



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3158

Introduced 2/18/2025, by Rep. Katie Stuart

SYNOPSIS AS INTRODUCED:

110 ILCS 167/7 new

Amends the Public Higher Education Act. Provides that in fixing the salaries of employees, the governing board of each public institution of higher education shall pay employees an hourly rate of not less than: (1) \$22 for the 2025-2026 academic year; (2) \$23 for the 2026-2027 academic year; and (3) \$24 for the 2027-2028 academic year. Provides that the minimum hourly rate for each academic year thereafter shall equal the minimum hourly rate for the previous academic year increased by a percentage equal to the percentage increase, if any, in the Consumer Price Index for All Urban Consumers for all items published by the United States Department of Labor for the previous academic year. Effective immediately.

LRB104 08990 LNS 19046 b

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 Public Higher Education Act is amended by
5 adding Section 7 as follows:

6 (110 ILCS 167/7 new)

7 Sec. 7. Minimum salary.

8 (a) As used in this Section, "employee" means an employee
9 of a public institution of higher education who provides
10 educational support services to the institution, including,
11 but not limited to, a custodial employee, a transportation
12 employee, a food service provider, a teaching assistant, or
13 administrative staff.

14 (b) In fixing the salaries of employees, the governing
15 board of each public institution of higher education shall pay
16 employees an hourly rate of not less than:

17 (1) \$22 for the 2025-2026 academic year;

18 (2) \$23 for the 2026-2027 academic year; and

19 (3) \$24 for the 2027-2028 academic year.

20 The minimum hourly rate for each academic year thereafter
21 shall equal the minimum hourly rate for the previous academic
22 year increased by a percentage equal to the percentage
23 increase, if any, in the Consumer Price Index for All Urban

1 Consumers for all items published by the United States
2 Department of Labor for the previous academic year.

3 Section 99. Effective date. This Act takes effect upon
4 becoming law.