i) any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, (ii) by an employee with direct contact with a scholar, (iii) that is directed toward or with a scholar to establish a romantic or sexual relationship with the scholar.

Examples of grooming behaviors include, but are not limited to, the following behaviors:

- Sexual or romantic invitations to a scholar
- Dating or soliciting a date from a scholar
- Engaging in sexualized or romantic dialog with a scholar
- Making sexually suggestive comments that are directed toward or with a scholar
- Self-disclosure or physical exposure of a sexual, romantic, or erotic nature
- Sexual, indecent, romantic, or erotic contact with a scholar
- Failing to respect boundaries or listening when a scholar says "no"
- Engaging in touching that a scholar or scholar's parents/guardians have indicated as unwanted
- Trying to be a scholar's friend rather than filling an adult role in the scholar's life
- Failing to maintain age-appropriate relationships with scholars
- Talking with scholars about personal problems or relationships
- Spending time alone with a scholar outside of their role in the scholar's life or making up excuses to be alone with a scholar
- Expressing unusual interest in a scholar's sexual development, such as commenting on sexual characteristics or sexualizing normal behaviors
- Giving a scholar gifts without occasion or reason
- Spending a lot of time with a scholar
- Restricting a scholar's access to other adults

Warning Signs of Boundary Violations

District employees breach employee-scholar boundaries when they misuse their position of power over a scholar in a way that compromises the scholar's health, safety, or general welfare.

Examples of boundary violations include, but are not limited to, the following:

- Favoring a certain scholar by inviting the scholar to "hang out" or by granting special privileges
- Engaging in peer-like behavior with a scholar
- Discussing personal issues with a scholar

- Meeting with a scholar off-campus without parent/guardian knowledge and/or permission
- Dating, requesting, or participating in a private meeting with a scholar (in person or virtually) outside of a professional role
- Transporting a scholar in a school or private vehicle without administrative authorization
- Giving gifts, money, or treats to an individual scholar
- Sending a scholar on personal errands
- Intervening in a serious scholar problem instead of referring the scholar to an appropriately trained professional
- Sexual or romantic invitations toward or from a scholar
- Taking and using photos/videos of scholars for non-educational purposes
- Initiating or extending contact with a scholar beyond the school day in a one-on-one or non-group setting
- Inviting a scholar to an employee's home
- Adding a scholar on personal social networking sites as contacts when unrelated to a legitimate educational purpose
- Privately messaging a scholar
- Maintaining intense eye contact with a scholar
- Making comments about a scholar's physical attributes, including excessively flattering comments
- Engaging in sexualized or romantic dialog
- Making sexually suggestive comments directed toward or with a scholar
- Disclosing confidential information
- Self-disclosure of a sexual, romantic, or erotic nature
- Full frontal hugs
- Invading personal space

If you believe you are a victim of child sexual abuse, grooming behaviors, or boundary violations, or you believe that your child is a victim, you should immediately contact the Building Principal, a school counselor, or another trusted adult employee of the District.

Additional Resources include:

National Sexual Assault Hotline at 800.656.HOPE (4673)

National Sexual Abuse Chatline at online.rainn.org

Illinois Department of Children and Family Services Hotline at 1.800.25.ABUSE (2873)

Cross-References:

Board Policy 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*

SECTION VII: SCHOOL SAFETY

Emergency drills related to fire, severe weather, and crisis situations are planned and regularly practiced. This is in accordance with Illinois law and recommendations of officials of the Civil Defense Program, Fire Department, Police Department, and the Rock Island Regional Office of Education.

Safety Drill Procedures and Conduct

Scholars are required to be silent and shall comply with the directives of school officials during emergency drills. There will be a minimum of three (3) evacuation drills, a minimum of one (1) severe weather (shelter-in-place) drill, a minimum of one (1) law enforcement lockdown drill to address a school shooting incident, and a minimum of one (1) bus evacuation drill each school year. There may be other drills at the direction of the administration. The law enforcement lockdown drill will be announced in advance and a scholar's parent/guardian may elect to exclude their child from participating in this drill. All other drills will not be preceded by a warning to scholars.

IN AN EMERGENCY TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS

Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS

Close and lock the door
Account for students and adults
Do business as usual



SECURE! Get inside. Lock outside doors.

STUDENTS

Return to inside of building
Do business as usual

TEACHERS

Bring everyone indoors
Lock outside doors
Increase situational awareness
Do business as usual
Take attendance



LOCKDOWN! Locks, lights, out of sight.

STUDENTS

Move away from sight
Maintain silence
Do not open the door

ADULTS

Recover students from hallway if possible
Lock the classroom door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS

Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS

Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS

Use appropriate safety strategy for the hazard

Hazard

Tornado
Hazmat
Earthquake
Tsunami

Safety Strategy

Evacuate to shelter area
Seal the room
Drop, cover and hold
Get to high ground

ADULTS

Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults

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Cross-References: Board Policy 4:170, Safety

Targeted School Violence Prevention Program

Threats and acts of targeted school violence harm the District's environment and school community, diminishing scholars' ability to learn and a school's ability to educate. Providing scholars and staff with access to a safe and secure environment is an important goal of the District. While it is not possible to completely eliminate threats, the District maintain a Targeted School Violence Prevention Program and a Threat Assessment Team to reduce these risks to its environment.

Parents/guardians and scholars are encouraged to report any expressed threats or behaviors that may represent a threat to the community, School, or self. Reports can be made to any school administrator, law enforcement authorities, or the Safe2Help Illinois helpline (www.safe2helpil.com).

Scholars and parents are urged to participate in behavioral threat assessment and intervention programs if the Behavioral Threat Assessment Team believes that intervention is necessary to prevent a scholar from harming themselves or others. However, if for some reason there is a reluctance to participate in the process by the threat maker(s) or parent/guardian(s), the threat assessment process will continue in order to ensure a safe and caring learning environment for all.

For further information, please contact the Building Principal.

Cross-Reference:

Board Policy 4:190, *Targeted School Violence Prevention Program*

Targeted School Violence Prevention and Threat Assessment Education

Scholar safety is our District's top priority. To maximize safety, the District uses a threat assessment process to identify threats and prevent targeted school violence. This process is part of the Targeted School Violence Prevention Program (the "Program"). For more information, see Board Policy 4:190, *Targeted School Violence Prevention Program*. The Program is part of the preparedness and response phases of the School Emergency Operations and Crisis Response Plan, which in turn is part of the District's Comprehensive Safety and Security Plan.

The District wishes to create a climate that encourages sharing any information about safety concerns with a trusted adult who can help. Sharing information about threats and safety concerns is everyone's responsibility: scholars, parents/guardians, staff, and community members. The question-and-answer section below is designed to help scholars, parents/guardians, and staff understand when school officials want individuals to share information about safety concerns.

What is a threat?

A threat is a concerning communication or behavior that indicates that an individual may pose a danger to the safety of school staff or scholars through acts of violence or other behavior that could cause harm to themselves or others. It may be expressed or communicated behaviorally, orally, visually, in writing, electronically, or in another way. Threats may be direct ("I'm going to beat you up" or "I'm going to blow this place up!") or indirect ("Come and watch what I am going to do to her."). A threat can be vague ("I'm going to hurt him.") or implied ("You better watch out."). Any possession of a weapon or mention of one is a possible threat.

A threat is a threat regardless of whether it is observed by or communicated directly to the target of the threat or is observed by or communicated to a third party; and regardless of whether the target of the threat is aware of the threat.

Sometimes scholars make threats that may seem funny or to be intended as “jokes,” but sometimes a threat is very serious and/or criminal. When you are in doubt as to whether the statement is a joke or serious, the responsible thing to do is to tell the Principal or other District staff member.

What is targeted school violence?

Targeted school violence includes school shootings and other school-based attacks where the school was deliberately selected as the location for the attack and was not simply a random site of opportunity.

Individuals who have committed targeted violence did not “just snap,” but have engaged in a process of thought and escalation of action over days, weeks, months, and even years.

In the majority of incidents of targeted violence, perpetrators did not directly threaten their targets, but they did communicate their intent and/or plans to others before the violence. This indirect expression or third-party communication of intent to cause harm is often referred to as leakage. Reporting leakage is key to preventing targeted school violence.

Who is required to report threats?

All District staff, volunteers, and contractors are required to report any expressed threats or behaviors that may represent a threat to the community, school, or self to the Building Principal. Parents/guardians and scholars are also encouraged to report any such threats to the Building Principal.

Reported threats are assessed by the school’s Threat Assessment Team (“TAT”). Each TAT includes people with expertise in counseling, instruction, school administration, and law enforcement. The goal of the threat assessment process is to take appropriate preventive or corrective measures to maintain a safe and secure school environment, to protect and support potential victims, and to provide assistance, as needed, to the individual being assessed.

The threat assessment process does not preclude anyone from acting immediately to address an imminent threat.

What can staff and parents/guardians do?

The TAT will provide guidance to scholars and staff regarding recognizing concerning, aberrant, threatening, and prohibited behaviors to be reported. While there is no one list of behaviors that may cause concern, examples include, but are not limited to:

- Threatening statements or gestures
- Persons with ongoing, unresolved grievances with members of the school community
- Atypical, unusual, or bizarre communications or behavior
- Significant changes in behavior
- Increased focus or fixation on aspects of violence, harm, or death
- Information about someone expressing thoughts, plans, or preparations for violence
- Concerns that someone may harm themselves

- Behavior that significantly disrupts the learning or working environment
- Behavior that seems troubling or disturbing
- Persons seeming isolated and alienated from others
- Anyone unknown to the school

Staff and parents/ guardians can reinforce this guidance by discussing with scholars what a threat is, encouraging scholars not to make threats or “joking” statements in the first place, and reiterating that seeking help to prevent someone from getting hurt or hurting another by reporting threats is appropriate

Surveillance Cameras

RIMSD 41 utilizes video surveillance cameras in District buildings and on District property to help ensure the safety and security of our scholars and staff.

Video surveillance is used for the following purposes:

1. To promote the safety, health, and well-being of scholars, staff, and visitors.
2. To assist in the detection, reduction, and prevention of vandalism and other unsafe behaviors.

All RIMSD 41 buildings and grounds where video surveillance is in use display signage at public entrances notifying individuals of camera use. Additional notices may be posted in other locations as determined appropriate by district personnel.

Visitor Management

RIMSD 41 uses a visitor management system that requires all visitors to check in upon entering the building by presenting a state-issued identification card, driver’s license, or passport.

Parents and guardians are always welcome to visit our schools. To support a smooth visit, we recommend contacting the staff member or principal at least one day in advance. Upon arrival, all visitors must check in at the front office and present a state-issued ID, driver’s license, or passport.

All visitors to school property shall comply with [Board Policy 8:30, Visitors to and Conduct on School Property.](#)

SECTION VIII: SCHOLAR CODE OF CONDUCT

Learning to accept responsibility is an important part of every scholar's education. The corrective actions contained within this book govern scholar conduct throughout the District and relate to every school program. Each scholar is responsible for knowing and abiding by the rules and for behaving in a manner that does not detract from the educational environment. The code is intended to be utilized at all of the attendance centers within the District. It is also intended to be utilized as a resource guide for school administrators, scholars, and parent(s)/guardian(s). The code is divided into a range of infractions and corrective actions. The levels are progressive in nature, but the aim is to eliminate behavior that does not comply with this Code of Conduct. Relationship building is essential, and all behavioral issues should be addressed in a positive manner.

Not all corrective actions bear a "one-to-one" relationship with a disciplinary infraction. District administrators will rely on their individual discretion when dealing with corrective actions for scholars and address scholar conduct on a case-by-case basis. Administration/staff will employ corrective actions appropriate to the age of the scholar. Provisions of laws governing the administration of corrective actions and those covering special education will be followed.

Please note that the code may be amended during the school year at any time without notice due to changes in Illinois School Policies released through Board of Education approval actions.

Scholar Rights and Responsibilities

Every scholar in RIMSD 41 has the right to attend school in a safe environment that is free of harassment, bullying, intimidation, threats to personal safety, or any other form of violence.

It is the scholar's responsibility to:

- Participate in an educational environment that promotes learning;
- Read the District Code of Conduct;
- Respect the rights and property of others including peers, faculty, staff, parent(s)/guardian(s), the school, and the surrounding community;
- Be aware of and follow school's behavioral expectations;
- Resolve personal disputes in a peaceful and responsible manner;
- Understand that any act of violence may involve law enforcement notification;
- Be aware of potentially violent or dangerous situations, such as, when people threaten to harm themselves or others, seek help from school staff, a parent, or any adult they trust.

Parent/Guardian Rights and Responsibilities

Parent(s)/guardian(s) have the right to expect their scholar(s) school to provide the opportunity for their scholar(s) to learn in a safe, supportive setting that is free from discrimination, intimidation, and threat of harm. Parent(s)/guardian(s) need to know the rules and policies of their scholar(s) school and that of the RIMSD 41. Parents(s)/guardian(s) need to be given the opportunity to confer with their scholar(s) teacher or principal (including any administrator) regarding academic placement, progress, and social adjustment.

It is imperative that parent(s)/guardian(s) read the Scholar Handbook and scholar Code of Conduct and review it with their scholar(s).

RIMSD 41 ensures collaborative relationships between scholars' families and the District, and seeks to enable parent(s)/guardian(s) to become active partners in their scholar(s) education ([Board Policy 8:95, Parental Involvement](#)). The District will partner with parents/guardians to:

1. Keep parent(s)/guardian(s) thoroughly informed about their scholar(s) school and education.
2. Encourage parent(s)/guardian(s) to be involved in their scholar(s) school and education.
3. Establish effective two-way communication between parent(s)/guardian(s) and the District.
4. Seek input from parent(s)/guardian(s) on significant school-related issues.
5. Inform parent(s)/guardian(s) on how they can assist with their scholar(s) learning.

School Responsibilities

RIMSD 41 administrators, teachers, families, scholars, support staff, and community members have a responsibility to work together to provide a quality educational program and to form positive relationships with all scholar(s). District schools have the responsibility to establish clear expectations and standards of behavior that will provide a safe, effective, and rewarding learning environment ([Board Policy 7:190, Student Behavior](#)). The District will take steps to maintain order and to demonstrate mutual respect and caring for one another in an environment free from harassment and bullying ([Board Policy 7:20, Harassment of Students Prohibited](#)).

Schools have the responsibility to:

- Focus on academic achievement for all scholar(s) and promote good citizenship and character;
- Provide a caring environment where safety issues are discussed openly, where scholars have opportunities to share their concerns and feel safe in expressing their feelings;
- Involve families in meaningful ways, and make an effort to be sensitive to the concerns and needs of families;
- Refer scholars experiencing academic, social, behavioral, or attendance difficulties to the Building Intervention Team (BIT);
- Develop and establish connections to community resources and services to address scholar needs;
- Emphasize a positive relationship among scholars and staff;
- Provide scholars with age appropriate and fair due process.

Employee Conduct Standards

Professional and ethical behavior is expected of all District staff members. District staff should demonstrate positive examples of preparedness, punctuality, attendance, self-control, language, and appearance. They are expected to maintain integrity and a professional relationship with all scholars and parent(s)/guardian(s). Staff must also maintain a safe and healthy environment free from bias, discrimination, harassment, intimidation, bullying, hazing, substance abuse, and violence.

Communication Between Home and School

Communication between home and school plays a vital role in the education of scholars. When there are concerns about a scholar's academic progress, behavior, safety, or response to discipline, it becomes the responsibility of school personnel to communicate with parent(s)/guardian(s) about those concerns so the matter can be addressed at home as well as at school. Similarly, when parent(s)/guardian(s) have concerns about their scholar, they are responsible for communicating with school personnel using the outlined reporting protocol as outlined in the chart located on pages 3-4 of this Scholar Handbook.

Parents/guardians should request a meeting with the Building Principal or a designee to discuss any issues they feel have not been adequately addressed by building staff. If a parent feels that the concerns have not been addressed, they should send their concerns to the Director of Scholar Services by filling out the District complaint form located at each school building or electronically at www.rimsd41.org ([Report a Concern](#)).

The Director of Scholar Services is a District Complaint Manager. A scholar, parent/guardian, employee, or community member should notify any District Complaint Manager if he or she believes that the Board of Education, its employees, or its agents have violated his or her rights guaranteed by the State or federal Constitution, State or federal statute, or Board Policy, or has a complaint arising under any of the laws or policies outlined in [Board Policy 2:260](#), *Uniform Grievance Procedure*.

Upon receipt of a complaint, the Director of Scholar Services will contact the parent/guardian who submitted the complaint as soon as reasonably possible. It is important that parent(s)/guardian(s) work with school officials to assist in helping their child be successful academically, behaviorally, and socially. When conflict arises, it is understood that parent(s)/guardian(s) have an interest in all scholars involved in the conflict. Please note that school personnel are prohibited from discussing the corrective actions given to another scholar.

School Dress Code & Scholar Appearance

A scholar's appearance, including dress and hygiene, must not disrupt the educational process or compromise standards of health and safety. The District may prohibit students from wearing clothing or attire that, in the opinion of school authority, is contrary to acceptable health and safety standards, may disrupt the education process or learning atmosphere, or may depict or imply hatred or prejudice against a protected class. Please note that appropriateness or offensiveness are standards determined by the school and District administration. The District does not prohibit hairstyles historically associated with race, ethnicity, or hair texture, including, but not limited to, protective hairstyles such as braids, locks, and twists, or religious hairstyles, hair-related religious practices, or facial hair worn in accordance with a scholar's sincerely held religious beliefs. The District also does not prohibit the right of a scholar to wear or accessorize the scholar's graduation attire with items associated with the scholar's cultural, ethnic, or religious identity or other characteristic or category protected under the Illinois Human Rights Act. See [775 ILCS 5/1-103](#).

Scholars are expected to wear clothing in a neat, clean, and well-fitting manner while on school property and/or in attendance at school sponsored activities. Scholars are to use discretion in their dress and are not permitted to wear apparel that causes a substantial disruption in the school environment.

- Scholar dress (including accessories) may not advertise, promote, or picture alcoholic beverages, illegal drugs, drug paraphernalia, violent behavior, or other inappropriate images.
- Scholar dress (including accessories) may not display lewd, vulgar, obscene, or offensive language or symbols, including gang symbols.
- Hats, coats, bandannas, sweat bands, and sunglasses may not be worn in the building during the school day.
- Hair styles, dress, and accessories that pose a safety hazard are not permitted in the shop, laboratories, or during physical education.
- Clothing with holes, rips, tears, and clothing that is otherwise poorly fitting, showing skin and/or undergarments may not be worn at school.
- The length of shorts or skirts must be appropriate for the school environment.
- Appropriate footwear must be worn at all times.
- If there is any doubt about dress and appearance, the Building Principal will make the final decision.
- Scholars whose dress causes a substantial disruption of the orderly process of school functions or endangers the health or safety of the scholar, other scholars, staff or others may be subject to discipline.

Scholars whose dress or appearance violates the dress code, disrupts the educational environment or school operations, or compromises health and safety standards will be required to modify their appearance, including but not limited to changing, removing, or covering an item of clothing. Scholars who refuse to modify their appearance or continue to violate the dress code may be subject to discipline pursuant to [Board Policy 7:190, Student Behavior](#). Class time spent securing appropriate clothing will be made up.

Cross-Reference:

Board Policy 7:160, Student Appearance

Scholar Identification Badges

All scholars in grades 7 - 12 are required to wear their school-issued scholar ID badge, keeping it visible at all times while on campus. The ID badge is an important part of maintaining a safe and secure school environment. Scholars must:

- Wear the ID on a lanyard or clip so it is visible on the front of their clothing.
- Present their ID when requested by any staff member.
- Use their ID for access to school facilities, events, transportation, or meal services.
- Immediately report a lost or stolen ID to the main office and obtain a replacement.

Failure to wear or present a valid scholar ID may result in disciplinary action.

Lockers

All school lockers are the property of the District. They may be searched at any time consistent with Board Policy [7:140, Search and Seizure](#). Scholars may not share lockers with others and should report broken or malfunctioning lockers to school authorities.

Backpack Use

To ensure the safety of our scholars, families, and staff, all backpacks will not be allowed to be carried from class to class. All backpacks must be secured in the scholar's assigned school locker. Grades that do not have lockers will be directed by the classroom teachers where the secure location can be found.

Scholar Use of Electronic Devices

The use of electronic devices and other technology at school is a privilege, not a right. Scholars are prohibited from using electronic devices, except as provided herein or as otherwise authorized pursuant to an approved accommodation, Section 504 Plan, or IEP. An electronic device includes, but is not limited to, the following: cell phone, smart phone, smart watch, audio or video recording device, personal digital assistant (PDA), iPad®, laptop computer, tablet computer or other similar electronic device. Pocket pagers and other paging devices are not allowed on school property at any time, except with the express permission of the Building Principal.

During instructional time, which includes class periods and passing periods, electronic devices must be kept powered-off and out-of-sight unless: (a) permission is granted by an administrator, teacher or school staff member; (b) use of the device is provided in a scholar's IEP or Section 504 Plan; or (c) it is needed in an emergency that threatens the safety of scholars, staff, or other individuals.

Scholars are allowed to use electronic devices during non-instructional time, which is defined as before and after school hours and during the scholar's lunch period.

Electronic devices may never be used in any manner that disrupts the educational environment, violates scholar conduct rules or violates the rights of others. This includes, but is not limited to, the following: (1) using the device to take photographs in locker rooms or bathrooms; (2) cheating; and (3) creating, sending, sharing, viewing, receiving, or possessing an indecent visual depiction or non-consensual dissemination of private sexual images (i.e., sexting). The school and District are not responsible for the loss, theft or damage to any electronic device brought to school.

School officials may conduct an investigation or require a scholar to cooperate in an investigation if there is specific information about activity on the scholar's account on a social networking website that violates a school disciplinary rule or policy. In the course of an investigation, the scholar may be required to share the content that is reported in order to allow school officials to make a factual determination.

Search and Seizure

In order to maintain order, safety, and security in the schools, school authorities are authorized to conduct reasonable searches of school property and equipment, as well as of scholars and their personal effects. "School authorities" includes school liaison police officers.

School Property and Equipment as well as Personal Effects Left There by Scholars

School authorities may inspect and search school property and equipment owned or controlled by the school (such as lockers, desks, and parking lots), as well as personal effects left there by a scholar, without notice to or the consent of the scholar. Scholars have no reasonable expectation of privacy in these places or areas or in their personal effects left there.

The Building Principal may request the assistance of law enforcement officials to conduct inspections and searches of lockers, desks, parking lots, and other school property and equipment for illegal drugs, weapons, or other illegal or dangerous substances or materials, including searches conducted through the use of specially trained dogs.

Scholars Searches

School authorities may search a scholar and/or the scholar's personal effects in the scholar's possession (such as, purses, wallets, knapsacks, book bags, lunch boxes, etc.) when there is a reasonable ground for suspecting that the search will produce evidence the particular scholar has violated or is violating either the law or the school or District's scholar rules and policies. The search will be conducted in a manner that is reasonably related to its objective of the search and not excessively intrusive in light of the scholar's age and sex, and the nature of the infraction. When feasible, the search should be conducted as follows:

1. Outside the view of others, including students;
2. In the presence of a school administrator or adult witness; and
3. By a certificated employee or liaison police officer of the same sex as the student.

Immediately following a search, a written report shall be made by the school authority who conducted the search, and given to the Superintendent. The parent(s)/ guardian(s) of the student shall be notified of the search as soon as possible.

Access to Scholar Social Networking Passwords & Websites

School officials may require a scholar to cooperate in an investigation if there is specific information indicating activity on the scholar's account on a social networking website is connected to the school environment and may violate the school's disciplinary rules, District policy, or substantially disrupt school operations. The Superintendent or designee shall notify students and their parents/ guardians of each of the following in accordance with the Right to Privacy in the School Setting Act, 105 ILCS 75/ *et seq.*

1. In the course of the investigation, the scholar may be required to share the content that is reported in order for the school to make a factual determination.

2. School officials may not request or require a scholar or his or her parent/guardian to provide a password or other related account information to gain access to the scholar's account or profile on a social networking website.

Seizure of Property

If a search produces evidence that the scholar has violated or is violating either the law or the school or District's policies or rules, evidence may be seized and impounded by school authorities, and disciplinary action may be taken. When appropriate, evidence may be transferred to law enforcement authorities.

Questioning of Scholars Suspected of Committing Criminal Activity

Before a law enforcement officer, school resource officer, or other school security person detains and questions on school grounds a scholar under 18 years of age who is suspected of committing a criminal act, the Building Principal or designee will: (a) Notify or attempt to notify the scholar's parent/guardian and document the time and manner in writing; (b) Make reasonable efforts to ensure the scholar's parent/guardian is present during questioning or, if they are not present, ensure that a school employee (including, but not limited to a social worker, psychologist, nurse, school counselor, or any other mental health professional) is present during the questioning; and (c) If practicable, make reasonable efforts to ensure that a law enforcement officer trained in promoting safe interactions and communications with youth is present during the questioning.

Cross-Reference:

Board Policy 7:140, *Search and Seizure*

Policy on Hazing

Hazing is the practice of rituals and other activities involving harassment, abuse, or humiliation used as a way of initiating a person into a group. Hazing is seen in many different types of social groups including gangs, sports teams, schools, military units, fraternities, and sororities. Hazing is often prohibited by law and may comprise either physical or psychological abuse. Soliciting, encouraging, aiding, or engaging in hazing is prohibited by Board Policy.

Cross-References:

Board Policy 7:190, *Student Behavior*

Board Policy 7:240, *Conduct Code for Participants in Extracurricular Activities*

Anonymous Reporting

Scholars, staff, and parent(s)/guardian(s) carry a responsibility to inform school officials if they hear of a potentially dangerous situation in the school setting. Scholars are encouraged to report important information regarding school safety to adults in the following ways:

- Tell an adult you trust. The adult will share your information with the proper authorities.
- Send your concerns to the Director of Student Services by filling out the District complaint form located at each school building or electronically at www.rimsd41.org ([Report a Concern](#)).
- Call the Illinois School Violence Tip Line at 1-800-477-0024.

RIMSD 41 and law enforcement agencies have determined that for the safety and welfare of the general public, and that of the scholars and employees of the District, and consistent with state law, it is important to have a reciprocal reporting system that allows the sharing of information regarding criminal offenses committed by scholars.

All school personnel, including teachers and administrators, are required by law to immediately report any and all suspected cases of child abuse or neglect to the Illinois Department of Children and Family Services.

Scholar Behavior

PBIS Classroom & Office Managed Behaviors & Interventions

Teachers are encouraged to try a variety of teaching and classroom management strategies. These interventions are designed to correct behavior so that students may learn and demonstrate *Being Respectful, Being Responsible, and Being Safe*.

<u>Teacher/Classroom Managed Behaviors</u>	<u>Universal Interventions for all students</u>
➤ Inappropriate language not targeted ➤ Physical Contact (Horseplay/minor contact) ➤ Defiance/Non-Compliance (Disrespect) ➤ Disruptive ➤ Tardy ➤ Electronic Violation - Non Sexual/Violent (Technology) ➤ Unprepared ➤ Inappropriate drink/food/gum ➤ Homework ➤ Dishonesty ➤ Cheating	➤ A private, positive conference with student (Build positive relationship) ➤ Seat change ➤ Pre-correction & Redirection: Re-state expectations in a short and positive manner ➤ Visual reminders of expectations at individual and/or classroom level ➤ Role-play replacement behavior (practice) ➤ Buddy Classroom: student reflects in another classroom and is allowed extended time away. ➤ Parent/Guardian accompanies student in class ➤ Daily progress report for behavior (with parent signature) ➤ Increase positive acknowledgements/recognition ➤ Goal-setting & reflection with student ➤ Provide student with breaks ➤ Develop and use cueing systems to prompt student to engage in proper behavior ➤ Positive greetings/encouragement at the door daily ➤ Behavior contract ➤ Other

<u>Office Managed Behaviors</u>	<u>Possible Interventions</u>
➤ Aggressive Behavior (physical or verbal) ➤ Bullying ➤ Harassment ➤ Stealing (contingent on value of item) ➤ Major property damage ➤ Inappropriate language directed to staff and/or intent to harm ➤ Drugs/ Alcohol/ Tobacco ➤ Gang activity ➤ Threats ➤ Fighting ➤ Weapons ➤ Electronic Violation - Sexual (Technology)	➤ Conference with Student ➤ Referral to Counselor/Other ➤ Parent Contact ➤ Parent Conference ➤ Intervention Team ➤ Safety Plan ➤ Threat Assessment (low/high) ➤ Attendance Referral ➤ Community Agency ➤ Other <i>*Exclusionary Discipline, aligned to SB100, must pose a threat to the school community or substantially disrupt, impede, or interfere with the learning environment.</i>

The goals and objectives of this policy are to provide effective corrective actions that: (1) ensure the safety and dignity of scholars and staff; (2) maintain a positive, weapons-free, and drug-free learning environment; (3) keep school property and the property of others secure; (4) address the causes of a scholar's misbehavior and provide opportunities for all individuals involved in an incident to participate in its resolution; and (5) teach scholars positive behavioral skills to become independent, self-disciplined citizens in the school community and society.

When and Where Conduct Rules Apply

A scholar is subject to corrective actions for engaging in prohibited scholar conduct, as described in the preceding section, whenever the scholar's conduct is reasonably related to school or school activities, including, but not limited to:

1. On, or within sight of, school grounds before, during, or after school hours or at any time;
2. Off school grounds at a school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school;
3. Traveling to or from school or a school activity, function, or event; or
4. Anywhere, including through the use of online platforms or electronic communication, if the conduct interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including, but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of scholars, staff, or school property.

Prohibited Scholar Conduct

The school administration is authorized to implement corrective actions to scholars for gross disobedience or misconduct, including but not limited to:

1. Using, possessing, distributing, purchasing, or selling tobacco or nicotine materials, including without limitation, electronic cigarettes.

2. Using, possessing, distributing, purchasing, or selling alcoholic beverages. Scholars who are under the influence of an alcoholic beverage are not permitted to attend school or school functions and are treated as though they had alcohol in their possession.
3. Using, possessing, distributing, purchasing, selling, or offering for sale:
 - a. Any illegal drug or controlled substance, or cannabis (including marijuana, hashish, and medical cannabis unless the scholar is authorized to be administered a medical cannabis infused product under Ashley's Law, 105 ILCS 5/22-33).
 - b. Any anabolic steroid unless it is being administered in accordance with a physician or licensed practitioner's prescription.
 - c. Any performance-enhancing substance on the Illinois High School Association's most current banned substance list unless administered in accordance with a physician or licensed practitioner's prescription.
 - d. Any prescription drug when not prescribed for the scholar by a physician or licensed practitioner, or when used in a manner inconsistent with the prescription or prescribing physician or licensed practitioner's instructions. The use or possession of medical cannabis, even by a scholar for whom medical cannabis has been prescribed, is prohibited unless the scholar is authorized to be administered a medical cannabis infused product under Ashley's Law.
 - e. Any inhalant, regardless of whether it contains an illegal drug or controlled substance: (a) that a scholar believes is, or represents to be capable of, causing intoxication, hallucination, excitement, or dulling of the brain or nervous system; or (b) about which the scholar engaged in behavior that would lead a reasonable person to believe that the scholar intended the inhalant to cause intoxication, hallucination, excitement, or dulling of the brain or nervous system. The prohibition in this section does not apply to a scholar's use of asthma or other legally prescribed inhalant medications.
 - f. Any substance inhaled, injected, smoked, consumed, or otherwise ingested or absorbed with the intention of causing a physiological or psychological change in the body, including without limitation, pure caffeine in tablet or powdered form.
 - g. Look-alike or counterfeit drugs, including a substance that is not prohibited by this policy, but one: (a) that a scholar believes to be, or represents to be, an illegal drug, controlled substance, or other substance that is prohibited by this policy; or (b) about which a scholar engaged in behavior that would lead a reasonable person to believe that the scholar expressly or impliedly represented to be an illegal drug, controlled substance, or other substance that is prohibited by this policy.
 - h. Drug paraphernalia, including devices that are or can be used to: (a) ingest, inhale, or inject cannabis or controlled substances into the body; and (b) grow, process, store, or conceal cannabis or controlled substances. Scholars who are under the influence of any prohibited substance are not permitted to attend school or school functions and are treated as though they had the prohibited substance in their possession.
4. Using, possessing, controlling, or transferring a weapon as that term is defined in the Weapons section of this policy, or otherwise violating the Weapons section of this policy, Board policy, or applicable ISBE guidance regarding weapons and school safety.
5. Using or possessing an electronic paging device.
6. Using a cellular telephone, video recording device, personal digital assistant (PDA), or other electronic device in any manner that disrupts the educational environment or violates the rights of others, including using the device to take photographs in locker rooms or bathrooms, cheat, or otherwise violate scholar conduct rules. Unless otherwise banned under this policy or by the Building Principal, all electronic devices must be kept powered off or silenced and out-of-sight

during the regular school day unless: (a) the supervising teacher grants permission; (b) use of the device is provided in a scholar's individualized education program (IEP) or Section 504 plan; (c) it is used during the scholar's lunch period, or (d) it is needed in an emergency that threatens the safety of scholars, staff, or other individuals.

7. Sexting, which, for purposes of this policy, is the act of creating, sending, sharing, viewing, receiving, or possessing sexually explicit messages, images, or videos electronically, regardless of where they are authentic or computer-generated, through the use of a computer, electronic communication device, or cellular phone. Sexting also includes creating, sending, sharing, viewing, receiving, or possessing indecent visual depictions, non-consensual dissemination of private sexual images, and non-consensual dissemination of sexually explicit digitized depictions, as defined State law. (sexting is never for consensual for minor children)
8. Using or possessing a laser pointer unless under a staff member's direct supervision and in the context of instruction.
9. Disobeying rules of scholar conduct or directives from staff members or school officials. Examples of disobeying staff directives include refusing a District staff member's request to stop, present school identification, or submit to a search.
10. Engaging in academic dishonesty, including cheating, intentionally plagiarizing, using a writing service and/or generative artificial intelligence technology in place of original work unless specifically authorized by staff, wrongfully giving or receiving help during an academic examination, altering report cards, and wrongfully obtaining test copies or scores. Scholars are encouraged to engage with emerging technologies, including generative artificial intelligence (AI) as a learning tool.
11. Engaging in hazing or any kind of bullying or aggressive behavior that does physical or psychological harm to a staff person and/or scholar or urging other scholars to engage in such conduct. Prohibited conduct specifically includes, without limitation, any use of violence, intimidation, force, noise, coercion, threats, stalking, harassment, sexual harassment, public humiliation, theft or destruction of property, retaliation, hazing, bullying, bullying using a school computer or a school computer network, or other comparable conduct.
12. Engaging in any sexual activity, including without limitation, offensive touching, sexual harassment, indecent exposure (including mooning), and sexual assault. This does not include the non-disruptive: (a) expression of gender or sexual orientation or preference, or (b) display of affection during non-instructional time.
13. Teen dating violence, as described in Board Policy [7:185](#), *Teen Dating Violence Prohibited*.
14. Causing or attempting to cause damage to, or stealing or attempting to steal, school property or another person's personal property.
15. Entering school property or a school facility without proper authorization.
16. In the absence of a reasonable belief that an emergency exists, calling emergency responders (such as calling 911); signaling or setting off alarms or signals indicating the presence of an emergency; or indicating the presence of a bomb or explosive device on school grounds, school bus, or at any school activity.
17. Being absent without a recognized excuse; State law and School Board policy regarding truancy control will be used with chronic and habitual truants.
18. Being involved with any public school fraternity, sorority, or secret society, by: (a) being a member; (b) promising to join; (c) pledging to become a member; or (d) soliciting any other person to join, promise to join, or be pledged to become a member.

19. Being involved in gangs or gang-related activities, including displaying gang symbols or paraphernalia.
20. Violating any criminal law, including but not limited to, assault, battery, arson, theft, gambling, eavesdropping, vandalism, and hazing.
21. Making an explicit threat on an Internet website against a school employee, a scholar, or any school-related personnel if the Internet website through which the threat was made is a site that was accessible within the school at the time the threat was made or was available to third parties who worked or studied within the school grounds at the time the threat was made, and the threat could be reasonably interpreted as threatening to the safety and security of the threatened individual because of his or her duties or employment status or status as a scholar inside the school.
22. Operating an unmanned aircraft system (UAS) or drone for any purpose on school grounds or at any school event unless granted permission by the Superintendent or designee.
23. Engaging in any activity, on or off campus, that interferes with, disrupts, or adversely affects the school environment, school operations, or an educational function, including but not limited to, conduct that may reasonably be considered to: (a) be a threat or an attempted intimidation of a staff member; or (b) endanger the health or safety of scholars, staff, or school property.

For purposes of this policy, the term possession includes having control, custody, or care, currently or in the past, of an object or substance, including situations in which the item is: (a) on the scholar's person; (b) contained in another item belonging to, or under the control of, the scholar, such as in the scholar's clothing, backpack, or automobile; (c) in a school's scholar locker, desk, or other school property; or (d) at any location on school property or at a school-sponsored event.

Efforts, including the use of positive interventions and supports, shall be made to deter scholars, while at school or a school-related event, from engaging in aggressive behavior that may reasonably produce physical or psychological harm to someone else. The Superintendent or designee shall ensure that the parent/guardian of a scholar who engages in aggressive behavior is notified of the incident. The failure to provide such notification does not limit the Board's authority to impose corrective actions, including suspension or expulsion, for such behavior.

No corrective actions shall be taken against any scholar that is based totally or in part on the refusal of the scholar's parent/guardian to administer or consent to the administration of psychotropic or psychostimulant medication to the scholar.

Corrective Actions Measures

School officials shall limit the number and duration of expulsions and out-of-school suspensions to the greatest extent practicable, and, where practicable and reasonable, shall consider forms of non-exclusionary corrective actions before using out-of-school suspensions or expulsions. School personnel shall not advise or encourage scholars to drop out voluntarily due to behavioral or academic difficulties. Potential corrective actions measures include, without limitation, any of the following:

1. Notifying parent(s)/guardian(s).
2. Corrective Actions conference.
3. Withholding of privileges.
4. Temporary removal from the classroom.
5. Return of property or restitution for lost, stolen, or damaged property.

6. In-school suspension. The Building Principal or designee shall ensure that the scholar is properly supervised.
7. After-school study or Saturday study provided the scholar's parent/guardian has been notified. If transportation arrangements cannot be agreed upon, an alternative corrective action measure must be used. The scholar must be supervised by the detaining teacher or the Building Principal or designee.
8. Community service with local public and nonprofit agencies that enhances community efforts to meet human, educational, environmental, or public safety needs. The District will not provide transportation. School administration shall use this option only as an alternative to another disciplinary measure, giving the scholar and/or parent/guardian the choice.
9. Seizure of contraband; confiscation and temporary retention of personal property that was used to violate this policy or school corrective actions rules.
10. Suspension of bus riding privileges in accordance with Board Policy [7:220, Bus Conduct](#).
11. Out-of-school suspension from school and all school activities in accordance with Board Policy [7:200, Suspension Procedures](#). A scholar who has been suspended shall also be restricted from being on school grounds and at school activities.
12. Expulsion from school and all school activities for a definite time period not to exceed two calendar years in accordance with Board Policy [7:210, Expulsion Procedures](#). A scholar who has been expelled shall also be restricted from being on school grounds and at school activities.
13. Transfer to an alternative program if the scholar is expelled or otherwise qualifies for the transfer under State law. The transfer shall be in the manner provided in [Article 13A](#) or [13B of the Illinois School Code](#). See 105 ILCS 5/13A *et seq.*; 105 ILCS 5/13B *et seq.*
14. Notifying juvenile authorities or other law enforcement whenever the conduct involves criminal activity, including but not limited to, illegal drugs (controlled substances), look-alikes, alcohol, or weapons or in other circumstances as authorized by the reciprocal reporting agreement between the District and local law enforcement agencies.

The above list of corrective actions measures is a range of options that will not always be applicable in every case. In some circumstances, it may not be possible to avoid suspending or expelling a scholar because behavioral interventions, other than a suspension and expulsion, will not be appropriate and available, and the only reasonable and practical way to resolve the threat and/or address the disruption is a suspension or expulsion. Scholars enrolled in the District's State-funded preschool program(s) may be temporarily removed or transitioned to a new program in accordance with federal and State law. State law prohibits the expulsion of scholars from the program(s).

Corporal punishment is prohibited. Corporal punishment is defined as slapping, paddling, or prolonged maintenance of scholars in physically painful positions, or intentional infliction of bodily harm. Corporal punishment does not include reasonable force as needed to maintain safety for scholars, staff, or other persons, or for the purpose of self-defense or defense of property.

Isolated Time Out, Time Out, and Physical Restraint

Isolated time out, time out, and physical restraint shall only be used if the scholar's behavior presents an imminent danger of serious physical harm to the scholar or others, other less restrictive and intrusive measures were tried and proven ineffective in stopping the imminent danger of serious physical harm, there is no known medical contraindication to its use on the scholar, and the school staff members or

members applying the intervention have been trained in its safe application pursuant to Illinois law. The school may not use isolated time out, time out, and physical restraint as discipline or punishment, convenience for staff, retaliation, a substitute for appropriate educational or behavioral support, a routine safety matter, or to prevent property damage in the absence of imminent danger of serious physical harm to the scholar or others. The use of prone restraint is prohibited.

Weapons

A scholar who is determined to have brought one of the following objects to school, any school-sponsored activity or event, or any activity or event that bears a reasonable relationship to school may be expelled for a period of at least one calendar year but not more than two calendar years:

1. A firearm, meaning any gun, rifle, shotgun, or weapon as defined by Section 921 of Title 18 of the United States Code ([18 U.S.C. § 921](#)), firearm as defined in Section 1.1 of the Firearm Owners Identification Card Act ([430 ILCS 65/](#)), or firearm as defined in Section 24-1 of the Criminal Code of 1961 ([720 ILCS 5/24-1](#)).
2. A knife, brass knuckles, or other knuckle weapon regardless of its composition, a billy club, or any other object if used or attempted to be used to cause bodily harm, including look-alikes of any firearm as defined above.

The expulsion requirement under either paragraph 1 or 2 above may be modified by the Superintendent, and the Superintendent's determination may be modified by the Board on a case-by-case basis. The Superintendent or designee may grant an exception to this policy, upon the prior request of an adult supervisor, for scholars in theater, cooking, ROTC, martial arts, and similar programs, whether or not school-sponsored, provided the item is not equipped, nor intended, to do bodily harm.

This policy's prohibitions concerning weapons apply regardless of whether: (1) a scholar is licensed to carry a concealed firearm, or (2) the Board permits visitors, who are licensed to carry a concealed firearm, to store a firearm in a locked vehicle in a school parking area.

Gang & Gang Activity Prohibited

"Gang" is defined as any group, club or organization of two or more persons whose purposes include the commission of illegal acts. No scholar on or about school property or at any school activity or whenever the scholar's conduct is reasonably related to a school activity, shall: (1) wear, possess, use, distribute, display, or sell any clothing, jewelry, paraphernalia or other items which reasonably could be regarded as gang symbols; commit any act or omission, or use either verbal or non-verbal gestures, or handshakes showing membership or affiliation in a gang; or (2) use any speech or commit any act or omission in furtherance of the interest of any gang or gang activity, including, but not limited to, soliciting others for membership in any gangs; (3) request any person to pay protection or otherwise intimidate, harass or threaten any person; (4) commit any other illegal act or other violation of district policies, (5) or incite other scholars to act with physical violence upon any other person.

Re-Engagement of Returning Scholars

The Superintendent or designee shall maintain a process to facilitate the re-engagement of scholars who are returning from a long-term out-of-school suspension, expulsion, or an alternative school setting. The goal of re-engagement shall be to support the scholar's ability to be successful in school following a period of exclusionary discipline and shall include the opportunity for scholars who have been suspended to complete or make up work for equivalent academic credit.

Required Notices

A school staff member shall immediately notify the office of the Building Principal in the event that he or she: (1) observes any person in possession of a firearm on or around school grounds; however, such action may be delayed if immediate notice would endanger scholars under his or her supervision; (2) observes or has reason to suspect that any person on school grounds is or was involved in a drug-related incident; or (3) observes a battery committed against any staff member or is subject to a battery. School grounds include modes of transportation to school activities and any public way within 1000 feet of the school, as well as school property itself.

Additionally, school officials must notify the office of the principal upon the occurrence of one of the following situations:

1. they observe any person in possession of a firearm on school grounds;
2. they become aware of any person in possession of a firearm on school grounds; or
3. they become aware of any threat of gun violence on school grounds.

In the event that the report is related to a threat of firearm violence made by a scholar, the principal of their designee must attempt to notify that scholar's parent/guardian as soon as possible, so that they can ensure the scholar does not have access to a firearm.

Upon receiving a report of (1), above, the Building Principal or designee shall immediately notify the local law enforcement. In addition, upon receiving a report of any of the above (1)-(3), the Building Principal or designee shall notify the Superintendent or designee and, if a scholar is reportedly in possession of a firearm, also any involved scholar's parent/guardian.

Upon receiving a report on any of the above (1)-(3), the Superintendent or designee shall immediately notify local law enforcement. The Superintendent or designee shall also report incidents involving battery against staff members to the ISBE through its web-based School Incident Reporting System as they occur during the year and no later than August 1 for the preceding school year.

Delegation of Authority

Each teacher, and any other school personnel when scholars are under his or her charge, is authorized to impose any corrective actions measure, other than suspension, expulsion, corporal punishment, or in-school suspension, that is appropriate and in accordance with the policies and rules on scholar corrective actions. Teachers, other certificated (i.e., licensed) educational employees, and other persons providing a related service for or with respect to a scholar, may use reasonable force as needed to maintain safety for other scholars, school personnel, or other persons, or for the purpose of self-defense or defense of property

and in compliance with the Isolated Time Out, Time Out, and Physical Restraint procedures as outlined above. Teachers may temporarily remove scholars from a classroom for disruptive behavior.

The Superintendent, Building Principal, Assistant Principal, or Dean of Scholars is authorized to impose the same corrective actions measures as teachers and may suspend scholars guilty of gross disobedience or misconduct from school (including all school functions) and from riding the school bus, up to 10 consecutive school days, provided the appropriate procedures are followed. The Board may suspend a scholar from riding the bus in excess of 10 school days for safety reasons.

Scholar Handbook

The Superintendent, with input from the parent-teacher advisory committee shall prepare corrective action rules implementing the District's corrective action policies. These corrective action rules shall be presented annually to the Board for its review and approval.

A scholar handbook, including the District corrective action policies and rules, shall be distributed to the scholars' parents/guardians within 15 days of the beginning of the school year or a scholar's enrollment.

Cross-References:

Board Policy 7:190, *Student Behavior*

Suspension Procedures

In-School Suspension

The Superintendent or designee is authorized to maintain an in-school suspension program. The program shall include, at a minimum, each of the following:

1. Before assigning a scholar to in-school suspension, the charges will be explained and the scholar will be given an opportunity to respond to the charges (including parent communication prior to moving a scholar from their regular learning environment).
2. Scholars are supervised by licensed school personnel.
3. Scholars are given the opportunity to complete classroom work during the in-school suspension for equivalent academic credit.

Out-of-School Suspension

The Superintendent or designee shall implement suspension procedures that provide, at a minimum, for each of the following:

1. A conference during which the charges will be explained and the scholar will be given an opportunity to respond to the charges before he or she may be suspended.
2. A pre-suspension conference is not required, and the scholar can be immediately suspended when the scholar's presence poses a continuing danger to persons or property or an ongoing threat of disruption to the educational process. In such cases, the notice and conference shall follow as soon as practicable.
3. An attempted phone call to the scholar's parent(s)/guardian(s) (including a minimum of three documented attempts to contact a parent/guardian using phone numbers in Skyward)
4. A written notice of the suspension to the parent(s)/guardian(s) and the scholar, which shall:
 - a. Provide notice to the parent(s)/guardian(s) of their child's right to a review of the suspension;
 - b. Include information about an opportunity to make up work missed during the suspension for equivalent academic credit;
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to suspend;
 - d. Provide rationale or an explanation of how the chosen number of suspension days will address the threat or disruption posed by the scholar or his or her act of gross disobedience or misconduct; and
 - e. Depending upon the length of the out-of-school suspension, include the following applicable information:
 - i. For a suspension of 3 school days or less, an explanation that the scholar's continuing presence in school would either pose:
 1. A threat to school safety, or
 2. A disruption to other scholars' learning opportunities.
 - ii. For a suspension of 4 or more school days, an explanation:

1. That other appropriate and available behavioral and disciplinary interventions have been exhausted,
2. As to whether school officials attempted other interventions or determined that no other interventions were available for the scholar, and
3. That the scholar's continuing presence in school would either:
 - a. Pose a threat to the safety of other scholars, staff, or members of the school community, or
 - b. Substantially disrupt, impede, or interfere with the operation of the school.
- iii. For a suspension of 4 or more school days, the information listed in section 4.e.ii., above, along with documentation by the Building Administration determining what, if any, appropriate and available support services will be provided to the scholar during the length of his or her suspension.
5. A summary of the notice, including the reason for the suspension and the suspension length, must be given to the Board by the Superintendent or designee.
6. Upon request of the parent(s)/guardian(s), a review of the suspension shall be conducted by the Board or a hearing officer appointed by the Board.
 - a. At the review, the scholar's parent(s)/guardian(s) may appear with a representative of their choice and at their expense, be accompanied by a support person of their choice and at their expense, disclose any factor to be considered in mitigation (including the scholar's status as a parent, expectant parent, or victim of domestic or sexual violence as defined in 105 ILCS 5/26A and discuss the suspension with the Board or its hearing officer. Any representative and support person must comply with hearing rules and may be prohibited from further participation if they violate the rules or engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or anyone else in attendance at the hearing.
 - b. If the review involves allegations of sexual violence by the scholar, neither the scholar nor the scholar's representative shall directly question nor have direct contact with the alleged victim. The scholar or the scholar's representative may, at the discretion of the Board or its hearing officer, suggest questions to be posed by the Board or its hearing officer to the alleged victim.
 - c. Whenever there is evidence that mental illness may be the cause for the suspension, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
 - d. After presentation of the evidence or receipt of the hearing officer's report, the Board shall take such action as it finds appropriate. If the suspension is upheld, the Board's written suspension decision shall specifically detail items (a) and (e) in number 4, above.

Cross-Reference:

Board Policy 7:200, *Suspension Procedures*

Expulsion Procedures

The Superintendent or designee shall implement expulsion procedures that provide, at a minimum, for the following:

1. Before a scholar may be expelled, the scholar and his or her parent(s)/guardian(s) shall be provided a written request to appear at a hearing to determine whether the scholar should be expelled. The request shall be sent by registered or certified mail, return receipt requested. The request shall:
 - a. Include the time, date, and place for the hearing.
 - b. Briefly describe what will happen during the hearing.
 - c. Detail the specific act of gross disobedience or misconduct resulting in the decision to recommend expulsion.
 - d. Inform the scholar and parent(s)/guardian(s) that a representative of their choice and at their expense is permitted to represent the scholar throughout the proceedings and to address the Board or its hearing officer.
 - e. Inform the scholar and parent(s)/guardian(s) that a support person of their choice and at their expense is permitted to accompany the scholar throughout the proceedings.
 - f. List the scholar's prior suspension(s).
 - g. State that the School Code allows the Board of Education to expel a scholar for a definite period of time not to exceed 2 calendar years, as determined on a case-by-case basis.
 - h. Ask that the scholar or parent(s)/guardian(s) or attorney inform the Superintendent or Board Attorney if the scholar will be represented by an attorney and, if so, the attorney's name and contact information.
2. Unless the scholar and parent(s)/guardian(s) indicate that they do not want a hearing or fail to appear at the designated time and place, the hearing will proceed. It shall be conducted by the Board or a hearing officer appointed by it. If a hearing officer is appointed, he or she shall report to the Board the evidence presented at the hearing and the Board shall take such final action as it finds appropriate.
3. Whenever there is evidence that mental illness may be the cause for the recommended expulsion, the Superintendent or designee shall invite a representative from a local mental health agency to consult with the Board.
4. During the expulsion hearing, the Board or hearing officer shall hear evidence concerning whether the scholar is guilty of the gross disobedience or misconduct as charged.
 - a. School officials must provide: (1) testimony of any other interventions attempted and exhausted or of their determination that no other appropriate and available interventions were available for the scholar, and (2) evidence of the threat or disruption posed by the scholar.
 - b. The scholar and his or her parent(s)/guardian(s) may be represented by counsel, offer evidence, present witnesses, cross-examine witnesses who testified, and otherwise present reasons why the scholar should not be expelled. Any representative and support person must comply with hearing rules and may be prohibited from further participation if they violate the rules or engage in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or anyone else in attendance at the hearing

5. After presentation of the evidence or receipt of the hearing officer's report, the Board shall decide the issue of guilt and take such action as it finds appropriate.
6. If the Board acts to expel the scholar, its written expulsion decision shall:
 - a. Detail the specific reason why removing the scholar from his or her learning environment is in the best interest of the school.
 - b. Provide a rationale for the specific duration of the recommended expulsion.
 - c. Document how school officials determined that all behavioral and disciplinary interventions have been exhausted by specifying which interventions were attempted or whether school officials determined that no other appropriate and available interventions existed for the scholar.
 - d. Document how the scholar's continuing presence in school would (1) pose a threat to the safety of other scholars, staff, or members of the school community, or (2) substantially disrupt, impede, or interfere with the operation of the school.

Upon expulsion, the District may refer the scholar to appropriate and available support services.

Cross-Reference:

Board Policy 7:210, *Expulsion Procedures*

Misconduct by Students with Disabilities

Behavioral Interventions

Behavioral interventions shall be used with scholars with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors. The Board of Education will establish and maintain a committee to develop, implement, and monitor procedures on the use of behavioral interventions for children with disabilities.

Discipline of Scholars with Special Education Needs

The District shall comply with the Individuals With Disabilities Education Act ("IDEA") and the Illinois State Board of Education's Special Education rules when disciplining scholars with special education needs. No scholar shall be expelled if the scholar's particular act of gross disobedience or misconduct is determined to be a manifestation of his or her disability.

Functional Behavioral Assessment and Behavior Intervention Plan

When a child with a disability exhibits severe behavioral difficulties, schools have a responsibility to focus on positive and proactive approaches rather than relying on exclusionary practices. A functional behavioral assessment (FBA) refers to a school-based team that meets to examine the child's problem behaviors to figure out when, where, and why they are occurring. A behavior management plan (BIP) provides the school with an action plan so that when the problem behavior occurs, teachers and schools will know how to respond.

School Suspensions/Expulsions or Disciplinary Removals

Scholars with disabilities can be suspended for up to 10 school days, much like any other scholar. However, scholars with disabilities have special rights if the District wants to suspend them for more than 10 cumulative school days in the same year or expel them. Expulsion and suspensions over cumulative 10 school days have such an effect on a special education scholars that they are considered a change in placement.

Manifestation Determination Review Meeting

If the District wants to expel or suspend a scholar with a disability for more than 10 cumulative school days, it must convene a manifestation determination review meeting. The MDR must be held within 10 school days of the District's notice of any decision to change the placement of the scholar with a disability because of a violation of this code of student conduct. This meeting is to determine if the behavior was caused by or had a direct and substantial relationship to the child's disability. The IEP team should also look to see if the child's IEP was being followed.

If the IEP team decides that the behavior was a manifestation of the scholar's disability, the District cannot expel the scholar or suspend the scholar for more than 10 school days. If the behavior was NOT a manifestation, the District CAN expel or suspend the scholar for over 10 school days. The scholar will still be entitled to educational services while suspended or expelled. However, certain exceptions apply. *See* Interim Alternative Education Setting section below.

Expulsion

Expulsion is the most severe discipline that a school administrator can impose. If the behavior was NOT a manifestation of the disability, the scholar in special education can be expelled like any other scholar, though the scholar shall be entitled to a Free and Appropriate Public Education ("FAPE") during the term of the expulsion. The Board will determine if the facts warrant expulsion. However, unlike other expelled scholars, the District must still provide educational services for the special education scholar who has been expelled. The District's expulsion hearing officer does not decide where the scholar will be schooled during expulsion. The IEP team, including the parent, decides where continued school services will be provided, but it could be an alternative school or home based.

Interim Alternative Educational Setting (IAES)

The District has alternatives for disciplining scholars with disabilities. School authorities can remove a scholar for not more than 45 school days for the following:

1. Carrying a weapon to school OR to a school function ,
2. Knowingly possessing or using illegal drugs at school or a school function, OR
3. Inflicting serious bodily injury on another person while at school or a school function.

The scholar will then attend an interim alternative educational setting (“IAES”). When there are weapons, drugs, or serious injury, the scholar can be sent to an IAES even if the IEP team decides the behavior was a manifestation of the scholar’s disability.

Cross-References:

Board Policy 7:230, Misconduct by Students with Disabilities

Suspension and Expulsion in Early Childhood

Position Statement on Preventing Expulsion of Children Birth to Five: In accordance with Public Act 100-0105, RIMSD 41 Early Childhood Program does not support suspension and/or expulsion in early childhood.

When a child shows consistently challenging behaviors, the following steps are followed to address the child’s needs and keep him/her in the program:

1. Initial observations of challenging behaviors
2. Consultation with the School Social Worker, School Psychologist, and the early childhood special education evaluation team
3. Communication with the family, family input in any intervention, and/or referral for MTSS (Multiple System of Support) with the early childhood team
4. Via MTSS problem-solving, the team may develop a plan to be implemented by school personnel, family, and/or referral to outside resources
5. A referral may be warranted to conduct a comprehensive multidisciplinary case study evaluation (Child Find, IDEA). If so, the early childhood team will provide parental notification of meeting, obtain parental permission for evaluation, and determine eligibility for special education services.

Additionally, professional development training and resources related to behavior management, crisis prevention, and social-emotional learning (Nonviolent Crisis Intervention - Crisis Prevention Institute Training and/or Conscious Discipline Social Emotional Learning) are provided to all early childhood staff.

Should a situation arise where there is documented evidence that all possible interventions and supports recommended by qualified professionals have been exhausted, and it is unanimously determined by the family, teacher, program administrators, and other service providers that another setting is more appropriate for the well-being of the child, the team will work together to develop a seamless transition plan and use that plan to implement a smooth transition.

Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a scholar’s ability to learn and a school’s ability to educate. Preventing scholars from engaging in these disruptive behaviors and providing all scholars equal access to a safe, non-hostile learning environment are important district and school goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge from military service, sex, sexual orientation, gender orientation, gender-related identity or

expression, ancestry, age, religion, physical or mental disability, physical appearance, socioeconomic status, academic status, order of protection status, homelessness, actual or marital status, parenting status, pregnancy, parenting status, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic **is prohibited** in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a non-school-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the school district or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school.

Bullying includes cyber-bullying and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a scholar or scholars that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the scholar or scholars in reasonable fear of harm to the scholar's or scholars' person or property;
2. Causing a substantially detrimental effect on the scholar's or scholars' physical or mental health;
3. Substantially interfering with the scholar's or scholars' academic performance; or
4. Substantially interfering with the scholar's or scholars' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. Cyberbullying includes: (1) the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of bullying; (2) the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of bullying; and (3) the posting or distribution of an unauthorized digital replica by electronic means if the posting or distribution creates any of the effects enumerated in the definition of bullying.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, posting or distributing

sexually explicit images, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

Scholars are encouraged to immediately report bullying. A report may be made orally or in writing to the Building Principal, nondiscrimination coordinator, district complaint manager or any staff member with whom the scholar is comfortable speaking. All school staff members are available for help with a bully or to make a report about bullying. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the district complaint manager or any staff member. Anonymous reports are also accepted by phone call or in writing.

Nondiscrimination/Title IX Coordinator:

Dr. Dominique Moore, Assistant Superintendent of Human Resources
2000 7th Avenue Rock Island, IL 61201
dominique.moore@rimsd41.org
309-793-5900 ext. 10282

Complaint Managers:

Alicia Sanders, Director of Student Services
2000 7th Avenue Rock Island, IL 61201
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A reprisal or retaliation against any person who reports an act of bullying is prohibited. A scholar's act of reprisal or retaliation will be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.

A scholar will not be punished for reporting bullying or supplying information, even if the school's investigation concludes that no bullying occurred. However, knowingly making a false accusation or providing knowingly false information will be treated as bullying for purposes of determining any consequences or other appropriate remedial actions.

Scholars and parents/guardians are also encouraged to read the following Board Policies: [7:20, Harassment of Students Prohibited](#) and [7:180, Prevention of and Response to Bullying, Intimidation and Harassment](#).

Consistent with federal and State laws and rules governing scholar privacy rights, the parents/guardians of all students involved in an alleged incident of bullying will be notified of such, along with threats, suggestions, or instances of self-harm determined to be the result of bullying, within 24 hours after the school's administration is made aware of the student's involvement in the incident. The term "bullying incident" includes individual instances of bullying, as well as all threats, suggestions, or instances of self-harm determined to be a result of bullying. Notification to a parent or guardian shall include, as

appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.

Cross-References:

Board Policy 7:20, *Harassment of Students Prohibited*

Board Policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*

Board Policy 7:190, *Student Behavior*

Board Policy 2:260, *Uniform Grievance Procedure*

Harassment of Scholars Prohibited

No person, including a District employee or agent, or scholar, shall harass, intimidate, or bully a scholar on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects the tangible benefits of education, that unreasonably interferes with a scholar's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred of or prejudice toward of one of the characteristics stated above.

Sexual Harassment Prohibited - The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by state and federal law. See Board Policies [2:265](#), *Title IX Sexual Harassment Grievance Procedure*, and [2:260](#), *Uniform Grievance Procedure*.

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or scholar, engages in Title IX Sexual Harassment when that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. Sexual assault as defined in or stalking as defined in District policy and federal law.

Examples of sexual harassment include, but are not limited to, touching, rape, sexual battery, sexual abuse, sexual coercion, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Teen Dating Violence Prohibited - Engaging in teen dating violence that takes place at school, on school property, at school-sponsored activities, or in vehicles used for school-provided transportation is prohibited. For purposes of this policy, the term teen dating violence occurs whenever a scholar who is 13

to 19 years of age uses or threatens to use physical, mental, or emotional abuse to control an individual in the dating relationship; or uses or threatens to use sexual violence in the dating relationship.

Making a Report or Complaint - Scholars are encouraged to promptly report claims or incidences of bullying, intimidation, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Principal, Dean of Scholars, a Complaint Manager, or any employee with whom the scholar is comfortable speaking. A scholar may choose to report to an employee of the same gender.

District Reports under this policy will be considered a report under Board Policy [2:260](#), *Uniform Grievance Procedure*, and/or Board Policy [2:265](#), *Title IX Sexual Harassment Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

Nondiscrimination/Title IX Coordinator:

Dr. Dominique Moore, Assistant Superintendent of Human Resources
2000 7th Avenue Rock Island, IL 61201
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The Superintendent shall use reasonable measures to inform staff members and scholars of the policy by including:

1. For scholars, age-appropriate information about the contents of this policy in the District's scholar handbook(s), on the District's website, and, if applicable, in any other area where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy is in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. Any employee who fails to promptly comply may be disciplined, up to and including discharge. Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.), the Nondiscrimination Coordinator or designee shall consider whether action under Board Policy [2:265, Title IX Sexual Harassment Grievance Procedure](#), should be initiated.

For any other alleged scholar harassment that does not require action under Board Policy [2:265, Title IX Sexual Harassment Grievance Procedure](#), the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under Board Policies [2:260, Uniform Grievance Procedure](#), and/or [7:190, Student Behavior](#), should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Exploitation of a Child by School Personnel

An alleged incident of sexual exploitation is an incident of sexual abuse of a child, as defined in [720 ILCS 5/11-9.1A\(b\)](#), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to Board Policy [5:90, Abused and Neglected Child Reporting](#). In addition to reporting the suspected abuse, the complaint shall also be processed under Board Policy [2:265, Title IX Sexual Harassment Grievance Procedure](#), or Board Policy [2:260, Uniform Grievance Procedure](#).

Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to discipline.

Enforcement

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District scholar who is determined, after an investigation, to

have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action.

Retaliation Prohibited

Retaliation against any person for bringing complaints or providing information about harassment is prohibited. See Board Policies [2:260, Uniform Grievance Procedure](#), [2:265, Title IX Sexual Harassment Grievance Procedure](#). Scholars should report allegations of retaliation to the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Cross-References:

Board Policy 7:20, Harassment of Students Prohibited

Board Policy 2:265, Title IX Sexual Harassment Grievance Procedure

Board Policy 2:260, Uniform Grievance Procedure

Board Policy 7:190, Student Behavior

Board Policy 5:90, Abused and Neglected Child Reporting

Board Policy 7:185, Teen Dating Violence Prohibited

Elementary Grades K-6 Categories of Effective Corrective Action Practices and Outcomes	
Category 1 Category 1 acts of effective corrective actions interventions for misbehaviors which interfere with the orderly operation of the school program, classroom activities, or school related activities. Teachers and/or staff members will respond to Category 1 disruptions based on the circumstances and actions of the scholar(s).	
Category 1 infractions may include but are not limited to: ● Inappropriate behavior which results in a disruption of the school day in the classroom ● Throwing objects at scholars and staff, non-threatening ● Encouraging others to fight	Appropriate Intervention Action: There is immediate intervention of Category 1 infractions by the teacher, staff member, and/or administrator who is supervising the scholar or who observes the misbehavior. One or more of the following consequences may occur but are not limited to: ● Learning Opportunity ● Reflection Room ● Referral to the Building Counselor ● Mediated Conversation(s) ● Conference with Parent/Teacher/Counselor/Dean ● Alternative to Suspension ● 1 to 2 Day Out of School Suspension

Category 2

Category 2 acts of effective corrective actions intervention require the additional attention of building administration because they are too disruptive, too frequent, or too serious to be handled by school staff members while they are supervising or teaching other scholars. Under administrative discretion, it may be necessary to elevate to a higher level of appropriate interventions of teachers and/or staff members.

Category 2 infractions may include but are not limited to:

- Physical Fighting
- Hitting / Slapping / Kicking / Shoving / Running Over
- Bullying and Harassment, including Cyber-Bullying
- Theft
- Biting
- Vandalism
- Lewd or Licentious Behavior
- Purposeful Damage to School Property
- Intentional Spitting or Spreading Bodily Fluids
- Physical and Verbal Threats
- Throwing Objects at Others on Purpose
- Inappropriate Behavior which results in a wide disruption of school (cafeteria, hallways, etc.)
- Plan/Plotting to hurt other scholars
- Deliberately pulling fire alarm
- Violation of scholar privacy, taking or distributing photos without consent in scholar locker rooms and bathrooms
- Possession of Tobacco, Marijuana, or Drug Paraphernalia
- Distribution of sexually inappropriate videos or photos of other scholars

Appropriate Intervention Action:

The scholar is referred to the administration for appropriate corrective action. The administrator will meet with the scholar and will determine the most appropriate response. Repeated Category 2 acts may require the implementation of Category 3 actions. One or more of the following appropriate intervention actions may occur but are not limited to:

- Reflection Room
- Referral to the Counselor
- Mediated Conversation(s)
- Conference with Parent/Teacher/Counselor/Dean
- Alternative to Suspension
- In School Suspension
- 1 to 5 days of Out of School Suspension (Superintendent and/or Designee permission for 4 or 5 days of Out of School Suspension)

Category 3

Category 3 effective corrective actions interventions involve acts of serious disruption directed against persons or property and consequences which may endanger the health and safety of others in the school.

Category 3 acts are handled by the administration. The corrective actions interventions will be determined by the extent of the resources available and what is in the best interest of all scholars. Under administrative discretion, it may be necessary to elevate to a higher level of offense with appropriate interventions (i.e. repeated offenses or age of scholar). These infractions include but are not limited to:

Appropriate Intervention Action:

- Reflection Room
- Referral to the Counselor
- Mediated Conversation(s)
- Conference with Parent/Teacher/Counselor/Dean
- Alternative to Suspension
- In School Suspension

• Sexual Harassment • Look-alike* weapon possession • Battery, behaviors which cause scholar injuries • Threats of physical injury to staff *look-alikes: Any substance or item which is not, but reasonably appears to be, is believed to be, or is to be represented to be, the real substance or item. Ex: a green leafy plant material, which is claimed, believed, or appears to be marijuana.	• 1 to 3 days of Out of School Suspension • 4 to 7 days of Out of School Suspension (Superintendent and/or Designee permission for 4 - 7 days of Out of School Suspension)
Category 4 Category 4 effective corrective actions interventions involve actions which are so serious that they typically require administrative actions which result in some type of removal of the scholar from the school.	
Category 4 acts of misconduct represent a clear and present danger or disruption and may involve the intervention of law enforcement authorities and action by the Board of Education. These infractions include but are not limited to: • Threats of school-wide violence and extreme physical injury • Extreme physical injury to staff/scholar • Arson • Specific/planned threats of injury to staff • Inciting mob action • Possession of weapon • Possession/distribution of drugs	Appropriate Intervention Action: The administrator investigates the offense, confers with staff member(s) and scholar(s) involved, and meets with the scholar. If the administrator determines that facts revealed during investigation warrants immediate removal from the school environment, parent(s)/guardian(s) are notified. Consequences for Category 4 offenses are based on the seriousness of the incident and become more restrictive as the behavior persists. One or more of the following consequences may occur but are not limited to: • Reflection Room • Referral to the Counselor • Mediated Conversation(s) • Conference with Parent/Teacher/Counselor/Dean • Alternative to Suspension • In School Suspension • 1 to 3 days of Out of School Suspension • 4 to 10 days of Out of School Suspension (Superintendent and/or Designee permission for 4 - 10 days of Out of School Suspension) • Manifestation of Determination Review (if applicable to a corrective actions change of placement) • Possible Expulsion

Involvement of law enforcement officials: School officials will contact law enforcement officials if and when appropriate.

A complete and accurate report is submitted for review to the Director of Student Services whenever consequences for a Category 4 infraction are given. Administration will submit all recommendations for expulsions to the Director of Student Services for review and processing. The Director will, in turn, follow board policy and inform the Superintendent of Schools and Board of Education as warranted or specified by law.

Secondary Grades 7-12 Categories of Effective Corrective Action Practices and Outcomes	
Category 1 Category 1 acts of effective corrective actions interventions for misbehaviors which interfere with the orderly operation of the school program, classroom activities, or school related activities. Teachers and/or staff members will respond to Category 1 disruptions based on the circumstances and actions of the scholar(s).	
Category 1 infractions may include but are not limited to: • Displaying gang signs • Inappropriate behavior which results in a disruption of the school day in the classroom or on school grounds • Intentional interference of staff preventing them from maintaining a safe and orderly learning environment • Encouraging others to fight	Appropriate Intervention Action: There is immediate intervention of Category 1 infractions by the teacher, staff member, and/or administrator who is supervising the scholar or who observes the misbehavior. One or more of the following consequences may occur but are not limited to: • Learning Opportunity • Reflection Room Referral • Reintegration Day • Referral to Counselor • Mediated Conversation(s) • Conversations with Parent/Teacher/Counselor/Dean • Alternative to Suspension (ATS) • In School Suspension (ISS) • 1 to 3 days Out of School Suspension (OSS)
Category 2 Category 2 acts of effective corrective actions intervention require the additional attention of building administration because they are too disruptive, too frequent, or too serious to be handled by school staff members while they are supervising or teaching other scholars. Under administrative discretion, it may be necessary to elevate to a higher level of appropriate interventions of teachers and/or staff members.	
Category 2 infractions may include but are not limited to: • Theft • Vandalism • Throwing objects at scholars and staff • Hitting/Slapping/Kicking	Appropriate Intervention Action: The scholar is referred to the administration for appropriate corrective action. The administrator will meet with the scholar and will determine the most appropriate response. Repeated Category 2

● Extortion ● Stalking/Violation of Privacy ● Lewd or Licentious/inappropriate behavior ● Harassment (non-sexual in nature) ● Bullying (including cyberbullying) ● Physical Fighting ● Less severe scholar threats ● Possession of Tobacco, Marijuana or Drug Paraphernalia ● Alcohol/Marijuana: Use or Possession ● Distribution of inappropriate videos or photos of other scholars	acts may require the implementation of Category 3 actions. One or more of the following appropriate intervention actions may occur but are not limited to: ● Learning Opportunity ● Reflection Room Referral ● Reintegration Day ● Referral to Counselor ● Mediated Conversation(s) ● Conversations with Parent/Teacher/Counselor/Dean ● Alternative to Suspension (ATS) ● In School Suspension (ISS) ● 1 to 3 days Out of School Suspension (OSS) ● 4 to 7 days of Out of School Suspension (Superintendent and/or Designee permission for 4 to 7 days of Out of School Suspension)
Category 3 Category 3 effective corrective actions interventions involve acts of serious disruption directed against persons or property and consequences which may endanger the health and safety of others in the school.	
Category 3 acts are handled by the administration. The disciplinary interventions will be determined by the extent of the resources available and what is in the best interest of all scholars. Under administrative discretion, it may be necessary to elevate to a higher level of offense with appropriate interventions (i.e. repeated offenses or age of scholar). These infractions include but are not limited to: ● Deliberately pulling fire alarm or discharging a fire extinguisher ● Drugs (Unauthorized Controlled Substances or Narcotics): Use or Possession ● Threats of serious or significant injury to peers ● Sexual Harassment ● Distribution of sexually inappropriate videos or photos of self or other scholars ● Intentional placement of body fluids on another person/belongings ● Battery, behaviors which cause scholar injuries ● Battery to staff, inappropriate or unsolicited touching	Appropriate Intervention Action: ● Reflection Room ● Referral to Counselor ● Mediated Conversation(s) ● Conference with Parent/Teacher/Counselor/Dean ● Alternative to Suspension ● In School Suspension ● 1 to 3 days of Out of School Suspension ● 4 to 10 days of Out of School Suspension (Superintendent and/or Designee permission for 4 - 10 days of Out of School Suspension) ● Manifestation Determination Review (if applicable to a corrective action change of placement)

• Intimidation, exposing another to hate or ridicule • Threats of physical injury to staff	
Category 4 Category 4 effective corrective actions interventions involve actions which are so serious that they typically require administrative actions which result in some type of removal of the scholar from the school	
Category 4 acts of misconduct represent a clear and present danger or disruption and may involve the intervention of law enforcement authorities and action by the Board of Education. These infractions include but are not limited to: • Threats of school wide violence • Inciting mob action • Arson • Possession of weapon or look-alike* • Specific/planned threats of injury to staff • Distribution of drugs/alcohol on school property • Battery and other similar behaviors which cause intentional physical injury to staff • Sexual Assault of another scholar on campus or during school event *look-alikes: Any substance or item which is not, but reasonably appears to be, is believed to be, or is to be represented to be, the real substance or item. Ex: a green leafy plant material, which is claimed, believed, or appears to be marijuana.	Appropriate Intervention Action: The administrator investigates the offense, confers with staff member(s) and scholar(s) involved, and meets with the scholar. If the administrator determines that facts revealed during investigation warrants immediate removal from the school environment, parent(s)/guardian(s) are notified. Consequences for Category 4 offenses are based on the seriousness of the incident and become more restrictive as the behavior persists. One or more of the following consequences may occur but are not limited to: • Reflection Room • Referral to Counselor • Mediated Conversation(s) • Conference with Parent/Teacher/Counselor/Dean • Alternative to Suspension • In School Suspension • 1 to 3 days of Out of School Suspension • 4 to 10 days of Out of School Suspension (Superintendent and/or Designee permission for 4 - 10 days of Out of School Suspension) • Manifestation of Determination Review (if applicable to a corrective actions change of placement) • Possible Expulsion

Involvement of law enforcement officials: School officials will contact law enforcement officials if and when appropriate.

A complete and accurate report is submitted for review to the Director of Student Services whenever consequences for a Category 4 infraction are given. Administration will submit all recommendations for expulsions to the Director of Student Services for review and processing. The Director will, in turn, follow board policy and inform the Superintendent of Schools and Board as warranted or required by law.

SECTION IX: EXTRACURRICULAR AND ATHLETIC ACTIVITIES

Extracurricular Activity Code of Conduct

This Section pertains to all Illinois High School Association (IHSA) athletics and activities, including: Football, Sideline Cheer, Boys' and Girls' Cross Country, Boys' and Girls' Golf, Boys' and Girls' Soccer, Boys' and Girls' Swimming, Boys' and Girls' Tennis, Volleyball, Boys' and Girls' Basketball, Bowling, Boys and Girls Wrestling, Baseball, Softball, Boys' and Girls' Track, Bass Fishing, Chorus, Debate, Scholastic Bowl, Scholar Council.

All fans in attendance at any RIMSD 41 extracurricular events are expected to follow the IHSA sportsmanship core values.

Rules and Regulations for School Athletics and Activities

The RIMSD 41 School Board has established the rules and regulations for school athletics and activities. Scholars wishing to participate in school athletics and activities must meet the requirements established by the school District in order to be a participant. Failure to abide by this policy and the administrative regulations supporting it may be cause for corrective actions. Records of violations of the Code of Conduct will be kept by the Athletic/Activities Director and Principal.

Extracurricular Sports and Activities Are a Privilege

Participation in scholar athletics and activities is considered an extension of, but separate from, the regular school program. While the regular academic program is a right afforded to each scholar, participation in athletics and activities is a privilege. This privilege requires scholars to meet certain expectations beyond those found in the traditional classroom setting. Since participation is a privilege, the school has the authority to suspend or revoke this privilege for those who do not conduct themselves in a responsible manner as determined by RIMSD 41. Activities and organizations subject to the IHSA Extracurricular Code of Conduct include all athletic programs as well as the following IHSA activities: Sideline Cheer, Bass Fishing, Chorus, Debate, Scholastic Bowl, and Scholar Council.

Expectations and Responsibilities

All participants in athletics or other activities are expected to abide by all school rules and regulations as outlined in this code book, as well as current IHSA Eligibility Rules and Regulations, where applicable. Compliance with the Extracurricular Activity Code of Conduct is a year-round policy. This policy starts the first time you sign it until the day of graduation or last day of competition, whichever comes last. Section 3.140 of the IHSA By-laws states: "scholars participating in interscholastic athletic contests in violation of the By-laws, or other persons found to be in gross violation of the ethics of the competition or the principles of good sportsmanship, may be barred by the Board of Directors from interscholastic contests. (Poor scholar behavior may bar his/her team from future contests or cause his/her team to forfeit a contest.)"

The coach/sponsor of each individual activity may issue additional eligibility requirements and regulations. These regulations must be monitored and approved by the Principal or Athletic/Activities Director.

Any scholar who is found to have violated the Extracurricular Activity Code of Conduct may be deemed ineligible for a period of time as described below or may be given alternative consequences as listed. In addition to corrective actions responses as provided with the RIMSD 41 discipline code, a scholar involved in extracurricular athletics and/or activities may lose eligibility under the Extracurricular Activity Code of Conduct for any of the following behaviors, included but not limited to:

- Possession, use, or purchase of tobacco products, alcoholic beverages, or illegal drugs. Unauthorized possession, use or purchase of otherwise lawful drugs.
- Engaging in any act that would be grounds for arrest or citation in the criminal or juvenile court system, regardless of whether the scholar was cited, arrested, convicted or adjudicated for the act.
- Inappropriate or offensive conduct such as fighting, insubordinate responses to persons of authority (including but not limited to: game officials, opposing coaches, security personnel, administrators, teachers), hazing, bullying, or harassment of others.

Investigation materials may include evidence recovered through social media or an electronic communication device.

If, in the determination of the Athletic/ Activities Director or Designee, a scholar violates the District Code of Conduct or the Extracurricular Activity Code of Conduct, then the scholar may be subject to the consequences listed below but are not limited to these alone. The Athletic/ Activities Director or Principal will determine consequences on an individual basis based on the seriousness of the violation. The Athletic/ Activities Director or Principal may also accelerate the loss of privileges listed below for any level of offense.

Corrective Actions

- First Offense: A suspension up to 25% of regular season contests or activities will be applied to the next relevant contest or activity (tournament play, next sport involved, etc.) or community service hours. The scholar will be required to practice with the group, regardless of the violation (unless suspended or expelled from school).
- Second Offense: Suspension from activity for 50% of the number of regular season contests/activities, applied to the next relevant contest/activity (tournament play, next activity or sport involved in, etc.). Scholars are expected to continue to attend practices.
- Third Offense: A one-year suspension, 365 days from the date of infraction, of all sports and activities. Scholars will not be listed on rosters and are not allowed to practice.
- Fourth Offense: No further participation in interscholastic contests/activities throughout RIMSD 41 from the date of the fourth offense.

Other disciplinary actions may include but are not limited to:

- Enroll in an approved program and complete the evaluation as stipulated by the Athletic/ Activities Director. Any cost of screening and rehabilitation or counseling is the responsibility of the scholar and/or parent(s)/guardian(s).
- Establish community service with the Athletic/ Activities Director and Principal approval.
 - First Offense: Ten (10) hours of service

- Second Offense: Twenty (20) hours of service

Failure to complete an alternative corrective actions consequence will immediately revert to the appropriate above listed consequence (first, second, third offenses).

All suspensions will begin with the first contest after the offense in which the scholar is to compete. It is the responsibility of the Athletic/ Activities Director to clearly communicate with coaches, parent(s)/ guardian(s), and scholars the number of scheduled contest/ activity dates and the numbers associated with the percentage of suspension that can be imposed at the beginning of each season. If a scholar goes one calendar year from the date in which an Extracurricular Activity Code of Conduct disciplinary consequence is imposed, without another violation, the scholar will be reinstated as if there was no prior violation. This reinstatement may be used only one time during a scholar's attendance at Rock Island High School.

All corrective actions outlined in this document apply only to the extracurricular activities outlined above. These policies do not supersede or replace other requirements and consequences under School Board Policy and such consequences are not mutually exclusive.

Conditions of Corrective Actions

- When a scholar is ineligible to compete/ participate, they may accompany the team (as long as travel occurs after the end of the school day) and sit on the bench but they may not wear a team uniform, warm up garments, or sweats. Scholars on suspension are not allowed to leave school before the end of the school day.
- The penalty may carry over from one sport or activity to the next sport or activity in which the scholar is involved. Penalties may also carry over from one school year to the next. Penalties apply to the next appropriate season. (Ex. If a football player incurs an infraction in May, and does not participate in spring sports, the suspension can be imposed in the fall of the next school year.)
- The Extracurricular Activity Code of Conduct is a cumulative 4-year policy at the high school. Offenses add onto one another. Scholars do not start with a clean slate each year.
- The Extracurricular Activity Code of Conduct is a cumulative 2-year policy at the junior high school. Offenses add on to one another. Scholars do not start with a clean slate each year.

Corrective Actions Procedures and Actions

This section covers the procedures, actions and/or penalties for infractions or deviations from those rules outlined in the above paragraphs.

- Before any suspension provided for in this code shall take effect, the scholar/ athlete shall be verbally advised of the alleged violation. Upon being informed of a possible infraction, the Athletic/ Activities Director immediately investigates the allegation. Investigation may include but not be limited to: interviews, Dean's reports, security reports, social media posts, and any other relevant information provided by authorized personnel. The scholar involved in extracurricular activities will be provided with due process and will have an opportunity to explain their conduct.
- After completing the investigation, the Athletic/ Activities Director will confer with the Principal to determine if a consequence is warranted and if so what that consequence should be.

- If consequences are to be imposed, the Athletic/ Activities Director will inform the scholar verbally and in writing within one (1) business day of the decision. The Athletic/ Activities Director will also verbally inform the parent(s)/guardian(s) within one (1) business day and send the written notification through the mail. A copy of this letter will be filed and kept by the Athletic/ Activities Director and Principal.

Extracurricular Activity Code Appeals Clause

An Extracurricular Activity Appeals Committee consisting of the Principal, Athletic/ Activities Director, a Dean, one head coach, and one non-coaching staff member will exist at the high school and junior high schools. This committee will be established at the start of each school year. If the coach of a scholar requesting an appeal is a member of the Appeals Committee, he/she must recuse themselves from the appeal. The Principal shall appoint a replacement for the appeal.

A scholar involved in extracurricular activities, who has been suspended from participation in a RIMSD 41 School sport or activity for violation of this code, may make a formal appeal request, in writing, to the Extracurricular Activity Appeals Committee within two (2) business days of the verbal notification. In the letter of appeal, the scholar will state why he/she should be reinstated. The Athletic/ Activities Director will convene the Extracurricular Activity Appeals Committee within one (1) business day of receiving the appeal from the parent(s)/guardian(s). The scholar and parent(s)/guardian(s) will be notified of the committee's decision by the end of the day of the appeal.

After appealing to the Extracurricular Activity Appeals Committee, if the scholar is not satisfied with the Extracurricular Activity Appeals Committee's decision, the scholar may appeal, in writing, to the District superintendent within two (2) business days. The hearing shall be private, although the scholar will be permitted to present his/her position through witnesses. The scholar will be notified, in writing, of the superintendent's decision within one (1) business day of the appeal.

If parent(s)/guardian(s) are not satisfied with the appeal to the superintendent, they may appeal to the school board. They must present the appeal in writing to the superintendent within two (2) business days of the decision of the superintendent appeal. The superintendent will forward the appeal to all members of the school board immediately after receiving the request in writing.

Scholar Athlete Concussions and Head Injuries

Scholar athletes must comply with Illinois' Youth Sports Concussion Safety Act and all protocols, policies and bylaws of the Illinois High School Association before being allowed to participate in any athletic activity, including practice or competition.

A scholar who was removed from practice or competition because of a suspected concussion shall be allowed to return only after all statutory prerequisites are completed, including without limitation, the School District's return-to-play and return-to-learn protocols.

Cross-Reference:

Board Policy 7:305, Student Athlete Concussions and Head Injuries

SECTION X: SPECIAL EDUCATION

Education of Children with Disabilities

It is the intent of the District to ensure that scholars with disabilities within the meaning of Section 504 of the Rehabilitation Act of 1973 or the Individuals with Disabilities Education Act ("IDEA") are identified, evaluated and provided with appropriate educational services.

The School provides a Free Appropriate Public Education ("FAPE") in the Least Restrictive Environment ("LRE") and necessary related services to all children with disabilities enrolled in the school. In Illinois, the term "children with disabilities" means children between ages 3 and the day before their 22nd birthday for whom it is determined that special education services are needed, except those children with disabilities who turn 22 years of age during the school year are eligible for special education services through the end of the school year. It is the intent of the school to ensure that scholars with disabilities are identified, evaluated, and provided with appropriate educational services.

A copy of the publication ["Explanation of Procedural Safeguards Available to Parents of Students with Disabilities"](#) may be obtained from the District office.

Scholars with disabilities who do not qualify for an IEP, as required by IDEA and implementing provisions of Illinois law, may qualify for services under Section 504 of the federal Rehabilitation Act of 1973 if the scholar (i) has a physical or mental impairment that substantially limits one or more major life activities, (ii) has a record of a physical or mental impairment, or (iii) is regarded as having a physical or mental impairment.

For further information, please contact:
RIMSD 41 Special Services Office
2000 7th Avenue, Rock Island, Illinois 61201
309-793-5900, ext. 10224

Cross-References:
Board Policy 6:120, Education of Children with Disabilities

Discipline of Students with Disabilities

Behavioral Interventions

Behavioral interventions shall be used with scholars with disabilities to promote and strengthen desirable behaviors and reduce identified inappropriate behaviors. The School Board will establish and maintain a committee to develop, implement, and monitor procedures on the use of behavioral interventions for children with disabilities.

Discipline of Special Education Scholars

The District shall comply with the Individuals With Disabilities Education Improvement Act of 2004 and the Illinois State Board of Education's Special Education rules when disciplining special education scholars.

No special education scholar shall be expelled if the scholar's particular act of gross disobedience or misconduct is a manifestation of his or her disability.

Cross-References:

PRESS 7:190-AP4, Administrative Procedure - Use of Isolated Time Out, Time Out, and Physical Restraint

PRESS 7:230, Misconduct by Students with Disabilities

Accommodating Individuals with Disabilities

Individuals with disabilities will be provided with an opportunity to participate in all school-sponsored services, programs, or activities. Individuals with disabilities should notify the Superintendent or Building Principal if they have a disability that will require special assistance or services and, if so, what services are required. This notification should occur as far in advance as possible of the school-sponsored function, program, or meeting.

Cross-Reference:

Board Policy 8:70, Accommodating Individuals with Disabilities

Exemption From PE Requirements

A scholar who is eligible for special education may be excused from physical education courses in either of the following situations:

1. He or she (a) is in grades 3-12, (b) his or her IEP requires that special education support and services be provided during physical education time, and (c) the parent/guardian agrees or the IEP team makes the determination; or
2. He or she (a) has an IEP, (b) is participating in an adaptive athletic program outside of the school setting, and (c) the parent/guardian documents the scholar's participation as required by the Superintendent or designee.

A scholar requiring adapted physical education will receive that service in accordance with the scholar's Individualized Education Program.

Cross-Reference:

Board Policy 7:260 Exemption from Physical Education

Certificate of High School Completion

A scholar with a disability who has an Individualized Education Program prescribing special education, transition planning, transition services, or related services beyond the scholar's 4 years of high school, qualifies for a certificate of completion after the scholar has completed 4 years of high school. The scholar is encouraged to participate in the graduation ceremony of his or her high school graduation class.

Cross-Reference:

Board Policy 6:300, Graduation Requirements

Request to Access Classroom or Personnel for Special Education Evaluation or Observation

The parent/ guardian of a scholar receiving special education services, or being evaluated for eligibility, is afforded reasonable access to educational facilities, personnel, classrooms, and buildings. This same right of access is afforded to an independent educational evaluator or a qualified professional retained by or on behalf of a parent or child.

For further information, please contact the Building Principal.

Cross-References:

Board Policy 6:120, Education of Children with Disabilities

Early Childhood Screening

Children ages 3-5 years are encouraged to undergo a developmental screening in the areas of hearing, vision, speech and language and general development. If screening results indicate the need for further assessment, parents/guardians will be notified and written consent will be requested. The early childhood screening is a service provided at no charge to residents of RIMSD 41. Questions about screening procedures or dates may be directed to the Early Childhood Director at 309-793-5928.

Screening of children ages zero to three is also available through District 41 in conjunction with other community agencies. Questions about 0-3 screening may be directed to the Early Childhood Director at 309-793-5928.

Related Service Logs

For a child with an individualized education program (IEP), the school district must create related service logs that record the type of related services administered under the child's IEP and the minutes of each type of related service that has been administered. The school will provide a child's parent/guardian a copy of the related service log at the annual review of the child's IEP and at any other time upon request.

Cross-Reference:

PRESS 7:340-API, School Student Records

PUNS (Prioritization of Urgency of Need for Services)

Database Information for Scholars and Parents or Guardians

The Illinois Department of Human Services (IDHS) maintains a statewide database known as the PUNS database (Prioritization of Urgency of Need for Services) that records information about individuals with intellectual disabilities or developmental disabilities who are potentially in need of services.

IDHS uses the data on PUNS to select individuals for services as funding becomes available, to develop proposals and materials for budgeting, and to plan for future needs. The PUNS database is available for children with intellectual disabilities or developmental disabilities with unmet service needs.

Registration to be included on the PUNS database is the first step toward receiving developmental disabilities services in this State. A child who is not on the PUNS database will not be in the queue for State developmental disabilities services.

For more information and to sign up for PUNS, see the Illinois Department of Human Services PUNS information page at <https://www.dhs.state.il.us/page.aspx?item=41131>.

For further information, please contact:

RIMSD 41 Special Services Office
2000 7th Avenue, Rock Island, Illinois 61201
309-793-5900, ext. 10224

Medicaid Data Release-Special Education Scholars Only

If your child receives special education services and is also Medicaid eligible, RIMSD 41 can seek partial reimbursement from Medicaid for health services documented in your child's Individualized Education Program (IEP.) Medicaid reimbursement is a source of federal funds approved by Congress to help school districts maintain and improve diagnostic and therapeutic services for scholars.

The reimbursement process requires the school district to provide Medicaid with your child's name, birthdate and Medicaid number. Federal law requires annual notification of our intent to pursue this reimbursement opportunity.

If you approve of the release of information to Medicaid, do nothing.

If you object to the release of information to Medicaid, now or at any time in the future, please state your objection in writing and forward it to the Director of Student Services, 2000 7th Avenue, Rock Island, Illinois 61201.

Regardless of your decision the district must continue to provide, at no cost to you, the services listed in your child's IEP.

The program has no impact on your child or your family's current or future Medicaid benefits. Under federal law, your decision to participate in this program CANNOT:

1. Decrease lifetime coverage of any other public service benefit
2. Result in your family paying for services that would otherwise be covered by Medicaid
3. Increase your premiums or lead to discontinuation of benefits or insurance or
4. Result in the loss of eligibility for home and community-based waivers

Your continued consent allows us to recover a portion of the costs associated with providing health services to your child.

SECTION XI: Services for Children and Families who Speak Languages Other Than English

Bilingual Education

RIMSD 41 provides a continuum of language support services through both a Transitional Program of Instruction (TPI) – English as a Second Language (ESL), delivered exclusively in English – and Transitional Bilingual Education (TBE) Programming, in which services are delivered in English and supported in the scholar's home language. TBE programming is offered in any school where at least 20 English Learners (ELs) share the same home language, and is typically not provided when the scholar population for a given language is below this threshold.

At present, the District offers TBE programming for the following languages and grade spans:

- Spanish: Kindergarten through Grade 6
- Swahili: Kindergarten through Grade 5

All families complete a Home Language Survey (HLS) at registration. When a language other than English or American Sign Language (ASL) is indicated, the scholar is administered an academic English language proficiency screener. Scholars who do not yet demonstrate proficiency qualify for EL services.

Scholars whose home languages are not part of our bilingual program receive TPI services delivered by ESL-endorsed educators, either within the general education setting or, when appropriate, in a small-group instructional model. Scholars in bilingual programming receive core content instruction, English language development, and instruction in the history and culture of the country or territory of family origin, delivered in both English and the home language throughout the school day.

In addition to these formal program structures, the District has a growing cadre of educators, support staff, and cultural liaisons who bring essential linguistic and cultural expertise to our schools. Staff members across multiple buildings speak Swahili, Spanish, Kirundi, and Karen, enabling us to offer enhanced communication, culturally responsive engagement, and informal language support to scholars and families – even in schools that do not meet the threshold for a formal bilingual program. This linguistic capacity strengthens our TPI services, improves family-school partnership, and supports scholars' social-emotional well-being by ensuring they can interact with trusted adults who share their language and cultural background.

The District also supports multilingualism through the Illinois **State Seal of Biliteracy** and the Commendation Toward Biliteracy. These state-recognized credentials, awarded at the high school level, honor scholars who demonstrate a high level of proficiency in English and one or more additional languages. While participation in bilingual programming is not required, early access to high-quality language development services, culturally sustaining instruction, and interaction with multilingual staff helps prepare scholars to pursue these distinctions in later grades. The Seal of Biliteracy provides scholars with an officially recognized credential on their transcript, offers opportunities for college credit in Illinois public institutions, and affirms the academic value of maintaining and developing their home language.

Accommodating Multilingual Learners in the Classroom

Multilingual Learners (MLs), also referred to as English Learners (ELs), have the right to receive instruction and assessment that are appropriately adapted to their current level of English language proficiency. These rights are protected under federal law (Title VI of the Civil Rights Act of 1964 and the Equal Educational Opportunities Act), as well as Illinois state regulations governing the education of English Learners.

The District is responsible for ensuring that every ML has meaningful access to grade-level curriculum. To do so, educators provide accommodations and support that make instruction understandable and allow scholars to demonstrate what they know and can do, regardless of their developing English skills. These accommodations do not change learning expectations; rather, they ensure that language does not prevent scholars from participating fully in classroom learning.

Instructional accommodations may include:

- Use of visual supports, graphic organizers, realia, and modeled examples
- Modified language in teacher explanations without reducing academic rigor
- Frontloading of key vocabulary and concepts
- Extended processing time and opportunities for repetition and clarification
- Strategic grouping for peer support and guided practice
- Access to bilingual staff or language support when available

Assessment accommodations may include:

- Simplified or clarified directions (in English or the scholar's home language, when possible)
- Additional time for classroom assessments
- Alternative formats to demonstrate learning (oral responses, visuals, projects)
- Use of glossaries or word banks
- Reduced linguistic load on assignments while maintaining the academic standard being assessed

These accommodations are determined based on each scholar's English language proficiency level, as measured by the state's English language proficiency screener and annual assessments. Classroom teachers collaborate with ESL/bilingual staff to ensure that accommodations are appropriate, consistently applied, and aligned with each scholar's instructional needs.

Families are encouraged to communicate with school staff if they have questions about the language support their child receives. The District values the linguistic assets scholars bring to our schools and is committed to providing equitable, accessible, and high-quality instruction for all Multilingual Learners.

Interpretation Services

RIMSD 41 is committed to providing translation and interpretation services for parents and guardians who speak a language other than English. The District offers translated versions of important communications, including letters, surveys, and any requested documents or flyers from individual school buildings.

In addition, RIMSD 41 provides interpretation services for meetings with your child's teacher, principal, and for special education meetings. If a face-to-face interpreter is not available, the District will provide an interpreter through iTek. Both translation and interpretation services are scheduled and provided upon request through school administrators and staff.

Districts are required to provide interpreters for parents in IEP and 504 planning meetings. This includes the provision of interpreter services for parents/ guardians whose native language is not English or a sign language interpreter for parents/guardians who are deaf or hard of hearing. In the absence of qualified interpreters on staff, school districts may use outside vendors including telephonic interpreters. Parents/guardians have the right to request documents considered to be related to special education eligibility, evaluation and implementation of services to be translated into their native language. Please reach out to your child's special education case manager to make a request for an interpreter or translation of documents. Parents/guardians have the right to request that an interpreter provided by the district serve no other role during an IEP or Section 504 meeting, and the district must make reasonable efforts to comply with that request. If you have questions or complaints about interpretation services, please contact the Department of Student Services at 847-824-1160.

SECTION XII: NUTRITION SERVICE

RIMSD 41 Participates in the federally sponsored Child Nutrition Lunch and Breakfast Program ensures that scholars in RIMSD 41 have access to nutritious meals that support their health and academic performance. This program provides balanced meals that meet USDA nutrition standards, helping to combat hunger and improve scholars' diets.

Menu

Breakfast and lunch menus can be viewed on the district website, direct link, or through the Nutrislice App. Direct Link: [app. https://rimsd41.nutrislice.com/menu/](https://rimsd41.nutrislice.com/menu/)

Download the app on your phone to conveniently access menus anytime, anywhere.



APPLE APP



ANDROID APP

Community Eligibility Provision (CEP)

RIMSD 41 proudly participates in the Community Eligibility Provision (CEP), allowing all scholars to receive breakfast and lunch at no charge each school day, no application needed. This program ensures

every scholar has access to nutritious meals while removing the stigma and paperwork often associated with free or reduced-price meal programs.

School meals are no cost to students under CEP, please note that scholars will need funds in their meal accounts for any extras, such as milk with a home lunch or other a la carte items, which are not covered by the program. To comply with CEP guidelines, scholars must take a complete meal rather than individual components, such as milk only.

This program supports scholar health, simplifies meal service for families, and helps ensure that every scholar is ready to learn.

Meal Account Deposits for A La Carte

Scholars wishing to purchase an a la carte item must have funds deposited into their meal accounts. Charging a la carte items is not permitted. School ID must be present when purchasing a la carte items.

Deposits may be made in two ways:

1. Send cash or a check (made payable to RIMSD 41) with the scholar to school.
2. Use the online payment system available through the Skyward Family Access portal on the District website.

To obtain parent or guardian access for submitting online payments through Skyward, log in to Skyward Family Access and go to the Food Service (or Fee Management) tile for an individual scholar to see the RevTrak Online Payment link.

First-timers should create a new RevTrak account. The next time families log in through Skyward, the account will be linked so that logging in is not necessary.

All scholars are issued a school ID AND/or lunch card that is updated annually while enrollment in RIMSD 41. This system provides a secure and confidential method for scholar deposits. Scholars purchasing a la carte items will use the school ID/ lunch card to access their meal accounts.

Food Allergies:

If a Scholar has a life-threatening allergy, parents/guardians must notify the Building Nurse, and, when indicated, an Emergency Action Plan will be created.

Federal law protects students from discrimination due to a disability that substantially limits a major life activity. If a Scholar has a qualifying disability, an individualized Section 504 Plan may be developed and implemented to provide the needed support so that the Scholar can access his or her education as effectively as students without disabilities.

Not all Scholars with life-threatening allergies may be eligible under Section 504. The District also may be able to appropriately meet a Scholar's needs through other means.

Food substitution will be made for scholars who are diagnosed with food allergies that may result in severe life threatening reactions (7CFR Part 156). A dietary request regarding food allergy substitutions MUST BE supported by a statement from a licensed physician that must include the following:

- Identification of the medical allergy.
- Food or foods to be omitted from the child's diet.
- Food or choices of foods to be substituted.

Submit the dietary request form to your school nurse. Meal request forms can be found online or at the nurse's office.

SECTION XIII: SCHOLAR RECORDS, RIGHTS & PRIVACY

Scholar Records

Notice to Parents/Guardians and Scholars of Their Rights Concerning a Scholar's School Records

The contact information for each School's Official Records Custodian is as follows:

- Horace Mann Early Learning Center (Pre K): 309-793-5928
- Denkmann Elementary (K-6): 309-793-5922
- Earl Hanson Elementary (K-6): 309-793-5930
- Eugene Field Elementary (K-6): 309-793-5935
- Frances Willard Elementary (K-6): 309-793-5940
- Longfellow Elementary (K-6): 309-793-5975
- Ridgewood Elementary (K-6): 309-793-5980
- Rock Island Academy (K-6): 309-793-5944
- Rock Island Center of Math of Science (K-6): 309-793-5995
- Thomas Jefferson Elementary (K-6): 309-793-5985
- Edison Jr. High (7-8): 309-793-5920
- Washington Jr. High (7-8): 309-793-5915
- Thurgood Marshall Learning Center: (7-12): 309-793-5924
- Rock Island High School (9-12): 309-793-5950
- District Administration Center (Archived): 309-793-5900, ext. 10222

This notice contains a description of the scholar(s) and parent(s)/guardian(s) rights concerning school scholar records.

A school scholar record is any writing or other recorded information concerning a scholar and by which a scholar may be identified individually that is maintained by a school or at its direction or by a school employee, regardless of how or where the information is stored, except as provided in State in federal law, such as for certain records kept in a staff member's sole possession; records maintained by law enforcement officers working in the school; video and other electronic recordings (including without limitation electronic recordings made on school busses) that are created in part for law enforcement, security, or safety reasons or purposes, though such electronic recordings may become a scholar record if the content is used for disciplinary or special education purposes regarding a particular scholar and any information, written or oral, received from law enforcement officials concerning a student less than the age of 18 years who has been arrested or taken into custody.

The Family Educational Rights and Privacy Act (FERPA) and the Illinois School Student Records Act (ISSRA) afford parents/guardians and scholars over 18 years of age ("eligible scholars") certain rights with respect to the scholar's school records. They are:

1. The right to inspect and/or copy the scholar's education records.

The right to inspect and copy student educational records, both temporary and permanent, is allowed to parents/guardians of students under the age of 18. Any student under the age of 18 has the right to read, review and copy their permanent educational records. All rights transfer to the student upon reaching the age of 18, unless special circumstances apply.

A parent/guardian or scholar should submit to the Building Principal a written request that identifies the record(s) he or she wishes to inspect.

Within 10 business days, the Building Principal will make arrangements for access and notify the parent/guardian or scholar of the time and place where the records may be inspected. In certain circumstances, the District may request an additional 5 business days in which to grant access. The District charges \$.35 per page for copying, however no one will be denied their right to copies of their records for inability to pay this cost.

These rights are denied to any person against whom an order of protection has been entered concerning the scholar.

2. The right to have one or more scores received on college entrance examinations included on the scholar's academic transcript.

Parents/guardians or eligible scholars may have one or more scores on college entrance examinations included on the scholar's academic transcript. The District will include scores on college entrance examinations upon the written request of the parent/guardian or eligible scholar stating the name of each college entrance examination that is the subject of the request and the dates of the scores that are to be included.

3. The right to request the amendment of the scholar's education records that the parent/guardian or eligible scholar believes are inaccurate, irrelevant, or improper.

An informal conference will be held within 15 school days of receipt of request; if the challenge is not resolved by the informal conference, a formal hearing shall be initiated. The procedures for a formal hearing and an appeal are on file in the district office.

A parent/guardian or eligible scholar may ask the District to amend a record that is believed to be inaccurate, irrelevant, or improper. Requests should be sent to the Building Principal and should clearly identify the record the parent/guardian or eligible scholar wants changed and the specific reason a change is being sought.

If the District decides not to amend the record, the District will notify the parent/guardian or eligible scholar of the decision and advise him or her of their right to a hearing regarding the

request for amendment. Additional information regarding the hearing procedures will be provided to the parent/guardian or eligible scholar when notified of the right to a hearing.

4. The right to permit disclosure of personally identifiable information contained in the scholar's education records, except to the extent that the FERPA or Illinois School Student Records Act authorizes disclosure without consent.

Disclosure without consent is permitted to school officials with legitimate educational or administrative interests. A school official is a person employed by the District as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board. A school official may also include a volunteer, contractor, or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of personally identifiable information from education records (such as an attorney, auditor, medical consultant, therapist, or educational technology vendor); or any parent/guardian or scholar serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility or contractual obligation with the district.

Upon request, the District discloses education records without consent to officials of another school district in which a scholar has enrolled or intends to enroll, as well as to any person as specifically required by State or Federal law. Before information is released to these individuals, the parents/guardians or eligible scholar will receive prior written notice of the nature and substance of the information, and an opportunity to inspect, copy, and challenge such records.

Academic grades and references to expulsions or out-of-school suspensions cannot be challenged at the time a scholar's records are being forwarded to another school to which the scholar is transferring.

Disclosure is also permitted without consent to: any person for research, statistical reporting or planning, provided that no scholar or parent/guardian can be identified; to another school district that overlaps attendance boundaries with the District, if the District has entered into an intergovernmental agreement that allows for sharing of scholar records and information with the other district, any person named in a court order; appropriate persons if the knowledge of such information is necessary to protect the health or safety of the scholar or other persons; to the Ill. Department of Human Services (DHS) for the sole purpose of assessing or evaluating the scholar's eligibility for Medicaid waiver benefits consistent with the rules adopted by the DHS; and juvenile authorities when necessary for the discharge of their official duties who request information before adjudication of the scholar.

5. The right to a copy of any school scholar record proposed to be destroyed or deleted.

The permanent record is maintained for at least 60 years after the scholar transfers, graduates, or permanently withdraws. The temporary record is maintained for at least 5 years after the scholar transfers, graduates, or permanently withdraws. Temporary records that may be of assistance to a scholar with a disability who graduates or permanently withdraws, may, after 5 years, be transferred to the parent/guardian or to the scholar, if the scholar has succeeded to the rights of the parent/guardian. Scholar temporary records are reviewed every 4 years or upon a scholar's change in attendance centers, whichever occurs first.

6. The right to prohibit the release of directory information.

Throughout the school year, the District may release directory information regarding scholars, limited to:

- Name
- Address
- Grade level
- Birth date
- Parent/guardian names, addresses, electronic mail addresses, and telephone numbers
- Photographs, videos, or digital images used for informational or news-related purposes (whether by a media outlet or by the school) of a scholar participating in school or school-sponsored activities, organizations, and athletics that have appeared in school publications, such as yearbooks, newspapers, or sporting or fine arts programs
- Academic awards, degrees, and honors
- Information in relation to school-sponsored activities, organizations, and athletics
- Major field of study
- Period of attendance in school

Any parent/guardian or eligible scholar may prohibit the release of any or all of the above information by delivering a written objection to the Building Principal within 30 days of the date of this notice.

1. The right to request that military recruiters or institutions of higher learning not be granted access to your scholar's information without your prior written consent.

Federal law requires a secondary school to grant military recruiters and institutions of higher learning, upon their request, access to secondary school scholars' names, addresses, and telephone numbers, unless the scholar's parent/guardian, or scholar who is 18 years of age or older, submits a written request that the information not be released without the prior written consent of the parent/guardian or eligible scholar. If you wish to exercise this option, notify the Building Principal.

2. **The right contained in this statement: No person may condition the granting or withholding of any right, privilege or benefits or make as a condition of employment, credit, or insurance the securing by any individual of any information from a scholar's temporary record which such individual may obtain through the exercise of any right secured under State law.**
3. **The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA.**

The name and address of the Office that administers FERPA is:

U.S. Department of Education
Student Privacy Policy Office
400 Maryland Avenue, SW
Washington DC 20202-8520

Cross-Reference:
Board Policy 7:340, *Student Records*

Scholar Privacy Protections

Surveys

All surveys requesting personal information from scholars, as well as any other instrument used to collect personal information from scholars, must advance or relate to the District's educational objectives, or assist scholars' career choices. This applies to all surveys, regardless of whether the scholar answering the questions can be identified or who created the survey.

Surveys by Third Parties

Before a school official or staff member administers or distributes a survey or evaluation created by a third party to a scholar, the scholar's parent/guardian may inspect the survey or evaluation, upon their request and within a reasonable time of their request. This applies to every survey: (1) that is created by a person or entity other than a district official, staff member, or scholar, (2) regardless of whether the scholar answering the questions can be identified, and (3) regardless of the subject matter of the questions.

Parents who object to disclosure of information concerning their child to a third party may do so in writing to the Building Principal.

Surveys Requesting Personal Information

School officials and staff members will not request, nor disclose, the identity of any scholar who completes any survey or evaluation (created by any person or entity, including the school or district) containing one or more of the following items:

1. Political affiliations or beliefs of the scholar or the scholar's parent/guardian.
2. Mental or psychological problems of the scholar or the scholar's family.
3. Behavior or attitudes about sex, anti-social, self-incriminating, or demeaning behavior.
4. Critical appraisals of other individuals with whom scholars have close family relationships.

5. Legally recognized privileged or analogous relationships, such as those with lawyers, physicians, and ministers.
6. Religious practices, affiliations, or beliefs of the scholar or the scholar's parent/guardian.
7. Income other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such a program.

The scholar's parent/guardian may: (1) inspect the survey or evaluation upon, and within a reasonable time of, their request, and/or (2) refuse to allow their child to participate in the survey. The school will not penalize any scholar whose parent/guardian exercised this option.

Instructional Material

A scholar's parent/guardian may inspect, upon their request, any instructional material used as part of their child's educational curriculum within a reasonable time of their request.

The term "instructional material" means instructional content that is provided to a scholar, regardless of its format, printed or representational materials, audio-visual materials, and materials in electronic or digital formats (such as materials accessible through the Internet). The term does not include academic tests or academic assessments.

Prohibition on Selling or Marketing Scholars' Personal Information

No school official or staff member may market or sell personal information concerning scholars (or otherwise provide that information to others for that purpose). The term personal information means individually identifiable information including: (1) a scholar or parent's first and last name, (2) a home or other physical address (including street name and the name of the city or town), (3) a telephone number, (4) a Social Security identification number or (5) driver's license number or State identification card.

Unless otherwise prohibited by law, the above paragraph does not apply: (1) if the scholar's parent/guardian have consented; or (2) to the collection, disclosure or, use of personal information collected from scholars for the exclusive purpose of developing, evaluating or providing educational products or services for, or to, scholars or educational institutions, such as the following:

1. College or other postsecondary education recruitment, or military recruitment.
2. Book clubs, magazines, and programs providing access to low-cost literary products.
3. Curriculum and instructional materials used by elementary schools and secondary schools.
4. Tests and assessments to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about scholars (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments.
5. The sale by scholars of products or services to raise funds for school-related or education-related activities.
6. Scholar recognition programs.

Under no circumstances may a school official or staff member provide a scholar's personal information to a business organization or financial institution that issues credit or debit cards.

A parent/guardian who desires to opt their child out of participation in activities provided herein or who desires a copy or access to a survey or any other material described herein may contact the Building Principal.

A complete copy of the District's Student and Family Privacy Rights policy may be obtained from the Superintendent's office or accessed on the District's website.

Cross-References:

Board Policy 7:15, Student and Family Privacy Rights

PRESS 7:15-E, Notification to Parents of Family Privacy Rights

SECTION XIV: INTERNET, TECHNOLOGY & PUBLICATIONS

RIMSD 41 Internet Access Acceptable Use Policy

Internet access is available in all RIMSD 41 classrooms and libraries. We believe that the Internet offers vast, diverse and unique resources to scholars. Our goal in providing this service to scholars is to promote educational excellence in schools by facilitating resource sharing, innovation, and communication.

District-issued devices and district network access are provided for educational purposes. Scholars are expected to follow this policy whether devices are used on or off school property, including at home.

Privileges – The use of the District's Internet is a privilege, not a right, and inappropriate use will result in cancellation of those privileges.

Acceptable Use – Access to the District's Internet must be for the purpose of education or research and be consistent with the educational objectives of District 41.

Unacceptable Use – Some examples of uses are:

- Using the network for any illegal activity, including violation of copyright or other contracts.
- Unauthorized downloading of software.
- Using the network for private financial or commercial gain.
- Wastefully using resources, such as file space.
- Gaining unauthorized access to resources, systems, or services.
- Invading the privacy of individuals.
- Using another user's account or password.
- Posting material authored by another without his/her consent or posting anonymous messages.
- Accessing, submitting, posting, publishing, or displaying any defamatory, inaccurate, abusive, obscene, profane, sexually oriented, threatening, racially offensive, harassing, or illegal material.

Using district technology to harass, threaten, demean, intimidate, or bully others through messages, images, videos, or online platforms is strictly prohibited.

While the district uses a filter to block access to inappropriate websites, it is not considered to be a "foolproof" system.

Scholars should have no expectation of privacy when using district networks, devices, or accounts. The district reserves the right to monitor, review, and access data stored on or transmitted through district systems to ensure compliance with district policy and applicable law.

All RIMSD 41 scholars who violate acceptable use policy could have internet privileges revoked and/or face disciplinary action.

Note that the District provides students with web-based tools and apps for learning, including Google Workspace. In signing the AUP, parents/guardians provide consent for the District to share basic identifying information with vendors of these web-based tools and to create and maintain a G Suite account of their student, understanding that Google will collect and use information according to state privacy laws and Google's term of use and privacy policy.

Vandalism

Vandalism may result in cancellation of privileges and other disciplinary action. Vandalism is defined as any malicious attempt to harm or destroy physical hardware, data of another user, the Internet, or any other network.

Network Etiquette

Scholars are expected to abide by the generally accepted rules of network etiquette. These include, but are not limited to, the following:

- be polite;
- do not swear or use vulgar language;
- do not reveal any personal information.

Artificial Intelligence

"Artificial intelligence" or "AI" is intelligence demonstrated by computers, as opposed to human intelligence. "Intelligence" encompasses the ability to learn, reason, generalize, and infer meaning. Examples of AI technology include ChatGPT and other chatbots and large language models.

AI is not a substitute for schoolwork that requires original thought. Scholars may not claim AI generated content as their own work.

The use of AI to take tests, complete assignments, create multimedia projects, write papers, or complete schoolwork without permission of a teacher or administrator is strictly prohibited.

The use of AI for these purposes constitutes cheating or plagiarism. In certain situations, AI may be used as a learning tool or a study aid. Scholars may not use AI, including AI image or voice generator technology, to violate school rules or school district policies.

In order to ensure academic integrity, tests, assignments, projects, papers, and other schoolwork may be checked by AI content detectors and/or plagiarism recognition software.

SECTION XV: SCHOOL MATERIALS & SUPPLIES

The scholar check out policy pertaining to District-owned materials is as follows:

- a. When library materials are overdue, a reminder is sent to the scholar. Multiple reminders may be used at the discretion of the library staff.
- b. A note addressed to the parent is sent home with the scholar or via U.S. Mail.
- c. If at this point the scholar indicates that the material is lost, or if the material is returned damaged beyond repair, a letter is sent to the parent via U.S. Mail, indicating the problem and requesting payment for replacement of the material. (At this stage, checkout privileges are restricted either for one month, or until payment is made.)

Lost/Stolen/Damaged Book Replacement Costs

Library Books

Full replacement cost is charged within three years of the first circulation. After the material has been in circulation for at least three years, one half of the replacement cost will be assessed.

Textbooks/Textbook Replacement Fees

Textbooks are purchased as curriculum is adopted by the District. Therefore, textbook replacement costs differ from library book replacement costs in that the full value of a lost/stolen/damaged textbook is charged. A full replacement value will be required during the time the textbook is in use by the District.

SECTION XVI: TRANSPORTATION

RIMSD 41 partners with MetroLink for scholar transportation to and from school. MetroLink provides a reliable and safe transportation option for K-12th grade scholars through their fixed routes or school peak service routes, offering connections between many neighborhoods and RIMSD 41 schools.

MetroLink is offering free rides for K-12 scholars to and from school. Please visit the [MetroLink website](#) and be sure to check the schedules link often for changes.

RIMSD 41 does provide bus transportation for scholars that qualify through a specific, individualized education plan. This service is provided through a partnership with Johannes Bus Service. Arrangements are coordinated through the District's Special Services department at 309-793-5900, ext. 10224.

Bus Conduct

Scholars are expected to follow all school rules when riding the school bus. A scholar may be suspended from riding the bus for up to 10 consecutive school days for engaging in gross disobedience or misconduct, including but not limited to, the following:

1. Violating any school rule or school district policy.
2. Willful injury or threat of injury to a bus driver or to another rider.
3. Willful and/or repeated defacement of the bus.
4. Repeated use of profanity.
5. Repeated willful disobedience of a directive from a bus driver or other supervisor.
6. Such other behavior as the Building Principal deems to threaten the safe operation of the bus and/or its occupants.

If a scholar is suspended from riding the bus for gross disobedience or misconduct on a bus, the School Board may suspend the scholar from riding the school bus for a period in excess of 10 days for safety reasons.

A scholar suspended from riding the bus who does not have alternate transportation to school shall have the opportunity to complete or make up work for equivalent academic credit. It shall be the responsibility of the scholar's parent or guardian to notify the school that the scholar does not have alternate transportation.

Cross-References:

PRESS 4:110, Transportation

PRESS 7:220, Bus Conduct

Field Trips

Field trips are scheduled periodically throughout the school year as part of the learning experience provided to scholars. In many cases, school buses are used to transport scholars to and from the field trip site.

SECTION XVII: PARENTAL RIGHT NOTIFICATIONS

State and Local Assessments

District 41 administers both local and state-level assessments throughout the year. The Northwest Evaluation Association (NWEA) Measures of Academic Progress (MAP) Assessment is used locally by educators throughout the district as a tool for accessing learning and adapting instruction to meet the individual needs of scholars served. This assessment is administered three times per year (Fall, Winter, and Spring) for scholars in kindergarten through 11th grades. Below you will find a breakout of the state assessments, content, and required grade-levels.

State Testing Requirements	Illinois' Satisfying of the Federal Requirement	Grade
Scholars must take an achievement exam in reading/language arts and mathematics each year.	Illinois Assessment of Readiness (IAR)	3rd-8th
Scholars must take an achievement exam in reading/language arts, mathematics, and science in high school.	preACT 9 Secure, preACT Secure, and the (ACT)	9th-11th
Scholars must take an achievement exam in science two times prior to entering into high school.	Illinois Science Assessment (ISA)	5th and 8th
Scholars identified as English learners must take an English language proficiency exam.	Assessing Comprehension and Communication in English State-to-State (ACCESS)	Annually until proficiency has been reached
Scholars with the most significant cognitive disabilities must take alternate assessments in reading/language arts, mathematics, and science.	Dynamic Learning Maps Alternate Assessment (DLM-AA)	3rd-8th

Homeless Child's Right to Education

Each child who is homeless, as defined by the McKinney-Vento Homeless Assistance Act and Illinois law, has equal access to the same free, appropriate public education as provided to other children.

When a child loses permanent housing and becomes a homeless person as defined at law, or when a homeless child changes his or her temporary living arrangements, the parent or guardian of the homeless child has the option of either:

1. Continuing the child's education in the school of origin for as long as the child remains homeless or, if the child becomes permanently housed, until the end of the academic year during which the housing is acquired; or
2. Enrolling the child in any school that non-homeless scholars who live in the attendance area in which the child or youth is actually living are eligible to attend.

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required for enrollment. [Board Policy 6:140, Education of Homeless Children](#), governs the enrollment of homeless children.

If you believe your child or another child you know fits this definition and you are interested in pursuing available services, please contact the following:

- RIMSD 41 Homeless Liaison: 309-793-5900 x10222
- Rock Island Regional Office of Education: 309-865-6914

Cross-References:

Board Policy 6:140, *Education of Homeless Children*

School Visitation Rights

The School Visitation Rights Act permits employed parents/ guardians, who are unable to meet with educators because of a work conflict, the right to time off from work under certain conditions to attend necessary school functions such as parent-teacher conferences, academic meetings and behavioral meetings. Letters verifying participation in this program are available from the school office upon request.

Mandated Reporters

All school personnel, including teachers and administrators, are required by law to immediately report any and all suspected cases of child abuse or neglect to the Illinois Department of Children and Family Services.

Cross-Reference:

Board Policy 5:90, *Abused and Neglected Child Reporting*

Scholar Privacy

The District has adopted and uses several policies and procedures regarding scholar privacy, parental access to information and administration of certain physical examinations to scholars. Copies of these policies are available upon request.

Sex Offender Notification Law

State law prohibits a convicted child sex offender from being present on school property when children under the age of 18 are present, except for in the following circumstances as they relate to the individual's child(ren):

1. To attend a conference at the school with school personnel to discuss the progress of their child.
2. To participate in a conference in which evaluation and placement decisions may be made with respect to their child's special education services.
3. To attend conferences to discuss issues concerning their child such as retention or promotion.

In all other cases, convicted child sex offenders are prohibited from being present on school property unless they obtain written permission from the superintendent or school board.

Anytime that a convicted child sex offender is present on school property – including the three reasons above – he/she is responsible for notifying the principal's office upon arrival on school property and upon departure from school property. It is the responsibility of the convicted child sex offender to remain under the direct supervision of a school official at all times he/she is in the presence or vicinity of children. A violation of this law is a Class 4 felony.

Information about sex offenders or violent offenders against youth is available to the public on the Illinois State Police (ISP) website. The ISP website contains the following:

- [Illinois Sex Offender Registry](#)
- [Illinois Murderer and Violent Offender Against Youth Registry](#)
- [Frequently Asked Questions Concerning Sex Offenders](#)

Sex Offender & Violent Offender Community Notification Laws

State law requires schools to notify parents/ guardians during school registration or parent-teacher conferences that information about sex offenders and violent offenders against youth is available to the public on the Ill. Dept. of State Police (ISP) website. The ISP website contains the following:

- [Illinois Sex Offender Registry](#)
- [Illinois Murderer and Violent Offender Against Youth Registry](#)
- [Frequently Asked Questions Concerning Sex Offenders](#)

Asbestos Management Plan

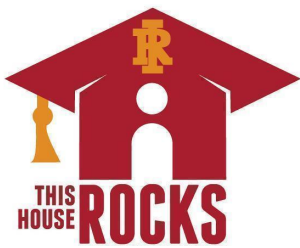
This is to notify you that East Moline Elementary District #37 has submitted its Management Plan prepared pursuant to the requirements of the asbestos Hazard Emergency Response Act (AHERA, 40 CFR 763) for the School Facilities. Copies of the Management Plan are available in the Administrative Office of the school building. These Plans are available for your inspection during normal business hours of the office (Mon thru Friday; 8:30 a.m. to 3:30 p.m.) and during other times by special arrangement. We request that appointments be made with us to review such plans. To make arrangements, please contact: Jim Franks, Director of Maintenance and Operations at 309-792-2887 Ext. 5.

Integrated Pest Management Plan

This notice is to inform you that, in accordance with State law, Public Act 095-0058, the RIMSD 41 has implemented policies and procedures to ensure compliance with this Act. Chemical treatment for pests will only be used when non-chemical methods have proven ineffective. When chemical treatments are necessary, they will be applied after school hours. As required by law, parents and staff will be notified in advance of any chemical pesticide application.

All monitoring and treatment records related to the District's pest management program are maintained in a logbook located in each District building office. The District requests that an appointment be scheduled in advance if you wish to review these records. To make arrangements please contact the Director of Operations at 309-593-5900 Ext. 10218.

If you identify any errors or omissions in this handbook, please contact the Rock Island-Milan School District 41 Communications Department at communications@rimsd41.org so that we may promptly review and address the concern.



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Sharon Williams, Ed.D.
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR
Date: July 28, 2026
Re: Assistant Principal, Rock Island Center for Math and Science

The selection process for the Assistant Principal position yielded a pool of nine (9) applicants, with five (5) candidates, who met the minimum qualifications, advancing to the interview stage. The comprehensive selection process included application screening, a data analysis presentation, an in-person panel interview, a writing assessment, and a second-round interview with the Superintendent, Assistant Superintendent of Human Resources, and the Principal of Rock Island Center for Math and Science (RICMS). Following this rigorous selection process, Mr. Daniel Colbrese emerged as the strongest candidate and is recommended for appointment as Assistant Principal of Rock Island Center for Math and Science.

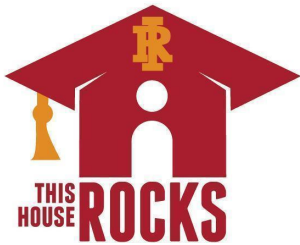
Mr. Colbrese is a ten-year veteran of Rock Island-Milan School District #41 and currently serves as the Dean at Edison Junior High School, where he has established strong, positive relationships with staff, scholars, and families. Prior to his current role, he served as Dean of Students at Washington Junior High School. In addition to his leadership experience, Mr. Colbrese has also taught at RI Academy and Eugene Field Elementary School. In each of these roles, he has made significant contributions to fostering a positive school culture and climate while supporting scholar success.

Mr. Colbrese has demonstrated a strong commitment to student achievement and continuous professional growth by completing additional coursework focused on supporting scholars with special needs and participating in professional learning aligned with the district's instructional leadership initiatives.

Mr. Colbrese holds a Bachelor's Degree in Psychology and a Master's Degree in Educational Policy and Leadership. His educational background, leadership experience, and deep understanding of the Rock Island-Milan School District #41 community positions him well for success in this role.

It is recommended that the Board of Education approve the appointment of Mr. Daniel Colbrese to the position of Assistant Principal at Rock Island Center for Math and Science for the 2026–2027 school year at an annual salary of \$105,450.

Investment Period: One year contract
Total Investment: \$105,454
Funding Source: District Funds



Sharon Williams, Ed.D.
Superintendent of Schools

To: RIMSD 41 Board of Education
From: Dr. Sharon Williams
Cabinet Champion: Dr. Dominique Moore, Assistant Superintendent of HR
Date: July 28, 2026
Re: Adoption of the 2026-2029 Tentative Agreement between AFSCME and the RIMSD #41 Board of Education

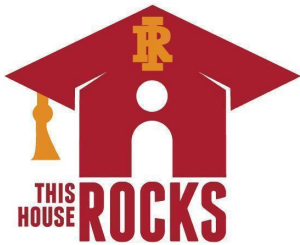
On Tuesday, June 30, 2026, the American Federation of State, County and Municipal Employees (AFSCME) ratified tentative agreements for a new Collective Bargaining Agreement (CBA). AFSCME membership includes custodians, maintenance, secretaries, and nutrition services personnel. The three-year agreement will be in effect for the 2026-27, 2027-28 and 2028-29 school years.

To better meet the district's operational needs while continuing to support and recognize the essential contributions of the employees covered under this CBA. A summary of the major changes is provided below:

- Bidding Process: The bidding process will take place on the Saturday following the required seven-day posting period.
- Call-In Procedure: Employees must notify their supervisor at least two hours before the start of their scheduled shift if they are unable to report to work.
- Paid Holidays: Employees will receive the designated paid holidays as paid time off.
- Discipline and Discharge: The agreement affirms the District's commitment to maintaining fair and consistent discipline & discharge procedures.
- Insurance premiums costs will be as follows:
 - Single coverage: 82% Board / 18% Employee
 - Single +1: 79% Board / 21% Employee
 - Family: 80% Board / 20% Employee
- Salary increases will be as follows:
 - Custodians/Maintenance:
 - 2026-2027 - 5% salary increase
 - 2027-2028 - 4% salary increase
 - 2028-2029 - 4% salary increase

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

- Nutrition Services:
2026-2027 - 5.5% salary increase
2027-2028 - 5.5% salary increase
2028-2029 - 4.5% salary increase
- Legacy Secretaries:
2026-2027 - \$4,300.00 salary increase
2027-2028 - 5.5% salary increase
2028-2029 - 4.5% salary increase
- Secretaries:
2026-2027 - New salary schedule
2027-2028 - 4% salary increase
2028-2029 - 3% salary increase

We are confident that this agreement represents a fair, sustainable, and forward-thinking commitment to AFSCME members. It strengthens our ability to attract and retain high-quality support staff while continuing to provide critical services to our scholars and school community.

It is recommended that the Board of Education adopt the newly ratified AFSCME Collective Bargaining agreement for the 2026-2029 school years.

AGREEMENT BETWEEN

**LOCAL 822
AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO**

&

**Rock Island-Milan School District #41
BOARD OF EDUCATION
ROCK ISLAND, ILLINOIS**

July 1, 2026 - June 30, 2029

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A.F.S.C.M.E. AGREEMENT

PREAMBLE

This Agreement entered into by the Rock Island-Milan School District #41 Board of Education, hereinafter referred to as the Employer, and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 31, on behalf of Local 822, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE I - Recognition

The Rock Island-Milan School District #41 Board of Education, Rock Island County, Rock Island, Illinois, hereby recognizes the American Federation of State, County and Municipal Employees AFL-CIO, on behalf of Local 822, as the sole and exclusive bargaining agent for all full-time and part-time (four hours or more per day) employees covered by this Agreement for the purpose of establishing salaries, hours, and other conditions of employment. The parties recognize that there are three (3) bargaining units contained herein, each separately certified.

ARTICLE II - General

Section 1. The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties.

Section 2. If any section, paragraph, sentence, or clause of this agreement is held invalid or unconstitutional, such decision shall not void the remaining portion of this agreement of any section or part thereof.

Section 3. The Employer shall provide payroll deductions of union dues for those who affiliate with Local 822 AFSCME.

Section 4. There shall be labor management meetings as needed, but no more than one per month. The time and place for such meetings shall be at the discretion of the administration.

Section 5. All meetings called by AFSCME shall be scheduled after normal work hours unless arranged otherwise with the Administration. Under no circumstances shall union meetings that occur during work hours be scheduled more than once per month.

Section 6. Grievance Hearings and Meetings: AFSCME officers and stewards shall be released to attend grievance hearings and meetings called by administration during the normal workday.

Section 7. Job descriptions will be provided to employees when hired *or* upon request. The phrase "other duties as assigned" in job descriptions shall be construed to mean those other duties assigned which are reasonable within the scope of the duties related to the job.

AFSCME and the Assistant Superintendent of Human Resources shall meet and confer on proposed changes in job descriptions. If such changes require a different level of compensation, both parties agree to negotiate the appropriate level of compensation for the new job.

Section 8. The Board agrees to furnish AFSCME Council 31 and the Staff Representative the names, addresses, classification titles, base hourly wage, number of annual hours, work telephone numbers,

employee identification numbers, date of hire, work email addresses, home personal cellular phone numbers that the board has on file, and worksite locations of all employees in the bargaining unit. Such information shall be provided on a monthly basis and within five days of a specific request.

The Board agrees to provide the AFSCME President with School Board Agendas, minutes and training notices.

Section 9. A joint Labor/Management Committee may meet when necessary at mutually agreed times, for the purpose of discussing any work related problems. If the meeting is scheduled during an employee's regular work schedule, the member(s) of the Union authorized to represent the Union at Labor/Management Meetings will not have loss of wages for the time spent in said meetings. The employer is not obligated to meet more than once per month. An agenda will be sent out five (5) days in advance of the meeting. By mutual consent of both parties, additional items may be added to the agenda.

Section 10. The AFSCME President shall be granted four (4) hours per week for conducting union business.

ARTICLE III –Employment Categories

NUTRITION SERVICES

General Help

CUSTODIAN

CATEGORY 1

Custodian/260 Days

Custodian/202 Days

Utility Custodian

Rock Island High School Head Custodian

Custodian/Driver

Storeroom Clerk/Custodian/Driver

CATEGORY 2

Carpenter

Maintenance Worker

CATEGORY 3

Electrician

CATEGORY 4

Plumber

SECRETARIAL

CATEGORY 1- (202 days/8-hour days per contract year)

Elementary School Secretary, High School Secretary, Dean's Office Secretary, Special Services Secretary
High School

CATEGORY 2 - (212 days/8-hour day per contract year)

Junior High School Secretary and High School Main Office, Pre School Secretary

CATEGORY 3 - (260 Days/8-hour day per contract year)

High School Secretary (Main Office, Bookstore, Athletic Office, Guidance Office), Alternative School Secretary, Rover Secretary, Central Office Secretary, Special Services Secretary (Central Office)

CATEGORY 4 - (260 Days/ 8-hour day per contract year)

Head Start Secretary, Building and Operations Secretary

ARTICLE IV- Seniority

1. Seniority shall begin with the original date of employment in the AFSCME bargaining unit and shall include only the time for which pay has been received, except that total seniority shall not be diminished by the temporary lay-off of one year or less due to lack of work or lack of funds or in case of a leave of absence.

Whenever a vacancy occurs or a new position is created, such position shall be posted on all bulletin boards for seven (7) working days. Whenever a job is posted and not filled, it shall be posted every forty-five (45) days until filled.

If an employee wants to receive summer postings, he/she must notify the Department of Human Resources in writing no later than June 1. During this period, employees who wish to apply for the open position, including employees on temporary lay-off of one year or less, may do so. The application shall be in writing and it shall be submitted to the Human Resources Department.

The employer shall fill the opening by promoting, from among the AFSCME applicants, the employee with the longest continuous service and qualifications, provided the employee is capable of handling the work.

2. All vacancies shall have a one-day bid meeting(s) on the Saturday following the expiration of the job posting. At the bid meeting, all vacancies will be filled. All employees will be provided the opportunity to attend the bid meeting. Employees not able to attend may bid by proxy and may bid on more than one (1) position. The employer shall provide written notice of bid meetings and all available positions via work email

AFSCME employees may apply for open positions for maintenance worker, carpenter, electrician, and plumber. These positions are not subject to bid meetings and may be posted to outside applicants. AFSCME employees who pass the test and meet the minimum qualifications shall be interviewed. The most qualified candidate, based on the position qualifications, shall be hired.

Employees who successfully bid to another position shall be transferred within thirty (30) days.

AFSCME and the Board of Education agree to establish, negotiate and implement a testing and assessment system.

Movement to the following positions will be tested:

Custodian

Storeroom Clerk/ Custodian/ Driver

Secretary

Accounts Payable

Central Office

Food Service

Maintenance

Maintenance Worker

Carpenter

Electrician

Plumber

If mutually agreed upon by the employer and employee, on-the-job training, as necessary, will be given to anyone new or transferring to a new full-time position by the person presently holding that position or someone who is otherwise qualified to provide such training.

3. Whenever it becomes necessary to lay-off employees due to the shortage of work or lack of funds, employees shall be laid off in reverse order to their length of service in the AFSCME bargaining unit. Employees who have been laid off or separated from service without delinquency or misconduct on their part within one year thereto shall be entitled to be re-employed in vacancies or newly created positions and shall be rehired in reverse order of lay off.

4. Reduction in Force.

4a). Reduction in Workforce - Secretaries

In the event that an AFSCME employee's position is lost due to shortage of work and/or lack of funds in Rock Island- Milan School District 41, the individual(s) will be considered a "displaced" worker. A "displaced" worker will be assigned to a position that they are qualified for that does not cause financial harm or reduction of financial compensation (example... a 260 day "displaced" secretary will be reassigned to a 260 day secretary position)

In the event that a 260 day employee is "displaced", management will identify the AFSCME employee with the least seniority that holds a 260 day position in the same classification as the "displaced" employee and release the employee as a Reduction in Force (RIF).

The released 260 day employee will then have the option to be reassigned to a 202/212 day position in the same classification for which he/she is qualified. If the released 260 day employee elects to receive a 202/212 day position, the AFSCME employee with the least seniority that holds a 202/212 day position in the same classification will be laid-off, provided that the 260 day employee holds higher seniority than that of the lowest seniority 202/212 day employee.

4b). Reduction in Workforce - Custodians/ Nutrition Services

If a job is eliminated, that employee would bump to any position of an employee within their classification with lesser seniority. Custodians and Nutrition Services employees with the most seniority shall have full bumping rights when new positions, vacancies, lay-offs or reductions in force occur.

4c). Reduction in Workforce - Maintenance/Carpenter/Electrician/Plumber

If a job is eliminated, employees in any of these job classifications on July 1, 2020 would bump to any position of an employee within the custodial classifications with lesser seniority. Employees hired in any of the listed job classifications after July 1, 2020 shall not bump into the custodial classifications and shall be laid off if a job is eliminated. Employees working in any of these classifications on July 1, 2020 with the most seniority shall have full bumping rights when new positions, vacancies, lay-offs or reductions in force occur.

5. A Seniority list will be provided to the president of AFSCME local on or before February 1 of each year. This list will include the bargaining unit members that are on schedule for evaluation in even and odd years. The Union will send reminders to the District and Supervisors to conduct the evaluations.
6. In accordance with Section 10-23. Of the Illinois School Code, the administration will notify the Union and the affected employee in writing at least 30 days before the employee is dismissed (or the hours he or she works are reduced), together with a statement of honorable dismissal and the reason therefore, if applicable in accordance with State and Federal Laws.
7. Voluntary and/or involuntary transfers shall be evaluated on a case-by-case occurrence between the Union and the Board. No transfers shall be implemented which would violate the rights of any members covered under this contract.

ARTICLE V- Leaves of Absence

Section A – Definition

For the purpose of this Article, immediate family or household shall mean the following:

Spouse, Child, Parent, Grandparent, Grandchild, Parent-in-law, Son-in-law, Daughter-in-law, Brother, Sister, Sister-in-law, Brother-in-law, Legal Guardian, Step-parent, Step-child

Section B - Sick Leave

1. All employees are granted 15 days of sick leave with pay for personal illness or illness in the immediate family or household. If the employee is out of sick days, the employee may choose to utilize accumulated vacation days.

Employees who are unable to report for their scheduled work shift shall notify their immediate supervisor and the District-designated absence reporting system at least two (2) hours prior to the start of their scheduled shift. It is also the responsibility of the employee to enter their absence in the absence management system.

In the event of an emergency or other unforeseen circumstance that reasonably prevents an employee from providing the required two (2) hours' notice, the employee shall provide notice as soon as practicable. Such situations shall be reviewed on a case-by-case basis and shall not constitute a violation of this provision when the employee demonstrates that timely notice was not reasonably possible.

The parties acknowledge that this notification requirement is intended to assist the District in maintaining appropriate staffing levels while recognizing that emergencies and unforeseen circumstances may occasionally prevent compliance with the 2-hour advance notice requirement.

2. If, for any special reason, a person other than any of those listed above has become a part of the immediate family, these conditions may be examined with the school Administration and special permission for sick leave may be granted.
3. Unused sick leave may be accumulated to an unlimited total.
4. During the retirement year, the employee shall be granted 25 additional sick leave days, if the Human Resources Department is notified prior to the retirement year.
5. A doctor's certificate may be required for all absences due to illness of three (3) or more consecutive days, at the discretion of the Superintendent of Schools or designee.
6. Sick leave may be taken in one-half or full-day units.
7. Any employee who is re-employed within one year of a lay-off shall have all accrued sick leave reinstated.

Section C - Sick Leave Donation Program

For purposes of this section, a "catastrophic illness or injury" is defined as a condition that is expected to incapacitate the employee for an extended period of time, or requires the employee to be absent from work for an extended period to care for an immediate family member, resulting in financial hardship due to the exhaustion of all available paid leave. Employees who have filed, or intend to file, a claim for the same illness or injury under the Workers' Compensation Act, the Workers' Occupational Diseases Act, or any other wage replacement program shall be ineligible for participation in the Sick Leave Donation Program.

1. In the event that an AFSCME union member experiences a catastrophic illness or injury, or if an immediate family member (as defined in Section A of this Article) suffers a serious illness or injury requiring the member's care, and the member has exhausted all accumulated sick leave and other available paid time off, the member may request sick leave donations from other AFSCME union members in accordance with the following:
 - a. The employee has exhausted all accumulated sick leave and other available paid time off.
 - b. The employee has a catastrophic personal illness or injury, or is required to care for an immediate family member with a serious illness or injury.
 - c. The employee is required to provide medical documentation from a licensed healthcare provider to the Human Resources Department.
 - d. The employee submits a written request to the Union President and Human Resources Department outlining the reason for the request and the estimated number of days needed.

2. The following donation process shall be followed:

- a. Upon determination that an employee qualifies for Sick Leave Donation Program, the Union President shall notify bargaining union members and solicit voluntary donations of sick leave days.
- b. The requesting employee shall meet with the Union President to determine the number of days needed, not to exceed fifty (50) days per school year.
- c. The Union President shall obtain written authorization from each donating employee specifying the number of days to be contributed and shall maintain a record of all pledged donations.
- d. The request, along with documentation of pledged donations, shall be submitted for review and approval in a joint meeting between the District's Human Resources Department and Union representation.
- e. Upon approval, the District shall credit the approved number of donated sick leave days to the requesting employee's sick leave balance.
- f. Concurrently, the District shall deduct the corresponding number of sick leave days from each donating employee's balance and record all transactions through the District's designated HRIS system to ensure accuracy and accountability.

3. The Sick Leave Donation Program Committee shall

- a. Be comprised three (3) AFSCME members selected by the Union.
- b. Be comprised of three (3) administrators selected by the Superintendent or designee.
- c. Be responsible for developing and maintaining fair and equitable guidelines for the administration of the Sick Leave Donation Program for employees covered by this Agreement.

Leave accumulated through the Sick Leave Bank is to be used to exhaustion prior to accepting applications for the Sick Leave Donation Program, upon the execution of this agreement.

Section D - Catastrophic Illness/Death in Family/Bereavement Leave

1. When death occurs in the immediate family or household, the employee shall be granted a leave of up to ten (10) school days for each occurrence with full pay. The first five (5) will be with full pay. The second five (5) days may be covered with paid leave or be taken unpaid. These days are in addition to and separate from accumulated sick leave.

Such bereavement leave also covers stillbirth, failed surrogacy, failed adoption, failed fertility treatments, miscarriage, etc. under the Family Bereavement Leave Act.

2. When catastrophic illness occurs in the immediate family or household, the employee shall be granted a leave of five (5) school days for each occurrence with full pay. These days are in addition to and separate from accumulated sick leave.
3. Death or catastrophic illness leave may be taken in either one-half or full-day units and need not be taken consecutively.
4. Each employee shall be allowed up to three (3) days deductible from accumulated sick leave for death outside the immediate family.
5. Employees must provide medical professional documentation, if this request is proven to be impossible, then an alternative proof will be considered.

Section E - Personal Leave

1. Two (2) days of personal leave at full pay shall be granted for transacting personal or legal business which cannot be handled other than on a work day. No reason shall be required. Personal leave may not be used during the ninety (90) working day probationary period. Personal leave, if unused, shall be converted as sick leave. An employee shall be entitled to rollover a maximum of three (3) unused personal leave days to a subsequent school term for a maximum of five (5) personal leave days available for use during the year.
2. Except in the case of an emergency situation which occurred subsequent to the completion of the regular work day, application for a personal leave under this Article shall be made in writing prior to requested leave date and must be submitted to the Leave and Attendance Specialist for approval.
3. Should an emergency situation occur subsequent to the completion of the employee's regular work day, the necessity of securing prior approval obviously must be waived; however the affected employee should be expected to attempt informally to notify his or her supervisor of such emergency. It is understood when this situation occurs; the employee shall be required to make a formal application for approval before being eligible for pay for time lost.
4. The day immediately preceding or immediately following a holiday, as defined in Article VI, Section A or school recess cannot be used as a personal leave day except in a case of emergency, religious holiday, graduation of the employee, his/her child or spouse, or wedding of the employee or his/her child.
5. Excess personal leave days may be granted to observe religious holidays.

Section F - Leave of Absence/Conference Leave

1. An unpaid absence for a period not to exceed one (1) year may, at the discretion of the administration, be granted to an employee in order to allow the employee to attend an accredited college, university, or trade or technical school on a full-time basis. This employee may continue to participate in the District's health insurance program(s) during such leave of absence at his/her own expense (i.e. no employer premium contribution(s) shall be made). The employee's seniority date will remain the same. The employee will not accrue any other benefits including but not limited to longevity steps, additional sick leave days, etc.
2. Conference leave may be granted on a paid or unpaid basis at the discretion of the administration.
3. Conference leave shall be granted on a paid basis for certification and recertification of a sanitation certificate for all Nutrition Services employees.

Section G - Unpaid Due to Illness

If an employee has exhausted all paid (including leave granted through the sick leave donation program) and unpaid (Including FMLA leave) leave options due to his or her own personal illness or injury, or a serious illness or injury in the immediate family or household, he or she may apply for an unpaid leave of absence from the Board of Education not to exceed six months in duration. The Board of Education shall decide whether to grant such an unpaid leave of absence.

Upon return from this unpaid leave of absence, the employee shall be reinstated to the position for which he or she was employed at the time the leave was granted without loss of seniority.

If the employee's absence exceeds sixty (60) workdays (12 weeks), the position will be filled temporarily by a union employee. In the event said position is first shift, the highest senior second shift employee will be offered the position until the initial position is filled, that now open position will be offered to the 4-hour custodian. In the event the employee on leave is on second shift, the position shall be offered to the 4-hour custodian.

Family Medical Leave Act

AFSCME and the Board recognize the Family Medical Leave Act. The general provisions of this act are included with this contract-Appendix A. The provisions specified in ARTICLE V are in addition to those provided by the FMLA.

Section H - Union Leave

There shall be up to twelve (12) paid days of union leave granted for the delegates and or alternates to attend the state or national convention.

Section I - Extended Illnesses

1. Employees with a medical condition keeping them from performing their duties for sixty (60) work days (12 weeks) 90 or more calendar days shall have their position posted and filled as a vacant position. The absent employee may return to their original position within one (1) year after their job was posted, thereby bumping the employee who was hired to work in that position. After the one-year period, the employee may no longer return to their original position but may bump the least senior employee on a similar shift. This provision is for employees who have FMLA and /or paid leave time available to them for the duration of their extended illness. Once an employee runs out of FMLA, sick, vacation, and personal leave time, the employee may request unpaid leave due to illness according to Article V (F).
2. When an employee on Workers Compensation returns, the employee shall return to their original position. If the workers compensation absence exceeds sixty (60) work days (12weeks), the position will be filled temporarily by a union employee. In the event said position is first shift, the highest senior second shift employee will be offered the position until the initial position is filled, that now open position will be offered to the 4-hour custodian. In the event the employee on leave is on second shift, the position shall be offered to the 4-hour custodian.

Section J - Parental Leave

All employees covered by this agreement shall have the following paid parental leave for the birth of a child of the employee or the placement of a child for adoption or foster care with the employee. After the first year of employment, eighty (80) hours of paid parental leave will be available for use for each birth or placement. Paid parental leave may be taken intermittently within the first year after birth or placement in full week increments. In order to use paid parental leave, the employee shall notify their department of said use no later than 30 days prior to the commencement of the leave. If an employee is unable to provide 30-days' notice due to unforeseen circumstances, the employee shall notify the Department of Human Resources as soon as practicable. Unused paid parental leave is not subject to payout upon separation of employment.

ARTICLE VI – Holidays and Extra Compensation

Section A - Holidays

1. All 260 day employees shall be granted the following holidays with pay: New Year's Eve Day, New Year's Day, Martin Luther King's Birthday, Presidents Day (floating holiday), Good Friday, Monday after Easter (floating holiday), Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous People Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day and Christmas Day.
2. When a holiday falls on a Saturday, it will be observed on the preceding Friday; when a holiday falls on a Sunday, it will be observed on the following Monday.
3. All full-time secretaries and Nutrition Services employees who work less than 260 days shall be granted

seven (7) paid days off work (MLK Birthday, Good Friday, Monday after Easter, Memorial Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving).

Section B - Extra Compensation/Custodian

1. Employees working on the night shift, which shall be after the hours of 5:00 p.m. and before 5:00 a.m. shall receive \$.30 per hour above the regular salary. Custodial/Maintenance employees regularly scheduled to work on Saturday and/or Sunday shall receive a shift differential of \$.30 per hour for the Saturday and/or Sunday hours. This applies to full time employees only.
2. Since the lead person at the high school working the night shift has been designated by the Employer, that person shall be paid \$1.00 per hour over regular salary.
3. In junior high schools, the head custodian shall receive \$100.00 per month over the established schedule. In elementary schools, the head custodian shall receive \$75.00 per month over the established schedule. Appointment of head custodians shall be by agreement of the Board and the employee concerned.
4. Maintenance department employees shall be compensated for the use of their cars per mile by the applicable IRS rate.
5. Maintenance department employees shall be given a yearly tool allowance of \$150.00. Any such maintenance department employee desiring to obtain the allowance or portion thereof shall follow the normal purchase order procedures. This tool allowance is not cumulative.
6. An employee reporting for emergency duty at the School District's request which he/she had not been notified of in advance and which is outside of and not continuous with his/her regular work period, shall be guaranteed at least two (2) hours of pay at the rate of time and one-half.

Section C - Extra Compensation/Nutrition Services

1. Full-time employees possessing sanitation certification from the Rock Island County Department of Health shall be compensated at an additional \$1.25 per hour (see Appendix F with sanitation)
2. Each full-time employee shall receive an apparel allowance of \$175.00 per year. To receive the apparel allowance, the employee must submit original receipts showing purchase of apparel. In addition, the District shall provide each full-time employee with one (1) apron and two (2) shirts each year for the duration of the contract.
3. In the event that an employee is scheduled to be absent for 60 consecutive days (12 weeks), the employee with the highest seniority in that kitchen may work the hours of the absent employee. All positions may be filled by order of seniority with that kitchen until the staff is full again. If and when the employee who was unable to work returns, all employees shall return to their original hours and job duties.
4. Uniforms to be worn shall consist of mandatory non-slip shoes, pants to the knee or longer and a tee shirt.

Section D - Extra Compensation/Secretaries

If student enrollment at the school is greater than 350 students, in buildings with one (1) secretary, as reported by the Fall Housing Report for the current year, the secretary will receive a stipend of \$300.

Secretaries who have successfully completed the District's interpreter and translator process shall receive a monthly compensation of \$75 in addition to their regular salary. To be eligible for the additional compensation, secretaries must undergo and pass the District's interpreter and translator process.

Secretaries who have been vetted and approved, through the District, as bilingual translators and/or interpreters shall receive an additional \$75 a month. Such services shall not substantially remove the employee from their regular work duties.

ARTICLE VII – Hazardous Duty

Section A - Custodians

1. In situations where a maintenance worker is undertaking a potentially hazardous repair, he/she must obtain another custodian to minimize any possible hazard.
2. The Board shall provide a safe work environment. Safety committees will be formed in each building and AFSCME shall have representation on all committees.

Section B - Secretaries

1. A secretary will not be required to work alone in a building. Should such an occasion arise, an adjustment of working hours shall be arranged between the secretary and his/her immediate supervisor.
2. A secretary will not be required to give medications to students, nor will a secretary be required to treat medical conditions beyond the realm of basic first aid.
3. At no time will a secretary be required to supervise students, nor will students be left with a secretary in a school office in the absence of the building principal or without the supervision of a certified staff member.

ARTICLE VIII - Vacation

1. All 260 day AFSCME employees shall accrue paid vacation time beginning at the end of the first full month of employment, in accordance with the following schedule:
 - a. 1st year through completion of year 7: fifteen (15) days annually (1.25 days accrued per month)
 - b. More than 7 years through completion of year 12: twenty (20) days annually (1.67 days accrued per month)
 - c. More than 12 years: twenty-five (25) days annually (2.08 days accrued per month)
2. New hires shall begin accruing vacation in the month of hire. Vacation shall be prorated for the remainder of the fiscal year, and employees shall not receive the full annual allotment until the start of

the next fiscal year.

3. Employees who reach 7 or 12 years of service during the fiscal year shall begin accruing vacation at the higher rate associated with their new tier effective at that time.
4. For purposes of this Article, years of service shall be calculated from the employee's date of hire into the AFSCME bargaining unit.
5. Vacation requests shall be granted at the time of request whenever possible. The employer reserves the right to limit the number of employees on vacation on school days. When such limitations are necessary, requests shall be approved by seniority with a 30 or more day request. Otherwise, approvals are on a first-come, first-served basis, determined by the date the request is submitted. All requests are subject to approval by the employee's immediate supervisor. Vacation scheduling shall be administered by the immediate supervisor to ensure adequate staffing and coverage.
6. Employees may carry over up to ten (10) unused vacation days from one fiscal year to the next. The total maximum vacation balance on July 1st shall not exceed the annual accrual + 10 days. Any vacation days in excess of this maximum at the end of the fiscal year shall be forfeited and are not eligible for payout or carryover.

ARTICLE IX – Hours of Employment and Overtime

Hours of the workday will be established by the posting for which the employee applies. All postings shall have specific working hours.

Section A - Nutrition Services

1. Employees working five (5) hours or more in one day shall be classified as full-time employees.
2. Nutrition Services employees who work 6-8 hours per day shall receive a 20-minute lunch period and one, ten-minute break. Food service employees who work 5 hours will receive a 20-minute lunch break.
3. Full-time employees scheduled to begin their shift by 7:00 a.m. or before shall be paid for one hour's work if they report to work prior to 8:00 a.m. on days when school is closed due to inclement weather.
4. Full-time employees in the General Help classification may be utilized to work on in-service days, as needed, on a rotating basis by seniority. If the employee refuses the opportunity to work, the next person on the list will be afforded the opportunity to work.

Section B – Custodians

1. In the event there is a need for a 4-hour custodian, only one will be allowed. In the event that more hours occur, those hours will be combined with the existing 4-hour custodial position, thus making a full-time 8-hour position.
2. An employee's workday shall consist of 8 hours in one shift and 40 hours in one week.
3. Employees shall be allowed one 15-minute break per four hours of work and one-half hour for lunch.

4. Where two or more custodians are employed in a school, the hours of the second position shall be arranged so as to provide custodial service for the early hours of the evening.
5. In the event that a custodian must be absent from work and notifies their supervisor or designee at least three clock hours before his/her reporting time, the following procedure will be followed:
 - (a) The Director of Building Operations will send a substitute custodian if available;
 - (b) See Section D - Overtime.

Section C - Secretaries

An employee's workday shall consist of 8 hours in one day and 40 hours in one week. Employees shall be allowed 1, 15-minute break per four hours of work. Lunch shall be either one hour or one half hour, by agreement between employee and supervisor.

Section D - Overtime

1. All work performed over 40 hours in one week shall be compensated at the rate of time and one-half the hourly rate (overtime). Overtime requires pre-approval of the person's immediate supervisor. Vacation, personal time and holidays used during that work week will count towards the 40-hour work week.
2. When additional hours of work are needed beyond the normal work schedule, due to emergencies, absences, job vacancies, or special events/activities, the following procedure shall be followed by classification:
 - a. Food Service/Custodial Job Classifications
 - 1) The additional hours are offered to employees in the same building by seniority.
 - 2) If there are no volunteers, the additional hours are offered to employees in the district by seniority according to the overtime list.
 - 3) When an employee refuses the overtime assignment, their name shall fall to the bottom of the overtime list. If an employee is at the top of the list, the employee shall not be skipped.
 - 4) If additional hours cannot be covered by items 1 and 2 above, the District reserves the right to use its discretion to resolve the problem in the best interest of the district.
 - 5) The overtime list shall reset each quarter, beginning again with the most senior employees. Employees interested in signing the overtime list shall notify the employer in writing.
 - b. Secretarial Classifications
 - 1) Offer the overtime to the secretary who normally performs the work.
 - 2) Offer the opportunity to other AFSCME secretaries within the department (Central Office) or building (schools) to work overtime on a rotating basis by order of seniority. (Overtime may not negatively impact internal controls of the District).
 - 3) If additional hours cannot be covered by items 1 and 2 above. The District reserves the right to use its discretion to resolve the problem in the best interest of the District.

ARTICLE X – Salary Classification Schedules

1. As a basis for hiring individuals for classifications, if the individual has five years or more experience in the field for which he/she is hired, such experience counts as one step per year up to five years on the salary schedule.
 - a) Effective July 1, 2026, newly hired Secretaries may be placed at any step through Step 5 based upon prior experience and/or qualifications. The New-Hire Secretary Salary Schedule shall be established as reflected in Appendix E.
 - b) Employees employed in a Secretary classification prior to July 1, 2026, shall be compensated pursuant to the Legacy Secretary Salary Schedule (Appendix D).
 - c) Employees hired into a Secretary classification on or after July 1, 2026, shall be compensated pursuant to the New-Hire Secretary Salary Schedule (Appendix E).
2. As a basis for hiring individuals for classifications, if the individual has part-time service for of three years or more in the field for which he/she is being hired, such experience is to count as one step at the rate of one year credit for every three years of part-time service, up to step five on the salary schedule.
3. Step 1 represents the starting salary and 16/13/16 represents the maximum salary. Movement on the salary scale will be effected on July 1st and will be according to the negotiated schedule.
 - APPENDIX C - Custodial (Step 16)
 - APPENDIX D - Legacy Secretarial (Step 13)
 - APPENDIX E - Secretarial (Step 13)
 - APPENDIX F - Nutrition Services (Step 16)
4. The Board of Education shall classify each position, provide job descriptions, and establish proper wage rates for each classification.
5. Steps shall be granted on July 1st of each year regardless of hire date.
6. Substitutes shall not be paid more per hour than the hourly rate of the employee for whom they are substituting.
7. Whenever an employee performs work in a higher classification at the direction of a supervisor, such employee shall receive the higher rate of pay after completing three (3) consecutive days in that position, taking on the full responsibility of the job.

ARTICLE XI – Early Retirement

Any employee having twenty (20) or more years of continuous service who chooses to retire shall receive an additional stipend. The employee must notify the Department of Human Resources of their intent to

retire 45 days prior to retirement. This notification must be received by December 15th of the fiscal retirement year.

A one-time post retirement payment of \$7500 will be paid within ninety (90) days of retirement date.

ARTICLE XII -Evaluations

1. AFSCME employees shall have a formal evaluation completed at least once every two years. However, all employees in their first two years of employment with the District or in their first two years in a newly assigned job shall have a formal evaluation completed annually. Evaluations will be conducted by the District manager/supervisor with input from site-level administrators and/or managers.
2. Three copies of the formal evaluation shall be made and distributed as follows: One copy to the evaluated employee, one copy to the evaluator, and one copy to the Office of Human Resources. The Office of Human Resources copy shall be maintained in the employee's personnel file.

The evaluator and the employee shall confer to review the formal evaluation. The employee's signature shall signify only that he/she has received the evaluation.

Any item rated below average shall be explained in the comment section, and suggestions for remedying the deficiency shall be given by the evaluator. AFSCME has the right to answer any below-average rating in writing. Both the evaluation and any response by the AFSCME Evaluator shall be included in the employees' personnel file.

ARTICLE XIII -Insurance

Section A - Insurance Plan, Coverage and Eligibility

1. AFSCME employees, except for those employed less than five (5) hours per day but including those on sick leave, shall be eligible for coverage in the group insurance plans authorized and paid for by the Board subject to the following provisions:
 - a) If both husband and wife are eligible to enroll for the employee benefits, either the husband or the wife, but not both, may elect to enroll for dependent benefits. The remaining spouse shall be entitled to single coverage.
 - b) If the employee is employed for four (4) or more, but less than five (5) hours per day, can enroll in single coverage.
 - c) The Board will pay the premium costs of the single, single plus one and family plan for the period July 1, 2026, to June 30, 2029 subject to the following provisions:
 - (1) Single: Board will pay 82%. Employee will pay 18%
 - (2) Single +1: Board will pay 79%. Employee will pay 21%
 - (3) Family: Board will pay 80%. Employee will pay 20%.

2. Eligible employees on an approved unpaid leave of absence may elect to continue their health insurance, provided they pay the full premium, except for those leaves covered under the Family Medical Leave Act. An employee on unpaid FMLA must make arrangements to pay the applicable employee portion of the health insurance premium to maintain coverage.
3. Employees who retire or become disabled prior to the age of 70 may continue in the group medical, dental, and vision insurance plan by remitting to the Board or its designee premiums at the prevailing group rate. If an employee is not eligible for Medicare, the employee may continue in the group indefinitely by remitting to the Board, or its designee, premiums at the prevailing rate.
4. The District agrees that an employee whose employment with the District ends shall continue to be covered by the District's Insurance through the last day of the month of employment.
5. All Board-sponsored or Board-participating employee insurance programs shall be considered part of this agreement and any additions to, subtractions from, or modifications in the coverage of part or all of these programs shall be only after negotiations and with agreement by AFSCME. The Board shall insure AFSCME employees as equal as possible to all other insured employees.

ARTICLE XIV – Discipline and Discharge

1. The Board, after the completion of a probationary period of ninety (90) working days may discipline, suspend or discharge an employee for just cause. Any disciplinary action, suspension or discharge may be processed through the grievance procedure. Both the District and the Union agree with the tenets of progressive and corrective discipline. Disciplinary action shall consist of the following measures: 1. Verbal reprimand (to be followed by confirmatory correspondence) 2. Written reprimand 3. Suspension without pay 4. Dismissal. All disciplines shall be in writing and placed in the personnel file as well as copied to the employee. When the seriousness of a particular offense makes the application of progressive discipline inappropriate, the appropriate disciplinary step may be taken.
2. Disciplinary action of a formal nature shall be submitted to the Department of Human Resources in writing, with a copy to the employee and Union at the same time. The employee has the right to answer the action in writing to the Office of Human Resources within five (5) working days of receipt of the copy. Copies of both letters will be filed in the employee's personnel file. Failure to provide the Union with a copy of a formal disciplinary action of an employee shall negate the five- (5) day response time, until such time as the Union is provided a copy by the reprimanding supervisor. The Office of Human Resources shall not include the letter in the employee's file if the Union is not notified of the disciplinary action.
3. An employee is entitled to have a Union representative present during any disciplinary meeting. The reprimanding supervisor must inform the employee that this meeting is of a disciplinary nature.

ARTICLE XV – Dues Deduction

The Employer shall honor employees' individually authorized deduction forms, and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees; and PEOPLE contributions. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions [and any applicable laws of the State of Illinois].

ARTICLE XVI – Grievance Procedures

1. Every full-time employee covered by this Agreement shall have the right to present grievances in accordance with the provision of this article. Nothing contained in this Article or elsewhere shall be construed to prevent any individual from discussing a problem with their immediate supervisor and having it adjusted without intervention or representation by a Union Representative.
2. The failure of an employee or the Union to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an Administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step. The time limits may be extended by mutual agreement.
3. Investigation or other processing of any grievance by the grieving employee or Union shall be conducted so as to result in no interference with or interruption with the work activities of the School District. The Union representative shall, however, be allowed time during the regular working day to process a grievance if those involved are unavailable after working hours or to process the grievance within the time frame described herein.
4. The use of this grievance procedure shall be limited to grievances alleging a specific violation of this Agreement.

Step 1.

The Union steward, or other officer, with or without the employee, may take up a grievance or dispute with an employee's immediate supervisor within fourteen (14) calendar days, an informal meeting between the aggrieved employee, the Union steward, and his/her immediate supervisor for the express purpose of attempting to resolve the complaint or alleged grievance shall occur within fourteen (14) calendar days. The supervisor shall then attempt to adjust the matter and shall respond in writing to the steward and employee within fourteen (14) calendar days.

Step 2.

Any grievance which remains unsettled after completion of the first step shall be reduced to writing, signed by the aggrieved employee(s) or Union representative, and shall specify the specific Article(s) and section(s) allegedly violated and shall also specify relief sought within fourteen (14) calendar days of the response in step 1 or when the response was due. Step 2 grievances are filed with the Assistant Superintendent of Human Resources or his/her designee. The Assistant Superintendent of Human Resources shall, within fourteen (14) calendar days from the date the grievance is presented to him/her, arrange a meeting at a mutually satisfactory time with the employee, Union representative or both in an attempt to answer the grievance. The Assistant Superintendent of Human Resources shall formally answer the grievance within fourteen (14) calendar days after the meeting in which the discussion of the grievance is concluded and this written answer shall be given to the employee and the Union

Step 3.

Any grievance which remains unsettled after completion of the second step shall be filed at the third step within fourteen (14) calendar days of the district response in step 2 or when the response was due. Step 3 grievances are filed with the Superintendent. Grievances that remain unsettled after completion of the second step shall be discussed by the Superintendent and two school board members with the union steward and the aggrieved employee(s) no later than fourteen (14) calendar days from the date the grievance was appealed to this step. The Superintendent and/or his representative(s) shall formally answer the grievance

within fourteen (14) calendar days after the meeting at which the discussion was concluded and this written answer shall be given to the employee and Union.

Step 4.

Grievances involving the interpretation and/or application of the provisions of this Agreement which have been duly processed through previous steps of this grievance procedure, and only such grievances, may be submitted to arbitration in accordance with the following provisions:

- (1) The Union must give written notice to the Department of Human Resources, within fourteen (14) calendar days from the date of the Administration's answer in Step 3. Such written notice shall cite the provision(s) allegedly violated and the relief sought.
- (2) Either party shall be entitled to present its claim(s) to the arbitrator in such manner as the party may desire, it being understood, however, that the arbitration may determine the relevancy of the evidence presented. The decision of the arbitrator shall be final and binding, shall be reduced to writing, and each party shall be furnished a signed copy thereof. The arbitrator shall have no power to alter, change, detract from, or add to the provisions of this Agreement to the settlement of grievances arising hereunder.
- (3) Each party shall bear its own costs; and the expenses for the arbitrator's services, the court reporter fees and other costs for the proceedings shall be shared equally by the Employer and the Union.
- (4) The arbitration proceedings will be conducted by an arbitrator selected by the two Parties ten (10) calendar days after notification has been given, if possible.

If the parties fail to select an arbitrator, the American Arbitration Association (AAA) or its successor in function shall be requested to provide panels of arbitrators pursuant to its voluntary labor arbitration rules, upon written request of either party. Such written request shall be considered a joint request.

ARTICLE XVII –General Provisions

1. No strikes of any kind or interruption of work shall be caused or sanctioned by the Union or any member thereof during the term of this Agreement.
2. The employer shall institute no lockout of employees during the term of this Agreement.
3. The employer agrees not to discriminate against any employee on the basis of race, sex, sexual orientation, creed, religion, color, marital or parental status, age, national origin, political affiliation and or beliefs, nor shall the employer discriminate against any employee with a disability, or for other non-merit factors.
4. The employer shall retain the exclusive and ultimate responsibility for the proper management and governance of the School District. Any decision made by the Employer shall not conflict with the specific terms of the Agreement.
5. The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties.
6. If any section, paragraph, sentence, or clause of this Agreement is held invalid or unconstitutional, such decision shall not void the remaining portion of this Agreement or any section thereof.

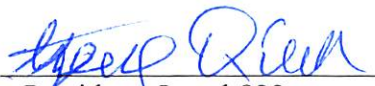
7. The negotiated contract between AFSCME, Local 822, and the Rock Island-Milan School District #41 Board of Education shall be distributed to all members of the bargaining unit. District #41 shall provide all AFSCME employees with a copy of the contract. All AFSCME members employed after the initial distribution of the contract will be provided a copy of the contract through the Human Resources Department.

ARTICLE XVIII – Duration

This Agreement shall be effective July 1, 2026 and shall remain in full force and effect until the 30th day of June 2029. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least 60 days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than 30 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph:

In the event that either party desires to terminate this Agreement, written notice must be given to the other party no less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

IN WITNESS WHEREOF, the parties hereto have set their hands and sealed this 28th day in July of 2026.

Union: 
President, Local 822

Date: 7-28-2026

Union: _____
Staff Rep. Council 31

Date: _____

RIMSD School District: _____
Board President

Date: _____

APPENDIX A- Leave under the Family and Medical Leave Act

LEAVE UNDER THE FAMILY AND MEDICAL LEAVE ACT

In accordance with the provisions of the Family and Medical Leave Act (FMLA), the Board of Education of the Rock Island-Milan School District No. 41 ("Board") shall provide up to twelve (12) work weeks of unpaid leave to all eligible bargaining unit members during any fiscal year for one or more of the following reasons:

- A. The birth of a child.
- B. The adoption or foster care of a child.
- C. Care of a member of the immediate family, defined as spouse (only in legally recognized marriage relationships), children or stepchildren, parents, spouse's parents, or step-parents of either spouse.
- D. A serious health condition* of the eligible bargaining unit member which prevents him/her from performing the functions of his/her position.

*A serious health condition may mean illness, injury, impairment, or physical or mental condition that involves in-patient care in a hospital, hospice, or residential medical facility or requires continuing treatment by a health-care provider which requires an absence of more than five consecutive days.

"Eligible staff" and "eligible bargaining unit member" means any regular full-time member who has worked a full year with the district.

Family Medical Leave must be taken concurrently with any other leave benefits granted to an eligible bargaining unit member under the terms and conditions of the collective bargaining agreement between the Board and the Union. However, the employee may choose to use accumulated sick leave for a portion or all of the FML as a paid leave, or the employee may choose not to use accumulated sick leave and go on an unpaid FML. Employees who develop medical complications as a result of childbirth, as established by a physician, may use their own accumulated sick leave. The use of the sick leave donation program provision is limited to the terms of the collective bargaining agreement during any FML.

In a case when the Superintendent and the eligible bargaining unit member agree, such leave may be taken intermittently or on a reduced schedule in the event of the birth, adoption or foster care of the child. An eligible bargaining unit member has the right, however, to take intermittent or reduced-schedule (half-day) leave when medically necessary to care for a spouse, child, or parent who has a serious health condition, or if the eligible bargaining unit member has a serious health condition.

GENERAL PROVISIONS

The District will provide eligible bargaining unit members coverage under the Family and Medical Leave Act with an unpaid job protected leave of up to twelve (12) weeks.

A. Eligible Staff

All full-time AFSCME bargaining unit members who have worked a full year with the district or have at least 1,250 hours of service with the district during the 12 months before their FMLA leave starts. Purpose of the Leave

Up to twelve (12) weeks of unpaid leave may be granted for one or more of the following reasons:

1. The birth of a child,
2. The adoption or placement of a foster care child,
3. The care of a member of the immediate family, defined as spouse (only in legally recognized marriage relationships), children or stepchildren, parents, spouse's parents, or step-parents of either spouse,
4. The serious health condition* of the eligible bargaining unit member that prevents him/her from performing the functions of his/her position.

B. Intermittent Leave

1. Leaves for adoption, foster care, or birth of a child may not be taken intermittently or on a reduced schedule unless circumstances require the leave to be intermittent.
2. Leaves for personal or immediate family illness may be taken intermittently or on a reduced schedule in the same increments as sick days are taken.
3. An eligible bargaining unit member who requests intermittent leave based on planned medical treatment may be required to temporarily transfer to another job with equivalent pay or benefits that better accommodate the eligible staff member's needs for recurring periods of leave.

C. Notice

1. Eligible bargaining unit members must provide the Assistant Superintendent for Human Resources with at least thirty (30) calendar days' notice when the circumstances requiring the leave become known to those employees. Whenever this is not possible, eligible unit members are required to provide as much notice as is possible under the circumstances existing at that time.
2. When an intermittent leave is required for a serious health condition with the planned medical treatment, the eligible bargaining unit member should make reasonable efforts to schedule treatments in a way that minimizes disruption to the District's programs.
3. An individual staff member may appeal to the Assistant Superintendent for Human Resources when a request for FML is denied. If the request was denied due to a question of immediate family relationship, the employee must demonstrate to the Assistant Superintendent for Human Resources that a "family relationship" exists. Such an appeal must be in writing.

D. Medical Certification

1. The District may require that a request be supported by a health care provider's certification. The certification should include the date when the serious health condition began, the probable duration of the condition, and other relevant medical facts. If applicable to the leave request, the certification should also include a statement that the eligible bargaining unit member is needed to care for a

member of the immediate family as defined in Section B, paragraph 3 of this provision. If the eligible bargaining unit member is ill, the certification should include a statement that the affected employee is unable to perform his/her job. When the certification is for intermittent leave, it should include the dates when treatment is expected and the duration of the treatment, if possible. In the event that the certification omits information, such omission shall not void or delay the leave request, provided that the eligible bargaining unit member corrects the deficiencies within a reasonable period of time following notification by the employer.

2. The District may, if it has reason to doubt the validity of the original certification, require a second opinion, paid in full by the District, from a District-chosen health care provider.
3. If the leave is denied as a result of the second opinion, the eligible bargaining unit member can process his/her complaint through the grievance procedure in the collective bargaining agreement, or the District and eligible bargaining unit member can agree to a binding third opinion at the expense of the District. A binding third opinion requires the agreement of both the District and the eligible bargaining unit member on a health care provider.

E. Employment and Benefits Protection

1. After the leave, the eligible bargaining unit member will be returned to his/her same position whenever possible. If return to the same position is not possible, the eligible bargaining unit member will be returned to a vacant position for employment.
2. Seniority will accrue while the person is on leave.
3. Insurance coverage will be provided by the District during the leave at the same level and conditions of coverage that would have been provided had such eligible employee not taken the leave. If your leave is unpaid the district is still legally required to pay *their* portion of the premium as if you were actively working, however, the employee will be responsible for paying the employee portion of the premium.
4. If an eligible bargaining unit member does not return from the leave, other than a Family and Medical Leave for personal illness, the District can recover from such employee the cost of premiums paid by the employer.
5. Personal leave and sick leave will accrue during the paid portions of any Family and Medical Leave. Eligible bargaining unit members will receive any other relevant pay during the paid portion of the leave.

F. Definitions

1. Serious health condition: A serious health condition is an illness, injury, impairment, or physical or mental condition that involves in-patient care in a hospital, hospice, or residential medical facility or requires continuing treatment by a health-care provider which requires an absence of more than five consecutive days.
2. Eligible bargaining unit member: Any regularly employed full-time or part-time member who has worked a full year's contract with the District. Leave for part-time staff will be pro-rated.
3. Days: When "days" are referred to in these provisions or any administrative implementation of these provisions, they shall refer to calendar days unless otherwise noted.
4. Year: When the word "year" is used in these provisions or any administrative implementation of these provisions, it shall refer to the 12-month period measured forward from the date of your first FMLA leave usage.
5. Immediate Family:
 - Child means a biological, adopted or foster child, stepchild, legal ward, or child of a person standing in loco parentis (in the role of a parent), who is either under age 18, or age 18 or older

and incapable of self-care because of a mental or physical disability at the time that FMLA leave is to commence. For military family leave, the child of an eligible employee may be of any age.

- Parent means a biological, adoptive, step or foster parent, or any other individual who stood in loco parentis (in the role of a parent) to the employee when the employee was a child. This term does not include parents-in-law.
- Spouse means a husband or wife as defined or recognized in the state where the individual was married and includes a same-sex or common law marriage. Spouse also includes a husband or wife in a marriage that was validly entered into outside of the United States if the marriage could have been entered into in at least one state.
- Next of kin, which only applies to military caregiver leave, is the nearest blood relative, other than the unit member's spouse, parent, or child.

APPENDIX B - Catastrophic Illness

CATASTROPHIC ILLNESS

A catastrophic illness is defined as a severe condition or combination of conditions affecting the mental and/or physical health of the employee that requires the services of a licensed practitioner for a prolonged period of time (thirty (30) or more work days during a 12 month period) and that forces the employee to exhaust all eligible paid leave earned by the employee.

ELIGIBILITY:

All employees who accrue vacation, personal and sick days are eligible to receive donations provided that they meet the standard above and provide the required certification that they will miss at least thirty (30) work days, have exhausted all paid leave and are not receiving long-term disability payments from IMRF or Social Security Disability.

An employee receiving indemnity payments from Worker's Compensation is not eligible.

PROCEDURE:

Complete the application and send the completed form to the Human Resource Office.

If the employee qualifies, an approval letter and blank donation form will be sent to the employee within 3 - 5 business days after the Human Resource Department receives the application.

FORMS:

1. Application for Catastrophic Illness Leave Donation and Physical Verification.
2. Employee Catastrophic Illness Donation Form.

APPENDIX B**Sick Leave Bank Application Form Rock Island-Milan School District #41**

*****This form is to be used until the exhaustion of the accumulated sick leave balance and shall be discontinued when the current accumulated bank has a balance of zero (0) sick days. *****

Committee Attendance:	Employee ID#:
Name of Requesting:	Phone:
Address:	Position and location of request:
Name and Phone of Emergency Contact:	Association (circle one) REIA RIESPA AFSCME

Estimated Number of Days Requested:

	YES	NO
I anticipate exhausting all applicable paid leave balance.		
I have a serious health condition as defined under Article V of the contract.		
My illness and/or injury is work related.		
I will receive disability benefits while covered by sick leave bank hours.		
Have used sick leave before?		

How many years has employee worked in our district?	
How many sick days and personal days has employee accumulated?	
How many sick and personal days did the employee have at the start of this school year?	
Does/can the employee intend to return to work once sick days are exhausted?	
Discussion Notes: Concern/Questions from the Committee:	
With the provided information, the committee agreed this request must be:	

I certify that the above information is true to the best of my knowledge.

Please attach to this form any and all pertinent medical documentation you wish the committee to review to consider your request. The committee requires, at a minimum, a doctor's note from a licensed physician explaining your condition (more is better). The information received from you will be distributed and discussed only with the Sick Bank Committee.

Medical Release Statement: The Sick Bank Committee has my permission to review and discuss the documentation I gave to the Sick Bank Committee from my licensed physician and/or myself in order to determine my eligibility to access the Sick Bank.

I agree with all of the information and conditions.

Signature: _____ Date: _____

Please do not write below this line:

Approved: _____ Denied: _____

Date: _____
Administration

Union

Date: _____

Note:

Sick Leave Bank Form is found of the District Intranet.

APPENDIX C- Custodial/Maintenance Salary Schedule

Custodial/Maintenance Salary Schedule

Custodial	5.00%	2026-2027		
Step	260 Day Custodian	RIHS Head Custodian	260 Day Driver	Maintenance
1	\$51,652	\$60,837	\$52,560	\$54,722
2	\$55,529	\$63,002	\$56,338	\$58,492
3	\$55,998	\$63,467	\$56,786	\$58,972
4	\$56,487	\$63,951	\$57,272	\$59,462
5	\$57,060	\$64,527	\$57,863	\$60,026
6	\$57,394	\$64,866	\$58,183	\$60,309
7	\$57,761	\$65,235	\$58,551	\$60,678
8	\$58,127	\$65,595	\$58,913	\$61,039
9	\$58,590	\$66,054	\$59,400	\$61,557
10	\$59,160	\$66,630	\$60,611	\$62,130
11	\$59,767	\$67,233	\$61,221	\$62,738
12	\$60,375	\$67,839	\$61,828	\$63,347
13	\$60,980	\$68,454	\$62,433	\$63,951
14	\$61,655	\$69,081	\$63,057	\$64,620
15	\$62,270	\$69,770	\$63,685	\$65,266
16	\$62,875	\$70,376	\$64,292	\$65,871

APPENDIX C

Custodial/Maintenance Salary Schedule

Custodial	4.00%	2027-2028		
Step	260 Day Custodian	RIHS Head Custodian	260 Day Driver	Maintenance
1	\$53,718	\$63,270	\$54,662	\$56,911
2	\$57,750	\$65,522	\$58,591	\$60,832
3	\$58,237	\$66,006	\$59,058	\$61,331
4	\$58,746	\$66,509	\$59,563	\$61,840
5	\$59,343	\$67,108	\$60,178	\$62,427
6	\$59,690	\$67,460	\$60,510	\$62,721
7	\$60,071	\$67,845	\$60,893	\$63,106
8	\$60,452	\$68,218	\$61,270	\$63,480
9	\$60,934	\$68,697	\$61,776	\$64,020
10	\$61,527	\$69,295	\$63,036	\$64,615
11	\$62,158	\$69,922	\$63,670	\$65,247
12	\$62,790	\$70,553	\$64,301	\$65,880
13	\$63,419	\$71,192	\$64,930	\$66,509
14	\$64,121	\$71,844	\$65,579	\$67,205
15	\$64,761	\$72,561	\$66,232	\$67,877
16	\$65,390	\$73,191	\$66,863	\$68,506

APPENDIX C

Custodial/Maintenance Salary Schedule

Custodial	4.0%	2028-2029		
Step	260 Day Custodian	RIHS Head Custodian	260 Day Driver	Maintenance
1	\$55,866	\$65,801	\$56,849	\$59,187
2	\$60,060	\$68,143	\$60,935	\$63,265
3	\$60,567	\$68,646	\$61,420	\$63,784
4	\$61,096	\$69,170	\$61,946	\$64,314
5	\$61,716	\$69,792	\$62,585	\$64,925
6	\$62,077	\$70,159	\$62,930	\$65,230
7	\$62,474	\$70,559	\$63,329	\$65,630
8	\$62,870	\$70,947	\$63,721	\$66,019
9	\$63,371	\$71,444	\$64,247	\$66,580
10	\$63,988	\$72,067	\$65,557	\$67,199
11	\$64,644	\$72,719	\$66,217	\$67,857
12	\$65,302	\$73,375	\$66,873	\$68,516
13	\$65,956	\$74,040	\$67,528	\$69,170
14	\$66,686	\$74,718	\$68,202	\$69,893
15	\$67,352	\$75,464	\$68,881	\$70,592
16	\$68,006	\$76,119	\$69,538	\$71,246

APPENDIX D - Secretary Legacy Salary Schedule

Secretary Legacy Salary Schedule

Sec	\$4,300	2026-2027		
Step	Category 1 - 195/202	Category 2 - 205/212	Category 3 - 260 Days	Category 4 - 260 Days
1	\$36,360	\$37,949	\$45,209	\$46,705
2	\$37,757	\$39,413	\$46,990	\$48,553
3	\$39,152	\$40,879	\$48,771	\$50,413
4	\$40,547	\$42,342	\$50,552	\$52,261
5	\$41,942	\$43,807	\$52,330	\$54,112
6	\$43,341	\$45,272	\$54,111	\$55,963
7	\$44,736	\$46,737	\$55,889	\$57,811
8	\$46,133	\$48,203	\$57,669	\$59,668
9	\$47,528	\$49,668	\$59,450	\$61,516
10	\$48,927	\$51,155	\$61,228	\$63,365
11	\$50,323	\$52,601	\$63,013	\$65,217
12	\$51,764	\$54,113	\$64,848	\$67,125
13	\$53,173	\$55,576	\$66,641	\$68,995

APPENDIX D

Secretary Legacy Salary Schedule

Sec	5.5%	2027-2028		
Step	Category 1 - 195/202	Category 2 - 205/212	Category 3 - 260 Days	Category 4 - 260 Days
1	\$38,359	\$40,036	\$47,695	\$49,274
2	\$39,833	\$41,580	\$49,574	\$51,223
3	\$41,305	\$43,127	\$51,453	\$53,186
4	\$42,778	\$44,671	\$53,332	\$55,135
5	\$44,249	\$46,217	\$55,208	\$57,088
6	\$45,725	\$47,762	\$57,087	\$59,041
7	\$47,197	\$49,308	\$58,963	\$60,991
8	\$48,670	\$50,854	\$60,841	\$62,950
9	\$50,142	\$52,400	\$62,720	\$64,899
10	\$51,618	\$53,969	\$64,596	\$66,850
11	\$53,091	\$55,494	\$66,479	\$68,804
12	\$54,611	\$57,089	\$68,415	\$70,817
13	\$56,097	\$58,633	\$70,306	\$72,790

APPENDIX D

Secretary Legacy Salary Schedule

Sec	4.5%	2028-2029		
Step	Category 1 - 195/202	Category 2 - 205/212	Category 3 - 260 Days	Category 4 - 260 Days
1	\$40,086	\$41,838	\$49,842	\$51,491
2	\$41,626	\$43,451	\$51,805	\$53,528
3	\$43,164	\$45,068	\$53,769	\$55,579
4	\$44,703	\$46,681	\$55,732	\$57,616
5	\$46,240	\$48,297	\$57,693	\$59,657
6	\$47,783	\$49,912	\$59,656	\$61,698
7	\$49,321	\$51,527	\$61,616	\$63,735
8	\$50,861	\$53,143	\$63,579	\$65,782
9	\$52,398	\$54,758	\$65,542	\$67,820
10	\$53,941	\$56,397	\$67,502	\$69,858
11	\$55,480	\$57,991	\$69,470	\$71,900
12	\$57,068	\$59,658	\$71,493	\$74,004
13	\$58,622	\$61,271	\$73,470	\$76,065

APPENDIX E - Secretary Salary Schedule

Secretary Salary Schedule

Sec	2026-2027			
Step	Category 1 - 195/202	Category 2 - 205/212	Category 3 - 260 Days	Category 4 - 260 Days
1	\$34,860	\$36,449	\$43,709	\$45,205
2	\$36,257	\$37,913	\$45,490	\$47,053
3	\$37,652	\$39,379	\$47,271	\$48,913
4	\$39,047	\$40,842	\$49,052	\$50,761
5	\$40,442	\$42,307	\$50,830	\$52,612
6	\$41,841	\$43,772	\$52,611	\$54,463
7	\$43,236	\$45,237	\$54,389	\$56,311
8	\$44,633	\$46,703	\$56,169	\$58,168
9	\$46,028	\$48,168	\$57,950	\$60,016
10	\$47,427	\$49,655	\$59,728	\$61,865
11	\$48,823	\$51,101	\$61,513	\$63,717
12	\$50,264	\$52,613	\$63,348	\$65,625
13	\$51,673	\$54,076	\$65,141	\$67,495

APPENDIX E

Secretary Salary Schedule

Sec	4.00%	2027-2028		
Step	Category 1 - 195/202	Category 2 - 205/212	Category 3 - 260 Days	Category 4 - 260 Days
1	\$36,254	\$37,907	\$45,457	\$47,013
2	\$37,707	\$39,429	\$47,310	\$48,935
3	\$39,158	\$40,954	\$49,162	\$50,870
4	\$40,609	\$42,476	\$51,014	\$52,791
5	\$42,060	\$44,000	\$52,863	\$54,716
6	\$43,515	\$45,523	\$54,715	\$56,642
7	\$44,966	\$47,047	\$56,565	\$58,563
8	\$46,418	\$48,571	\$58,416	\$60,495
9	\$47,869	\$50,095	\$60,268	\$62,417
10	\$49,324	\$51,641	\$62,117	\$64,340
11	\$50,776	\$53,145	\$63,974	\$66,266
12	\$52,275	\$54,717	\$65,882	\$68,250
13	\$53,740	\$56,239	\$67,747	\$70,195

APPENDIX E

Secretary Salary Schedule

Sec	3.00%	2028-2029		
Step	Category 1 - 195/202	Category 2 - 205/212	Category 3 - 260 Days	Category 4 - 260 Days
1	\$37,342	\$39,044	\$46,821	\$48,424
2	\$38,838	\$40,612	\$48,729	\$50,403
3	\$40,332	\$42,182	\$50,637	\$52,396
4	\$41,828	\$43,750	\$52,545	\$54,375
5	\$43,322	\$45,320	\$54,449	\$56,358
6	\$44,820	\$46,889	\$56,357	\$58,341
7	\$46,315	\$48,458	\$58,261	\$60,320
8	\$47,811	\$50,028	\$60,168	\$62,310
9	\$49,305	\$51,598	\$62,076	\$64,289
10	\$50,804	\$53,190	\$63,981	\$66,270
11	\$52,299	\$54,739	\$65,893	\$68,254
12	\$53,843	\$56,359	\$67,858	\$70,298
13	\$55,352	\$57,926	\$69,779	\$72,301

APPENDIX F- Nutrition Services Salary Schedule

Nutrition Services Salary Schedule (Without Sanitation)

Step	General Help		
	2026-2027	2027-2028	2028-2029
	5.5%	5.5%	4.5%
1	\$17.97	\$18.95	\$19.81
2	\$18.19	\$19.19	\$20.05
3	\$18.41	\$19.42	\$20.30
4	\$18.64	\$19.67	\$20.55
5	\$18.88	\$19.92	\$20.82
6	\$19.12	\$20.17	\$21.08
7	\$19.35	\$20.41	\$21.33
8	\$19.60	\$20.68	\$21.61
9	\$19.89	\$20.98	\$21.92
10	\$20.19	\$21.30	\$22.26
11	\$20.50	\$21.63	\$22.60
12	\$20.79	\$21.94	\$22.92
13	\$21.11	\$22.27	\$23.27
14	\$21.43	\$22.61	\$23.62
15	\$21.74	\$22.94	\$23.97
16	\$22.07	\$23.28	\$24.33

APPENDIX F

Nutrition Services Salary Schedule (With Sanitation)

General Help			
Step	2026-2027	2027-2028	2028-2029
	5.5%	5.5%	4.5%
1	\$19.22	\$20.20	\$21.06
2	\$19.44	\$20.44	\$21.30
3	\$19.66	\$20.67	\$21.55
4	\$19.89	\$20.92	\$21.80
5	\$20.13	\$21.17	\$22.07
6	\$20.37	\$21.42	\$22.33
7	\$20.60	\$21.66	\$22.58
8	\$20.85	\$21.93	\$22.86
9	\$21.14	\$22.23	\$23.17
10	\$21.44	\$22.55	\$23.51
11	\$21.75	\$22.88	\$23.85
12	\$22.04	\$23.19	\$24.17
13	\$22.36	\$23.52	\$24.52
14	\$22.68	\$23.86	\$24.87
15	\$22.99	\$24.19	\$25.22
16	\$23.32	\$24.53	\$25.58

