



Rep. Maura Hirschauer

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LRB103 02914 RJT 72774 a

1 AMENDMENT TO SENATE BILL 463

2 AMENDMENT NO. _____. Amend Senate Bill 463 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The School Code is amended by changing
5 Sections 21B-20, 24-11, and 24A-7 as follows:

6 (105 ILCS 5/21B-20)

7 Sec. 21B-20. Types of licenses. The State Board of
8 Education shall implement a system of educator licensure,
9 whereby individuals employed in school districts who are
10 required to be licensed must have one of the following
11 licenses: (i) a professional educator license; (ii) an
12 educator license with stipulations; (iii) a substitute
13 teaching license; or (iv) until June 30, 2028, a short-term
14 substitute teaching license. References in law regarding
15 individuals certified or certificated or required to be
16 certified or certificated under Article 21 of this Code shall

1 also include individuals licensed or required to be licensed
2 under this Article. The first year of all licenses ends on June
3 30 following one full year of the license being issued.

4 The State Board of Education, in consultation with the
5 State Educator Preparation and Licensure Board, may adopt such
6 rules as may be necessary to govern the requirements for
7 licenses and endorsements under this Section.

8 (1) Professional Educator License. Persons who (i)
9 have successfully completed an approved educator
10 preparation program and are recommended for licensure by
11 the Illinois institution offering the educator preparation
12 program, (ii) have successfully completed the required
13 testing under Section 21B-30 of this Code, (iii) have
14 successfully completed coursework on the psychology of,
15 the identification of, and the methods of instruction for
16 the exceptional child, including, without limitation,
17 children with learning disabilities, (iv) have
18 successfully completed coursework in methods of reading
19 and reading in the content area, and (v) have met all other
20 criteria established by rule of the State Board of
21 Education shall be issued a Professional Educator License.
22 All Professional Educator Licenses are valid until June 30
23 immediately following 5 years of the license being issued.
24 The Professional Educator License shall be endorsed with
25 specific areas and grade levels in which the individual is
26 eligible to practice. For an early childhood education

1 endorsement, an individual may satisfy the student
2 teaching requirement of his or her early childhood teacher
3 preparation program through placement in a setting with
4 children from birth through grade 2, and the individual
5 may be paid and receive credit while student teaching. The
6 student teaching experience must meet the requirements of
7 and be approved by the individual's early childhood
8 teacher preparation program.

9 Individuals can receive subsequent endorsements on the
10 Professional Educator License. Subsequent endorsements
11 shall require a minimum of 24 semester hours of coursework
12 in the endorsement area and passage of the applicable
13 content area test, unless otherwise specified by rule.

14 (2) Educator License with Stipulations. An Educator
15 License with Stipulations shall be issued an endorsement
16 that limits the license holder to one particular position
17 or does not require completion of an approved educator
18 program or both.

19 An individual with an Educator License with
20 Stipulations must not be employed by a school district or
21 any other entity to replace any presently employed teacher
22 who otherwise would not be replaced for any reason.

23 An Educator License with Stipulations may be issued
24 with the following endorsements:

25 (A) (Blank).

26 (B) Alternative provisional educator. An

1 alternative provisional educator endorsement on an
2 Educator License with Stipulations may be issued to an
3 applicant who, at the time of applying for the
4 endorsement, has done all of the following:

5 (i) Graduated from a regionally accredited
6 college or university with a minimum of a
7 bachelor's degree.

8 (ii) Successfully completed the first phase of
9 the Alternative Educator Licensure Program for
10 Teachers, as described in Section 21B-50 of this
11 Code.

12 (iii) Passed a content area test, as required
13 under Section 21B-30 of this Code.

14 The alternative provisional educator endorsement is
15 valid for 2 years of teaching and may be renewed for a
16 third year by an individual meeting the requirements set
17 forth in Section 21B-50 of this Code.

18 (C) Alternative provisional superintendent. An
19 alternative provisional superintendent endorsement on
20 an Educator License with Stipulations entitles the
21 holder to serve only as a superintendent or assistant
22 superintendent in a school district's central office.
23 This endorsement may only be issued to an applicant
24 who, at the time of applying for the endorsement, has
25 done all of the following:

26 (i) Graduated from a regionally accredited

1 college or university with a minimum of a master's
2 degree in a management field other than education.

3 (ii) Been employed for a period of at least 5
4 years in a management level position in a field
5 other than education.

6 (iii) Successfully completed the first phase
7 of an alternative route to superintendent
8 endorsement program, as provided in Section 21B-55
9 of this Code.

10 (iv) Passed a content area test required under
11 Section 21B-30 of this Code.

12 The endorsement is valid for 2 fiscal years in
13 order to complete one full year of serving as a
14 superintendent or assistant superintendent.

15 (D) (Blank).

16 (E) Career and technical educator. A career and
17 technical educator endorsement on an Educator License
18 with Stipulations may be issued to an applicant who
19 has a minimum of 60 semester hours of coursework from a
20 regionally accredited institution of higher education
21 or an accredited trade and technical institution and
22 has a minimum of 2,000 hours of experience outside of
23 education in each area to be taught.

24 The career and technical educator endorsement on
25 an Educator License with Stipulations is valid until
26 June 30 immediately following 5 years of the

1 endorsement being issued and may be renewed.

2 An individual who holds a valid career and
3 technical educator endorsement on an Educator License
4 with Stipulations but does not hold a bachelor's
5 degree may substitute teach in career and technical
6 education classrooms.

7 An individual who holds a valid career and
8 technical educator endorsement on an Educator License
9 with Stipulations is entitled to all of the rights and
10 privileges granted to a holder of a Professional
11 Educator License.

12 (F) (Blank).

13 (G) Transitional bilingual educator. A
14 transitional bilingual educator endorsement on an
15 Educator License with Stipulations may be issued for
16 the purpose of providing instruction in accordance
17 with Article 14C of this Code to an applicant who
18 provides satisfactory evidence that he or she meets
19 all of the following requirements:

20 (i) Possesses adequate speaking, reading, and
21 writing ability in the language other than English
22 in which transitional bilingual education is
23 offered.

24 (ii) Has the ability to successfully
25 communicate in English.

26 (iii) Either possessed, within 5 years

1 previous to his or her applying for a transitional
2 bilingual educator endorsement, a valid and
3 comparable teaching certificate or comparable
4 authorization issued by a foreign country or holds
5 a degree from an institution of higher learning in
6 a foreign country that the State Educator
7 Preparation and Licensure Board determines to be
8 the equivalent of a bachelor's degree from a
9 regionally accredited institution of higher
10 learning in the United States.

11 A transitional bilingual educator endorsement
12 shall be valid for prekindergarten through grade 12,
13 is valid until June 30 immediately following 5 years
14 of the endorsement being issued, and shall not be
15 renewed.

16 Persons holding a transitional bilingual educator
17 endorsement shall not be employed to replace any
18 presently employed teacher who otherwise would not be
19 replaced for any reason.

20 (H) Language endorsement. In an effort to
21 alleviate the shortage of teachers speaking a language
22 other than English in the public schools, an
23 individual who holds an Educator License with
24 Stipulations may also apply for a language
25 endorsement, provided that the applicant provides
26 satisfactory evidence that he or she meets all of the

1 following requirements:

2 (i) Holds a transitional bilingual
3 endorsement.

4 (ii) Has demonstrated proficiency in the
5 language for which the endorsement is to be issued
6 by passing the applicable language content test
7 required by the State Board of Education.

8 (iii) Holds a bachelor's degree or higher from
9 a regionally accredited institution of higher
10 education or, for individuals educated in a
11 country other than the United States, holds a
12 degree from an institution of higher learning in a
13 foreign country that the State Educator
14 Preparation and Licensure Board determines to be
15 the equivalent of a bachelor's degree from a
16 regionally accredited institution of higher
17 learning in the United States.

18 (iv) (Blank).

19 A language endorsement on an Educator License with
20 Stipulations is valid for prekindergarten through
21 grade 12 for the same validity period as the
22 individual's transitional bilingual educator
23 endorsement on the Educator License with Stipulations
24 and shall not be renewed.

25 (I) Visiting international educator. A visiting
26 international educator endorsement on an Educator

1 License with Stipulations may be issued to an
2 individual who is being recruited by a particular
3 school district that conducts formal recruitment
4 programs outside of the United States to secure the
5 services of qualified teachers and who meets all of
6 the following requirements:

7 (i) Holds the equivalent of a minimum of a
8 bachelor's degree issued in the United States.

9 (ii) Has been prepared as a teacher at the
10 grade level for which he or she will be employed.

11 (iii) Has adequate content knowledge in the
12 subject to be taught.

13 (iv) Has an adequate command of the English
14 language.

15 A holder of a visiting international educator
16 endorsement on an Educator License with Stipulations
17 shall be permitted to teach in bilingual education
18 programs in the language that was the medium of
19 instruction in his or her teacher preparation program,
20 provided that he or she passes the English Language
21 Proficiency Examination or another test of writing
22 skills in English identified by the State Board of
23 Education, in consultation with the State Educator
24 Preparation and Licensure Board.

25 A visiting international educator endorsement on
26 an Educator License with Stipulations is valid for 5

1 years and shall not be renewed.

2 (J) Paraprofessional educator. A paraprofessional
3 educator endorsement on an Educator License with
4 Stipulations may be issued to an applicant who holds a
5 high school diploma or its recognized equivalent and
6 (i) holds an associate's degree or a minimum of 60
7 semester hours of credit from a regionally accredited
8 institution of higher education; (ii) has passed a
9 paraprofessional competency test under subsection
10 (c-5) of Section 21B-30; or (iii) is at least 18 years
11 of age and will be using the Educator License with
12 Stipulations exclusively for grades prekindergarten
13 through grade 8, until the individual reaches the age
14 of 19 years and otherwise meets the criteria for a
15 paraprofessional educator endorsement pursuant to this
16 subparagraph (J). The paraprofessional educator
17 endorsement is valid until June 30 immediately
18 following 5 years of the endorsement being issued and
19 may be renewed through application and payment of the
20 appropriate fee, as required under Section 21B-40 of
21 this Code. An individual who holds only a
22 paraprofessional educator endorsement is not subject
23 to additional requirements in order to renew the
24 endorsement.

25 (K) Chief school business official. A chief school
26 business official endorsement on an Educator License

1 with Stipulations may be issued to an applicant who
2 qualifies by having a master's degree or higher, 2
3 years of full-time administrative experience in school
4 business management or 2 years of university-approved
5 practical experience, and a minimum of 24 semester
6 hours of graduate credit in a program approved by the
7 State Board of Education for the preparation of school
8 business administrators and by passage of the
9 applicable State tests, including an applicable
10 content area test.

11 The chief school business official endorsement may
12 also be affixed to the Educator License with
13 Stipulations of any holder who qualifies by having a
14 master's degree in business administration, finance,
15 accounting, or public administration and who completes
16 an additional 6 semester hours of internship in school
17 business management from a regionally accredited
18 institution of higher education and passes the
19 applicable State tests, including an applicable
20 content area test. This endorsement shall be required
21 for any individual employed as a chief school business
22 official.

23 The chief school business official endorsement on
24 an Educator License with Stipulations is valid until
25 June 30 immediately following 5 years of the
26 endorsement being issued and may be renewed if the

1 license holder completes renewal requirements as
2 required for individuals who hold a Professional
3 Educator License endorsed for chief school business
4 official under Section 21B-45 of this Code and such
5 rules as may be adopted by the State Board of
6 Education.

7 The State Board of Education shall adopt any rules
8 necessary to implement Public Act 100-288.

9 (L) Provisional in-state educator. A provisional
10 in-state educator endorsement on an Educator License
11 with Stipulations may be issued to a candidate who has
12 completed an Illinois-approved educator preparation
13 program at an Illinois institution of higher education
14 and who has not successfully completed an
15 evidence-based assessment of teacher effectiveness but
16 who meets all of the following requirements:

17 (i) Holds at least a bachelor's degree.

18 (ii) Has completed an approved educator
19 preparation program at an Illinois institution.

20 (iii) Has passed an applicable content area
21 test, as required by Section 21B-30 of this Code.

22 (iv) Has attempted an evidence-based
23 assessment of teacher effectiveness and received a
24 minimum score on that assessment, as established
25 by the State Board of Education in consultation
26 with the State Educator Preparation and Licensure

1 Board.

2 A provisional in-state educator endorsement on an
3 Educator License with Stipulations is valid for one
4 full fiscal year after the date of issuance and may not
5 be renewed.

6 (M) (Blank).

7 (N) Specialized services. A specialized services
8 endorsement on an Educator License with Stipulations
9 may be issued as defined and specified by rule.

10 (O) Provisional career and technical educator. A
11 provisional career and technical educator endorsement
12 on an Educator License with Stipulations may be issued
13 to an applicant who has a minimum of 8,000 hours of
14 work experience in the skill for which the applicant
15 is seeking the endorsement. Each employing school
16 board and regional office of education shall provide
17 verification, in writing, to the State Superintendent
18 of Education at the time the application is submitted
19 that no qualified teacher holding a Professional
20 Educator License or an Educator License with
21 Stipulations with a career and technical educator
22 endorsement is available to teach and that actual
23 circumstances require such issuance.

24 A provisional career and technical educator
25 endorsement on an Educator License with Stipulations
26 is valid until June 30 immediately following 5 years

1 of the endorsement being issued and may be renewed.

2 An individual who holds a provisional career and
3 technical educator endorsement on an Educator License
4 with Stipulations may teach as a substitute teacher in
5 career and technical education classrooms.

6 An individual who holds a provisional career and
7 technical educator endorsement on an Educator License
8 with Stipulations is entitled to all of the rights and
9 privileges granted to a holder of a Professional
10 Educator License.

11 (3) Substitute Teaching License. A Substitute Teaching
12 License may be issued to qualified applicants for
13 substitute teaching in all grades of the public schools,
14 prekindergarten through grade 12. Substitute Teaching
15 Licenses are not eligible for endorsements. Applicants for
16 a Substitute Teaching License must hold a bachelor's
17 degree or higher from a regionally accredited institution
18 of higher education or must be enrolled in an approved
19 educator preparation program in this State and have earned
20 at least 90 credit hours.

21 Substitute Teaching Licenses are valid for 5 years.

22 Substitute Teaching Licenses are valid for substitute
23 teaching in every county of this State. If an individual
24 has had his or her Professional Educator License or
25 Educator License with Stipulations suspended or revoked,
26 then that individual is not eligible to obtain a

1 Substitute Teaching License.

2 A substitute teacher may only teach in the place of a
3 licensed teacher who is under contract with the employing
4 board. If, however, there is no licensed teacher under
5 contract because of an emergency situation, then a
6 district may employ a substitute teacher for no longer
7 than 30 calendar days per each vacant position in the
8 district if the district notifies the appropriate regional
9 office of education within 5 business days after the
10 employment of the substitute teacher in that vacant
11 position. A district may continue to employ that same
12 substitute teacher in that same vacant position for 90
13 calendar days or until the end of the semester, whichever
14 is greater, if, prior to the expiration of the
15 30-calendar-day period then current, the district files a
16 written request with the appropriate regional office of
17 education for a 30-calendar-day extension on the basis
18 that the position remains vacant and the district
19 continues to actively seek qualified candidates and
20 provides documentation that it has provided training
21 specific to the position, including training on meeting
22 the needs of students with disabilities and English
23 learners if applicable. Each extension request shall be
24 granted in writing by the regional office of education. An
25 emergency situation is one in which an unforeseen vacancy
26 has occurred and (i) a teacher is unexpectedly unable to

1 fulfill his or her contractual duties or (ii) teacher
2 capacity needs of the district exceed previous indications
3 or vacancies are unfilled due to a lack of qualified
4 candidates, and the district is actively engaged in
5 advertising to hire a fully licensed teacher for the
6 vacant position.

7 There is no limit on the number of days that a
8 substitute teacher may teach in a single school district,
9 provided that no substitute teacher may teach for longer
10 than 120 days beginning with the 2021-2022 school year
11 through the 2022-2023 school year, otherwise 90 school
12 days for any one licensed teacher under contract in the
13 same school year. A substitute teacher who holds a
14 Professional Educator License or Educator License with
15 Stipulations shall not teach for more than 120 school days
16 for any one licensed teacher under contract in the same
17 school year. The limitations in this paragraph (3) on the
18 number of days a substitute teacher may be employed do not
19 apply to any school district operating under Article 34 of
20 this Code.

21 A school district may not require an individual who
22 holds a valid Professional Educator License or Educator
23 License with Stipulations to seek or hold a Substitute
24 Teaching License to teach as a substitute teacher.

25 (4) Short-Term Substitute Teaching License. Beginning
26 on July 1, 2018 and until June 30, 2028, applicants may

1 apply to the State Board of Education for issuance of a
2 Short-Term Substitute Teaching License. A Short-Term
3 Substitute Teaching License may be issued to a qualified
4 applicant for substitute teaching in all grades of the
5 public schools, prekindergarten through grade 12.
6 Short-Term Substitute Teaching Licenses are not eligible
7 for endorsements. Applicants for a Short-Term Substitute
8 Teaching License must hold an associate's degree or have
9 completed at least 60 credit hours from a regionally
10 accredited institution of higher education.

11 Short-Term Substitute Teaching Licenses are valid for
12 substitute teaching in every county of this State. If an
13 individual has had his or her Professional Educator
14 License or Educator License with Stipulations suspended or
15 revoked, then that individual is not eligible to obtain a
16 Short-Term Substitute Teaching License.

17 The provisions of Sections 10-21.9 and 34-18.5 of this
18 Code apply to short-term substitute teachers.

19 An individual holding a Short-Term Substitute Teaching
20 License may teach no more than 15 consecutive days per
21 licensed teacher who is under contract. For teacher
22 absences lasting 6 or more days per licensed teacher who
23 is under contract, a school district may not hire an
24 individual holding a Short-Term Substitute Teaching
25 License, unless the Governor has declared a disaster due
26 to a public health emergency pursuant to Section 7 of the

1 Illinois Emergency Management Agency Act. An individual
2 holding a Short-Term Substitute Teaching License must
3 complete the training program under Section 10-20.67 or
4 34-18.60 of this Code to be eligible to teach at a public
5 school. Short-Term Substitute Teaching Licenses under this
6 Section are valid for 5 years.

7 (Source: P.A. 102-711, eff. 1-1-23; 102-712, eff. 4-27-22;
8 102-713, eff. 1-1-23; 102-717, eff. 4-29-22; 102-894, eff.
9 5-20-22; 103-111, eff. 6-29-23; 103-154, eff. 6-30-23;
10 103-193, eff. 1-1-24; 103-564, eff. 11-17-23.)

11 (105 ILCS 5/24-11) (from Ch. 122, par. 24-11)

12 Sec. 24-11. Boards of Education - Boards of School
13 Inspectors - Contractual continued service.

14 (a) As used in this and the succeeding Sections of this
15 Article:

16 "Teacher" means any or all school district employees
17 regularly required to be licensed under laws relating to the
18 licensure of teachers.

19 "Board" means board of directors, board of education, or
20 board of school inspectors, as the case may be.

21 "School term" means that portion of the school year, July
22 1 to the following June 30, when school is in actual session.

23 "Program" means a program of a special education joint
24 agreement.

25 "Program of a special education joint agreement" means

1 instructional, consultative, supervisory, administrative,
2 diagnostic, and related services that are managed by a special
3 educational joint agreement designed to service 2 or more
4 school districts that are members of the joint agreement.

5 "PERA implementation date" means the implementation date
6 of an evaluation system for teachers as specified by Section
7 24A-2.5 of this Code for all schools within a school district
8 or all programs of a special education joint agreement.

9 (b) This Section and Sections 24-12 through 24-16 of this
10 Article apply only to school districts having less than
11 500,000 inhabitants.

12 (c) Any teacher who is first employed as a full-time
13 teacher in a school district or program prior to the PERA
14 implementation date and who is employed in that district or
15 program for a probationary period of 4 consecutive school
16 terms shall enter upon contractual continued service in the
17 district or in all of the programs that the teacher is legally
18 qualified to hold, unless the teacher is given written notice
19 of dismissal by certified mail, return receipt requested, by
20 the employing board at least 45 days before the end of any
21 school term within such period.

22 (d) For any teacher who is first employed as a full-time
23 teacher in a school district or program on or after the PERA
24 implementation date but before July 1, 2023, the probationary
25 period shall be one of the following periods, based upon the
26 teacher's school terms of service and performance, before the

1 teacher shall enter upon contractual continued service in the
2 district or in all of the programs that the teacher is legally
3 qualified to hold, unless the teacher is given written notice
4 of dismissal by certified mail, return receipt requested, by
5 the employing board on or before April 15:

6 (1) 4 consecutive school terms of service in which the
7 teacher holds a Professional Educator License, an Educator
8 License with Stipulations with a career and technical
9 educator endorsement, or an Educator License with
10 Stipulations with a provisional career and technical
11 educator endorsement and receives overall annual
12 evaluation ratings of at least "Proficient" in the last
13 school term and at least "Proficient" in either the second
14 or third school terms;

15 (2) 3 consecutive school terms of service in which the
16 teacher holds a Professional Educator License, an Educator
17 License with Stipulations with a career and technical
18 educator endorsement, or an Educator License with
19 Stipulations with a provisional career and technical
20 educator endorsement and receives 2 overall annual
21 evaluations of "Excellent"; or

22 (3) 2 consecutive school terms of service in which the
23 teacher holds a Professional Educator License, an Educator
24 License with Stipulations with a career and technical
25 educator endorsement, or an Educator License with
26 Stipulations with a provisional career and technical

1 educator endorsement and receives 2 overall annual
2 evaluations of "Excellent" service, but only if the
3 teacher (i) previously attained contractual continued
4 service in a different school district or program in this
5 State, (ii) voluntarily departed or was honorably
6 dismissed from that school district or program in the
7 school term immediately prior to the teacher's first
8 school term of service applicable to the attainment of
9 contractual continued service under this subdivision (3),
10 and (iii) received, in his or her 2 most recent overall
11 annual or biennial evaluations from the prior school
12 district or program, ratings of at least "Proficient",
13 with both such ratings occurring after the school
14 district's or program's PERA implementation date. For a
15 teacher to attain contractual continued service under this
16 subdivision (3), the teacher shall provide official copies
17 of his or her 2 most recent overall annual or biennial
18 evaluations from the prior school district or program to
19 the new school district or program within 60 days from the
20 teacher's first day of service with the new school
21 district or program. The prior school district or program
22 must provide the teacher with official copies of his or
23 her 2 most recent overall annual or biennial evaluations
24 within 14 days after the teacher's request. If a teacher
25 has requested such official copies prior to 45 days after
26 the teacher's first day of service with the new school

1 district or program and the teacher's prior school
2 district or program fails to provide the teacher with the
3 official copies required under this subdivision (3), then
4 the time period for the teacher to submit the official
5 copies to his or her new school district or program must be
6 extended until 14 days after receipt of such copies from
7 the prior school district or program. If the prior school
8 district or program fails to provide the teacher with the
9 official copies required under this subdivision (3) within
10 90 days from the teacher's first day of service with the
11 new school district or program, then the new school
12 district or program shall rely upon the teacher's own
13 copies of his or her evaluations for purposes of this
14 subdivision (3).

15 If the teacher does not receive overall annual evaluations
16 of "Excellent" in the school terms necessary for eligibility
17 to achieve accelerated contractual continued service in
18 subdivisions (2) and (3) of this subsection (d), the teacher
19 shall be eligible for contractual continued service pursuant
20 to subdivision (1) of this subsection (d). If, at the
21 conclusion of 4 consecutive school terms of service that count
22 toward attainment of contractual continued service, the
23 teacher's performance does not qualify the teacher for
24 contractual continued service under subdivision (1) of this
25 subsection (d), then the teacher shall not enter upon
26 contractual continued service and shall be dismissed. If a

1 performance evaluation is not conducted for any school term
2 when such evaluation is required to be conducted under Section
3 24A-5 of this Code, then the teacher's performance evaluation
4 rating for such school term for purposes of determining the
5 attainment of contractual continued service shall be deemed
6 "Proficient", except that, during any time in which the
7 Governor has declared a disaster due to a public health
8 emergency pursuant to Section 7 of the Illinois Emergency
9 Management Agency Act, this default to "Proficient" does not
10 apply to any teacher who has entered into contractual
11 continued service and who was deemed "Excellent" on his or her
12 most recent evaluation. During any time in which the Governor
13 has declared a disaster due to a public health emergency
14 pursuant to Section 7 of the Illinois Emergency Management
15 Agency Act and unless the school board and any exclusive
16 bargaining representative have completed the performance
17 rating for teachers or mutually agreed to an alternate
18 performance rating, any teacher who has entered into
19 contractual continued service, whose most recent evaluation
20 was deemed "Excellent", and whose performance evaluation is
21 not conducted when the evaluation is required to be conducted
22 shall receive a teacher's performance rating deemed
23 "Excellent". A school board and any exclusive bargaining
24 representative may mutually agree to an alternate performance
25 rating for teachers not in contractual continued service
26 during any time in which the Governor has declared a disaster

1 due to a public health emergency pursuant to Section 7 of the
2 Illinois Emergency Management Agency Act, as long as the
3 agreement is in writing.

4 (d-5) For any teacher who is first employed as a full-time
5 teacher in a school district or program on or after July 1,
6 2023, the probationary period shall be one of the following
7 periods, based upon the teacher's school terms of service and
8 performance, before the teacher shall enter upon contractual
9 continued service in the district or in all of the programs
10 that the teacher is legally qualified to hold, unless the
11 teacher is given written notice of dismissal by certified
12 mail, return receipt requested, by the employing board on or
13 before April 15:

14 (1) 3 consecutive school terms of service in which the
15 teacher holds a Professional Educator License, an Educator
16 License with Stipulations with a career and technical
17 educator endorsement, or an Educator License with
18 Stipulations with a provisional career and technical
19 educator endorsement and receives overall annual
20 evaluation ratings of at least "Proficient" in the second
21 and third school terms;

22 (2) 2 consecutive school terms of service in which the
23 teacher holds a Professional Educator License, an Educator
24 License with Stipulations with a career and technical
25 educator endorsement, or an Educator License with
26 Stipulations with a provisional career and technical

1 educator endorsement and receives 2 overall annual
2 evaluations of "Excellent"; or

3 (3) 2 consecutive school terms of service in which the
4 teacher holds a Professional Educator License, an Educator
5 License with Stipulations with a career and technical
6 educator endorsement, or an Educator License with
7 Stipulations with a provisional career and technical
8 educator endorsement and receives 2 overall annual
9 evaluations of "Excellent" service, but only if the
10 teacher (i) previously attained contractual continued
11 service in a different school district or program in this
12 State, (ii) voluntarily departed or was honorably
13 dismissed from that school district or program in the
14 school term immediately prior to the teacher's first
15 school term of service applicable to the attainment of
16 contractual continued service under this subdivision (3),
17 and (iii) received, in his or her 2 most recent overall
18 annual or biennial evaluations from the prior school
19 district or program, ratings of at least "Proficient",
20 with both such ratings occurring after the school
21 district's or program's PERA implementation date. For a
22 teacher to attain contractual continued service under this
23 subdivision (3), the teacher shall provide official copies
24 of his or her 2 most recent overall annual or biennial
25 evaluations from the prior school district or program to
26 the new school district or program within 60 days from the

1 teacher's first day of service with the new school
2 district or program. The prior school district or program
3 must provide the teacher with official copies of his or
4 her 2 most recent overall annual or biennial evaluations
5 within 14 days after the teacher's request. If a teacher
6 has requested such official copies prior to 45 days after
7 the teacher's first day of service with the new school
8 district or program and the teacher's prior school
9 district or program fails to provide the teacher with the
10 official copies required under this subdivision (3), then
11 the time period for the teacher to submit the official
12 copies to his or her new school district or program must be
13 extended until 14 days after receipt of such copies from
14 the prior school district or program. If the prior school
15 district or program fails to provide the teacher with the
16 official copies required under this subdivision (3) within
17 90 days from the teacher's first day of service with the
18 new school district or program, then the new school
19 district or program shall rely upon the teacher's own
20 copies of his or her evaluations for purposes of this
21 subdivision (3).

22 If the teacher does not receive overall annual evaluations
23 of "Excellent" in the school terms necessary for eligibility
24 to achieve accelerated contractual continued service in
25 subdivisions (2) and (3) of this subsection (d-5) ~~(d)~~, the
26 teacher shall be eligible for contractual continued service

1 pursuant to subdivision (1) of this subsection (d-5) ~~(d)~~. If,
2 at the conclusion of 3 consecutive school terms of service
3 that count toward attainment of contractual continued service,
4 the teacher's performance does not qualify the teacher for
5 contractual continued service under subdivision (1) of this
6 subsection (d-5) ~~(d)~~, then the teacher shall not enter upon
7 contractual continued service and shall be dismissed. If a
8 performance evaluation is not conducted for any school term
9 when such evaluation is required to be conducted under Section
10 24A-5 of this Code, then the teacher's performance evaluation
11 rating for such school term for purposes of determining the
12 attainment of contractual continued service shall be deemed
13 "Proficient", except that, during any time in which the
14 Governor has declared a disaster due to a public health
15 emergency pursuant to Section 7 of the Illinois Emergency
16 Management Agency Act, this default to "Proficient" does not
17 apply to any teacher who has entered into contractual
18 continued service and who was deemed "Excellent" on his or her
19 most recent evaluation. During any time in which the Governor
20 has declared a disaster due to a public health emergency
21 pursuant to Section 7 of the Illinois Emergency Management
22 Agency Act and unless the school board and any exclusive
23 bargaining representative have completed the performance
24 rating for teachers or mutually agreed to an alternate
25 performance rating, any teacher who has entered into
26 contractual continued service, whose most recent evaluation

1 was deemed "Excellent", and whose performance evaluation is
2 not conducted when the evaluation is required to be conducted
3 shall receive a teacher's performance rating deemed
4 "Excellent". A school board and any exclusive bargaining
5 representative may mutually agree to an alternate performance
6 rating for teachers not in contractual continued service
7 during any time in which the Governor has declared a disaster
8 due to a public health emergency pursuant to Section 7 of the
9 Illinois Emergency Management Agency Act, as long as the
10 agreement is in writing.

11 (e) For the purposes of determining contractual continued
12 service, a school term shall be counted only toward attainment
13 of contractual continued service if the teacher actually
14 teaches or is otherwise present and participating in the
15 district's or program's educational program for 120 days or
16 more, provided that the days of leave under the federal Family
17 Medical Leave Act that the teacher is required to take until
18 the end of the school term shall be considered days of teaching
19 or participation in the district's or program's educational
20 program. A school term that is not counted toward attainment
21 of contractual continued service shall not be considered a
22 break in service for purposes of determining whether a teacher
23 has been employed for consecutive school terms, provided that
24 the teacher actually teaches or is otherwise present and
25 participating in the district's or program's educational
26 program in the following school term.

1 (f) If the employing board determines to dismiss the
2 teacher in the last year of the probationary period as
3 provided in subsection (c) of this Section or subdivision (1)
4 or (2) of subsection (d) of this Section or subdivision (1) or
5 (2) of subsection (d-5) of this Section, but not subdivision
6 (3) of subsection (d) of this Section or subdivision (3) of
7 subsection (d-5) of this Section, the written notice of
8 dismissal provided by the employing board must contain
9 specific reasons for dismissal. Any full-time teacher who does
10 not receive written notice from the employing board on or
11 before April 15 as provided in this Section and whose
12 performance does not require dismissal after the fourth
13 probationary year pursuant to subsection (d) of this Section
14 or the third probationary year pursuant to subsection (d-5) of
15 this Section shall be re-employed for the following school
16 term.

17 (g) Contractual continued service shall continue in effect
18 the terms and provisions of the contract with the teacher
19 during the last school term of the probationary period,
20 subject to this Act and the lawful regulations of the
21 employing board. This Section and succeeding Sections do not
22 modify any existing power of the board except with respect to
23 the procedure of the discharge of a teacher and reductions in
24 salary as hereinafter provided. Contractual continued service
25 status shall not restrict the power of the board to transfer a
26 teacher to a position which the teacher is qualified to fill or

1 to make such salary adjustments as it deems desirable, but
2 unless reductions in salary are uniform or based upon some
3 reasonable classification, any teacher whose salary is reduced
4 shall be entitled to a notice and a hearing as hereinafter
5 provided in the case of certain dismissals or removals.

6 (h) If, by reason of any change in the boundaries of school
7 districts, by reason of a special education cooperative
8 reorganization or dissolution in accordance with Section
9 10-22.31 of this Code, or by reason of the creation of a new
10 school district, the position held by any teacher having a
11 contractual continued service status is transferred from one
12 board to the control of a new or different board, then the
13 contractual continued service status of the teacher is not
14 thereby lost, and such new or different board is subject to
15 this Code with respect to the teacher in the same manner as if
16 the teacher were its employee and had been its employee during
17 the time the teacher was actually employed by the board from
18 whose control the position was transferred.

19 (i) The employment of any teacher in a program of a special
20 education joint agreement established under Section 3-15.14,
21 10-22.31 or 10-22.31a shall be governed by this and succeeding
22 Sections of this Article. For purposes of attaining and
23 maintaining contractual continued service and computing length
24 of continuing service as referred to in this Section and
25 Section 24-12, employment in a special educational joint
26 program shall be deemed a continuation of all previous

1 licensed employment of such teacher for such joint agreement
2 whether the employer of the teacher was the joint agreement,
3 the regional superintendent, or one of the participating
4 districts in the joint agreement.

5 (j) For any teacher employed after July 1, 1987 as a
6 full-time teacher in a program of a special education joint
7 agreement, whether the program is operated by the joint
8 agreement or a member district on behalf of the joint
9 agreement, in the event of a reduction in the number of
10 programs or positions in the joint agreement in which the
11 notice of dismissal is provided on or before the end of the
12 2010-2011 school term, the teacher in contractual continued
13 service is eligible for employment in the joint agreement
14 programs for which the teacher is legally qualified in order
15 of greater length of continuing service in the joint
16 agreement, unless an alternative method of determining the
17 sequence of dismissal is established in a collective
18 bargaining agreement. For any teacher employed after July 1,
19 1987 as a full-time teacher in a program of a special education
20 joint agreement, whether the program is operated by the joint
21 agreement or a member district on behalf of the joint
22 agreement, in the event of a reduction in the number of
23 programs or positions in the joint agreement in which the
24 notice of dismissal is provided during the 2011-2012 school
25 term or a subsequent school term, the teacher shall be
26 included on the honorable dismissal lists of all joint

1 agreement programs for positions for which the teacher is
2 qualified and is eligible for employment in such programs in
3 accordance with subsections (b) and (c) of Section 24-12 of
4 this Code and the applicable honorable dismissal policies of
5 the joint agreement.

6 (k) For any teacher employed after July 1, 1987 as a
7 full-time teacher in a program of a special education joint
8 agreement, whether the program is operated by the joint
9 agreement or a member district on behalf of the joint
10 agreement, in the event of the dissolution of a joint
11 agreement, in which the notice to teachers of the dissolution
12 is provided during the 2010-2011 school term, the teacher in
13 contractual continued service who is legally qualified shall
14 be assigned to any comparable position in a member district
15 currently held by a teacher who has not entered upon
16 contractual continued service or held by a teacher who has
17 entered upon contractual continued service with a shorter
18 length of contractual continued service. Any teacher employed
19 after July 1, 1987 as a full-time teacher in a program of a
20 special education joint agreement, whether the program is
21 operated by the joint agreement or a member district on behalf
22 of the joint agreement, in the event of the dissolution of a
23 joint agreement in which the notice to teachers of the
24 dissolution is provided during the 2011-2012 school term or a
25 subsequent school term, the teacher who is qualified shall be
26 included on the order of honorable dismissal lists of each

1 member district and shall be assigned to any comparable
2 position in any such district in accordance with subsections
3 (b) and (c) of Section 24-12 of this Code and the applicable
4 honorable dismissal policies of each member district.

5 (l) The governing board of the joint agreement, or the
6 administrative district, if so authorized by the articles of
7 agreement of the joint agreement, rather than the board of
8 education of a school district, may carry out employment and
9 termination actions including dismissals under this Section
10 and Section 24-12.

11 (m) The employment of any teacher in a special education
12 program authorized by Section 14-1.01 through 14-14.01, or a
13 joint educational program established under Section 10-22.31a,
14 shall be under this and the succeeding Sections of this
15 Article, and such employment shall be deemed a continuation of
16 the previous employment of such teacher in any of the
17 participating districts, regardless of the participation of
18 other districts in the program.

19 (n) Any teacher employed as a full-time teacher in a
20 special education program prior to September 23, 1987 in which
21 2 or more school districts participate for a probationary
22 period of 2 consecutive years shall enter upon contractual
23 continued service in each of the participating districts,
24 subject to this and the succeeding Sections of this Article,
25 and, notwithstanding Section 24-1.5 of this Code, in the event
26 of the termination of the program shall be eligible for any

1 vacant position in any of such districts for which such
2 teacher is qualified.

3 (Source: P.A. 102-552, eff. 1-1-22; 102-854, eff. 5-13-22;
4 103-500, eff. 8-4-23.)

5 (105 ILCS 5/24A-7) (from Ch. 122, par. 24A-7)
6 Sec. 24A-7. Rules.

7 (a) The State Board of Education is authorized to adopt
8 such rules as are deemed necessary to implement and accomplish
9 the purposes and provisions of this Article, including, but
10 not limited to, rules:

11 (1) relating to the methods for measuring student
12 growth (including, but not limited to, limitations on the
13 age of usable data; the amount of data needed to reliably
14 and validly measure growth for the purpose of teacher and
15 principal evaluations; and whether and at what time annual
16 State assessments may be used as one of multiple measures
17 of student growth);

18 (2) defining the term "significant factor" for
19 purposes of including consideration of student growth in
20 performance ratings;

21 (3) controlling for such factors as student
22 characteristics (including, but not limited to, students
23 receiving special education and English Learner services),
24 student attendance, and student mobility so as to best
25 measure the impact that a teacher, principal, school and

1 school district has on students' academic achievement;

2 (4) establishing minimum requirements for district
3 teacher and principal evaluation instruments and
4 procedures; and

5 (5) establishing a model evaluation plan for use by
6 school districts in which student growth shall comprise
7 50% of the performance rating.

8 Notwithstanding any other provision in this Section, such
9 rules shall not preclude a school district having 500,000 or
10 more inhabitants from using an annual State assessment as the
11 sole measure of student growth for purposes of teacher or
12 principal evaluations.

13 (b) The State Superintendent of Education shall convene a
14 Performance Evaluation Advisory Council, which shall be
15 staffed by the State Board of Education. Members of the
16 Council shall be selected by the State Superintendent and
17 include, without limitation, representatives of teacher unions
18 and school district management, persons with expertise in
19 performance evaluation processes and systems, as well as other
20 stakeholders. The Council shall meet at least quarterly and
21 may also meet at the call of the chairperson of the Council,
22 following August 18, 2017 (the effective date of Public Act
23 100-211) until December 31 ~~June 30~~, 2024. The Council shall
24 advise the State Board of Education on the ongoing
25 implementation of performance evaluations in this State, which
26 may include gathering public feedback, sharing best practices,

1 consulting with the State Board on any proposed rule changes
2 regarding evaluations, and other subjects as determined by the
3 chairperson of the Council.

4 (c) On July 1, 2024, the State Superintendent of Education
5 shall convene a Performance Evaluation Advisory Committee for
6 the purpose of maintaining and improving the evaluator
7 training and pre-qualification program in this State under
8 Section 24A-3. The Committee shall be staffed by the State
9 Board of Education. Members of the Committee shall include,
10 without limitation, representatives from providers of the
11 evaluator retraining and pre-qualification program in this
12 State, which include teacher unions, school district
13 management, including a school district organized under
14 Article 34, and a statewide organization representing regional
15 offices of education. Members of the Committee shall be
16 nominated by the providers and appointed by the State
17 Superintendent.

18 The Committee shall meet initially at the call of the
19 State Superintendent and shall select one member as
20 chairperson at its initial meeting. The Committee shall meet
21 at least quarterly and may also meet at the call of the
22 chairperson of the Committee.

23 The Committee shall advise the State Board of Education on
24 the continued implementation of the evaluator training and
25 pre-qualification program in this State, which may include the
26 development and delivery of the program's existing and new

1 administrators' academies, gathering feedback from program
2 instructors and participants, sharing best practices,
3 consulting with the State Board on any proposed rule changes
4 regarding evaluator training, and other subjects as determined
5 by the chairperson of the Committee.

6 (d) Prior to the applicable implementation date, the ~~these~~
7 rules shall not apply to teachers assigned to schools
8 identified in an agreement entered into between the board of a
9 school district operating under Article 34 of this Code and
10 the exclusive representative of the district's teachers in
11 accordance with Section 34-85c of this Code.

12 (Source: P.A. 102-252, eff. 1-1-22; 102-558, eff. 8-20-21.)

13 Section 99. Effective date. This Act takes effect June 15,
14 2024."