

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 School Code is amended by changing Sections  
5 10-20.56 and 24-6 and by adding Sections 10-20.82, 34-18.77,  
6 and 34-85e as follows:

7 (105 ILCS 5/10-20.56)

8 (Text of Section before amendment by P.A. 102-584)

9 Sec. 10-20.56. E-learning days.

10 (a) The State Board of Education shall establish and  
11 maintain, for implementation in school districts, a program  
12 for use of electronic-learning (e-learning) days, as described  
13 in this Section. School districts may utilize a program  
14 approved under this Section for use during remote learning  
15 days and blended remote learning days under Section 10-30 or  
16 34-18.66.

17 (b) The school board of a school district may, by  
18 resolution, adopt a research-based program or research-based  
19 programs for e-learning days district-wide that shall permit  
20 student instruction to be received electronically while  
21 students are not physically present in lieu of the district's  
22 scheduled emergency days as required by Section 10-19 of this  
23 Code. The research-based program or programs may not exceed

1 the minimum number of emergency days in the approved school  
2 calendar and must be verified by the regional office of  
3 education or intermediate service center for the school  
4 district on or before September 1st annually to ensure access  
5 for all students. The regional office of education or  
6 intermediate service center shall ensure that the specific  
7 needs of all students are met, including special education  
8 students and English learners, and that all mandates are still  
9 met using the proposed research-based program. The e-learning  
10 program may utilize the Internet, telephones, texts, chat  
11 rooms, or other similar means of electronic communication for  
12 instruction and interaction between teachers and students that  
13 meet the needs of all learners. The e-learning program shall  
14 address the school district's responsibility to ensure that  
15 all teachers and staff who may be involved in the provision of  
16 e-learning have access to any and all hardware and software  
17 that may be required for the program. If a proposed program  
18 does not address this responsibility, the school district must  
19 propose an alternate program.

20 (c) Before its adoption by a school board, the school  
21 board must hold a public hearing on a school district's  
22 initial proposal for an e-learning program or for renewal of  
23 such a program, at a regular or special meeting of the school  
24 board, in which the terms of the proposal must be  
25 substantially presented and an opportunity for allowing public  
26 comments must be provided. Notice of such public hearing must

1 be provided at least 10 days prior to the hearing by:

2 (1) publication in a newspaper of general circulation  
3 in the school district;

4 (2) written or electronic notice designed to reach the  
5 parents or guardians of all students enrolled in the  
6 school district; and

7 (3) written or electronic notice designed to reach any  
8 exclusive collective bargaining representatives of school  
9 district employees and all those employees not in a  
10 collective bargaining unit.

11 (d) The regional office of education or intermediate  
12 service center for the school district must timely verify that  
13 a proposal for an e-learning program has met the requirements  
14 specified in this Section and that the proposal contains  
15 provisions designed to reasonably and practicably accomplish  
16 the following:

17 (1) to ensure and verify at least 5 clock hours of  
18 instruction or school work, as required under Section  
19 10-19.05, for each student participating in an e-learning  
20 day;

21 (2) to ensure access from home or other appropriate  
22 remote facility for all students participating, including  
23 computers, the Internet, and other forms of electronic  
24 communication that must be utilized in the proposed  
25 program;

26 (2.5) to ensure that non-electronic materials are made

1 available to students participating in the program who do  
2 not have access to the required technology or to  
3 participating teachers or students who are prevented from  
4 accessing the required technology;

5 (3) to ensure appropriate learning opportunities for  
6 students with special needs;

7 (4) to monitor and verify each student's electronic  
8 participation;

9 (5) to address the extent to which student  
10 participation is within the student's control as to the  
11 time, pace, and means of learning;

12 (6) to provide effective notice to students and their  
13 parents or guardians of the use of particular days for  
14 e-learning;

15 (7) to provide staff and students with adequate  
16 training for e-learning days' participation;

17 (8) to ensure an opportunity for any collective  
18 bargaining negotiations with representatives of the school  
19 district's employees that would be legally required,  
20 including all classifications of school district employees  
21 who are represented by collective bargaining agreements  
22 and who would be affected in the event of an e-learning  
23 day;

24 (9) to review and revise the program as implemented to  
25 address difficulties confronted; and

26 (10) to ensure that the protocol regarding general

1 expectations and responsibilities of the program is  
2 communicated to teachers, staff, and students at least 30  
3 days prior to utilizing an e-learning day.

4 The school board's approval of a school district's initial  
5 e-learning program and renewal of the e-learning program shall  
6 be for a term of 3 years.

7 (d-10) A school district shall pay to its employees who  
8 provide educational support services to the district,  
9 including, but not limited to, custodial, transportation, food  
10 service providers, classroom assistants, or administrative  
11 staff, their daily, regular rate of pay and benefits rendered  
12 for any school closure or e-learning day if the closure  
13 precludes them from performing their regularly scheduled  
14 duties and the employee would have reported for work but for  
15 the closure.

16 (d-15) A school district shall make full payment that  
17 would have otherwise been paid to its contractors who provide  
18 educational support services to the district, including, but  
19 not limited to, custodial, transportation, food service  
20 providers, classroom assistants, or administrative staff,  
21 their daily, regular rate of pay and benefits rendered for any  
22 school closure or e-learning day if any closure precludes them  
23 from performing their regularly scheduled duties and employees  
24 would have reported for work but for the closure. The  
25 employees who provide the support services covered by such  
26 contracts shall be paid their daily bid package rates and

1 benefits as defined by their local operating agreements or  
2 collective bargaining agreements.

3 (e) The State Board of Education may adopt rules  
4 consistent with the provision of this Section.

5 (Source: P.A. 100-760, eff. 8-10-18; 101-12, eff. 7-1-19;  
6 101-643, eff. 6-18-20.)

7 (Text of Section after amendment by P.A. 102-584)

8 Sec. 10-20.56. E-learning days.

9 (a) The State Board of Education shall establish and  
10 maintain, for implementation in school districts, a program  
11 for use of electronic-learning (e-learning) days, as described  
12 in this Section. School districts may utilize a program  
13 approved under this Section for use during remote learning  
14 days and blended remote learning days under Section 10-30 or  
15 34-18.66.

16 (b) The school board of a school district may, by  
17 resolution, adopt a research-based program or research-based  
18 programs for e-learning days district-wide that shall permit  
19 student instruction to be received electronically while  
20 students are not physically present in lieu of the district's  
21 scheduled emergency days as required by Section 10-19 of this  
22 Code or because a school was selected to be a polling place  
23 under Section 11-4.1 of the Election Code. The research-based  
24 program or programs may not exceed the minimum number of  
25 emergency days in the approved school calendar and must be

1 verified by the regional office of education or intermediate  
2 service center for the school district on or before September  
3 1st annually to ensure access for all students. The regional  
4 office of education or intermediate service center shall  
5 ensure that the specific needs of all students are met,  
6 including special education students and English learners, and  
7 that all mandates are still met using the proposed  
8 research-based program. The e-learning program may utilize the  
9 Internet, telephones, texts, chat rooms, or other similar  
10 means of electronic communication for instruction and  
11 interaction between teachers and students that meet the needs  
12 of all learners. The e-learning program shall address the  
13 school district's responsibility to ensure that all teachers  
14 and staff who may be involved in the provision of e-learning  
15 have access to any and all hardware and software that may be  
16 required for the program. If a proposed program does not  
17 address this responsibility, the school district must propose  
18 an alternate program.

19 (c) Before its adoption by a school board, the school  
20 board must hold a public hearing on a school district's  
21 initial proposal for an e-learning program or for renewal of  
22 such a program, at a regular or special meeting of the school  
23 board, in which the terms of the proposal must be  
24 substantially presented and an opportunity for allowing public  
25 comments must be provided. Notice of such public hearing must  
26 be provided at least 10 days prior to the hearing by:

1           (1) publication in a newspaper of general circulation  
2           in the school district;

3           (2) written or electronic notice designed to reach the  
4           parents or guardians of all students enrolled in the  
5           school district; and

6           (3) written or electronic notice designed to reach any  
7           exclusive collective bargaining representatives of school  
8           district employees and all those employees not in a  
9           collective bargaining unit.

10          (d) The regional office of education or intermediate  
11          service center for the school district must timely verify that  
12          a proposal for an e-learning program has met the requirements  
13          specified in this Section and that the proposal contains  
14          provisions designed to reasonably and practicably accomplish  
15          the following:

16               (1) to ensure and verify at least 5 clock hours of  
17               instruction or school work, as required under Section  
18               10-19.05, for each student participating in an e-learning  
19               day;

20               (2) to ensure access from home or other appropriate  
21               remote facility for all students participating, including  
22               computers, the Internet, and other forms of electronic  
23               communication that must be utilized in the proposed  
24               program;

25               (2.5) to ensure that non-electronic materials are made  
26               available to students participating in the program who do



1 not have access to the required technology or to  
2 participating teachers or students who are prevented from  
3 accessing the required technology;

4 (3) to ensure appropriate learning opportunities for  
5 students with special needs;

6 (4) to monitor and verify each student's electronic  
7 participation;

8 (5) to address the extent to which student  
9 participation is within the student's control as to the  
10 time, pace, and means of learning;

11 (6) to provide effective notice to students and their  
12 parents or guardians of the use of particular days for  
13 e-learning;

14 (7) to provide staff and students with adequate  
15 training for e-learning days' participation;

16 (8) to ensure an opportunity for any collective  
17 bargaining negotiations with representatives of the school  
18 district's employees that would be legally required,  
19 including all classifications of school district employees  
20 who are represented by collective bargaining agreements  
21 and who would be affected in the event of an e-learning  
22 day;

23 (9) to review and revise the program as implemented to  
24 address difficulties confronted; and

25 (10) to ensure that the protocol regarding general  
26 expectations and responsibilities of the program is

1           communicated to teachers, staff, and students at least 30  
2           days prior to utilizing an e-learning day.

3           The school board's approval of a school district's initial  
4           e-learning program and renewal of the e-learning program shall  
5           be for a term of 3 years.

6           (d-5) A school district shall pay to its contractors who  
7           provide educational support services to the district,  
8           including, but not limited to, custodial, transportation, or  
9           food service providers, their daily, regular rate of pay or  
10          billings rendered for any e-learning day that is used because  
11          a school was selected to be a polling place under Section  
12          11-4.1 of the Election Code, except that this requirement does  
13          not apply to contractors who are paid under contracts that are  
14          entered into, amended, or renewed on or after March 15, 2022 or  
15          to contracts that otherwise address compensation for such  
16          e-learning days.

17          (d-10) A school district shall pay to its employees who  
18          provide educational support services to the district,  
19          including, but not limited to, custodial, transportation, food  
20          service providers, classroom assistants, or administrative  
21          staff, their daily, regular rate of pay and benefits rendered  
22          for any school closure or e-learning day if the closure  
23          precludes them from performing their regularly scheduled  
24          duties and the employee would have reported for work but for  
25          the closure.

26          (d-15) A school district shall make full payment that

1 would have otherwise been paid to its contractors who provide  
2 educational support services to the district, including, but  
3 not limited to, custodial, transportation, food service  
4 providers, classroom assistants, or administrative staff,  
5 their daily, regular rate of pay and benefits rendered for any  
6 school closure or e-learning day if any closure precludes them  
7 from performing their regularly scheduled duties and employees  
8 would have reported for work but for the closure. The  
9 employees who provide the support services covered by such  
10 contracts shall be paid their daily bid package rates and  
11 benefits as defined by their local operating agreements or  
12 collective bargaining agreements.

13 (e) The State Board of Education may adopt rules  
14 consistent with the provision of this Section.

15 (Source: P.A. 101-12, eff. 7-1-19; 101-643, eff. 6-18-20;  
16 102-584, eff. 6-1-22.)

17 (105 ILCS 5/10-20.82 new)

18 Sec. 10-20.82. COVID-19 paid administrative leave.

19 (a) During any time a school district, the State or any of  
20 its agencies, or a local public health department has issued  
21 guidance, mandates, or rules related to COVID-19 that restrict  
22 an employee of the school district for purposes related to  
23 COVID-19 and public health from being on school district  
24 property, the employee of the school district shall receive as  
25 many days of administrative leave as required to abide by such

1 public health guidance, mandates, and requirements issued by  
2 the Department of Public Health, unless a longer period of  
3 paid administrative leave has been negotiated with the  
4 exclusive bargaining representative, when the Governor has  
5 declared a disaster due to a public health emergency pursuant  
6 to Section 7 of the Illinois Emergency Management Agency Act.

7 (b) An employee of a school district shall receive paid  
8 administrative leave pursuant to subsection (a), unless a  
9 longer period of paid administrative leave has been negotiated  
10 with the exclusive bargaining representative, to care for a  
11 child of the employee if the child is unable to attend  
12 elementary or secondary school because the child must be  
13 isolated or quarantined from others because the child has:

14 (1) a confirmed positive COVID-19 diagnosis via a  
15 molecular amplification diagnostic test, such as a  
16 polymerase chain reaction (PCR) test for COVID-19;

17 (2) a probable COVID-19 diagnosis via an antigen  
18 diagnostic test; or

19 (3) been in close contact with a person who has a  
20 confirmed case of COVID-19.

21 (c) An employee of a school district who is on paid  
22 administrative leave pursuant to this Section must provide all  
23 documentation requested by the school board.

24 (d) An employee of a school district who is on paid  
25 administrative leave pursuant to this Section shall receive  
26 the employee's regular rate of pay. The use of a paid

1 administrative leave day or days by an employee pursuant to  
2 this Section shall not diminish any other leave or benefits of  
3 the employee.

4 (e) An employee of the school district may not accrue paid  
5 administrative leave pursuant to this Section.

6 (f) For an employee of a school district to be eligible to  
7 receive paid administrative leave pursuant to this Section,  
8 the employee must:

9 (1) have received the recommended dose of a COVID-19  
10 vaccine approved by the United States Food and Drug  
11 Administration; or

12 (2) participate in the COVID-19 testing program  
13 provided by the school district at least once a week.

14 (105 ILCS 5/24-6)

15 Sec. 24-6. Sick leave. The school boards of all school  
16 districts, including special charter districts, but not  
17 including school districts in municipalities of 500,000 or  
18 more, shall grant their full-time teachers, and also shall  
19 grant such of their other employees as are eligible to  
20 participate in the Illinois Municipal Retirement Fund under  
21 the "600-Hour Standard" established, or under such other  
22 eligibility participation standard as may from time to time be  
23 established, by rules and regulations now or hereafter  
24 promulgated by the Board of that Fund under Section 7-198 of  
25 the Illinois Pension Code, as now or hereafter amended, sick

1 leave provisions not less in amount than 10 days at full pay in  
2 each school year. If any such teacher or employee does not use  
3 the full amount of annual leave thus allowed, the unused  
4 amount shall be allowed to accumulate to a minimum available  
5 leave of 180 days at full pay, including the leave of the  
6 current year. Sick leave shall be interpreted to mean personal  
7 illness, quarantine at home, or serious illness or death in  
8 the immediate family or household. The school board may  
9 require a certificate from a physician licensed in Illinois to  
10 practice medicine and surgery in all its branches, a  
11 chiropractic physician licensed under the Medical Practice Act  
12 of 1987, a licensed advanced practice registered nurse, a  
13 licensed physician assistant, or, if the treatment is by  
14 prayer or spiritual means, a spiritual adviser or practitioner  
15 of the teacher's or employee's faith as a basis for pay during  
16 leave after an absence of 3 days for personal illness or as the  
17 school board may deem necessary in other cases. If the school  
18 board does require a certificate as a basis for pay during  
19 leave of less than 3 days for personal illness, the school  
20 board shall pay, from school funds, the expenses incurred by  
21 the teachers or other employees in obtaining the certificate.

22 Sick leave shall also be interpreted to mean birth,  
23 adoption, placement for adoption, and the acceptance of a  
24 child in need of foster care. Teachers and other employees to  
25 which this Section applies are entitled to use up to 30 days of  
26 paid sick leave because of the birth of a child that is not

1 dependent on the need to recover from childbirth. Paid sick  
2 leave because of the birth of a child may be used absent  
3 medical certification for up to 30 working school days, which  
4 days may be used at any time within the 12-month period  
5 following the birth of the child. The use of up to 30 working  
6 school days of paid sick leave because of the birth of a child  
7 may not be diminished as a result of any intervening period of  
8 nonworking days or school not being in session, such as for  
9 summer, winter, or spring break or holidays, that may occur  
10 during the use of the paid sick leave. For paid sick leave for  
11 adoption, placement for adoption, or the acceptance of a child  
12 in need of foster care, the school board may require that the  
13 teacher or other employee to which this Section applies  
14 provide evidence that the formal adoption process or the  
15 formal foster care process is underway, and such sick leave is  
16 limited to 30 days unless a longer leave has been negotiated  
17 with the exclusive bargaining representative. Paid sick leave  
18 for adoption, placement for adoption, or the acceptance of a  
19 child in need of foster care need not be used consecutively  
20 once the formal adoption process or the formal foster care  
21 process is underway, and such sick leave may be used for  
22 reasons related to the formal adoption process or the formal  
23 foster care process prior to taking custody of the child or  
24 accepting the child in need of foster care, in addition to  
25 using such sick leave upon taking custody of the child or  
26 accepting the child in need of foster care.

1           If, by reason of any change in the boundaries of school  
2 districts, or by reason of the creation of a new school  
3 district, the employment of a teacher is transferred to a new  
4 or different board, the accumulated sick leave of such teacher  
5 is not thereby lost, but is transferred to such new or  
6 different district.

7           Any sick leave used by a teacher or employee during the  
8 2021-2022 school year for reasons related to guidance,  
9 mandates, or rules issued by the school district, the State or  
10 any of its agencies, or a local public health department  
11 related to COVID-19 and public health shall be returned to the  
12 teacher or employee.

13           For purposes of this Section, "immediate family" shall  
14 include parents, spouse, brothers, sisters, children,  
15 grandparents, grandchildren, parents-in-law, brothers-in-law,  
16 sisters-in-law, and legal guardians.

17           (Source: P.A. 102-275, eff. 8-6-21.)

18           (105 ILCS 5/34-18.77 new)

19           Sec. 34-18.77. COVID-19 paid administrative leave.

20           (a) During any time the school district, the State or any  
21 of its agencies, or a local public health department has  
22 issued guidance, mandates, or rules related to COVID-19 that  
23 restrict an employee of the school district for purposes  
24 related to COVID-19 and public health from being on school  
25 district property, the employee of the school district shall



1 receive as many days of administrative leave as required to  
2 abide by such public health guidance, mandates, and  
3 requirements issued by the Department of Public Health, unless  
4 a longer period of paid administrative leave has been  
5 negotiated with the exclusive bargaining representative, when  
6 the Governor has declared a disaster due to a public health  
7 emergency pursuant to Section 7 of the Illinois Emergency  
8 Management Agency Act.

9 (b) An employee of the school district shall receive paid  
10 administrative leave pursuant to subsection (a), unless a  
11 longer period of paid administrative leave has been negotiated  
12 with the exclusive bargaining representative, to care for a  
13 child of the employee if the child is unable to attend  
14 elementary or secondary school because the child must be  
15 isolated or quarantined from others because the child has:

16 (1) a confirmed positive COVID-19 diagnosis via a  
17 molecular amplification diagnostic test, such as a  
18 polymerase chain reaction (PCR) test for COVID-19;

19 (2) a probable COVID-19 diagnosis via an antigen  
20 diagnostic test; or

21 (3) been in close contact with a person who has a  
22 confirmed case of COVID-19.

23 (c) An employee of the school district who is on paid  
24 administrative leave pursuant to this Section must provide all  
25 documentation requested by the board.

26 (d) An employee of the school district who is on paid

1 administrative leave pursuant to this Section shall receive  
2 the employee's regular rate of pay. The use of a paid  
3 administrative leave day or days by an employee pursuant to  
4 this Section shall not diminish any other leave or benefits of  
5 the employee.

6 (e) An employee of the school district may not accrue paid  
7 administrative leave pursuant to this Section.

8 (f) For an employee of the school district to be eligible  
9 to receive paid administrative leave pursuant to this Section,  
10 the employee must:

11 (1) have received the recommended dose of a COVID-19  
12 vaccine approved by the United States Food and Drug  
13 Administration; or

14 (2) participate in the COVID-19 testing program  
15 provided by the school district at least once a week.

16 (105 ILCS 5/34-85e new)

17 Sec. 34-85e. Sick leave related to COVID-19. Any sick  
18 leave used by a teacher or employee during the 2021-2022  
19 school year for reasons related to guidance, mandates, or  
20 rules issued by the school district, the State or any of its  
21 agencies, or a local public health department related to  
22 COVID-19 and public health shall be returned to the teacher or  
23 employee.

24 Section 10. The University of Illinois Act is amended by

1 adding Section 125 as follows:

2 (110 ILCS 305/125 new)

3 Sec. 125. COVID-19 paid administrative leave.

4 (a) During any time the Board of Trustees, the State or any  
5 of its agencies, or a local public health department has  
6 issued guidance, mandates, or rules related to COVID-19 that  
7 restrict an employee of the university for purposes related to  
8 COVID-19 and public health from being on university property,  
9 the employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board of Trustees.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 15. The Southern Illinois University Management

1 Act is amended by adding Section 105 as follows:

2 (110 ILCS 520/105 new)

3 Sec. 105. COVID-19 paid administrative leave.

4 (a) During any time the Board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the university for purposes related to COVID-19  
8 and public health from being on university property, the  
9 employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 20. The Chicago State University Law is amended by

1 adding Section 5-215 as follows:

2 (110 ILCS 660/5-215 new)

3 Sec. 5-215. COVID-19 paid administrative leave.

4 (a) During any time the Board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the university for purposes related to COVID-19  
8 and public health from being on university property, the  
9 employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 25. The Eastern Illinois University Law is amended



1 by adding Section 10-215 as follows:

2 (110 ILCS 665/10-215 new)

3 Sec. 10-215. COVID-19 paid administrative leave.

4 (a) During any time the Board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the university for purposes related to COVID-19  
8 and public health from being on university property, the  
9 employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 30. The Governors State University Law is amended

1 by adding Section 15-215 as follows:

2 (110 ILCS 670/15-215 new)

3 Sec. 15-215. COVID-19 paid administrative leave.

4 (a) During any time the Board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the university for purposes related to COVID-19  
8 and public health from being on university property, the  
9 employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 35. The Illinois State University Law is amended

1 by adding Section 20-220 as follows:

2 (110 ILCS 675/20-220 new)

3 Sec. 20-220. COVID-19 paid administrative leave.

4 (a) During any time the Board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the university for purposes related to COVID-19  
8 and public health from being on university property, the  
9 employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 40. The Northeastern Illinois University Law is

1 amended by adding Section 25-215 as follows:

2 (110 ILCS 680/25-215 new)

3 Sec. 25-215. COVID-19 paid administrative leave.

4 (a) During any time the Board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the university for purposes related to COVID-19  
8 and public health from being on university property, the  
9 employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 45. The Northern Illinois University Law is



1 amended by adding Section 30-225 as follows:

2 (110 ILCS 685/30-225 new)

3 Sec. 30-225. COVID-19 paid administrative leave.

4 (a) During any time the Board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the university for purposes related to COVID-19  
8 and public health from being on university property, the  
9 employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 50. The Western Illinois University Law is amended

1 by adding Section 35-220 as follows:

2 (110 ILCS 690/35-220 new)

3 Sec. 35-220. COVID-19 paid administrative leave.

4 (a) During any time the Board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the university for purposes related to COVID-19  
8 and public health from being on university property, the  
9 employee of the university shall receive as many days of  
10 administrative leave as required to abide by such public  
11 health guidance, mandates, and requirements issued by the  
12 Department of Public Health, unless a longer period of paid  
13 administrative leave has been negotiated with the exclusive  
14 bargaining representative, when the Governor has declared a  
15 disaster due to a public health emergency pursuant to Section  
16 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the university shall receive paid  
18 administrative leave pursuant to subsection (a), unless a  
19 longer period of paid administrative leave has been negotiated  
20 with the exclusive bargaining representative, to care for a  
21 child of the employee if the child is unable to attend  
22 elementary or secondary school because the child must be  
23 isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the university who is on paid  
7 administrative leave pursuant to this Section must provide all  
8 documentation requested by the Board.

9 (d) An employee of the university who is on paid  
10 administrative leave pursuant to this Section shall receive  
11 the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the university may not accrue paid  
16 administrative leave pursuant to this Section.

17 (f) For an employee of the university to be eligible to  
18 receive paid administrative leave pursuant to this Section,  
19 the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the university at least once a week.

25 Section 55. The Public Community College Act is amended by

1 adding Section 3-29.15 as follows:

2 (110 ILCS 805/3-29.15 new)

3 Sec. 3-29.15. COVID-19 paid administrative leave.

4 (a) During any time the board, the State or any of its  
5 agencies, or a local public health department has issued  
6 guidance, mandates, or rules related to COVID-19 that restrict  
7 an employee of the community college district for purposes  
8 related to COVID-19 and public health from being on district  
9 property, the employee of the district shall receive as many  
10 days of administrative leave as required to abide by such  
11 public health guidance, mandates, and requirements issued by  
12 the Department of Public Health, unless a longer period of  
13 paid administrative leave has been negotiated with the  
14 exclusive bargaining representative, when the Governor has  
15 declared a disaster due to a public health emergency pursuant  
16 to Section 7 of the Illinois Emergency Management Agency Act.

17 (b) An employee of the community college district shall  
18 receive paid administrative leave pursuant to subsection (a),  
19 unless a longer period of paid administrative leave has been  
20 negotiated with the exclusive bargaining representative, to  
21 care for a child of the employee if the child is unable to  
22 attend elementary or secondary school because the child must  
23 be isolated or quarantined from others because the child has:

24 (1) a confirmed positive COVID-19 diagnosis via a  
25 molecular amplification diagnostic test, such as a

1 polymerase chain reaction (PCR) test for COVID-19;

2 (2) a probable COVID-19 diagnosis via an antigen  
3 diagnostic test; or

4 (3) been in close contact with a person who has a  
5 confirmed case of COVID-19.

6 (c) An employee of the community college district who is  
7 on paid administrative leave pursuant to this Section must  
8 provide all documentation requested by the board.

9 (d) An employee of the community college district who is  
10 on paid administrative leave pursuant to this Section shall  
11 receive the employee's regular rate of pay. The use of a paid  
12 administrative leave day or days by an employee pursuant to  
13 this Section shall not diminish any other leave or benefits of  
14 the employee.

15 (e) An employee of the community college district may not  
16 accrue paid administrative leave pursuant to this Section.

17 (f) For an employee of the community college district to  
18 be eligible to receive paid administrative leave pursuant to  
19 this Section, the employee must:

20 (1) have received the recommended dose of a COVID-19  
21 vaccine approved by the United States Food and Drug  
22 Administration; or

23 (2) participate in the COVID-19 testing program  
24 provided by the community college district at least once a  
25 week.

1           Section 95. No acceleration or delay. Where this Act makes  
2 changes in a statute that is represented in this Act by text  
3 that is not yet or no longer in effect (for example, a Section  
4 represented by multiple versions), the use of that text does  
5 not accelerate or delay the taking effect of (i) the changes  
6 made by this Act or (ii) provisions derived from any other  
7 Public Act.

8           Section 99. Effective date. This Act takes effect upon  
9 becoming law.