



98TH GENERAL ASSEMBLY

State of Illinois

2013 and 2014

HB2420

by Rep. Linda Chapa LaVia

SYNOPSIS AS INTRODUCED:

105 ILCS 5/21-25
105 ILCS 5/21B-25

from Ch. 122, par. 21-25

Amends the School Code. In the Teacher Certification Article, provides that a person who holds an active license issued by the State as a marriage and family therapist shall be deemed to have satisfied the continuing professional development requirements to renew a school service personnel certificate. In the Educator Licensure Article, includes marriage and family therapist as a school support personnel endorsement area that may be affixed to a Professional Educator License. Effective immediately.

LRB098 07890 NHT 37975 b

FISCAL NOTE ACT
MAY APPLY

A BILL FOR

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 21-25 and 21B-25 as follows:

6 (105 ILCS 5/21-25) (from Ch. 122, par. 21-25)

7 (Section scheduled to be repealed on June 30, 2013)

8 Sec. 21-25. School service personnel certificate.

9 (a) For purposes of this Section, "school service
10 personnel" means persons employed and performing appropriate
11 services in an Illinois public or State-operated elementary
12 school, secondary school, or cooperative or joint agreement
13 with a governing body or board of control or a charter school
14 operating in compliance with the Charter Schools Law in a
15 position requiring a school service personnel certificate.

16 Subject to the provisions of Section 21-1a, a school
17 service personnel certificate shall be issued to those
18 applicants of good character, good health, a citizen of the
19 United States and at least 19 years of age who have a
20 Bachelor's degree with not fewer than 120 semester hours from a
21 regionally accredited institution of higher learning and who
22 meets the requirements established by the State Superintendent
23 of Education in consultation with the State Teacher

1 Certification Board. A school service personnel certificate
2 with a school nurse endorsement may be issued to a person who
3 holds a bachelor of science degree from an institution of
4 higher learning accredited by the North Central Association or
5 other comparable regional accrediting association. Persons
6 seeking any other endorsement on the school service personnel
7 certificate shall be recommended for the endorsement by a
8 recognized teacher education institution as having completed a
9 program of preparation approved by the State Superintendent of
10 Education in consultation with the State Teacher Certification
11 Board.

12 (b) Until August 30, 2002, a school service personnel
13 certificate endorsed for school social work may be issued to a
14 student who has completed a school social work program that has
15 not been approved by the State Superintendent of Education,
16 provided that each of the following conditions is met:

17 (1) The program was offered by a recognized, public
18 teacher education institution that first enrolled students
19 in its master's degree program in social work in 1998;

20 (2) The student applying for the school service
21 personnel certificate was enrolled in the institution's
22 master's degree program in social work on or after May 11,
23 1998;

24 (3) The State Superintendent verifies that the student
25 has completed coursework that is substantially similar to
26 that required in approved school social work programs,

1 including (i) not fewer than 600 clock hours of a
2 supervised internship in a school setting or (ii) if the
3 student has completed part of a supervised internship in a
4 school setting prior to the effective date of this
5 amendatory Act of the 92nd General Assembly and receives
6 the prior approval of the State Superintendent, not fewer
7 than 300 additional clock hours of supervised work in a
8 public school setting under the supervision of a certified
9 school social worker who certifies that the supervised work
10 was completed in a satisfactory manner; and

11 (4) The student has passed a test of basic skills and
12 the test of subject matter knowledge required by Section
13 21-1a.

14 This subsection (b) does not apply after August 29, 2002.

15 (c) A school service personnel certificate shall be
16 endorsed with the area of Service as determined by the State
17 Superintendent of Education in consultation with the State
18 Teacher Certification Board.

19 The holder of such certificate shall be entitled to all of
20 the rights and privileges granted holders of a valid teaching
21 certificate, including teacher benefits, compensation and
22 working conditions.

23 When the holder of such certificate has earned a master's
24 degree, including 8 semester hours of graduate professional
25 education from a recognized institution of higher learning, and
26 has at least 2 years of successful school experience while

1 holding such certificate, the certificate may be endorsed for
2 supervision.

3 (d) Persons who have successfully achieved National Board
4 certification through the National Board for Professional
5 Teaching Standards shall be issued a Master School Service
6 Personnel Certificate, valid for 10 years and renewable
7 thereafter every 10 years through compliance with requirements
8 set forth by the State Board of Education, in consultation with
9 the State Teacher Certification Board. However, each holder of
10 a Master School Service Personnel Certificate shall be eligible
11 for a corresponding position in this State in the areas for
12 which he or she holds a Master Certificate without satisfying
13 any other requirements of this Code, except for those
14 requirements pertaining to criminal background checks.

15 (e) School service personnel certificates are renewable
16 every 5 years and may be renewed as provided in this Section.
17 Requests for renewals must be submitted, in a format prescribed
18 by the State Board of Education, to the regional office of
19 education responsible for the school where the holder is
20 employed.

21 Upon completion of at least 80 hours of continuing
22 professional development as provided in this subsection (e), a
23 person who holds a valid school service personnel certificate
24 shall have his or her certificate renewed for a period of 5
25 years. A person who (i) holds an active license issued by the
26 State as a clinical professional counselor, a professional

1 counselor, a marriage and family therapist, a clinical social
2 worker, a social worker, or a speech-language pathologist; (ii)
3 holds national certification as a Nationally Certified School
4 Psychologist from the National School Psychology Certification
5 Board; (iii) is nationally certified as a National Certified
6 School Nurse from the National Board for Certification of
7 School Nurses; (iv) is nationally certified as a National
8 Certified Counselor or National Certified School Counselor
9 from the National Board for Certified Counselors; or (v) holds
10 a Certificate of Clinical Competence from the American
11 Speech-Language-Hearing Association shall be deemed to have
12 satisfied the continuing professional development requirements
13 established by the State Board of Education and the State
14 Teacher Certification Board to renew a school service personnel
15 certificate.

16 School service personnel certificates may be renewed by the
17 State Teacher Certification Board based upon proof of
18 continuing professional development. The State Board of
19 Education shall (i) establish a procedure for renewing school
20 service personnel certificates, which shall include without
21 limitation annual timelines for the renewal process and the
22 components set forth in this Section; (ii) approve or
23 disapprove the providers of continuing professional
24 development activities; and (iii) provide, on a timely basis to
25 all school service personnel certificate holders, regional
26 superintendents of schools, school districts, and others with

1 an interest in continuing professional development,
2 information about the standards and requirements established
3 pursuant to this subsection (e).

4 Any school service personnel certificate held by an
5 individual employed and performing services in an Illinois
6 public or State-operated elementary school, secondary school,
7 or cooperative or joint agreement with a governing body or
8 board of control in a certificated school service personnel
9 position or in a charter school in compliance with the Charter
10 Schools Law must be maintained Valid and Active through
11 certificate renewal activities specified in the certificate
12 renewal procedure established pursuant to this Section,
13 provided that a holder of a Valid and Active certificate who is
14 only employed on either a part-time basis or day-to-day basis
15 as a substitute shall pay only the required registration fee to
16 renew his or her certificate and maintain it as Valid and
17 Active. All other school service personnel certificates held
18 may be maintained as Valid and Exempt through the registration
19 process provided for in the certificate renewal procedure
20 established pursuant to Section 21-14 of this Code. A Valid and
21 Exempt certificate must be immediately activated, through
22 procedures developed by the State Board of Education upon the
23 certificate holder becoming employed and performing services
24 in an Illinois public or State-operated elementary school,
25 secondary school, or cooperative or joint agreement with a
26 governing body or board of control in a certificated school

1 service personnel position or in a charter school operating in
2 compliance with the Charter Schools Law. A holder of a Valid
3 and Exempt certificate may activate his or her certificate
4 through procedures provided for in the certificate renewal
5 procedure established pursuant to this Section.

6 A school service personnel certificate that has been
7 maintained as Valid and Active for the 5 years of the
8 certificate's validity shall be renewed as Valid and Active
9 upon the certificate holder (i) completing the National Board
10 for Professional Teaching Standards process in an area of
11 concentration comparable to the holder's school service
12 personnel certificate of endorsement or (ii) earning 80
13 continuing professional development units as described in this
14 Section. If, however, the certificate holder has maintained the
15 certificate as Valid and Exempt for a portion of the 5-year
16 period of validity, the number of continuing professional
17 development units needed to renew the certificate as Valid and
18 Active must be proportionately reduced by the amount of time
19 the certificate was Valid and Exempt. If a certificate holder
20 is employed and performs services requiring the holder's school
21 service personnel certificate on a part-time basis for all or a
22 portion of the certificate's 5-year period of validity, the
23 number of continuing professional development units needed to
24 renew the certificate as Valid and Active shall be reduced by
25 50% for the amount of time the certificate holder has been
26 employed and performing such services on a part-time basis.

1 "Part-time" means less than 50% of the school day or school
2 term.

3 Beginning July 1, 2008, in order to satisfy the
4 requirements for continuing professional development provided
5 for in this Section, each Valid and Active school service
6 personnel certificate holder shall complete professional
7 development activities that address the certificate or those
8 certificates that are required of his or her certificated
9 position, if the certificate holder is employed and performing
10 services in an Illinois public or State operated elementary
11 school, secondary school, or cooperative or joint agreement
12 with a governing body or board of control, or that certificate
13 or those certificates most closely related to his or her
14 teaching position, if the certificate holder is employed in a
15 charter school. Except as otherwise provided in this subsection
16 (e), the certificate holder's activities must address and must
17 reflect the following continuing professional development
18 purposes:

19 (1) Advance both the certificate holder's knowledge
20 and skills consistent with the Illinois Standards for the
21 service area in which the certificate is endorsed in order
22 to keep the certificate holder current in that area.

23 (2) Develop the certificate holder's knowledge and
24 skills in areas determined by the State Board of Education
25 to be critical for all school service personnel.

26 (3) Address the knowledge, skills, and goals of the

1 certificate holder's local school improvement plan, if the
2 certificate holder is employed in an Illinois public or
3 State-operated elementary school, secondary school, or
4 cooperative or joint agreement with a governing body or
5 board of control.

6 (4) Address the needs of serving students with
7 disabilities, including adapting and modifying clinical or
8 professional practices to meet the needs of students with
9 disabilities and serving such students in the least
10 restrictive environment.

11 (5) Address the needs of serving students who are the
12 children of immigrants, including, if the certificate
13 holder is employed as a counselor in an Illinois public or
14 State-operated secondary school, opportunities for higher
15 education for students who are undocumented immigrants.

16 The coursework or continuing professional development
17 units ("CPDU") required under this subsection (e) must total 80
18 CPDUs or the equivalent and must address 4 of the 5 purposes
19 described in items (1) through (5) of this subsection (e).
20 Holders of school service personnel certificates may fulfill
21 this obligation with any combination of semester hours or CPDUs
22 as follows:

23 (A) Collaboration and partnership activities related
24 to improving the school service personnel certificate
25 holder's knowledge and skills, including (i) participating
26 on collaborative planning and professional improvement

1 teams and committees; (ii) peer review and coaching; (iii)
2 mentoring in a formal mentoring program, including service
3 as a consulting teacher participating in a remediation
4 process formulated under Section 24A-5 of this Code; (iv)
5 participating in site-based management or decision-making
6 teams, relevant committees, boards, or task forces
7 directly related to school improvement plans; (v)
8 coordinating community resources in schools, if the
9 project is a specific goal of the school improvement plan;
10 (vi) facilitating parent education programs for a school,
11 school district, or regional office of education directly
12 related to student achievement or school improvement
13 plans; (vii) participating in business, school, or
14 community partnerships directly related to student
15 achievement or school improvement plans; or (viii)
16 supervising a student teacher (student services personnel)
17 or teacher education candidate in clinical supervision,
18 provided that the supervision may be counted only once
19 during the course of 5 years.

20 (B) Coursework from a regionally accredited
21 institution of higher learning related to one of the
22 purposes listed in items (1) through (4) of this subsection
23 (e), which shall apply at the rate of 15 continuing
24 professional development units per semester hour of credit
25 earned during the previous 5-year period when the status of
26 the holder's school service personnel certificate was

1 Valid and Active. Proportionate reductions shall apply
2 when the holder's status was Valid and Active for less than
3 the 5-year period preceding the renewal.

4 (C) Teaching college or university courses in areas
5 relevant to the certificate area being renewed, provided
6 that the teaching may be counted only once during the
7 course of 5 years.

8 (D) Conferences, workshops, institutes, seminars, or
9 symposiums designed to improve the certificate holder's
10 knowledge and skills in the service area and applicable to
11 the purposes listed in items (1) through (5) of this
12 subsection (e). One CPDU shall be awarded for each hour of
13 attendance. No one shall receive credit for conferences,
14 workshops, institutes, seminars, or symposiums that are
15 designed for entertainment, promotional, or commercial
16 purposes or that are solely inspirational or motivational.
17 The State Superintendent of Education and regional
18 superintendents of schools are authorized to review the
19 activities and events provided or to be provided under this
20 subdivision (D) and to investigate complaints regarding
21 those activities and events. Either the State
22 Superintendent of Education or a regional superintendent
23 of schools may recommend that the State Board of Education
24 disapprove those activities and events considered to be
25 inconsistent with this subdivision (D).

26 (E) Completing non-university credit directly related

1 to student achievement, school improvement plans, or State
2 priorities.

3 (F) Participating in or presenting at workshops,
4 seminars, conferences, institutes, or symposiums.

5 (G) Training as external reviewers for quality
6 assurance.

7 (H) Training as reviewers of university teacher
8 preparation programs.

9 (I) Other educational experiences related to improving
10 the school service personnel's knowledge and skills as a
11 teacher, including (i) participating in action research
12 and inquiry projects; (ii) traveling related to one's
13 assignment and directly related to school service
14 personnel achievement or school improvement plans and
15 approved by the regional superintendent of schools or his
16 or her designee at least 30 days prior to the travel
17 experience, provided that the traveling shall not include
18 time spent commuting to destinations where the learning
19 experience will occur; (iii) participating in study groups
20 related to student achievement or school improvement
21 plans; (iv) serving on a statewide education-related
22 committee, including without limitation the State Teacher
23 Certification Board, State Board of Education strategic
24 agenda teams, or the State Advisory Council on Education of
25 Children with Disabilities; (v) participating in
26 work/learn programs or internships; or (vi) developing a

1 portfolio of student and teacher work.

2 (J) Professional leadership experiences related to
3 improving the teacher's knowledge and skills as a teacher,
4 including (i) participating in curriculum development or
5 assessment activities at the school, school district,
6 regional office of education, State, or national level;
7 (ii) participating in team or department leadership in a
8 school or school district; (iii) participating on external
9 or internal school or school district review teams; (iv)
10 publishing educational articles, columns, or books
11 relevant to the certificate area being renewed; or (v)
12 participating in non-strike-related professional
13 association or labor organization service or activities
14 related to professional development.

15 (f) This Section is repealed on June 30, 2013.

16 (Source: P.A. 97-233, eff. 8-1-11; 97-607, eff. 8-26-11;
17 97-813, eff. 7-13-12.)

18 (105 ILCS 5/21B-25)

19 Sec. 21B-25. Endorsement on licenses. All licenses issued
20 under paragraph (1) of Section 21B-20 of this Code shall be
21 specifically endorsed by the State Board of Education for each
22 content area, school support area, and administrative area for
23 which the holder of the license is qualified. Recognized
24 institutions approved to offer educator preparation programs
25 shall be trained to add endorsements to licenses issued to

1 applicants who meet all of the requirements for the endorsement
2 or endorsements, including passing any required tests. The
3 State Superintendent of Education shall randomly audit
4 institutions to ensure that all rules and standards are being
5 followed for entitlement or when endorsements are being
6 recommended.

7 (1) The State Board of Education, in consultation with
8 the State Educator Preparation and Licensure Board, shall
9 establish, by rule, the grade level and subject area
10 endorsements to be added to the Professional Educator
11 License. These rules shall outline the requirements for
12 obtaining each endorsement.

13 (2) In addition to any and all grade level and content
14 area endorsements developed by rule, the State Board of
15 Education, in consultation with the State Educator
16 Preparation and Licensure Board, shall develop the
17 requirements for the following endorsements:

18 (A) General administrative endorsement. A general
19 administrative endorsement shall be added to a
20 Professional Educator License, provided that an
21 approved program has been completed. An individual
22 holding a general administrative endorsement may work
23 only as a principal or assistant principal or in a
24 related or similar position, as determined by the State
25 Superintendent of Education, in consultation with the
26 State Educator Preparation and Licensure Board.

1 Beginning on September 1, 2014, the general
2 administrative endorsement shall no longer be issued.
3 Individuals who hold a valid and registered
4 administrative certificate with a general
5 administrative endorsement issued under Section 21-7.1
6 of this Code or a Professional Educator License with a
7 general administrative endorsement issued prior to
8 September 1, 2014 and who have served for at least one
9 full year during the 5 years prior in a position
10 requiring a general administrative endorsement shall,
11 upon request to the State Board of Education and
12 through July 1, 2015, have their respective general
13 administrative endorsement converted to a principal
14 endorsement on the Professional Educator License.
15 Candidates shall not be admitted to an approved general
16 administrative preparation program after September 1,
17 2012.

18 All other individuals holding a valid and
19 registered administrative certificate with a general
20 administrative endorsement issued pursuant to Section
21 21-7.1 of this Code or a general administrative
22 endorsement on a Professional Educator License issued
23 prior to September 1, 2014 shall have the general
24 administrative endorsement converted to a principal
25 endorsement on a Professional Educator License upon
26 request to the State Board of Education and by

1 completing one of the following pathways:

2 (i) Passage of the State principal assessment
3 developed by the State Board of Education.

4 (ii) Through July 1, 2019, completion of an
5 Illinois Educators' Academy course designated by
6 the State Superintendent of Education.

7 (iii) Completion of a principal preparation
8 program established and approved pursuant to
9 Section 21B-60 of this Code and applicable rules.

10 Individuals who do not choose to convert the
11 general administrative endorsement on the
12 administrative certificate issued pursuant to Section
13 21-7.1 of this Code or on the Professional Educator
14 License shall continue to be able to serve in any
15 position previously allowed under paragraph (2) of
16 subsection (e) of Section 21-7.1 of this Code.

17 The general administrative endorsement on the
18 Professional Educator License is available only to
19 individuals who, prior to September 1, 2014, had such
20 an endorsement on the administrative certificate
21 issued pursuant to Section 21-7.1 of this Code or who
22 already have a Professional Educator License and have
23 completed a general administrative program and who do
24 not choose to convert the general administrative
25 endorsement to a principal endorsement pursuant to the
26 options in this Section.

1 (B) Principal endorsement. A principal endorsement
2 shall be affixed to a Professional Educator License of
3 any holder who qualifies by having all of the
4 following:

5 (i) Successful completion of a principal
6 preparation program approved in accordance with
7 Section 21B-60 of this Code and any applicable
8 rules.

9 (ii) Four years of teaching in a public school
10 or nonpublic school recognized by the State Board
11 of Education; however, the State Board of
12 Education, in consultation with the State Educator
13 Preparation and Licensure Board, shall allow, by
14 rules, for fewer than 4 years of experience based
15 on meeting standards set forth in such rules,
16 including without limitation a review of
17 performance evaluations or other evidence of
18 demonstrated qualifications.

19 (iii) A master's degree or higher from a
20 regionally accredited college or university.

21 (C) Chief school business official endorsement. A
22 chief school business official endorsement shall be
23 affixed to the Professional Educator License of any
24 holder who qualifies by having a master's degree or
25 higher, 2 years of full-time administrative experience
26 in school business management or 2 years of

1 university-approved practical experience, and a
2 minimum of 24 semester hours of graduate credit in a
3 program approved by the State Board of Education for
4 the preparation of school business administrators and
5 by passage of the applicable State tests. The chief
6 school business official endorsement may also be
7 affixed to the Professional Educator License of any
8 holder who qualifies by having a master's degree in
9 business administration, finance, or accounting and
10 who completes an additional 6 semester hours of
11 internship in school business management from a
12 regionally accredited institution of higher education
13 and passes the applicable State tests. This
14 endorsement shall be required for any individual
15 employed as a chief school business official.

16 (D) Superintendent endorsement. A superintendent
17 endorsement shall be affixed to the Professional
18 Educator License of any holder who has completed a
19 program approved by the State Board of Education for
20 the preparation of superintendents of schools, has had
21 at least 2 years of experience employed as a full-time
22 principal, director of special education, or chief
23 school business official in the public schools or in a
24 State-recognized nonpublic school in which the chief
25 administrator is required to have the licensure
26 necessary to be a principal in a public school in this

1 State and where a majority of the teachers are required
2 to have the licensure necessary to be instructors in a
3 public school in this State, and has passed the
4 required State tests; or of any holder who has
5 completed a program from out-of-state that has a
6 program with recognition standards comparable to those
7 approved by the State Superintendent of Education and
8 holds the general administrative, principal, or chief
9 school business official endorsement and who has had 2
10 years of experience as a principal, director of special
11 education, or chief school business official while
12 holding a valid educator license or certificate
13 comparable in validity and educational and experience
14 requirements and has passed the appropriate State
15 tests, as provided in Section 21B-30 of this Code. The
16 superintendent endorsement shall allow individuals to
17 serve only as a superintendent or assistant
18 superintendent.

19 (E) Teacher leader endorsement. It shall be the
20 policy of this State to improve the quality of
21 instructional leaders by providing a career pathway
22 for teachers interested in serving in leadership
23 roles, but not as principals. The State Board of
24 Education, in consultation with the State Educator
25 Preparation and Licensure Board, may issue a teacher
26 leader endorsement under this subdivision (E). Persons

1 who meet and successfully complete the requirements of
2 the endorsement shall be issued a teacher leader
3 endorsement on the Professional Educator License for
4 serving in schools in this State. Teacher leaders may
5 qualify to serve in such positions as department
6 chairs, coaches, mentors, curriculum and instruction
7 leaders, or other leadership positions as defined by
8 the district. The endorsement shall be available to
9 those teachers who (i) hold a Professional Educator
10 License, (ii) hold a master's degree or higher from a
11 regionally accredited institution, (iii) have
12 completed a program of study that has been approved by
13 the State Board of Education, in consultation with the
14 State Educator Preparation and Licensure Board, and
15 (iv) have taken coursework in all of the following
16 areas:

17 (I) Leadership.

18 (II) Designing professional development to
19 meet teaching and learning needs.

20 (III) Building school culture that focuses on
21 student learning.

22 (IV) Using assessments to improve student
23 learning and foster school improvement.

24 (V) Building collaboration with teachers and
25 stakeholders.

26 A teacher who meets the requirements set forth in

1 this Section and holds a teacher leader endorsement may
2 evaluate teachers pursuant to Section 24A-5 of this
3 Code, provided that the individual has completed the
4 evaluation component required by Section 24A-3 of this
5 Code and a teacher leader is allowed to evaluate
6 personnel under the respective school district's
7 collective bargaining agreement.

8 The State Board of Education, in consultation with
9 the State Educator Preparation and Licensure Board,
10 may adopt such rules as may be necessary to establish
11 and implement the teacher leader endorsement program
12 and to specify the positions for which this endorsement
13 shall be required.

14 (F) Special education endorsement. A special
15 education endorsement in one or more areas shall be
16 affixed to a Professional Educator License for any
17 individual that meets those requirements established
18 by the State Board of Education in rules. Special
19 education endorsement areas shall include without
20 limitation the following:

- 21 (i) Learning Behavior Specialist I;
- 22 (ii) Learning Behavior Specialist II;
- 23 (iii) Speech Language Pathologist;
- 24 (iv) Blind or Visually Impaired;
- 25 (v) Deaf-Hard of Hearing; and
- 26 (vi) Early Childhood Special Education.

1 Notwithstanding anything in this Code to the contrary,
2 the State Board of Education, in consultation with the
3 State Educator Preparation and Licensure Board, may
4 add additional areas of special education by rule.

5 (G) School support personnel endorsement. School
6 support personnel endorsement areas shall include, but
7 are not limited to, school counselor, marriage and
8 family therapist, school psychologist, school speech
9 and language pathologist, school nurse, and school
10 social worker. This endorsement is for individuals who
11 are not teachers or administrators, but still require
12 licensure to work in an instructional support position
13 in a public or State-operated elementary school,
14 secondary school, or cooperative or joint agreement
15 with a governing body or board of control or a charter
16 school operating in compliance with the Charter
17 Schools Law. The school support personnel endorsement
18 shall be affixed to the Professional Educator License
19 and shall meet all of the requirements established in
20 any rules adopted to implement this subdivision (G).
21 The holder of such an endorsement is entitled to all of
22 the rights and privileges granted holders of any other
23 Professional Educator License, including teacher
24 benefits, compensation, and working conditions.

25 (Source: P.A. 97-607, eff. 8-26-11.)

26 Section 99. Effective date. This Act takes effect upon

1 becoming law.