

1 AN ACT concerning education.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The University of Illinois Act is amended by
5 adding Sections 90 and 95 as follows:

6 (110 ILCS 305/90 new)

7 Sec. 90. Employment contract limitations. This Section
8 applies to the employment contracts of the president or all
9 chancellors of the University entered into, amended, renewed,
10 or extended after the effective date of this amendatory Act of
11 the 99th General Assembly. This Section does not apply to
12 collective bargaining agreements. With respect to employment
13 contracts entered into with the president or all chancellors of
14 the University:

15 (1) Severance under the contract may not exceed one
16 year salary and applicable benefits.

17 (2) A contract with a determinate start and end date
18 may not exceed 4 years.

19 (3) The contract may not include any automatic rollover
20 clauses.

21 (4) Severance payments or contract buyouts may be
22 placed in an escrow account if there are pending criminal
23 charges against the president or all chancellors of the

1 University related to their employment.

2 (5) Final action on the formation, renewal, extension,
3 or termination of the employment contracts of the president
4 or all chancellors of the University must be made during an
5 open meeting of the Board of Trustees.

6 (6) Public notice, compliant with the provisions of the
7 Open Meetings Act, must be given prior to final action on
8 the formation, renewal, extension, or termination of the
9 employment contracts of the president or all chancellors of
10 the University and must include a copy of the Board item or
11 other documentation providing, at a minimum, a description
12 of the proposed principal financial components of the
13 president's or all chancellors' appointments.

14 (7) Any performance-based bonus or incentive-based
15 compensation to the president or all chancellors of the
16 University must be approved by the Board in an open
17 meeting. The performance upon which the bonus is based must
18 be made available to the public no less than 48 hours
19 before Board approval of the performance-based bonus or
20 incentive-based compensation.

21 (8) Board minutes, board packets, and annual
22 performance reviews concerning the president or all
23 chancellors of the University must be made available to the
24 public on the University's Internet website.

1 Sec. 95. Executive accountability. The Board of Trustees
2 must complete an annual performance review of the president and
3 any chancellors of the University. Such annual performance
4 review must be considered when the Board contemplates a bonus,
5 incentive-based compensation, raise, or severance agreement
6 for the president or all chancellors of the University.

7 Section 10. The Southern Illinois University Management
8 Act is amended by adding Sections 75 and 80 as follows:

9 (110 ILCS 520/75 new)

10 Sec. 75. Employment contract limitations. This Section
11 applies to the employment contracts of the president or all
12 chancellors of the University entered into, amended, renewed,
13 or extended after the effective date of this amendatory Act of
14 the 99th General Assembly. This Section does not apply to
15 collective bargaining agreements. With respect to employment
16 contracts entered into with the president or all chancellors of
17 the University:

18 (1) Severance under the contract may not exceed one
19 year salary and applicable benefits.

20 (2) A contract with a determinate start and end date
21 may not exceed 4 years.

22 (3) The contract may not include any automatic rollover
23 clauses.

24 (4) Severance payments or contract buyouts may be

1 placed in an escrow account if there are pending criminal
2 charges against the president or all chancellors of the
3 University related to their employment.

4 (5) Final action on the formation, renewal, extension,
5 or termination of the employment contracts of the president
6 or all chancellors of the University must be made during an
7 open meeting of the Board.

8 (6) Public notice, compliant with the provisions of the
9 Open Meetings Act, must be given prior to final action on
10 the formation, renewal, extension, or termination of the
11 employment contracts of the president or all chancellors of
12 the University and must include a copy of the Board item or
13 other documentation providing, at a minimum, a description
14 of the proposed principal financial components of the
15 president's or all chancellors' appointments.

16 (7) Any performance-based bonus or incentive-based
17 compensation to the president or all chancellors of the
18 University must be approved by the Board in an open
19 meeting. The performance upon which the bonus is based must
20 be made available to the public no less than 48 hours
21 before Board approval of the performance-based bonus or
22 incentive-based compensation.

23 (8) Board minutes, board packets, and annual
24 performance reviews concerning the president or all
25 chancellors of the University must be made available to the
26 public on the University's Internet website.

1 (110 ILCS 520/80 new)

2 Sec. 80. Executive accountability. The Board must complete
3 an annual performance review of the president and any
4 chancellors of the University. Such annual performance review
5 must be considered when the Board contemplates a bonus,
6 incentive-based compensation, raise, or severance agreement
7 for the president or all chancellors of the University.

8 Section 15. The Chicago State University Law is amended by
9 adding Sections 5-185 and 5-190 as follows:

10 (110 ILCS 660/5-185 new)

11 Sec. 5-185. Employment contract limitations. This Section
12 applies to the employment contracts of the president or all
13 chancellors of the University entered into, amended, renewed,
14 or extended after the effective date of this amendatory Act of
15 the 99th General Assembly. This Section does not apply to
16 collective bargaining agreements. With respect to employment
17 contracts entered into with the president or all chancellors of
18 the University:

19 (1) Severance under the contract may not exceed one
20 year salary and applicable benefits.

21 (2) A contract with a determinate start and end date
22 may not exceed 4 years.

23 (3) The contract may not include any automatic rollover

1 clauses.

2 (4) Severance payments or contract buyouts may be
3 placed in an escrow account if there are pending criminal
4 charges against the president or all chancellors of the
5 University related to their employment.

6 (5) Final action on the formation, renewal, extension,
7 or termination of the employment contracts of the president
8 or all chancellors of the University must be made during an
9 open meeting of the Board.

10 (6) Public notice, compliant with the provisions of the
11 Open Meetings Act, must be given prior to final action on
12 the formation, renewal, extension, or termination of the
13 employment contracts of the president or all chancellors of
14 the University and must include a copy of the Board item or
15 other documentation providing, at a minimum, a description
16 of the proposed principal financial components of the
17 president's or all chancellors' appointments.

18 (7) Any performance-based bonus or incentive-based
19 compensation to the president or all chancellors of the
20 University must be approved by the Board in an open
21 meeting. The performance upon which the bonus is based must
22 be made available to the public no less than 48 hours
23 before Board approval of the performance-based bonus or
24 incentive-based compensation.

25 (8) Board minutes, board packets, and annual
26 performance reviews concerning the president or all

1 chancellors of the University must be made available to the
2 public on the University's Internet website.

3 (110 ILCS 660/5-190 new)

4 Sec. 5-190. Executive accountability. The Board must
5 complete an annual performance review of the president and any
6 chancellors of the University. Such annual performance review
7 must be considered when the Board contemplates a bonus,
8 incentive-based compensation, raise, or severance agreement
9 for the president or all chancellors of the University.

10 Section 20. The Eastern Illinois University Law is amended
11 by adding Sections 10-185 and 10-190 as follows:

12 (110 ILCS 665/10-185 new)

13 Sec. 10-185. Employment contract limitations. This Section
14 applies to the employment contracts of the president or all
15 chancellors of the University entered into, amended, renewed,
16 or extended after the effective date of this amendatory Act of
17 the 99th General Assembly. This Section does not apply to
18 collective bargaining agreements. With respect to employment
19 contracts entered into with the president or all chancellors of
20 the University:

21 (1) Severance under the contract may not exceed one
22 year salary and applicable benefits.

23 (2) A contract with a determinate start and end date

1 may not exceed 4 years.

2 (3) The contract may not include any automatic rollover
3 clauses.

4 (4) Severance payments or contract buyouts may be
5 placed in an escrow account if there are pending criminal
6 charges against the president or all chancellors of the
7 University related to their employment.

8 (5) Final action on the formation, renewal, extension,
9 or termination of the employment contracts of the president
10 or all chancellors of the University must be made during an
11 open meeting of the Board.

12 (6) Public notice, compliant with the provisions of the
13 Open Meetings Act, must be given prior to final action on
14 the formation, renewal, extension, or termination of the
15 employment contracts of the president or all chancellors of
16 the University and must include a copy of the Board item or
17 other documentation providing, at a minimum, a description
18 of the proposed principal financial components of the
19 president's or all chancellors' appointments.

20 (7) Any performance-based bonus or incentive-based
21 compensation to the president or all chancellors of the
22 University must be approved by the Board in an open
23 meeting. The performance upon which the bonus is based must
24 be made available to the public no less than 48 hours
25 before Board approval of the performance-based bonus or
26 incentive-based compensation.

1 (8) Board minutes, board packets, and annual
2 performance reviews concerning the president or all
3 chancellors of the University must be made available to the
4 public on the University's Internet website.

5 (110 ILCS 665/10-190 new)

6 Sec. 10-190. Executive accountability. The Board must
7 complete an annual performance review of the president and any
8 chancellors of the University. Such annual performance review
9 must be considered when the Board contemplates a bonus,
10 incentive-based compensation, raise, or severance agreement
11 for the president or all chancellors of the University.

12 Section 25. The Governors State University Law is amended
13 by adding Sections 15-185 and 15-190 as follows:

14 (110 ILCS 670/15-185 new)

15 Sec. 15-185. Employment contract limitations. This Section
16 applies to the employment contracts of the president or all
17 chancellors of the University entered into, amended, renewed,
18 or extended after the effective date of this amendatory Act of
19 the 99th General Assembly. This Section does not apply to
20 collective bargaining agreements. With respect to employment
21 contracts entered into with the president or all chancellors of
22 the University:

23 (1) Severance under the contract may not exceed one

1 year salary and applicable benefits.

2 (2) A contract with a determinate start and end date
3 may not exceed 4 years.

4 (3) The contract may not include any automatic rollover
5 clauses.

6 (4) Severance payments or contract buyouts may be
7 placed in an escrow account if there are pending criminal
8 charges against the president or all chancellors of the
9 University related to their employment.

10 (5) Final action on the formation, renewal, extension,
11 or termination of the employment contracts of the president
12 or all chancellors of the University must be made during an
13 open meeting of the Board.

14 (6) Public notice, compliant with the provisions of the
15 Open Meetings Act, must be given prior to final action on
16 the formation, renewal, extension, or termination of the
17 employment contracts of the president or all chancellors of
18 the University and must include a copy of the Board item or
19 other documentation providing, at a minimum, a description
20 of the proposed principal financial components of the
21 president's or all chancellors' appointments.

22 (7) Any performance-based bonus or incentive-based
23 compensation to the president or all chancellors of the
24 University must be approved by the Board in an open
25 meeting. The performance upon which the bonus is based must
26 be made available to the public no less than 48 hours

1 before Board approval of the performance-based bonus or
2 incentive-based compensation.

3 (8) Board minutes, board packets, and annual
4 performance reviews concerning the president or all
5 chancellors of the University must be made available to the
6 public on the University's Internet website.

7 (110 ILCS 670/15-190 new)

8 Sec. 15-190. Executive accountability. The Board must
9 complete an annual performance review of the president and any
10 chancellors of the University. Such annual performance review
11 must be considered when the Board contemplates a bonus,
12 incentive-based compensation, raise, or severance agreement
13 for the president or all chancellors of the University.

14 Section 30. The Illinois State University Law is amended by
15 adding Sections 20-190 and 20-195 as follows:

16 (110 ILCS 675/20-190 new)

17 Sec. 20-190. Employment contract limitations. This Section
18 applies to the employment contracts of the president or all
19 chancellors of the University entered into, amended, renewed,
20 or extended after the effective date of this amendatory Act of
21 the 99th General Assembly. This Section does not apply to
22 collective bargaining agreements. With respect to employment
23 contracts entered into with the president or all chancellors of

1 the University:

2 (1) Severance under the contract may not exceed one
3 year salary and applicable benefits.

4 (2) A contract with a determinate start and end date
5 may not exceed 4 years.

6 (3) The contract may not include any automatic rollover
7 clauses.

8 (4) Severance payments or contract buyouts may be
9 placed in an escrow account if there are pending criminal
10 charges against the president or all chancellors of the
11 University related to their employment.

12 (5) Final action on the formation, renewal, extension,
13 or termination of the employment contracts of the president
14 or all chancellors of the University must be made during an
15 open meeting of the Board.

16 (6) Public notice, compliant with the provisions of the
17 Open Meetings Act, must be given prior to final action on
18 the formation, renewal, extension, or termination of the
19 employment contracts of the president or all chancellors of
20 the University and must include a copy of the Board item or
21 other documentation providing, at a minimum, a description
22 of the proposed principal financial components of the
23 president's or all chancellors' appointments.

24 (7) Any performance-based bonus or incentive-based
25 compensation to the president or all chancellors of the
26 University must be approved by the Board in an open

1 meeting. The performance upon which the bonus is based must
2 be made available to the public no less than 48 hours
3 before Board approval of the performance-based bonus or
4 incentive-based compensation.

5 (8) Board minutes, board packets, and annual
6 performance reviews concerning the president or all
7 chancellors of the University must be made available to the
8 public on the University's Internet website.

9 (110 ILCS 675/20-195 new)

10 Sec. 20-195. Executive accountability. The Board must
11 complete an annual performance review of the president and any
12 chancellors of the University. Such annual performance review
13 must be considered when the Board contemplates a bonus,
14 incentive-based compensation, raise, or severance agreement
15 for the president or all chancellors of the University.

16 Section 35. The Northeastern Illinois University Law is
17 amended by adding Sections 25-185 and 25-190 as follows:

18 (110 ILCS 680/25-185 new)

19 Sec. 25-185. Employment contract limitations. This Section
20 applies to the employment contracts of the president or all
21 chancellors of the University entered into, amended, renewed,
22 or extended after the effective date of this amendatory Act of
23 the 99th General Assembly. This Section does not apply to

1 collective bargaining agreements. With respect to employment
2 contracts entered into with the president or all chancellors of
3 the University:

4 (1) Severance under the contract may not exceed one
5 year salary and applicable benefits.

6 (2) A contract with a determinate start and end date
7 may not exceed 4 years.

8 (3) The contract may not include any automatic rollover
9 clauses.

10 (4) Severance payments or contract buyouts may be
11 placed in an escrow account if there are pending criminal
12 charges against the president or all chancellors of the
13 University related to their employment.

14 (5) Final action on the formation, renewal, extension,
15 or termination of the employment contracts of the president
16 or all chancellors of the University must be made during an
17 open meeting of the Board.

18 (6) Public notice, compliant with the provisions of the
19 Open Meetings Act, must be given prior to final action on
20 the formation, renewal, extension, or termination of the
21 employment contracts of the president or all chancellors of
22 the University and must include a copy of the Board item or
23 other documentation providing, at a minimum, a description
24 of the proposed principal financial components of the
25 president's or all chancellors' appointments.

26 (7) Any performance-based bonus or incentive-based

1 compensation to the president or all chancellors of the
2 University must be approved by the Board in an open
3 meeting. The performance upon which the bonus is based must
4 be made available to the public no less than 48 hours
5 before Board approval of the performance-based bonus or
6 incentive-based compensation.

7 (8) Board minutes, board packets, and annual
8 performance reviews concerning the president or all
9 chancellors of the University must be made available to the
10 public on the University's Internet website.

11 (110 ILCS 680/25-190 new)

12 Sec. 25-190. Executive accountability. The Board must
13 complete an annual performance review of the president and any
14 chancellors of the University. Such annual performance review
15 must be considered when the Board contemplates a bonus,
16 incentive-based compensation, raise, or severance agreement
17 for the president or all chancellors of the University.

18 Section 40. The Northern Illinois University Law is amended
19 by adding Sections 30-195 and 30-200 as follows:

20 (110 ILCS 685/30-195 new)

21 Sec. 30-195. Employment contract limitations. This Section
22 applies to the employment contracts of the president or all
23 chancellors of the University entered into, amended, renewed,

1 or extended after the effective date of this amendatory Act of
2 the 99th General Assembly. This Section does not apply to
3 collective bargaining agreements. With respect to employment
4 contracts entered into with the president or all chancellors of
5 the University:

6 (1) Severance under the contract may not exceed one
7 year salary and applicable benefits.

8 (2) A contract with a determinate start and end date
9 may not exceed 4 years.

10 (3) The contract may not include any automatic rollover
11 clauses.

12 (4) Severance payments or contract buyouts may be
13 placed in an escrow account if there are pending criminal
14 charges against the president or all chancellors of the
15 University related to their employment.

16 (5) Final action on the formation, renewal, extension,
17 or termination of the employment contracts of the president
18 or all chancellors of the University must be made during an
19 open meeting of the Board.

20 (6) Public notice, compliant with the provisions of the
21 Open Meetings Act, must be given prior to final action on
22 the formation, renewal, extension, or termination of the
23 employment contracts of the president or all chancellors of
24 the University and must include a copy of the Board item or
25 other documentation providing, at a minimum, a description
26 of the proposed principal financial components of the

1 president's or all chancellors' appointments.

2 (7) Any performance-based bonus or incentive-based
3 compensation to the president or all chancellors of the
4 University must be approved by the Board in an open
5 meeting. The performance upon which the bonus is based must
6 be made available to the public no less than 48 hours
7 before Board approval of the performance-based bonus or
8 incentive-based compensation.

9 (8) Board minutes, board packets, and annual
10 performance reviews concerning the president or all
11 chancellors of the University must be made available to the
12 public on the University's Internet website.

13 (110 ILCS 685/30-200 new)

14 Sec. 30-200. Executive accountability. The Board must
15 complete an annual performance review of the president and any
16 chancellors of the University. Such annual performance review
17 must be considered when the Board contemplates a bonus,
18 incentive-based compensation, raise, or severance agreement
19 for the president or all chancellors of the University.

20 Section 45. The Western Illinois University Law is amended
21 by adding Sections 35-190 and 35-195 as follows:

22 (110 ILCS 690/35-190 new)

23 Sec. 35-190. Employment contract limitations. This Section

1 applies to the employment contracts of the president or all
2 chancellors of the University entered into, amended, renewed,
3 or extended after the effective date of this amendatory Act of
4 the 99th General Assembly. This Section does not apply to
5 collective bargaining agreements. With respect to employment
6 contracts entered into with the president or all chancellors of
7 the University:

8 (1) Severance under the contract may not exceed one
9 year salary and applicable benefits.

10 (2) A contract with a determinate start and end date
11 may not exceed 4 years.

12 (3) The contract may not include any automatic rollover
13 clauses.

14 (4) Severance payments or contract buyouts may be
15 placed in an escrow account if there are pending criminal
16 charges against the president or all chancellors of the
17 University related to their employment.

18 (5) Final action on the formation, renewal, extension,
19 or termination of the employment contracts of the president
20 or all chancellors of the University must be made during an
21 open meeting of the Board.

22 (6) Public notice, compliant with the provisions of the
23 Open Meetings Act, must be given prior to final action on
24 the formation, renewal, extension, or termination of the
25 employment contracts of the president or all chancellors of
26 the University and must include a copy of the Board item or

1 other documentation providing, at a minimum, a description
2 of the proposed principal financial components of the
3 president's or all chancellors' appointments.

4 (7) Any performance-based bonus or incentive-based
5 compensation to the president or all chancellors of the
6 University must be approved by the Board in an open
7 meeting. The performance upon which the bonus is based must
8 be made available to the public no less than 48 hours
9 before Board approval of the performance-based bonus or
10 incentive-based compensation.

11 (8) Board minutes, board packets, and annual
12 performance reviews concerning the president or all
13 chancellors of the University must be made available to the
14 public on the University's Internet website.

15 (110 ILCS 690/35-195 new)

16 Sec. 35-195. Executive accountability. The Board must
17 complete an annual performance review of the president and any
18 chancellors of the University. Such annual performance review
19 must be considered when the Board contemplates a bonus,
20 incentive-based compensation, raise, or severance agreement
21 for the president or all chancellors of the University.

22 Section 50. The Public Community College Act is amended by
23 adding Sections 3-70 and 3-75 as follows:

1 (110 ILCS 805/3-70 new)

2 Sec. 3-70. Employment contract transparency. This Section
3 applies to the employment contracts of the president or all
4 chancellors of the community college entered into, amended,
5 renewed, or extended after the effective date of this
6 amendatory Act of the 99th General Assembly. This Section does
7 not apply to collective bargaining agreements. With respect to
8 employment contracts entered into with the president or all
9 chancellors of the community college:

10 (1) Severance payments or contract buyouts may be
11 placed in an escrow account if there are pending criminal
12 charges against the president or all chancellors of the
13 community college related to their employment.

14 (2) Final action on the formation, renewal, extension,
15 or termination of the employment contracts of the president
16 or all chancellors of the community college must be made
17 during an open meeting of the board.

18 (3) Public notice, compliant with the Open Meetings
19 Act, must be given prior to final action on the formation,
20 renewal, extension, or termination of the employment
21 contracts of the president or all chancellors of the
22 community college and must include a copy of the board item
23 or other documentation providing, at a minimum, a
24 description of the proposed principal financial components
25 of the president's or any chancellor's appointment.

26 (4) Any performance-based bonus or incentive-based

1 compensation to the president or all chancellors of the
2 community college must be approved by the board in an open
3 meeting. The performance criteria and goals upon which the
4 bonus or incentive-based compensation is based must be made
5 available to the public no less than 48 hours before board
6 approval of the performance-based bonus or incentive-based
7 compensation.

8 (5) Board minutes, board packets, and annual
9 performance criteria and goals concerning the president or
10 any chancellors must be made available to the public on the
11 community college district's Internet website.

12 (110 ILCS 805/3-75 new)

13 Sec. 3-75. Executive accountability. Each board must
14 complete an annual performance review of the president and all
15 chancellors of the community college. Such annual performance
16 reviews must be considered when the board contemplates a bonus,
17 raise, or severance agreement for the president or chancellor.