



Sen. Julie A. Morrison

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10200HB4256sam004

LRB102 21733 NLB 38087 a

1 AMENDMENT TO HOUSE BILL 4256

2 AMENDMENT NO. _____. Amend House Bill 4256, AS AMENDED,
3 with reference to page and line numbers of Senate Amendment
4 No. 1, on page 1, line 5, by replacing "24A-5 and 24A-15" with
5 "24A-5, 24A-15, and 34-85c"; and

6 on page 14, immediately below line 5, by inserting the
7 following:

8 "(105 ILCS 5/34-85c)

9 Sec. 34-85c. Alternative procedures for teacher
10 evaluation, remediation, and removal for cause after
11 remediation.

12 (a) Notwithstanding any law to the contrary, the board and
13 the exclusive representative of the district's teachers are
14 hereby authorized to enter into an agreement to establish
15 alternative procedures for teacher evaluation, remediation,
16 and removal for cause after remediation, including an

1 alternative system for peer evaluation and recommendations;
2 provided, however, that no later than September 1, 2012: (i)
3 any alternative procedures must include provisions whereby
4 student performance data is a significant factor in teacher
5 evaluation and (ii) teachers are rated as "excellent",
6 "proficient", "needs improvement" or "unsatisfactory".
7 Pursuant exclusively to that agreement, teachers assigned to
8 schools identified in that agreement shall be subject to an
9 alternative performance evaluation plan and remediation
10 procedures in lieu of the plan and procedures set forth in
11 Article 24A of this Code and alternative removal for cause
12 standards and procedures in lieu of the removal standards and
13 procedures set forth in Section 34-85 of this Code. To the
14 extent that the agreement provides a teacher with an
15 opportunity for a hearing on removal for cause before an
16 independent hearing officer in accordance with Section 34-85
17 or otherwise, the hearing officer shall be governed by the
18 alternative performance evaluation plan, remediation
19 procedures, and removal standards and procedures set forth in
20 the agreement in making findings of fact and a recommendation.

21 (a-5) If the Governor has declared a disaster due to a
22 public health emergency pursuant to Section 7 of the Illinois
23 Emergency Management Agency Act that suspends in-person
24 instruction, the timelines connected to the commencement and
25 completion of any remediation plan are paused. Except where
26 the parties mutually agree otherwise and such agreement is in

1 writing, any remediation plan that had been in place for 45 or
2 more days prior to the suspension of in-person instruction
3 shall resume when in-person instruction resumes; any
4 remediation plan that had been in place for fewer than 45 days
5 prior to the suspension of in-person instruction shall
6 discontinue and a new remediation period will begin when
7 in-person instruction resumes.

8 (a-10) No later than September 1, 2022, the school
9 district must establish a teacher evaluation plan that ensures
10 that each teacher in contractual continued service whose
11 performance is rated as either "excellent" or "proficient" is
12 evaluated at least once in the course of the 3 school years
13 after receipt of the rating and establish an informal teacher
14 observation plan that ensures that each teacher in contractual
15 continued service whose performance is rated as either
16 "excellent" or "proficient" is informally observed at least
17 once in the course of the 2 school years after receipt of the
18 rating.

19 (a-15) For the 2022-2023 school year only, if 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, the school district may waive the evaluation
23 requirement of any teacher in contractual continued service
24 whose performance was rated as either "excellent" or
25 "proficient" during the last school year in which the teacher
26 was evaluated under this Section.

1 (b) The board and the exclusive representative of the
2 district's teachers shall submit a certified copy of an
3 agreement as provided under subsection (a) of this Section to
4 the State Board of Education.

5 (Source: P.A. 101-643, eff. 6-18-20; 102-252, eff. 1-1-22.)".