



## 102ND GENERAL ASSEMBLY

### State of Illinois

### 2021 and 2022

#### HB5188

Introduced 1/31/2022, by Rep. William Davis

#### SYNOPSIS AS INTRODUCED:

105 ILCS 5/1B-8	from Ch. 122, par. 1B-8
105 ILCS 5/1F-25	
105 ILCS 5/1F-90	
105 ILCS 5/2-3.146	
105 ILCS 5/10-21.9	from Ch. 122, par. 10-21.9
105 ILCS 5/34-18.5	from Ch. 122, par. 34-18.5
105 ILCS 5/1F-62 rep.	
105 ILCS 5/2-3.33a rep.	
105 ILCS 5/2-3.123 rep.	
105 ILCS 5/2-3.128 rep.	
105 ILCS 5/2-3.171 rep.	
105 ILCS 5/2-3.172 rep.	
105 ILCS 5/18-8.10 rep.	
105 ILCS 5/21-5e rep.	
105 ILCS 5/34-83 rep.	
115 ILCS 5/2	from Ch. 48, par. 1702

Amends the School Code. Repeals provisions concerning the School District Emergency Financial Assistance Fund, audit adjustments to State aid claims for alternative education programs, the Giant Steps Autism Center for Excellence pilot program, job training programs, posting of entrepreneurial skills teaching resources, posting of high-skilled manufacturing teaching resources, fast growth grants, the Alternative Route to Administrative Certification for National Board Certified Teachers, and the board of examiners. Makes conforming changes in the School Code and the Illinois Educational Labor Relations Act. Effective immediately.

LRB102 24778 CMG 34021 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 School Code is amended by changing Sections  
5 1B-8, 1F-25, 1F-90, 2-3.146, 10-21.9, and 34-18.5 as follows:

6 (105 ILCS 5/1B-8) (from Ch. 122, par. 1B-8)

7 Sec. 1B-8. There is created in the State Treasury a  
8 special fund to be known as the School District Emergency  
9 Financial Assistance Fund (the "Fund"). The School District  
10 Emergency Financial Assistance Fund shall consist of  
11 appropriations, loan repayments, grants from the federal  
12 government, and donations from any public or private source.  
13 Moneys in the Fund may be appropriated only to the Illinois  
14 Finance Authority and the State Board for those purposes  
15 authorized under this Article and Articles 1F and 1H of this  
16 Code. The appropriation may be allocated and expended by the  
17 State Board for contractual services to provide technical  
18 assistance or consultation to school districts to assess their  
19 financial condition and to Financial Oversight Panels that  
20 petition for emergency financial assistance grants. The  
21 Illinois Finance Authority may provide loans to school  
22 districts which are the subject of an approved petition for  
23 emergency financial assistance under Section 1B-4, ~~1F-62,~~ or

1 1H-65 of this Code. Neither the State Board of Education nor  
2 the Illinois Finance Authority may collect any fees for  
3 providing these services.

4 From the amount allocated to each such school district  
5 under this Article the State Board shall identify a sum  
6 sufficient to cover all approved costs of the Financial  
7 Oversight Panel established for the respective school  
8 district. If the State Board and State Superintendent of  
9 Education have not approved emergency financial assistance in  
10 conjunction with the appointment of a Financial Oversight  
11 Panel, the Panel's approved costs shall be paid from  
12 deductions from the district's general State aid or  
13 evidence-based funding.

14 The Financial Oversight Panel may prepare and file with  
15 the State Superintendent a proposal for emergency financial  
16 assistance for the school district and for its operations  
17 budget. No expenditures from the Fund shall be authorized by  
18 the State Superintendent until he or she has approved the  
19 request of the Panel, either as submitted or in such lesser  
20 amount determined by the State Superintendent.

21 The maximum amount of an emergency financial assistance  
22 loan which may be allocated to any school district under this  
23 Article, including moneys necessary for the operations of the  
24 Panel, shall not exceed \$4,000 times the number of pupils  
25 enrolled in the school district during the school year ending  
26 June 30 prior to the date of approval by the State Board of the

1 petition for emergency financial assistance, as certified to  
2 the local board and the Panel by the State Superintendent. An  
3 emergency financial assistance grant shall not exceed \$1,000  
4 times the number of such pupils. A district may receive both a  
5 loan and a grant.

6 The payment of an emergency State financial assistance  
7 grant or loan shall be subject to appropriation by the General  
8 Assembly. Payment of the emergency State financial assistance  
9 loan is subject to the applicable provisions of the Illinois  
10 Finance Authority Act. Emergency State financial assistance  
11 allocated and paid to a school district under this Article may  
12 be applied to any fund or funds from which the local board of  
13 education of that district is authorized to make expenditures  
14 by law.

15 Any emergency financial assistance grant proposed by the  
16 Financial Oversight Panel and approved by the State  
17 Superintendent may be paid in its entirety during the initial  
18 year of the Panel's existence or spread in equal or declining  
19 amounts over a period of years not to exceed the period of the  
20 Panel's existence. An emergency financial assistance loan  
21 proposed by the Financial Oversight Panel and approved by the  
22 Illinois Finance Authority may be paid in its entirety during  
23 the initial year of the Panel's existence or spread in equal or  
24 declining amounts over a period of years not to exceed the  
25 period of the Panel's existence. All loans made by the  
26 Illinois Finance Authority for a school district shall be

1 required to be repaid, with simple interest over the term of  
2 the loan at a rate equal to 50% of the one-year Constant  
3 Maturity Treasury (CMT) yield as last published by the Board  
4 of Governors of the Federal Reserve System before the date on  
5 which the district's loan is approved by the Illinois Finance  
6 Authority, not later than the date the Financial Oversight  
7 Panel ceases to exist. The Panel shall establish and the  
8 Illinois Finance Authority shall approve the terms and  
9 conditions, including the schedule, of repayments. The  
10 schedule shall provide for repayments commencing July 1 of  
11 each year or upon each fiscal year's receipt of moneys from a  
12 tax levy for emergency financial assistance. Repayment shall  
13 be incorporated into the annual budget of the school district  
14 and may be made from any fund or funds of the district in which  
15 there are moneys available. An emergency financial assistance  
16 loan to the Panel or district shall not be considered part of  
17 the calculation of a district's debt for purposes of the  
18 limitation specified in Section 19-1 of this Code. Default on  
19 repayment is subject to the Illinois Grant Funds Recovery Act.  
20 When moneys are repaid as provided herein they shall not be  
21 made available to the local board for further use as emergency  
22 financial assistance under this Article at any time  
23 thereafter. All repayments required to be made by a school  
24 district shall be received by the State Board and deposited in  
25 the School District Emergency Financial Assistance Fund.

26 In establishing the terms and conditions for the repayment

1 obligation of the school district the Panel shall annually  
2 determine whether a separate local property tax levy is  
3 required. The board of any school district with a tax rate for  
4 educational purposes for the prior year of less than 120% of  
5 the maximum rate for educational purposes authorized by  
6 Section 17-2 shall provide for a separate tax levy for  
7 emergency financial assistance repayment purposes. Such tax  
8 levy shall not be subject to referendum approval. The amount  
9 of the levy shall be equal to the amount necessary to meet the  
10 annual repayment obligations of the district as established by  
11 the Panel, or 20% of the amount levied for educational  
12 purposes for the prior year, whichever is less. However, no  
13 district shall be required to levy the tax if the district's  
14 operating tax rate as determined under Section 18-8, 18-8.05,  
15 or 18-8.15 exceeds 200% of the district's tax rate for  
16 educational purposes for the prior year.

17 (Source: P.A. 100-465, eff. 8-31-17.)

18 (105 ILCS 5/1F-25)

19 (This Section scheduled to be repealed in accordance with 105  
20 ILCS 5/1F-165)

21 Sec. 1F-25. General powers. The purposes of the Authority  
22 shall be to exercise financial control over the district and  
23 to furnish financial assistance so that the district can  
24 provide public education within the district's jurisdiction  
25 while permitting the district to meet its obligations to its

1 creditors and the holders of its debt. Except as expressly  
2 limited by this Article, the Authority shall have all powers  
3 granted to a voluntary or involuntary Financial Oversight  
4 Panel and to a Financial Administrator under Article 1B of  
5 this Code and all other powers necessary to meet its  
6 responsibilities and to carry out its purposes and the  
7 purposes of this Article, including without limitation all of  
8 the following powers, provided that the Authority shall have  
9 no power to terminate any employee without following the  
10 statutory procedures for such terminations set forth in this  
11 Code:

12 (1) To sue and to be sued.

13 (2) To make, cancel, modify, and execute contracts,  
14 leases, subleases, and all other instruments or agreements  
15 necessary or convenient for the exercise of the powers and  
16 functions granted by this Article, subject to Section  
17 1F-45 of this Code. The Authority may at a regular or  
18 special meeting find that the district has insufficient or  
19 inadequate funds with respect to any contract, other than  
20 collective bargaining agreements.

21 (3) To purchase real or personal property necessary or  
22 convenient for its purposes; to execute and deliver deeds  
23 for real property held in its own name; and to sell, lease,  
24 or otherwise dispose of such of its property as, in the  
25 judgment of the Authority, is no longer necessary for its  
26 purposes.

1           (4) To appoint officers, agents, and employees of the  
2 Authority, including a chief executive officer, a chief  
3 fiscal officer, and a chief educational officer; to define  
4 their duties and qualifications; and to fix their  
5 compensation and employee benefits.

6           (5) To transfer to the district such sums of money as  
7 are not required for other purposes.

8           (6) To borrow money, including without limitation  
9 accepting State loans, and to issue obligations pursuant  
10 to this Article; to fund, refund, or advance refund the  
11 same; to provide for the rights of the holders of its  
12 obligations; and to repay any advances.

13           (6.5) To levy all property tax levies that otherwise  
14 could be levied by the district, ~~and to make levies~~  
15 ~~pursuant to Section 1F-62 of this Code.~~ This levy or  
16 levies shall be exempt from the Truth in Taxation Law and  
17 the Cook County Truth in Taxation Law.

18           (7) Subject to the provisions of any contract with or  
19 for the benefit of the holders of its obligations, to  
20 purchase or redeem its obligations.

21           (8) To procure all necessary goods and services for  
22 the Authority in compliance with the purchasing laws and  
23 requirements applicable to the district.

24           (9) To do any and all things necessary or convenient  
25 to carry out its purposes and exercise the powers given to  
26 it by this Article.

1           (10) To recommend annexation, consolidation,  
2 dissolution, or reorganization of the district, in whole  
3 or in part, to the State Board if in the Authority's  
4 judgment the circumstances so require. No such proposal  
5 for annexation, consolidation, dissolution, or  
6 reorganization shall occur unless the Authority and the  
7 school boards of all other districts directly affected by  
8 the annexation, consolidation, dissolution, or  
9 reorganization have each approved by majority vote the  
10 annexation, consolidation, dissolution, or  
11 reorganization. Notwithstanding any other law to the  
12 contrary, upon approval of the proposal by the State  
13 Board, the State Board and all other affected entities  
14 shall forthwith implement the proposal. When a dissolution  
15 and annexation becomes effective for purposes of  
16 administration and attendance, the positions of teachers  
17 in contractual continued service in the district being  
18 dissolved shall be transferred to the annexing district or  
19 districts, pursuant to the provisions of Section 24-12 of  
20 this Code. In the event that the territory is added to 2 or  
21 more districts, the decision on which positions shall be  
22 transferred to which annexing districts shall be made by  
23 giving consideration to the proportionate percentage of  
24 pupils transferred and the annexing districts' staffing  
25 needs, and the transfer of teachers in contractual  
26 continued service into positions shall be based upon the

1 request of those teachers in contractual continued service  
2 in order of seniority in the dissolving district. The  
3 status of all teachers in contractual continued service  
4 transferred to an annexing district shall not be lost, and  
5 the board of the annexing district is subject to this Code  
6 with respect to teachers in contractual continued service  
7 who are transferred in the same manner as if the person  
8 were the annexing district's employee and had been its  
9 employee during the time the person was actually employed  
10 by the board of the dissolving district from which the  
11 position was transferred.

12 (Source: P.A. 92-855, eff. 12-6-02.)

13 (105 ILCS 5/1F-90)

14 (This Section scheduled to be repealed in accordance with 105  
15 ILCS 5/1F-165)

16 Sec. 1F-90. Tax anticipation warrants. An Authority shall  
17 have the same power to issue tax anticipation warrants as a  
18 school board under Section 17-16 of this Code. Tax  
19 anticipation warrants are considered borrowing from sources  
20 other than the State ~~and are subject to Section 1F-62 of this~~  
21 ~~Code.~~

22 (Source: P.A. 92-855, eff. 12-6-02.)

23 (105 ILCS 5/2-3.146)

24 Sec. 2-3.146. Severely overcrowded schools grant program.

1 There is created a grant program, subject to appropriation,  
2 for severely overcrowded schools. The State Board of Education  
3 shall administer the program. Grant funds may be used for  
4 purposes of relieving overcrowding. In order for a school  
5 district to be eligible for a grant under this Section, (i) the  
6 main administrative office of the district must be located in  
7 a city of 85,000 or more in population, according to the 2000  
8 U.S. Census, and (ii) the school district must have a  
9 district-wide percentage of low-income students of 70% or  
10 more, as identified by the 2005-2006 School Report Cards  
11 published by the State Board of Education, ~~and (iii) the~~  
12 ~~school district must not be eligible for a fast growth grant~~  
13 ~~under Section 18-8.10 of this Code.~~ The State Board of  
14 Education shall distribute the funds on a proportional basis  
15 with no single district receiving more than 75% of the funds in  
16 any given year. The State Board of Education may adopt rules as  
17 needed for the implementation and distribution of grants under  
18 this Section.

19 (Source: P.A. 95-707, eff. 1-11-08.)

20 (105 ILCS 5/10-21.9) (from Ch. 122, par. 10-21.9)

21 Sec. 10-21.9. Criminal history records checks and checks  
22 of the Statewide Sex Offender Database and Statewide Murderer  
23 and Violent Offender Against Youth Database.

24 (a) Licensed and nonlicensed applicants for employment  
25 with a school district, except school bus driver applicants,

1 are required as a condition of employment to authorize a  
2 fingerprint-based criminal history records check to determine  
3 if such applicants have been convicted of any disqualifying,  
4 enumerated criminal or drug offenses in subsection (c) of this  
5 Section or have been convicted, within 7 years of the  
6 application for employment with the school district, of any  
7 other felony under the laws of this State or of any offense  
8 committed or attempted in any other state or against the laws  
9 of the United States that, if committed or attempted in this  
10 State, would have been punishable as a felony under the laws of  
11 this State. Authorization for the check shall be furnished by  
12 the applicant to the school district, except that if the  
13 applicant is a substitute teacher seeking employment in more  
14 than one school district, a teacher seeking concurrent  
15 part-time employment positions with more than one school  
16 district (as a reading specialist, special education teacher  
17 or otherwise), or an educational support personnel employee  
18 seeking employment positions with more than one district, any  
19 such district may require the applicant to furnish  
20 authorization for the check to the regional superintendent of  
21 the educational service region in which are located the school  
22 districts in which the applicant is seeking employment as a  
23 substitute or concurrent part-time teacher or concurrent  
24 educational support personnel employee. Upon receipt of this  
25 authorization, the school district or the appropriate regional  
26 superintendent, as the case may be, shall submit the

1 applicant's name, sex, race, date of birth, social security  
2 number, fingerprint images, and other identifiers, as  
3 prescribed by the Illinois State Police, to the Illinois State  
4 Police. The regional superintendent submitting the requisite  
5 information to the Illinois State Police shall promptly notify  
6 the school districts in which the applicant is seeking  
7 employment as a substitute or concurrent part-time teacher or  
8 concurrent educational support personnel employee that the  
9 check of the applicant has been requested. The Illinois State  
10 Police and the Federal Bureau of Investigation shall furnish,  
11 pursuant to a fingerprint-based criminal history records  
12 check, records of convictions, forever and hereinafter, until  
13 expunged, to the president of the school board for the school  
14 district that requested the check, or to the regional  
15 superintendent who requested the check. The Illinois State  
16 Police shall charge the school district or the appropriate  
17 regional superintendent a fee for conducting such check, which  
18 fee shall be deposited in the State Police Services Fund and  
19 shall not exceed the cost of the inquiry; and the applicant  
20 shall not be charged a fee for such check by the school  
21 district or by the regional superintendent, except that those  
22 applicants seeking employment as a substitute teacher with a  
23 school district may be charged a fee not to exceed the cost of  
24 the inquiry. Subject to appropriations for these purposes, the  
25 State Superintendent of Education shall reimburse school  
26 districts and regional superintendents for fees paid to obtain

1 criminal history records checks under this Section.

2 (a-5) The school district or regional superintendent shall  
3 further perform a check of the Statewide Sex Offender  
4 Database, as authorized by the Sex Offender Community  
5 Notification Law, for each applicant. The check of the  
6 Statewide Sex Offender Database must be conducted by the  
7 school district or regional superintendent once for every 5  
8 years that an applicant remains employed by the school  
9 district.

10 (a-6) The school district or regional superintendent shall  
11 further perform a check of the Statewide Murderer and Violent  
12 Offender Against Youth Database, as authorized by the Murderer  
13 and Violent Offender Against Youth Community Notification Law,  
14 for each applicant. The check of the Murderer and Violent  
15 Offender Against Youth Database must be conducted by the  
16 school district or regional superintendent once for every 5  
17 years that an applicant remains employed by the school  
18 district.

19 (b) Any information concerning the record of convictions  
20 obtained by the president of the school board or the regional  
21 superintendent shall be confidential and may only be  
22 transmitted to the superintendent of the school district or  
23 his designee, the appropriate regional superintendent if the  
24 check was requested by the school district, the presidents of  
25 the appropriate school boards if the check was requested from  
26 the Illinois State Police by the regional superintendent, the

1 State Board of Education and a school district as authorized  
2 under subsection (b-5), the State Superintendent of Education,  
3 the State Educator Preparation and Licensure Board, any other  
4 person necessary to the decision of hiring the applicant for  
5 employment, or for clarification purposes the Illinois State  
6 Police or Statewide Sex Offender Database, or both. A copy of  
7 the record of convictions obtained from the Illinois State  
8 Police shall be provided to the applicant for employment. Upon  
9 the check of the Statewide Sex Offender Database or Statewide  
10 Murderer and Violent Offender Against Youth Database, the  
11 school district or regional superintendent shall notify an  
12 applicant as to whether or not the applicant has been  
13 identified in the Database. If a check of an applicant for  
14 employment as a substitute or concurrent part-time teacher or  
15 concurrent educational support personnel employee in more than  
16 one school district was requested by the regional  
17 superintendent, and the Illinois State Police upon a check  
18 ascertains that the applicant has not been convicted of any of  
19 the enumerated criminal or drug offenses in subsection (c) of  
20 this Section or has not been convicted, within 7 years of the  
21 application for employment with the school district, of any  
22 other felony under the laws of this State or of any offense  
23 committed or attempted in any other state or against the laws  
24 of the United States that, if committed or attempted in this  
25 State, would have been punishable as a felony under the laws of  
26 this State and so notifies the regional superintendent and if

1 the regional superintendent upon a check ascertains that the  
2 applicant has not been identified in the Sex Offender Database  
3 or Statewide Murderer and Violent Offender Against Youth  
4 Database, then the regional superintendent shall issue to the  
5 applicant a certificate evidencing that as of the date  
6 specified by the Illinois State Police the applicant has not  
7 been convicted of any of the enumerated criminal or drug  
8 offenses in subsection (c) of this Section or has not been  
9 convicted, within 7 years of the application for employment  
10 with the school district, of any other felony under the laws of  
11 this State or of any offense committed or attempted in any  
12 other state or against the laws of the United States that, if  
13 committed or attempted in this State, would have been  
14 punishable as a felony under the laws of this State and  
15 evidencing that as of the date that the regional  
16 superintendent conducted a check of the Statewide Sex Offender  
17 Database or Statewide Murderer and Violent Offender Against  
18 Youth Database, the applicant has not been identified in the  
19 Database. The school board of any school district may rely on  
20 the certificate issued by any regional superintendent to that  
21 substitute teacher, concurrent part-time teacher, or  
22 concurrent educational support personnel employee or may  
23 initiate its own criminal history records check of the  
24 applicant through the Illinois State Police and its own check  
25 of the Statewide Sex Offender Database or Statewide Murderer  
26 and Violent Offender Against Youth Database as provided in

1 this Section. Any unauthorized release of confidential  
2 information may be a violation of Section 7 of the Criminal  
3 Identification Act.

4 (b-5) If a criminal history records check or check of the  
5 Statewide Sex Offender Database or Statewide Murderer and  
6 Violent Offender Against Youth Database is performed by a  
7 regional superintendent for an applicant seeking employment as  
8 a substitute teacher with a school district, the regional  
9 superintendent may disclose to the State Board of Education  
10 whether the applicant has been issued a certificate under  
11 subsection (b) based on those checks. If the State Board  
12 receives information on an applicant under this subsection,  
13 then it must indicate in the Educator Licensure Information  
14 System for a 90-day period that the applicant has been issued  
15 or has not been issued a certificate.

16 (c) No school board shall knowingly employ a person who  
17 has been convicted of any offense that would subject him or her  
18 to license suspension or revocation pursuant to Section 21B-80  
19 of this Code, except as provided under subsection (b) of  
20 Section 21B-80. Further, no school board shall knowingly  
21 employ a person who has been found to be the perpetrator of  
22 sexual or physical abuse of any minor under 18 years of age  
23 pursuant to proceedings under Article II of the Juvenile Court  
24 Act of 1987. As a condition of employment, each school board  
25 must consider the status of a person who has been issued an  
26 indicated finding of abuse or neglect of a child by the

1 Department of Children and Family Services under the Abused  
2 and Neglected Child Reporting Act or by a child welfare agency  
3 of another jurisdiction.

4 (d) No school board shall knowingly employ a person for  
5 whom a criminal history records check and a Statewide Sex  
6 Offender Database check have not been initiated.

7 (e) Within 10 days after a superintendent, regional office  
8 of education, or entity that provides background checks of  
9 license holders to public schools receives information of a  
10 pending criminal charge against a license holder for an  
11 offense set forth in Section 21B-80 of this Code, the  
12 superintendent, regional office of education, or entity must  
13 notify the State Superintendent of Education of the pending  
14 criminal charge.

15 If permissible by federal or State law, no later than 15  
16 business days after receipt of a record of conviction or of  
17 checking the Statewide Murderer and Violent Offender Against  
18 Youth Database or the Statewide Sex Offender Database and  
19 finding a registration, the superintendent of the employing  
20 school board or the applicable regional superintendent shall,  
21 in writing, notify the State Superintendent of Education of  
22 any license holder who has been convicted of a crime set forth  
23 in Section 21B-80 of this Code. Upon receipt of the record of a  
24 conviction of or a finding of child abuse by a holder of any  
25 license issued pursuant to Article 21B or Section 34-8.1 ~~or~~  
26 ~~34-83~~ of this ~~the School~~ Code, the State Superintendent of

1 Education may initiate licensure suspension and revocation  
2 proceedings as authorized by law. If the receipt of the record  
3 of conviction or finding of child abuse is received within 6  
4 months after the initial grant of or renewal of a license, the  
5 State Superintendent of Education may rescind the license  
6 holder's license.

7 (e-5) The superintendent of the employing school board  
8 shall, in writing, notify the State Superintendent of  
9 Education and the applicable regional superintendent of  
10 schools of any license holder whom he or she has reasonable  
11 cause to believe has committed an intentional act of abuse or  
12 neglect with the result of making a child an abused child or a  
13 neglected child, as defined in Section 3 of the Abused and  
14 Neglected Child Reporting Act, and that act resulted in the  
15 license holder's dismissal or resignation from the school  
16 district. This notification must be submitted within 30 days  
17 after the dismissal or resignation and must include the  
18 Illinois Educator Identification Number (IEIN) of the license  
19 holder and a brief description of the misconduct alleged. The  
20 license holder must also be contemporaneously sent a copy of  
21 the notice by the superintendent. All correspondence,  
22 documentation, and other information so received by the  
23 regional superintendent of schools, the State Superintendent  
24 of Education, the State Board of Education, or the State  
25 Educator Preparation and Licensure Board under this subsection  
26 (e-5) is confidential and must not be disclosed to third

1 parties, except (i) as necessary for the State Superintendent  
2 of Education or his or her designee to investigate and  
3 prosecute pursuant to Article 21B of this Code, (ii) pursuant  
4 to a court order, (iii) for disclosure to the license holder or  
5 his or her representative, or (iv) as otherwise provided in  
6 this Article and provided that any such information admitted  
7 into evidence in a hearing is exempt from this confidentiality  
8 and non-disclosure requirement. Except for an act of willful  
9 or wanton misconduct, any superintendent who provides  
10 notification as required in this subsection (e-5) shall have  
11 immunity from any liability, whether civil or criminal or that  
12 otherwise might result by reason of such action.

13 (f) After January 1, 1990 the provisions of this Section  
14 shall apply to all employees of persons or firms holding  
15 contracts with any school district including, but not limited  
16 to, food service workers, school bus drivers and other  
17 transportation employees, who have direct, daily contact with  
18 the pupils of any school in such district. For purposes of  
19 criminal history records checks and checks of the Statewide  
20 Sex Offender Database on employees of persons or firms holding  
21 contracts with more than one school district and assigned to  
22 more than one school district, the regional superintendent of  
23 the educational service region in which the contracting school  
24 districts are located may, at the request of any such school  
25 district, be responsible for receiving the authorization for a  
26 criminal history records check prepared by each such employee

1 and submitting the same to the Illinois State Police and for  
2 conducting a check of the Statewide Sex Offender Database for  
3 each employee. Any information concerning the record of  
4 conviction and identification as a sex offender of any such  
5 employee obtained by the regional superintendent shall be  
6 promptly reported to the president of the appropriate school  
7 board or school boards.

8 (f-5) Upon request of a school or school district, any  
9 information obtained by a school district pursuant to  
10 subsection (f) of this Section within the last year must be  
11 made available to the requesting school or school district.

12 (g) Prior to the commencement of any student teaching  
13 experience or required internship (which is referred to as  
14 student teaching in this Section) in the public schools, a  
15 student teacher is required to authorize a fingerprint-based  
16 criminal history records check. Authorization for and payment  
17 of the costs of the check must be furnished by the student  
18 teacher to the school district where the student teaching is  
19 to be completed. Upon receipt of this authorization and  
20 payment, the school district shall submit the student  
21 teacher's name, sex, race, date of birth, social security  
22 number, fingerprint images, and other identifiers, as  
23 prescribed by the Illinois State Police, to the Illinois State  
24 Police. The Illinois State Police and the Federal Bureau of  
25 Investigation shall furnish, pursuant to a fingerprint-based  
26 criminal history records check, records of convictions,

1 forever and hereinafter, until expunged, to the president of  
2 the school board for the school district that requested the  
3 check. The Illinois State Police shall charge the school  
4 district a fee for conducting the check, which fee must not  
5 exceed the cost of the inquiry and must be deposited into the  
6 State Police Services Fund. The school district shall further  
7 perform a check of the Statewide Sex Offender Database, as  
8 authorized by the Sex Offender Community Notification Law, and  
9 of the Statewide Murderer and Violent Offender Against Youth  
10 Database, as authorized by the Murderer and Violent Offender  
11 Against Youth Registration Act, for each student teacher. No  
12 school board may knowingly allow a person to student teach for  
13 whom a criminal history records check, a Statewide Sex  
14 Offender Database check, and a Statewide Murderer and Violent  
15 Offender Against Youth Database check have not been completed  
16 and reviewed by the district.

17 A copy of the record of convictions obtained from the  
18 Illinois State Police must be provided to the student teacher.  
19 Any information concerning the record of convictions obtained  
20 by the president of the school board is confidential and may  
21 only be transmitted to the superintendent of the school  
22 district or his or her designee, the State Superintendent of  
23 Education, the State Educator Preparation and Licensure Board,  
24 or, for clarification purposes, the Illinois State Police or  
25 the Statewide Sex Offender Database or Statewide Murderer and  
26 Violent Offender Against Youth Database. Any unauthorized

1 release of confidential information may be a violation of  
2 Section 7 of the Criminal Identification Act.

3 No school board shall knowingly allow a person to student  
4 teach who has been convicted of any offense that would subject  
5 him or her to license suspension or revocation pursuant to  
6 subsection (c) of Section 21B-80 of this Code, except as  
7 provided under subsection (b) of Section 21B-80. Further, no  
8 school board shall allow a person to student teach if he or she  
9 has been found to be the perpetrator of sexual or physical  
10 abuse of a minor under 18 years of age pursuant to proceedings  
11 under Article II of the Juvenile Court Act of 1987. Each school  
12 board must consider the status of a person to student teach who  
13 has been issued an indicated finding of abuse or neglect of a  
14 child by the Department of Children and Family Services under  
15 the Abused and Neglected Child Reporting Act or by a child  
16 welfare agency of another jurisdiction.

17 (h) (Blank).

18 (Source: P.A. 101-72, eff. 7-12-19; 101-531, eff. 8-23-19;  
19 101-643, eff. 6-18-20; 102-538, eff. 8-20-21; 102-552, eff.  
20 1-1-22; revised 10-6-21.)

21 (105 ILCS 5/34-18.5) (from Ch. 122, par. 34-18.5)

22 Sec. 34-18.5. Criminal history records checks and checks  
23 of the Statewide Sex Offender Database and Statewide Murderer  
24 and Violent Offender Against Youth Database.

25 (a) Licensed and nonlicensed applicants for employment

1 with the school district are required as a condition of  
2 employment to authorize a fingerprint-based criminal history  
3 records check to determine if such applicants have been  
4 convicted of any disqualifying, enumerated criminal or drug  
5 offense in subsection (c) of this Section or have been  
6 convicted, within 7 years of the application for employment  
7 with the school district, of any other felony under the laws of  
8 this State or of any offense committed or attempted in any  
9 other state or against the laws of the United States that, if  
10 committed or attempted in this State, would have been  
11 punishable as a felony under the laws of this State.  
12 Authorization for the check shall be furnished by the  
13 applicant to the school district, except that if the applicant  
14 is a substitute teacher seeking employment in more than one  
15 school district, or a teacher seeking concurrent part-time  
16 employment positions with more than one school district (as a  
17 reading specialist, special education teacher or otherwise),  
18 or an educational support personnel employee seeking  
19 employment positions with more than one district, any such  
20 district may require the applicant to furnish authorization  
21 for the check to the regional superintendent of the  
22 educational service region in which are located the school  
23 districts in which the applicant is seeking employment as a  
24 substitute or concurrent part-time teacher or concurrent  
25 educational support personnel employee. Upon receipt of this  
26 authorization, the school district or the appropriate regional

1 superintendent, as the case may be, shall submit the  
2 applicant's name, sex, race, date of birth, social security  
3 number, fingerprint images, and other identifiers, as  
4 prescribed by the Illinois State Police, to the Illinois State  
5 Police. The regional superintendent submitting the requisite  
6 information to the Illinois State Police shall promptly notify  
7 the school districts in which the applicant is seeking  
8 employment as a substitute or concurrent part-time teacher or  
9 concurrent educational support personnel employee that the  
10 check of the applicant has been requested. The Illinois State  
11 Police and the Federal Bureau of Investigation shall furnish,  
12 pursuant to a fingerprint-based criminal history records  
13 check, records of convictions, forever and hereinafter, until  
14 expunged, to the president of the school board for the school  
15 district that requested the check, or to the regional  
16 superintendent who requested the check. The Illinois State  
17 Police shall charge the school district or the appropriate  
18 regional superintendent a fee for conducting such check, which  
19 fee shall be deposited in the State Police Services Fund and  
20 shall not exceed the cost of the inquiry; and the applicant  
21 shall not be charged a fee for such check by the school  
22 district or by the regional superintendent. Subject to  
23 appropriations for these purposes, the State Superintendent of  
24 Education shall reimburse the school district and regional  
25 superintendent for fees paid to obtain criminal history  
26 records checks under this Section.

1 (a-5) The school district or regional superintendent shall  
2 further perform a check of the Statewide Sex Offender  
3 Database, as authorized by the Sex Offender Community  
4 Notification Law, for each applicant. The check of the  
5 Statewide Sex Offender Database must be conducted by the  
6 school district or regional superintendent once for every 5  
7 years that an applicant remains employed by the school  
8 district.

9 (a-6) The school district or regional superintendent shall  
10 further perform a check of the Statewide Murderer and Violent  
11 Offender Against Youth Database, as authorized by the Murderer  
12 and Violent Offender Against Youth Community Notification Law,  
13 for each applicant. The check of the Murderer and Violent  
14 Offender Against Youth Database must be conducted by the  
15 school district or regional superintendent once for every 5  
16 years that an applicant remains employed by the school  
17 district.

18 (b) Any information concerning the record of convictions  
19 obtained by the president of the board of education or the  
20 regional superintendent shall be confidential and may only be  
21 transmitted to the general superintendent of the school  
22 district or his designee, the appropriate regional  
23 superintendent if the check was requested by the board of  
24 education for the school district, the presidents of the  
25 appropriate board of education or school boards if the check  
26 was requested from the Illinois State Police by the regional

1 superintendent, the State Board of Education and the school  
2 district as authorized under subsection (b-5), the State  
3 Superintendent of Education, the State Educator Preparation  
4 and Licensure Board or any other person necessary to the  
5 decision of hiring the applicant for employment. A copy of the  
6 record of convictions obtained from the Illinois State Police  
7 shall be provided to the applicant for employment. Upon the  
8 check of the Statewide Sex Offender Database or Statewide  
9 Murderer and Violent Offender Against Youth Database, the  
10 school district or regional superintendent shall notify an  
11 applicant as to whether or not the applicant has been  
12 identified in the Database. If a check of an applicant for  
13 employment as a substitute or concurrent part-time teacher or  
14 concurrent educational support personnel employee in more than  
15 one school district was requested by the regional  
16 superintendent, and the Illinois State Police upon a check  
17 ascertains that the applicant has not been convicted of any of  
18 the enumerated criminal or drug offenses in subsection (c) of  
19 this Section or has not been convicted, within 7 years of the  
20 application for employment with the school district, of any  
21 other felony under the laws of this State or of any offense  
22 committed or attempted in any other state or against the laws  
23 of the United States that, if committed or attempted in this  
24 State, would have been punishable as a felony under the laws of  
25 this State and so notifies the regional superintendent and if  
26 the regional superintendent upon a check ascertains that the

1 applicant has not been identified in the Sex Offender Database  
2 or Statewide Murderer and Violent Offender Against Youth  
3 Database, then the regional superintendent shall issue to the  
4 applicant a certificate evidencing that as of the date  
5 specified by the Illinois State Police the applicant has not  
6 been convicted of any of the enumerated criminal or drug  
7 offenses in subsection (c) of this Section or has not been  
8 convicted, within 7 years of the application for employment  
9 with the school district, of any other felony under the laws of  
10 this State or of any offense committed or attempted in any  
11 other state or against the laws of the United States that, if  
12 committed or attempted in this State, would have been  
13 punishable as a felony under the laws of this State and  
14 evidencing that as of the date that the regional  
15 superintendent conducted a check of the Statewide Sex Offender  
16 Database or Statewide Murderer and Violent Offender Against  
17 Youth Database, the applicant has not been identified in the  
18 Database. The school board of any school district may rely on  
19 the certificate issued by any regional superintendent to that  
20 substitute teacher, concurrent part-time teacher, or  
21 concurrent educational support personnel employee or may  
22 initiate its own criminal history records check of the  
23 applicant through the Illinois State Police and its own check  
24 of the Statewide Sex Offender Database or Statewide Murderer  
25 and Violent Offender Against Youth Database as provided in  
26 this Section. Any unauthorized release of confidential

1 information may be a violation of Section 7 of the Criminal  
2 Identification Act.

3 (b-5) If a criminal history records check or check of the  
4 Statewide Sex Offender Database or Statewide Murderer and  
5 Violent Offender Against Youth Database is performed by a  
6 regional superintendent for an applicant seeking employment as  
7 a substitute teacher with the school district, the regional  
8 superintendent may disclose to the State Board of Education  
9 whether the applicant has been issued a certificate under  
10 subsection (b) based on those checks. If the State Board  
11 receives information on an applicant under this subsection,  
12 then it must indicate in the Educator Licensure Information  
13 System for a 90-day period that the applicant has been issued  
14 or has not been issued a certificate.

15 (c) The board of education shall not knowingly employ a  
16 person who has been convicted of any offense that would  
17 subject him or her to license suspension or revocation  
18 pursuant to Section 21B-80 of this Code, except as provided  
19 under subsection (b) of 21B-80. Further, the board of  
20 education shall not knowingly employ a person who has been  
21 found to be the perpetrator of sexual or physical abuse of any  
22 minor under 18 years of age pursuant to proceedings under  
23 Article II of the Juvenile Court Act of 1987. As a condition of  
24 employment, the board of education must consider the status of  
25 a person who has been issued an indicated finding of abuse or  
26 neglect of a child by the Department of Children and Family

1 Services under the Abused and Neglected Child Reporting Act or  
2 by a child welfare agency of another jurisdiction.

3 (d) The board of education shall not knowingly employ a  
4 person for whom a criminal history records check and a  
5 Statewide Sex Offender Database check have not been initiated.

6 (e) Within 10 days after the general superintendent of  
7 schools, a regional office of education, or an entity that  
8 provides background checks of license holders to public  
9 schools receives information of a pending criminal charge  
10 against a license holder for an offense set forth in Section  
11 21B-80 of this Code, the superintendent, regional office of  
12 education, or entity must notify the State Superintendent of  
13 Education of the pending criminal charge.

14 No later than 15 business days after receipt of a record of  
15 conviction or of checking the Statewide Murderer and Violent  
16 Offender Against Youth Database or the Statewide Sex Offender  
17 Database and finding a registration, the general  
18 superintendent of schools or the applicable regional  
19 superintendent shall, in writing, notify the State  
20 Superintendent of Education of any license holder who has been  
21 convicted of a crime set forth in Section 21B-80 of this Code.  
22 Upon receipt of the record of a conviction of or a finding of  
23 child abuse by a holder of any license issued pursuant to  
24 Article 21B or Section 34-8.1 ~~or 34-83~~ of this Code, the State  
25 Superintendent of Education may initiate licensure suspension  
26 and revocation proceedings as authorized by law. If the

1 receipt of the record of conviction or finding of child abuse  
2 is received within 6 months after the initial grant of or  
3 renewal of a license, the State Superintendent of Education  
4 may rescind the license holder's license.

5 (e-5) The general superintendent of schools shall, in  
6 writing, notify the State Superintendent of Education of any  
7 license holder whom he or she has reasonable cause to believe  
8 has committed an intentional act of abuse or neglect with the  
9 result of making a child an abused child or a neglected child,  
10 as defined in Section 3 of the Abused and Neglected Child  
11 Reporting Act, and that act resulted in the license holder's  
12 dismissal or resignation from the school district and must  
13 include the Illinois Educator Identification Number (IEIN) of  
14 the license holder and a brief description of the misconduct  
15 alleged. This notification must be submitted within 30 days  
16 after the dismissal or resignation. The license holder must  
17 also be contemporaneously sent a copy of the notice by the  
18 superintendent. All correspondence, documentation, and other  
19 information so received by the State Superintendent of  
20 Education, the State Board of Education, or the State Educator  
21 Preparation and Licensure Board under this subsection (e-5) is  
22 confidential and must not be disclosed to third parties,  
23 except (i) as necessary for the State Superintendent of  
24 Education or his or her designee to investigate and prosecute  
25 pursuant to Article 21B of this Code, (ii) pursuant to a court  
26 order, (iii) for disclosure to the license holder or his or her

1 representative, or (iv) as otherwise provided in this Article  
2 and provided that any such information admitted into evidence  
3 in a hearing is exempt from this confidentiality and  
4 non-disclosure requirement. Except for an act of willful or  
5 wanton misconduct, any superintendent who provides  
6 notification as required in this subsection (e-5) shall have  
7 immunity from any liability, whether civil or criminal or that  
8 otherwise might result by reason of such action.

9 (f) After March 19, 1990, the provisions of this Section  
10 shall apply to all employees of persons or firms holding  
11 contracts with any school district including, but not limited  
12 to, food service workers, school bus drivers and other  
13 transportation employees, who have direct, daily contact with  
14 the pupils of any school in such district. For purposes of  
15 criminal history records checks and checks of the Statewide  
16 Sex Offender Database on employees of persons or firms holding  
17 contracts with more than one school district and assigned to  
18 more than one school district, the regional superintendent of  
19 the educational service region in which the contracting school  
20 districts are located may, at the request of any such school  
21 district, be responsible for receiving the authorization for a  
22 criminal history records check prepared by each such employee  
23 and submitting the same to the Illinois State Police and for  
24 conducting a check of the Statewide Sex Offender Database for  
25 each employee. Any information concerning the record of  
26 conviction and identification as a sex offender of any such

1 employee obtained by the regional superintendent shall be  
2 promptly reported to the president of the appropriate school  
3 board or school boards.

4 (f-5) Upon request of a school or school district, any  
5 information obtained by the school district pursuant to  
6 subsection (f) of this Section within the last year must be  
7 made available to the requesting school or school district.

8 (g) Prior to the commencement of any student teaching  
9 experience or required internship (which is referred to as  
10 student teaching in this Section) in the public schools, a  
11 student teacher is required to authorize a fingerprint-based  
12 criminal history records check. Authorization for and payment  
13 of the costs of the check must be furnished by the student  
14 teacher to the school district. Upon receipt of this  
15 authorization and payment, the school district shall submit  
16 the student teacher's name, sex, race, date of birth, social  
17 security number, fingerprint images, and other identifiers, as  
18 prescribed by the Illinois State Police, to the Illinois State  
19 Police. The Illinois State Police and the Federal Bureau of  
20 Investigation shall furnish, pursuant to a fingerprint-based  
21 criminal history records check, records of convictions,  
22 forever and hereinafter, until expunged, to the president of  
23 the board. The Illinois State Police shall charge the school  
24 district a fee for conducting the check, which fee must not  
25 exceed the cost of the inquiry and must be deposited into the  
26 State Police Services Fund. The school district shall further

1 perform a check of the Statewide Sex Offender Database, as  
2 authorized by the Sex Offender Community Notification Law, and  
3 of the Statewide Murderer and Violent Offender Against Youth  
4 Database, as authorized by the Murderer and Violent Offender  
5 Against Youth Registration Act, for each student teacher. The  
6 board may not knowingly allow a person to student teach for  
7 whom a criminal history records check, a Statewide Sex  
8 Offender Database check, and a Statewide Murderer and Violent  
9 Offender Against Youth Database check have not been completed  
10 and reviewed by the district.

11 A copy of the record of convictions obtained from the  
12 Illinois State Police must be provided to the student teacher.  
13 Any information concerning the record of convictions obtained  
14 by the president of the board is confidential and may only be  
15 transmitted to the general superintendent of schools or his or  
16 her designee, the State Superintendent of Education, the State  
17 Educator Preparation and Licensure Board, or, for  
18 clarification purposes, the Illinois State Police or the  
19 Statewide Sex Offender Database or Statewide Murderer and  
20 Violent Offender Against Youth Database. Any unauthorized  
21 release of confidential information may be a violation of  
22 Section 7 of the Criminal Identification Act.

23 The board may not knowingly allow a person to student  
24 teach who has been convicted of any offense that would subject  
25 him or her to license suspension or revocation pursuant to  
26 subsection (c) of Section 21B-80 of this Code, except as

1 provided under subsection (b) of Section 21B-80. Further, the  
2 board may not allow a person to student teach if he or she has  
3 been found to be the perpetrator of sexual or physical abuse of  
4 a minor under 18 years of age pursuant to proceedings under  
5 Article II of the Juvenile Court Act of 1987. The board must  
6 consider the status of a person to student teach who has been  
7 issued an indicated finding of abuse or neglect of a child by  
8 the Department of Children and Family Services under the  
9 Abused and Neglected Child Reporting Act or by a child welfare  
10 agency of another jurisdiction.

11 (h) (Blank).

12 (Source: P.A. 101-72, eff. 7-12-19; 101-531, eff. 8-23-19;  
13 101-643, eff. 6-18-20; 102-538, eff. 8-20-21; 102-552, eff.  
14 1-1-22; revised 10-18-21.)

15 (105 ILCS 5/1F-62 rep.)

16 (105 ILCS 5/2-3.33a rep.)

17 (105 ILCS 5/2-3.123 rep.)

18 (105 ILCS 5/2-3.128 rep.)

19 (105 ILCS 5/2-3.171 rep.)

20 (105 ILCS 5/2-3.172 rep.)

21 (105 ILCS 5/18-8.10 rep.)

22 (105 ILCS 5/21-5e rep.)

23 (105 ILCS 5/34-83 rep.)

24 Section 10. The School Code is amended by repealing  
25 Sections 1F-62, 2-3.33a, 2-3.123, 2-3.128, 2-3.171, 2-3.172,

1 18-8.10, 21-5e, and 34-83.

2 Section 15. The Illinois Educational Labor Relations Act  
3 is amended by changing Section 2 as follows:

4 (115 ILCS 5/2) (from Ch. 48, par. 1702)

5 Sec. 2. Definitions. As used in this Act:

6 (a) "Educational employer" or "employer" means the  
7 governing body of a public school district, including the  
8 governing body of a charter school established under Article  
9 27A of the School Code or of a contract school or contract  
10 turnaround school established under paragraph 30 of Section  
11 34-18 of the School Code, combination of public school  
12 districts, including the governing body of joint agreements of  
13 any type formed by 2 or more school districts, public  
14 community college district or State college or university, a  
15 subcontractor of instructional services of a school district  
16 (other than a school district organized under Article 34 of  
17 the School Code), combination of school districts, charter  
18 school established under Article 27A of the School Code, or  
19 contract school or contract turnaround school established  
20 under paragraph 30 of Section 34-18 of the School Code, an  
21 Independent Authority created under Section 2-3.25f-5 of the  
22 School Code, and any State agency whose major function is  
23 providing educational services. "Educational employer" or  
24 "employer" does not include (1) a Financial Oversight Panel

1 created pursuant to Section 1A-8 of the School Code due to a  
2 district violating a financial plan or (2) an approved  
3 nonpublic special education facility that contracts with a  
4 school district or combination of school districts to provide  
5 special education services pursuant to Section 14-7.02 of the  
6 School Code, but does include a School Finance Authority  
7 created under Article 1E or 1F of the School Code and a  
8 Financial Oversight Panel created under Article 1B or 1H of  
9 the School Code. The change made by this amendatory Act of the  
10 96th General Assembly to this paragraph (a) to make clear that  
11 the governing body of a charter school is an "educational  
12 employer" is declaratory of existing law.

13 (b) "Educational employee" or "employee" means any  
14 individual, excluding supervisors, managerial, confidential,  
15 short term employees, student, and part-time academic  
16 employees of community colleges employed full or part time by  
17 an educational employer, but shall not include elected  
18 officials and appointees of the Governor with the advice and  
19 consent of the Senate, firefighters as defined by subsection  
20 (g-1) of Section 3 of the Illinois Public Labor Relations Act,  
21 and peace officers employed by a State university. For the  
22 purposes of this Act, part-time academic employees of  
23 community colleges shall be defined as those employees who  
24 provide less than 3 credit hours of instruction per academic  
25 semester. In this subsection (b), the term "student" does not  
26 include graduate students who are research assistants

1 primarily performing duties that involve research, graduate  
2 assistants primarily performing duties that are  
3 pre-professional, graduate students who are teaching  
4 assistants primarily performing duties that involve the  
5 delivery and support of instruction, or any other graduate  
6 assistants.

7 (c) "Employee organization" or "labor organization" means  
8 an organization of any kind in which membership includes  
9 educational employees, and which exists for the purpose, in  
10 whole or in part, of dealing with employers concerning  
11 grievances, employee-employer disputes, wages, rates of pay,  
12 hours of employment, or conditions of work, but shall not  
13 include any organization which practices discrimination in  
14 membership because of race, color, creed, age, gender,  
15 national origin or political affiliation.

16 (d) "Exclusive representative" means the labor  
17 organization which has been designated by the Illinois  
18 Educational Labor Relations Board as the representative of the  
19 majority of educational employees in an appropriate unit, or  
20 recognized by an educational employer prior to January 1, 1984  
21 as the exclusive representative of the employees in an  
22 appropriate unit or, after January 1, 1984, recognized by an  
23 employer upon evidence that the employee organization has been  
24 designated as the exclusive representative by a majority of  
25 the employees in an appropriate unit.

26 (e) "Board" means the Illinois Educational Labor Relations

1 Board.

2 (f) "Regional Superintendent" means the regional  
3 superintendent of schools provided for in Articles 3 and 3A of  
4 The School Code.

5 (g) "Supervisor" means any individual having authority in  
6 the interests of the employer to hire, transfer, suspend, lay  
7 off, recall, promote, discharge, reward or discipline other  
8 employees within the appropriate bargaining unit and adjust  
9 their grievances, or to effectively recommend such action if  
10 the exercise of such authority is not of a merely routine or  
11 clerical nature but requires the use of independent judgment.  
12 The term "supervisor" includes only those individuals who  
13 devote a preponderance of their employment time to such  
14 exercising authority.

15 (h) "Unfair labor practice" or "unfair practice" means any  
16 practice prohibited by Section 14 of this Act.

17 (i) "Person" includes an individual, educational employee,  
18 educational employer, legal representative, or employee  
19 organization.

20 (j) "Wages" means salaries or other forms of compensation  
21 for services rendered.

22 (k) "Professional employee" means, in the case of a public  
23 community college, State college or university, State agency  
24 whose major function is providing educational services, the  
25 Illinois School for the Deaf, and the Illinois School for the  
26 Visually Impaired, (1) any employee engaged in work (i)

1 predominantly intellectual and varied in character as opposed  
2 to routine mental, manual, mechanical, or physical work; (ii)  
3 involving the consistent exercise of discretion and judgment  
4 in its performance; (iii) of such character that the output  
5 produced or the result accomplished cannot be standardized in  
6 relation to a given period of time; and (iv) requiring  
7 knowledge of an advanced type in a field of science or learning  
8 customarily acquired by a prolonged course of specialized  
9 intellectual instruction and study in an institution of higher  
10 learning or a hospital, as distinguished from a general  
11 academic education or from an apprenticeship or from training  
12 in the performance of routine mental, manual, or physical  
13 processes; or (2) any employee, who (i) has completed the  
14 courses of specialized intellectual instruction and study  
15 described in clause (iv) of paragraph (1) of this subsection,  
16 and (ii) is performing related work under the supervision of a  
17 professional person to qualify himself or herself to become a  
18 professional as defined in paragraph (1).

19 (l) "Professional employee" means, in the case of any  
20 public school district, or combination of school districts  
21 pursuant to joint agreement, any employee who has a  
22 certificate issued under Article 21 ~~or Section 34-83~~ of the  
23 School Code, ~~as now or hereafter amended~~.

24 (m) "Unit" or "bargaining unit" means any group of  
25 employees for which an exclusive representative is selected.

26 (n) "Confidential employee" means an employee, who (i) in

1 the regular course of his or her duties, assists and acts in a  
2 confidential capacity to persons who formulate, determine and  
3 effectuate management policies with regard to labor relations  
4 or who (ii) in the regular course of his or her duties has  
5 access to information relating to the effectuation or review  
6 of the employer's collective bargaining policies.

7 (o) "Managerial employee" means an individual who is  
8 engaged predominantly in executive and management functions  
9 and is charged with the responsibility of directing the  
10 effectuation of such management policies and practices.

11 (p) "Craft employee" means a skilled journeyman, craft  
12 person, and his or her apprentice or helper.

13 (q) "Short-term employee" is an employee who is employed  
14 for less than 2 consecutive calendar quarters during a  
15 calendar year and who does not have a reasonable expectation  
16 that he or she will be rehired by the same employer for the  
17 same service in a subsequent calendar year. Nothing in this  
18 subsection shall affect the employee status of individuals who  
19 were covered by a collective bargaining agreement on the  
20 effective date of this amendatory Act of 1991.

21 (Source: P.A. 101-380, eff. 1-1-20.)

22 Section 99. Effective date. This Act takes effect upon  
23 becoming law.