



102ND GENERAL ASSEMBLY

State of Illinois

2021 and 2022

SB3673

Introduced 1/21/2022, by Sen. Chapin Rose

SYNOPSIS AS INTRODUCED:

20 ILCS 5/5-735 new
110 ILCS 305/90
110 ILCS 520/75
110 ILCS 660/5-185
110 ILCS 665/10-185
110 ILCS 670/15-185
110 ILCS 675/20-190
110 ILCS 680/25-185
110 ILCS 685/30-195
110 ILCS 690/35-190
110 ILCS 805/3-70

Amends the Departments of State Government Law of the Civil Administrative Code of Illinois. Requires each director of a department of State government to make his or her employment contract available to the public on the department's Internet website, including all addenda or any other documents that change an initial contract. Amends various Acts relating to the governance of public universities and community colleges in Illinois. Requires the governing board of each public university and community college district to make available to the public, on the institution's Internet website, the employment contract of the president and each chancellor of any campus of any university, including all addenda or any other documents that change an initial contract.

LRB102 24213 RJF 33442 b

1 AN ACT concerning State government.

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

4 Section 5. The Civil Administrative Code of Illinois is
5 amended by adding Section 5-735 as follows:

6 (20 ILCS 5/5-735 new)

7 Sec. 5-735. Director employment contracts. Each director
8 of a department of State government as provided under this Law
9 shall make available to the public, on the department's
10 Internet website, his or her employment contract, whether
11 entered into, amended, renewed, or extended before, on, or
12 after the effective date of this amendatory Act of the 102nd
13 General Assembly, including all addenda or any other documents
14 that change an initial contract for the director.

15 Section 10. The University of Illinois Act is amended by
16 changing Section 90 as follows:

17 (110 ILCS 305/90)

18 Sec. 90. Employment contract; president and chancellors
19 limitations.

20 (a) The Board of Trustees shall make available to the
21 public, on the University's Internet website, the employment

1 contract, whether entered into, amended, renewed, or extended
2 before, on, or after the effective date of this amendatory Act
3 of the 102nd General Assembly, including all addenda or any
4 other documents that change an initial contract for the
5 University president and each chancellor of any campus of the
6 University.

7 (b) This subsection (b) ~~Section~~ applies to the employment
8 contracts of the president or all chancellors of the
9 University entered into, amended, renewed, or extended after
10 the effective date of this amendatory Act of the 99th General
11 Assembly. This subsection (b) ~~Section~~ does not apply to
12 collective bargaining agreements. With respect to employment
13 contracts entered into with the president or all chancellors
14 of the University:

15 (1) Severance under the contract may not exceed one
16 year salary and applicable benefits.

17 (2) A contract with a determinate start and end date
18 may not exceed 4 years.

19 (3) The contract may not include any automatic
20 rollover clauses.

21 (4) Severance payments or contract buyouts may be
22 placed in an escrow account if there are pending criminal
23 charges against the president or all chancellors of the
24 University related to their employment.

25 (5) Final action on the formation, renewal, extension,
26 or termination of the employment contracts of the

1 president or all chancellors of the University must be
2 made during an open meeting of the Board of Trustees.

3 (6) Public notice, compliant with the provisions of
4 the Open Meetings Act, must be given prior to final action
5 on the formation, renewal, extension, or termination of
6 the employment contracts of the president or all
7 chancellors of the University and must include a copy of
8 the Board item or other documentation providing, at a
9 minimum, a description of the proposed principal financial
10 components of the president's or all chancellors'
11 appointments.

12 (7) Any performance-based bonus or incentive-based
13 compensation to the president or all chancellors of the
14 University must be approved by the Board in an open
15 meeting. The performance upon which the bonus is based
16 must be made available to the public no less than 48 hours
17 before Board approval of the performance-based bonus or
18 incentive-based compensation.

19 (8) Board minutes, board packets, and annual
20 performance reviews concerning the president or all
21 chancellors of the University must be made available to
22 the public on the University's Internet website.

23 (Source: P.A. 99-694, eff. 1-1-17.)

24 Section 15. The Southern Illinois University Management
25 Act is amended by changing Section 75 as follows:

1 (110 ILCS 520/75)

2 Sec. 75. Employment contract; president and chancellors
3 limitations.

4 (a) The Board shall make available to the public, on the
5 University's Internet website, the employment contract,
6 whether entered into, amended, renewed, or extended before,
7 on, or after the effective date of this amendatory Act of the
8 102nd General Assembly, including all addenda or any other
9 documents that change an initial contract for the University
10 president and each chancellor of any campus of the University.

11 (b) This subsection (b) ~~Section~~ applies to the employment
12 contracts of the president or all chancellors of the
13 University entered into, amended, renewed, or extended after
14 the effective date of this amendatory Act of the 99th General
15 Assembly. This subsection (b) ~~Section~~ does not apply to
16 collective bargaining agreements. With respect to employment
17 contracts entered into with the president or all chancellors
18 of the University:

19 (1) Severance under the contract may not exceed one
20 year salary and applicable benefits.

21 (2) A contract with a determinate start and end date
22 may not exceed 4 years.

23 (3) The contract may not include any automatic
24 rollover clauses.

25 (4) Severance payments or contract buyouts may be

1 placed in an escrow account if there are pending criminal
2 charges against the president or all chancellors of the
3 University related to their employment.

4 (5) Final action on the formation, renewal, extension,
5 or termination of the employment contracts of the
6 president or all chancellors of the University must be
7 made during an open meeting of the Board.

8 (6) Public notice, compliant with the provisions of
9 the Open Meetings Act, must be given prior to final action
10 on the formation, renewal, extension, or termination of
11 the employment contracts of the president or all
12 chancellors of the University and must include a copy of
13 the Board item or other documentation providing, at a
14 minimum, a description of the proposed principal financial
15 components of the president's or all chancellors'
16 appointments.

17 (7) Any performance-based bonus or incentive-based
18 compensation to the president or all chancellors of the
19 University must be approved by the Board in an open
20 meeting. The performance upon which the bonus is based
21 must be made available to the public no less than 48 hours
22 before Board approval of the performance-based bonus or
23 incentive-based compensation.

24 (8) Board minutes, board packets, and annual
25 performance reviews concerning the president or all
26 chancellors of the University must be made available to

1 the public on the University's Internet website.

2 (Source: P.A. 99-694, eff. 1-1-17.)

3 Section 20. The Chicago State University Law is amended by
4 changing Section 5-185 as follows:

5 (110 ILCS 660/5-185)

6 Sec. 5-185. Employment contract; president and chancellors
7 limitations.

8 (a) The Board shall make available to the public, on the
9 University's Internet website, the employment contract,
10 whether entered into, amended, renewed, or extended before,
11 on, or after the effective date of this amendatory Act of the
12 102nd General Assembly, including all addenda or any other
13 documents that change an initial contract for the University
14 president and each chancellor of any campus of the University.

15 (b) This subsection (b) Section applies to the employment
16 contracts of the president or all chancellors of the
17 University entered into, amended, renewed, or extended after
18 the effective date of this amendatory Act of the 99th General
19 Assembly. This subsection (b) Section does not apply to
20 collective bargaining agreements. With respect to employment
21 contracts entered into with the president or all chancellors
22 of the University:

23 (1) Severance under the contract may not exceed one
24 year salary and applicable benefits.

1 (2) A contract with a determinate start and end date
2 may not exceed 4 years.

3 (3) The contract may not include any automatic
4 rollover clauses.

5 (4) Severance payments or contract buyouts may be
6 placed in an escrow account if there are pending criminal
7 charges against the president or all chancellors of the
8 University related to their employment.

9 (5) Final action on the formation, renewal, extension,
10 or termination of the employment contracts of the
11 president or all chancellors of the University must be
12 made during an open meeting of the Board.

13 (6) Public notice, compliant with the provisions of
14 the Open Meetings Act, must be given prior to final action
15 on the formation, renewal, extension, or termination of
16 the employment contracts of the president or all
17 chancellors of the University and must include a copy of
18 the Board item or other documentation providing, at a
19 minimum, a description of the proposed principal financial
20 components of the president's or all chancellors'
21 appointments.

22 (7) Any performance-based bonus or incentive-based
23 compensation to the president or all chancellors of the
24 University must be approved by the Board in an open
25 meeting. The performance upon which the bonus is based
26 must be made available to the public no less than 48 hours

1 before Board approval of the performance-based bonus or
2 incentive-based compensation.

3 (8) Board minutes, board packets, and annual
4 performance reviews concerning the president or all
5 chancellors of the University must be made available to
6 the public on the University's Internet website.

7 (Source: P.A. 99-694, eff. 1-1-17.)

8 Section 25. The Eastern Illinois University Law is amended
9 by changing Section 10-185 as follows:

10 (110 ILCS 665/10-185)

11 Sec. 10-185. Employment contract; president and
12 chancellors ~~limitations~~.

13 (a) The Board shall make available to the public, on the
14 University's Internet website, the employment contract,
15 whether entered into, amended, renewed, or extended before,
16 on, or after the effective date of this amendatory Act of the
17 102nd General Assembly, including all addenda or any other
18 documents that change an initial contract for the University
19 president and each chancellor of any campus of the University.

20 (b) This subsection (b) ~~Section~~ applies to the employment
21 contracts of the president or all chancellors of the
22 University entered into, amended, renewed, or extended after
23 the effective date of this amendatory Act of the 99th General
24 Assembly. This subsection (b) ~~Section~~ does not apply to

1 collective bargaining agreements. With respect to employment
2 contracts entered into with the president or all chancellors
3 of the University:

4 (1) Severance under the contract may not exceed one
5 year salary and applicable benefits.

6 (2) A contract with a determinate start and end date
7 may not exceed 4 years.

8 (3) The contract may not include any automatic
9 rollover clauses.

10 (4) Severance payments or contract buyouts may be
11 placed in an escrow account if there are pending criminal
12 charges against the president or all chancellors of the
13 University related to their employment.

14 (5) Final action on the formation, renewal, extension,
15 or termination of the employment contracts of the
16 president or all chancellors of the University must be
17 made during an open meeting of the Board.

18 (6) Public notice, compliant with the provisions of
19 the Open Meetings Act, must be given prior to final action
20 on the formation, renewal, extension, or termination of
21 the employment contracts of the president or all
22 chancellors of the University and must include a copy of
23 the Board item or other documentation providing, at a
24 minimum, a description of the proposed principal financial
25 components of the president's or all chancellors'
26 appointments.

1 (7) Any performance-based bonus or incentive-based
2 compensation to the president or all chancellors of the
3 University must be approved by the Board in an open
4 meeting. The performance upon which the bonus is based
5 must be made available to the public no less than 48 hours
6 before Board approval of the performance-based bonus or
7 incentive-based compensation.

8 (8) Board minutes, board packets, and annual
9 performance reviews concerning the president or all
10 chancellors of the University must be made available to
11 the public on the University's Internet website.

12 (Source: P.A. 99-694, eff. 1-1-17.)

13 Section 30. The Governors State University Law is amended
14 by changing Section 15-185 as follows:

15 (110 ILCS 670/15-185)

16 Sec. 15-185. Employment contract; president and
17 chancellors limitations.

18 (a) The Board shall make available to the public, on the
19 University's Internet website, the employment contract,
20 whether entered into, amended, renewed, or extended before,
21 on, or after the effective date of this amendatory Act of the
22 102nd General Assembly, including all addenda or any other
23 documents that change an initial contract for the University
24 president and each chancellor of any campus of the University.

1 (b) This subsection (b) ~~Section~~ applies to the employment
2 contracts of the president or all chancellors of the
3 University entered into, amended, renewed, or extended after
4 the effective date of this amendatory Act of the 99th General
5 Assembly. This subsection (b) ~~Section~~ does not apply to
6 collective bargaining agreements. With respect to employment
7 contracts entered into with the president or all chancellors
8 of the University:

9 (1) Severance under the contract may not exceed one
10 year salary and applicable benefits.

11 (2) A contract with a determinate start and end date
12 may not exceed 4 years.

13 (3) The contract may not include any automatic
14 rollover clauses.

15 (4) Severance payments or contract buyouts may be
16 placed in an escrow account if there are pending criminal
17 charges against the president or all chancellors of the
18 University related to their employment.

19 (5) Final action on the formation, renewal, extension,
20 or termination of the employment contracts of the
21 president or all chancellors of the University must be
22 made during an open meeting of the Board.

23 (6) Public notice, compliant with the provisions of
24 the Open Meetings Act, must be given prior to final action
25 on the formation, renewal, extension, or termination of
26 the employment contracts of the president or all

1 chancellors of the University and must include a copy of
2 the Board item or other documentation providing, at a
3 minimum, a description of the proposed principal financial
4 components of the president's or all chancellors'
5 appointments.

6 (7) Any performance-based bonus or incentive-based
7 compensation to the president or all chancellors of the
8 University must be approved by the Board in an open
9 meeting. The performance upon which the bonus is based
10 must be made available to the public no less than 48 hours
11 before Board approval of the performance-based bonus or
12 incentive-based compensation.

13 (8) Board minutes, board packets, and annual
14 performance reviews concerning the president or all
15 chancellors of the University must be made available to
16 the public on the University's Internet website.

17 (Source: P.A. 99-694, eff. 1-1-17.)

18 Section 35. The Illinois State University Law is amended
19 by changing Section 20-190 as follows:

20 (110 ILCS 675/20-190)

21 Sec. 20-190. Employment contract; president and
22 chancellors ~~limitations~~.

23 (a) The Board shall make available to the public, on the
24 University's Internet website, the employment contract,

1 whether entered into, amended, renewed, or extended before,
2 on, or after the effective date of this amendatory Act of the
3 102nd General Assembly, including all addenda or any other
4 documents that change an initial contract for the University
5 president and each chancellor of any campus of the University.

6 (b) This subsection (b) ~~Section~~ applies to the employment
7 contracts of the president or all chancellors of the
8 University entered into, amended, renewed, or extended after
9 the effective date of this amendatory Act of the 99th General
10 Assembly. This subsection (b) ~~Section~~ does not apply to
11 collective bargaining agreements. With respect to employment
12 contracts entered into with the president or all chancellors
13 of the University:

14 (1) Severance under the contract may not exceed one
15 year salary and applicable benefits.

16 (2) A contract with a determinate start and end date
17 may not exceed 4 years.

18 (3) The contract may not include any automatic
19 rollover clauses.

20 (4) Severance payments or contract buyouts may be
21 placed in an escrow account if there are pending criminal
22 charges against the president or all chancellors of the
23 University related to their employment.

24 (5) Final action on the formation, renewal, extension,
25 or termination of the employment contracts of the
26 president or all chancellors of the University must be

1 made during an open meeting of the Board.

2 (6) Public notice, compliant with the provisions of
3 the Open Meetings Act, must be given prior to final action
4 on the formation, renewal, extension, or termination of
5 the employment contracts of the president or all
6 chancellors of the University and must include a copy of
7 the Board item or other documentation providing, at a
8 minimum, a description of the proposed principal financial
9 components of the president's or all chancellors'
10 appointments.

11 (7) Any performance-based bonus or incentive-based
12 compensation to the president or all chancellors of the
13 University must be approved by the Board in an open
14 meeting. The performance upon which the bonus is based
15 must be made available to the public no less than 48 hours
16 before Board approval of the performance-based bonus or
17 incentive-based compensation.

18 (8) Board minutes, board packets, and annual
19 performance reviews concerning the president or all
20 chancellors of the University must be made available to
21 the public on the University's Internet website.

22 (Source: P.A. 99-694, eff. 1-1-17.)

23 Section 40. The Northeastern Illinois University Law is
24 amended by changing Section 25-185 as follows:

1 (110 ILCS 680/25-185)

2 Sec. 25-185. Employment contract; president and
3 chancellors limitations.

4 (a) The Board shall make available to the public, on the
5 University's Internet website, the employment contract,
6 whether entered into, amended, renewed, or extended before,
7 on, or after the effective date of this amendatory Act of the
8 102nd General Assembly, including all addenda or any other
9 documents that change an initial contract for the University
10 president and each chancellor of any campus of the University.

11 (b) This subsection (b) ~~Section~~ applies to the employment
12 contracts of the president or all chancellors of the
13 University entered into, amended, renewed, or extended after
14 the effective date of this amendatory Act of the 99th General
15 Assembly. This subsection (b) ~~Section~~ does not apply to
16 collective bargaining agreements. With respect to employment
17 contracts entered into with the president or all chancellors
18 of the University:

19 (1) Severance under the contract may not exceed one
20 year salary and applicable benefits.

21 (2) A contract with a determinate start and end date
22 may not exceed 4 years.

23 (3) The contract may not include any automatic
24 rollover clauses.

25 (4) Severance payments or contract buyouts may be
26 placed in an escrow account if there are pending criminal

1 charges against the president or all chancellors of the
2 University related to their employment.

3 (5) Final action on the formation, renewal, extension,
4 or termination of the employment contracts of the
5 president or all chancellors of the University must be
6 made during an open meeting of the Board.

7 (6) Public notice, compliant with the provisions of
8 the Open Meetings Act, must be given prior to final action
9 on the formation, renewal, extension, or termination of
10 the employment contracts of the president or all
11 chancellors of the University and must include a copy of
12 the Board item or other documentation providing, at a
13 minimum, a description of the proposed principal financial
14 components of the president's or all chancellors'
15 appointments.

16 (7) Any performance-based bonus or incentive-based
17 compensation to the president or all chancellors of the
18 University must be approved by the Board in an open
19 meeting. The performance upon which the bonus is based
20 must be made available to the public no less than 48 hours
21 before Board approval of the performance-based bonus or
22 incentive-based compensation.

23 (8) Board minutes, board packets, and annual
24 performance reviews concerning the president or all
25 chancellors of the University must be made available to
26 the public on the University's Internet website.

1 (Source: P.A. 99-694, eff. 1-1-17.)

2 Section 45. The Northern Illinois University Law is
3 amended by changing Section 30-195 as follows:

4 (110 ILCS 685/30-195)

5 Sec. 30-195. Employment contract; president and
6 chancellors ~~limitations~~.

7 (a) The Board shall make available to the public, on the
8 University's Internet website, the employment contract,
9 whether entered into, amended, renewed, or extended before,
10 on, or after the effective date of this amendatory Act of the
11 102nd General Assembly, including all addenda or any other
12 documents that change an initial contract for the University
13 president and each chancellor of any campus of the University.

14 (b) This subsection (b) ~~Section~~ applies to the employment
15 contracts of the president or all chancellors of the
16 University entered into, amended, renewed, or extended after
17 the effective date of this amendatory Act of the 99th General
18 Assembly. This subsection (b) ~~Section~~ does not apply to
19 collective bargaining agreements. With respect to employment
20 contracts entered into with the president or all chancellors
21 of the University:

22 (1) Severance under the contract may not exceed one
23 year salary and applicable benefits.

24 (2) A contract with a determinate start and end date

1 may not exceed 4 years.

2 (3) The contract may not include any automatic
3 rollover clauses.

4 (4) Severance payments or contract buyouts may be
5 placed in an escrow account if there are pending criminal
6 charges against the president or all chancellors of the
7 University related to their employment.

8 (5) Final action on the formation, renewal, extension,
9 or termination of the employment contracts of the
10 president or all chancellors of the University must be
11 made during an open meeting of the Board.

12 (6) Public notice, compliant with the provisions of
13 the Open Meetings Act, must be given prior to final action
14 on the formation, renewal, extension, or termination of
15 the employment contracts of the president or all
16 chancellors of the University and must include a copy of
17 the Board item or other documentation providing, at a
18 minimum, a description of the proposed principal financial
19 components of the president's or all chancellors'
20 appointments.

21 (7) Any performance-based bonus or incentive-based
22 compensation to the president or all chancellors of the
23 University must be approved by the Board in an open
24 meeting. The performance upon which the bonus is based
25 must be made available to the public no less than 48 hours
26 before Board approval of the performance-based bonus or

1 incentive-based compensation.

2 (8) Board minutes, board packets, and annual
3 performance reviews concerning the president or all
4 chancellors of the University must be made available to
5 the public on the University's Internet website.

6 (Source: P.A. 99-694, eff. 1-1-17.)

7 Section 50. The Western Illinois University Law is amended
8 by changing Section 35-190 as follows:

9 (110 ILCS 690/35-190)

10 Sec. 35-190. Employment contract; president and
11 chancellors ~~limitations~~.

12 (a) The Board shall make available to the public, on the
13 University's Internet website, the employment contract,
14 whether entered into, amended, renewed, or extended before,
15 on, or after the effective date of this amendatory Act of the
16 102nd General Assembly, including all addenda or any other
17 documents that change an initial contract for the University
18 president and each chancellor of any campus of the University.

19 (b) This subsection (b) ~~Section~~ applies to the employment
20 contracts of the president or all chancellors of the
21 University entered into, amended, renewed, or extended after
22 the effective date of this amendatory Act of the 99th General
23 Assembly. This subsection (b) ~~Section~~ does not apply to
24 collective bargaining agreements. With respect to employment

1 contracts entered into with the president or all chancellors
2 of the University:

3 (1) Severance under the contract may not exceed one
4 year salary and applicable benefits.

5 (2) A contract with a determinate start and end date
6 may not exceed 4 years.

7 (3) The contract may not include any automatic
8 rollover clauses.

9 (4) Severance payments or contract buyouts may be
10 placed in an escrow account if there are pending criminal
11 charges against the president or all chancellors of the
12 University related to their employment.

13 (5) Final action on the formation, renewal, extension,
14 or termination of the employment contracts of the
15 president or all chancellors of the University must be
16 made during an open meeting of the Board.

17 (6) Public notice, compliant with the provisions of
18 the Open Meetings Act, must be given prior to final action
19 on the formation, renewal, extension, or termination of
20 the employment contracts of the president or all
21 chancellors of the University and must include a copy of
22 the Board item or other documentation providing, at a
23 minimum, a description of the proposed principal financial
24 components of the president's or all chancellors'
25 appointments.

26 (7) Any performance-based bonus or incentive-based

1 compensation to the president or all chancellors of the
2 University must be approved by the Board in an open
3 meeting. The performance upon which the bonus is based
4 must be made available to the public no less than 48 hours
5 before Board approval of the performance-based bonus or
6 incentive-based compensation.

7 (8) Board minutes, board packets, and annual
8 performance reviews concerning the president or all
9 chancellors of the University must be made available to
10 the public on the University's Internet website.

11 (Source: P.A. 99-694, eff. 1-1-17.)

12 Section 55. The Public Community College Act is amended by
13 changing Section 3-70 as follows:

14 (110 ILCS 805/3-70)

15 Sec. 3-70. Employment contract transparency.

16 (a) A board shall make available to the public, on the
17 community college district's Internet website, the community
18 college president's contract, whether entered into, amended,
19 renewed, or extended before, on, or after the effective date
20 of this amendatory Act of the 102nd General Assembly,
21 including all addendums or any other documents that change an
22 initial contract.

23 (b) This subsection (b) ~~Section~~ applies to the employment
24 contracts of the president or all chancellors of the community

1 college entered into, amended, renewed, or extended after the
2 effective date of this amendatory Act of the 99th General
3 Assembly. This subsection (b) ~~Section~~ does not apply to
4 collective bargaining agreements. With respect to employment
5 contracts entered into with the president or all chancellors
6 of the community college:

7 (1) Severance payments or contract buyouts may be
8 placed in an escrow account if there are pending criminal
9 charges against the president or all chancellors of the
10 community college related to their employment.

11 (2) Final action on the formation, renewal, extension,
12 or termination of the employment contracts of the
13 president or all chancellors of the community college must
14 be made during an open meeting of the board.

15 (3) Public notice, compliant with the Open Meetings
16 Act, must be given prior to final action on the formation,
17 renewal, extension, or termination of the employment
18 contracts of the president or all chancellors of the
19 community college and must include a copy of the board
20 item or other documentation providing, at a minimum, a
21 description of the proposed principal financial components
22 of the president's or any chancellor's appointment.

23 (4) Any performance-based bonus or incentive-based
24 compensation to the president or all chancellors of the
25 community college must be approved by the board in an open
26 meeting. The performance criteria and goals upon which the

1 bonus or incentive-based compensation is based must be
2 made available to the public no less than 48 hours before
3 board approval of the performance-based bonus or
4 incentive-based compensation.

5 (5) Board minutes, board packets, and annual
6 performance criteria and goals concerning the president or
7 any chancellors must be made available to the public on
8 the community college district's Internet website.

9 (Source: P.A. 99-694, eff. 1-1-17.)