

1 AN ACT concerning professional development.

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

4 Section 5. The Department of Human Services Act is amended  
5 by changing Section 10-22 as follows:

6 (20 ILCS 1305/10-22)

7 Sec. 10-22. Great START program.

8 (a) ~~Beginning October 1, 2000 and until July 1, 2004,~~ The  
9 Department of Human Services shall, subject to a specific  
10 appropriation for this purpose, operate a Great START (Strategy  
11 To Attract and Retain Teachers) program. The goal of the  
12 program is to improve children's developmental and educational  
13 outcomes in child care by encouraging increased professional  
14 preparation by staff and staff retention. The Great START  
15 program shall coordinate with the TEACH professional  
16 development program.

17 The program shall provide wage supplements and may include  
18 other incentives to licensed child care center personnel,  
19 including early childhood teachers, school-age workers, early  
20 childhood assistants, school-age assistants, and directors, as  
21 such positions are defined by administrative rule of the  
22 Department of Children and Family Services. The program shall  
23 provide wage supplements and may include other incentives to  
24 licensed family day care home personnel and licensed group day  
25 care home personnel, including caregivers and assistants as  
26 such positions are defined by administrative rule of the  
27 Department of Children and Family Services. Individuals will  
28 receive supplements commensurate with their qualifications.

29 (b) (Blank). ~~The Department shall convene a working~~  
30 ~~committee of its standing Child and Development Advisory~~  
31 ~~Council to make recommendations by October 1, 2000 on the~~  
32 ~~components of the Great START program. The working committee~~

1 ~~shall consist of experts from the child care and early~~  
2 ~~childhood education field. In addition, the working committee~~  
3 ~~shall include, when necessary, the Secretary of Human Services,~~  
4 ~~the Director of Children and Family Services, the Director of~~  
5 ~~Commerce and Community Affairs, the Director of Employment~~  
6 ~~Security, the Superintendent of the State Board of Education,~~  
7 ~~the Chair of the Community College Board, and the Chair of the~~  
8 ~~Executive Committee of the Board of Higher Education, or their~~  
9 ~~designees.~~

10 (c) The Department shall, by rule, define the scope and  
11 operation of the program, including a wage supplement scale.  
12 The scale shall pay increasing amounts for higher levels of  
13 educational attainment beyond minimum qualifications and shall  
14 recognize longevity of employment. Subject to the availability  
15 of sufficient appropriation, the wage supplements shall be paid  
16 to child care personnel in the form of bonuses at 6 month  
17 intervals. Six months of continuous service with a single  
18 employer is required to be eligible to receive a wage  
19 supplement bonus. Wage supplements shall be paid directly to  
20 individual day care personnel, not to their employers. Eligible  
21 individuals must provide to the Department or its agent all  
22 information and documentation, including but not limited to  
23 college transcripts, to demonstrate their qualifications for a  
24 particular wage supplement level.

25 If appropriations permit, the Department may include  
26 one-time signing bonuses or other incentives to help providers  
27 attract staff, provided that the signing bonuses are less than  
28 the supplement staff would have received if they had remained  
29 employed with another day care center or family day care home.

30 If appropriations permit, the Department may include  
31 one-time longevity bonuses or other incentives to recognize  
32 staff who have remained with a single employer.

33 (d) (Blank). ~~The Department shall evaluate the Great START~~  
34 ~~program, gather data on turnover rates, educational~~  
35 ~~attainment, and other relevant issues, and submit a report to~~  
36 ~~the General Assembly on the Great START program by December 31,~~

1 ~~2002.~~

2 (Source: P.A. 91-831, eff. 6-15-00; revised 12-6-03.)

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