



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: August 11, 2026
Re: Skyward Business Suite Software

The District's current business operations utilize several independent software systems and numerous manual processes to perform essential functions including finance, payroll, human resources, applicant tracking, absence management, asset management, and employee time reporting. Several important business functions including electronic timekeeping, electronic timesheets, comprehensive asset management, mileage reimbursement, and other employee workflow processes are either performed manually or require significant staff intervention. Recognizing the need for a more comprehensive enterprise resource planning (ERP) solution, the District formed an evaluation committee consisting of representatives from HR, Business Office, Operations, Teaching and Learning, and IT.

The committee evaluated the District's current software capabilities and participated in a comprehensive demonstration of the Skyward Business Suite. Skyward provides a fully integrated platform capable of supporting, Finance, Payroll, Human Resources, Employee Time Tracking and Electronic Timesheets, Asset Management, Employee Self-Service, Purchasing and Workflow, and Absence Management. Implementing a single integrated system will improve data accuracy, reduce duplicate entry, enhance reporting capabilities, and create more efficient workflows across departments.

Over time, the District anticipates eliminating multiple existing software systems. The investment including implementation and software is \$273,541. This amount will be paid over two fiscal years; \$119,897 in FY2027 and the remaining in FY2028. After implementation the annual cost of the software will be \$50,142 which includes hosting, maintenance, and updates. The cost will increase by 4% thereafter.

It is recommended that the Board of Education approve the purchase of the Skyward Business Suite software with Skyward Qmlativ in a total amount of \$273,541 to be paid over two fiscal years.

Investment Period: July 1, 2026 – June 30, 2028

Total Investment: \$273,541

Funding Source: District Funds

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