



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: August 11, 2026
Re: RIMSD41 and RIEA MOU: Addition of Head Nurse Stipend

The District has identified a need for a designated Head Nurse to provide leadership, coordination, and operational oversight for the District's nursing program while continuing to serve students in the capacity of a PEL-licensed school nurse. The creation of this stipend position recognizes the additional responsibilities associated with supporting nursing staff, coordinating district-wide health services, and assisting with the implementation of health-related procedures and initiatives.

The proposed MOU adds the Head Nurse stipend position to the current 2024–2027 collective bargaining agreement and authorizes the Administration to designate one Professional Educator License (PEL)-licensed school nurse each school year to serve as the District's Head Nurse. The Administration retains the discretion to assign and remove the Head Nurse designation based on the operational needs of the District. In addition to performing the regular duties of a PEL-licensed school nurse, the individual selected for the Head Nurse assignment will assume additional leadership and coordination responsibilities as outlined in the approved Head Nurse job description.

The Memorandum of Understanding establishes an annual stipend for the Head Nurse position of \$6,227 at Step 1, \$6,805 at Step 2, and \$7,380 at Step 3. The stipend will be paid in accordance with the District's standard payroll practices for stipend positions and will not affect the employee's placement on the negotiated salary schedule or any other contractual benefits. The MOU will remain in effect for the duration of the current 2024–2027 collective bargaining agreement.

It is recommended that the Board of Education approve the Memorandum of Understanding with the Rock Island Education Association establishing the Head Nurse stipend position effective upon execution by both parties.