



Rep. Will Guzzardi

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10300HB2310ham001

LRB103 29001 KTG 59540 a

1 AMENDMENT TO HOUSE BILL 2310

2 AMENDMENT NO. \_\_\_\_\_. Amend House Bill 2310 by replacing  
3 everything after the enacting clause with the following:

4 "Section 5. The School Code is amended by changing Section  
5 2-3.71 as follows:

6 (105 ILCS 5/2-3.71) (from Ch. 122, par. 2-3.71)  
7 Sec. 2-3.71. Grants for preschool educational programs.  
8 (a) Preschool program.

9 (1) The State Board of Education shall implement and  
10 administer a grant program under the provisions of this  
11 subsection which shall consist of grants to public school  
12 districts and other eligible entities, as defined by the  
13 State Board of Education, to conduct voluntary preschool  
14 educational programs for children ages 3 to 5 which  
15 include a parent education component. A public school  
16 district which receives grants under this subsection may

1 subcontract with other entities that are eligible to  
2 conduct a preschool educational program. These grants must  
3 be used to supplement, not supplant, funds received from  
4 any other source.

5 (2) (Blank).

6 (3) Except as otherwise provided under this subsection  
7 (a), any teacher of preschool children in the program  
8 authorized by this subsection shall hold a Professional  
9 Educator License with an early childhood education  
10 endorsement.

11 (3.5) Beginning with the 2018-2019 school year and  
12 until the 2023-2024 school year, an individual may teach  
13 preschool children in an early childhood program under  
14 this Section if he or she holds a Professional Educator  
15 License with an early childhood education endorsement or  
16 with short-term approval for early childhood education or  
17 he or she pursues a Professional Educator License and  
18 holds any of the following:

19 (A) An ECE Credential Level of 5 awarded by the  
20 Department of Human Services under the Gateways to  
21 Opportunity Program developed under Section 10-70 of  
22 the Department of Human Services Act.

23 (B) An Educator License with Stipulations with a  
24 transitional bilingual educator endorsement and he or  
25 she has (i) passed an early childhood education  
26 content test or (ii) completed no less than 9 semester

1 hours of postsecondary coursework in the area of early  
2 childhood education.

3 (4) (Blank).

4 (4.5) The State Board of Education shall provide the  
5 primary source of funding through appropriations for the  
6 program. Such funds shall be distributed to achieve a goal  
7 of "Preschool for All Children" for the benefit of all  
8 children whose families choose to participate in the  
9 program. Based on available appropriations, newly funded  
10 programs shall be selected through a process giving first  
11 priority to qualified programs serving primarily at-risk  
12 children and second priority to qualified programs serving  
13 primarily children with a family income of less than 4  
14 times the poverty guidelines updated periodically in the  
15 Federal Register by the U.S. Department of Health and  
16 Human Services under the authority of 42 U.S.C. 9902(2).  
17 For purposes of this paragraph (4.5), at-risk children are  
18 those who because of their home and community environment  
19 are subject to such language, cultural, economic and like  
20 disadvantages to cause them to have been determined as a  
21 result of screening procedures to be at risk of academic  
22 failure. Such screening procedures shall be based on  
23 criteria established by the State Board of Education.

24 Except as otherwise provided in this paragraph (4.5),  
25 grantees under the program must enter into a memorandum of  
26 understanding with the appropriate local Head Start

1 agency. This memorandum must be entered into no later than  
2 3 months after the award of a grantee's grant under the  
3 program, except that, in the case of the 2009-2010 program  
4 year, the memorandum must be entered into no later than  
5 the deadline set by the State Board of Education for  
6 applications to participate in the program in fiscal year  
7 2011, and must address collaboration between the grantee's  
8 program and the local Head Start agency on certain issues,  
9 which shall include without limitation the following:

10 (A) educational activities, curricular objectives,  
11 and instruction;

12 (B) public information dissemination and access to  
13 programs for families contacting programs;

14 (C) service areas;

15 (D) selection priorities for eligible children to  
16 be served by programs;

17 (E) maximizing the impact of federal and State  
18 funding to benefit young children;

19 (F) staff training, including opportunities for  
20 joint staff training;

21 (G) technical assistance;

22 (H) communication and parent outreach for smooth  
23 transitions to kindergarten;

24 (I) provision and use of facilities,  
25 transportation, and other program elements;

26 (J) facilitating each program's fulfillment of its

1           statutory and regulatory requirements;

2           (K) improving local planning and collaboration;

3           and

4           (L) providing comprehensive services for the  
5           neediest Illinois children and families.

6           If the appropriate local Head Start agency is unable or  
7           unwilling to enter into a memorandum of understanding as  
8           required under this paragraph (4.5), the memorandum of  
9           understanding requirement shall not apply and the grantee  
10          under the program must notify the State Board of Education  
11          in writing of the Head Start agency's inability or  
12          unwillingness. The State Board of Education shall compile  
13          all such written notices and make them available to the  
14          public.

15          (5) The State Board of Education shall develop and  
16          provide evaluation tools, including tests, that school  
17          districts and other eligible entities may use to evaluate  
18          children for school readiness prior to age 5. The State  
19          Board of Education shall require school districts and  
20          other eligible entities to obtain consent from the parents  
21          or guardians of children before any evaluations are  
22          conducted. The State Board of Education shall encourage  
23          local school districts and other eligible entities to  
24          evaluate the population of preschool children in their  
25          communities and provide preschool programs, pursuant to  
26          this subsection, where appropriate.

1           (6) The State Board of Education shall report to the  
2 General Assembly by November 1, 2018 and every 2 years  
3 thereafter on the results and progress of students who  
4 were enrolled in preschool educational programs, including  
5 an assessment of which programs have been most successful  
6 in promoting academic excellence and alleviating academic  
7 failure. The State Board of Education shall assess the  
8 academic progress of all students who have been enrolled  
9 in preschool educational programs.

10           On or before November 1 of each fiscal year in which  
11 the General Assembly provides funding for new programs  
12 under paragraph (4.5) of this Section, the State Board of  
13 Education shall report to the General Assembly on what  
14 percentage of new funding was provided to programs serving  
15 primarily at-risk children, what percentage of new funding  
16 was provided to programs serving primarily children with a  
17 family income of less than 4 times the federal poverty  
18 level, and what percentage of new funding was provided to  
19 other programs.

20           (7) Due to evidence that expulsion practices in the  
21 preschool years are linked to poor child outcomes and are  
22 employed inconsistently across racial and gender groups,  
23 early childhood programs receiving State funds under this  
24 subsection (a) shall prohibit expulsions. Planned  
25 transitions to settings that are able to better meet a  
26 child's needs are not considered expulsion under this

1 paragraph (7).

2 (A) When persistent and serious challenging  
3 behaviors emerge, the early childhood program shall  
4 document steps taken to ensure that the child can  
5 participate safely in the program; including  
6 observations of initial and ongoing challenging  
7 behaviors, strategies for remediation and intervention  
8 plans to address the behaviors, and communication with  
9 the parent or legal guardian, including participation  
10 of the parent or legal guardian in planning and  
11 decision-making.

12 (B) The early childhood program shall, with  
13 parental or legal guardian consent as required,  
14 utilize a range of community resources, if available  
15 and deemed necessary, including, but not limited to,  
16 developmental screenings, referrals to programs and  
17 services administered by a local educational agency or  
18 early intervention agency under Parts B and C of the  
19 federal Individual with Disabilities Education Act,  
20 and consultation with infant and early childhood  
21 mental health consultants and the child's health care  
22 provider. The program shall document attempts to  
23 engage these resources, including parent or legal  
24 guardian participation and consent attempted and  
25 obtained. Communication with the parent or legal  
26 guardian shall take place in a culturally and

1 linguistically competent manner.

2 (C) If there is documented evidence that all  
3 available interventions and supports recommended by a  
4 qualified professional have been exhausted and the  
5 program determines in its professional judgment that  
6 transitioning a child to another program is necessary  
7 for the well-being of the child or his or her peers and  
8 staff, with parent or legal guardian permission, both  
9 the current and pending programs shall create a  
10 transition plan designed to ensure continuity of  
11 services and the comprehensive development of the  
12 child. Communication with families shall occur in a  
13 culturally and linguistically competent manner.

14 (D) Nothing in this paragraph (7) shall preclude a  
15 parent's or legal guardian's right to voluntarily  
16 withdraw his or her child from an early childhood  
17 program. Early childhood programs shall request and  
18 keep on file, when received, a written statement from  
19 the parent or legal guardian stating the reason for  
20 his or her decision to withdraw his or her child.

21 (E) In the case of the determination of a serious  
22 safety threat to a child or others or in the case of  
23 behaviors listed in subsection (d) of Section 10-22.6  
24 of this Code, the temporary removal of a child from  
25 attendance in group settings may be used. Temporary  
26 removal of a child from attendance in a group setting



1 shall trigger the process detailed in subparagraphs  
2 (A), (B), and (C) of this paragraph (7), with the child  
3 placed back in a group setting as quickly as possible.

4 (F) Early childhood programs may utilize and the  
5 State Board of Education, the Department of Human  
6 Services, and the Department of Children and Family  
7 Services shall recommend training, technical support,  
8 and professional development resources to improve the  
9 ability of teachers, administrators, program  
10 directors, and other staff to promote social-emotional  
11 development and behavioral health, to address  
12 challenging behaviors, and to understand trauma and  
13 trauma-informed care, cultural competence, family  
14 engagement with diverse populations, the impact of  
15 implicit bias on adult behavior, and the use of  
16 reflective practice techniques. Support shall include  
17 the availability of resources to contract with infant  
18 and early childhood mental health consultants.

19 (G) Beginning on July 1, 2018, early childhood  
20 programs shall annually report to the State Board of  
21 Education, and, beginning in fiscal year 2020, the  
22 State Board of Education shall make available on a  
23 biennial basis, in an existing report, all of the  
24 following data for children from birth to age 5 who are  
25 served by the program:

26 (i) Total number served over the course of the

1 program year and the total number of children who  
2 left the program during the program year.

3 (ii) Number of planned transitions to another  
4 program due to children's behavior, by children's  
5 race, gender, disability, language, class/group  
6 size, teacher-child ratio, and length of program  
7 day.

8 (iii) Number of temporary removals of a child  
9 from attendance in group settings due to a serious  
10 safety threat under subparagraph (E) of this  
11 paragraph (7), by children's race, gender,  
12 disability, language, class/group size,  
13 teacher-child ratio, and length of program day.

14 (iv) Hours of infant and early childhood  
15 mental health consultant contact with program  
16 leaders, staff, and families over the program  
17 year.

18 (H) Changes to services for children with an  
19 individualized education program or individual family  
20 service plan shall be construed in a manner consistent  
21 with the federal Individuals with Disabilities  
22 Education Act.

23 The State Board of Education, in consultation with the  
24 Governor's Office of Early Childhood Development and the  
25 Department of Children and Family Services, shall adopt  
26 rules to administer this paragraph (7).

1           (8) In order to ensure the quality and continuity of  
2           services, within 6 months after the effective date of this  
3           amendatory Act of the 103rd General Assembly, all grant  
4           agreements shall require each child care center to do the  
5           following:

6           (A) Comply with the wage floor and compensation  
7           policies set forth in Section 45-10 of the Early  
8           Childhood Workforce Act, if the State, subject to  
9           appropriation, pays contracts and grants that are  
10           sufficient to comply with the wage floor and  
11           compensation policies set forth in Section 45-10 of  
12           the Early Childhood Workforce Act.

13           (B) Report quarterly up-to-date contact  
14           information for staff to the Department to allow the  
15           State Board of Education to communicate with the  
16           workers about their rights and supports available to  
17           them.

18           (C) Supply the State Board of Education with  
19           current copies of its: (i) wage scales for classroom  
20           and support staff, (ii) formal procedures for  
21           addressing employee grievances, and (iii) records of  
22           classroom and support staff participation in creation  
23           of personnel and operational policies.

24           (D) Reconcile expenses quarterly and annually  
25           submit a year-end comprehensive financial report in a  
26           form prescribed by the State Board of Education which

1           includes a detailed breakdown of the uses of funding  
2           including amounts spent on workforce compensation and  
3           supports.

4           (b) (Blank).

5           (c) Notwithstanding any other provisions of this Section,  
6 grantees may serve children ages 0 to 12 of essential workers  
7 if the Governor has declared a disaster due to a public health  
8 emergency pursuant to Section 7 of the Illinois Emergency  
9 Management Agency Act. For the purposes of this subsection,  
10 essential workers include those outlined in Executive Order  
11 20-8 and school employees. The State Board of Education shall  
12 adopt rules to administer this subsection.

13           (Source: P.A. 100-105, eff. 1-1-18; 100-645, eff. 7-27-18;  
14 101-643, eff. 6-18-20.)

15           Section 10. The Illinois Public Aid Code is amended by  
16 changing Section 9A-11 as follows:

17           (305 ILCS 5/9A-11) (from Ch. 23, par. 9A-11)

18           Sec. 9A-11. Child care.

19           (a) The General Assembly recognizes that families with  
20 children need child care in order to work. Child care is  
21 expensive and families with low incomes, including those who  
22 are transitioning from welfare to work, often struggle to pay  
23 the costs of day care. The General Assembly understands the  
24 importance of helping low-income working families become and

1 remain self-sufficient. The General Assembly also believes  
2 that it is the responsibility of families to share in the costs  
3 of child care. It is also the preference of the General  
4 Assembly that all working poor families should be treated  
5 equally, regardless of their welfare status.

6 (b) To the extent resources permit, the Illinois  
7 Department shall provide child care services to parents or  
8 other relatives as defined by rule who are working or  
9 participating in employment or Department approved education  
10 or training programs. At a minimum, the Illinois Department  
11 shall cover the following categories of families:

12 (1) recipients of TANF under Article IV participating  
13 in work and training activities as specified in the  
14 personal plan for employment and self-sufficiency;

15 (2) families transitioning from TANF to work;

16 (3) families at risk of becoming recipients of TANF;

17 (4) families with special needs as defined by rule;

18 (5) working families with very low incomes as defined  
19 by rule;

20 (6) families that are not recipients of TANF and that  
21 need child care assistance to participate in education and  
22 training activities;

23 (7) youth in care, as defined in Section 4d of the  
24 Children and Family Services Act, who are parents,  
25 regardless of income or whether they are working or  
26 participating in Department-approved employment or

1 education or training programs. Any family that receives  
2 child care assistance in accordance with this paragraph  
3 shall receive one additional 12-month child care  
4 eligibility period after the parenting youth in care's  
5 case with the Department of Children and Family Services  
6 is closed, regardless of income or whether the parenting  
7 youth in care is working or participating in  
8 Department-approved employment or education or training  
9 programs;

10 (8) families receiving Extended Family Support Program  
11 services from the Department of Children and Family  
12 Services, regardless of income or whether they are working  
13 or participating in Department-approved employment or  
14 education or training programs; and

15 (9) families with children under the age of 5 who have  
16 an open intact family services case with the Department of  
17 Children and Family Services. Any family that receives  
18 child care assistance in accordance with this paragraph  
19 shall remain eligible for child care assistance 6 months  
20 after the child's intact family services case is closed,  
21 regardless of whether the child's parents or other  
22 relatives as defined by rule are working or participating  
23 in Department approved employment or education or training  
24 programs. The Department of Human Services, in  
25 consultation with the Department of Children and Family  
26 Services, shall adopt rules to protect the privacy of

1 families who are the subject of an open intact family  
2 services case when such families enroll in child care  
3 services. Additional rules shall be adopted to offer  
4 children who have an open intact family services case the  
5 opportunity to receive an Early Intervention screening and  
6 other services that their families may be eligible for as  
7 provided by the Department of Human Services.

8 Beginning October 1, 2023, and every October 1 thereafter,  
9 the Department of Children and Family Services shall report to  
10 the General Assembly on the number of children who received  
11 child care via vouchers paid for by the Department of Children  
12 and Family Services during the preceding fiscal year. The  
13 report shall include the ages of children who received child  
14 care, the type of child care they received, and the number of  
15 months they received child care.

16 The Department shall specify by rule the conditions of  
17 eligibility, the application process, and the types, amounts,  
18 and duration of services. Eligibility for child care benefits  
19 and the amount of child care provided may vary based on family  
20 size, income, and other factors as specified by rule.

21 The Department shall update the Child Care Assistance  
22 Program Eligibility Calculator posted on its website to  
23 include a question on whether a family is applying for child  
24 care assistance for the first time or is applying for a  
25 redetermination of eligibility.

26 A family's eligibility for child care services shall be

1 redetermined no sooner than 12 months following the initial  
2 determination or most recent redetermination. During the  
3 12-month periods, the family shall remain eligible for child  
4 care services regardless of (i) a change in family income,  
5 unless family income exceeds 85% of State median income, or  
6 (ii) a temporary change in the ongoing status of the parents or  
7 other relatives, as defined by rule, as working or attending a  
8 job training or educational program.

9 In determining income eligibility for child care benefits,  
10 the Department annually, at the beginning of each fiscal year,  
11 shall establish, by rule, one income threshold for each family  
12 size, in relation to percentage of State median income for a  
13 family of that size, that makes families with incomes below  
14 the specified threshold eligible for assistance and families  
15 with incomes above the specified threshold ineligible for  
16 assistance. Through and including fiscal year 2007, the  
17 specified threshold must be no less than 50% of the  
18 then-current State median income for each family size.  
19 Beginning in fiscal year 2008, the specified threshold must be  
20 no less than 185% of the then-current federal poverty level  
21 for each family size. Notwithstanding any other provision of  
22 law or administrative rule to the contrary, beginning in  
23 fiscal year 2019, the specified threshold for working families  
24 with very low incomes as defined by rule must be no less than  
25 185% of the then-current federal poverty level for each family  
26 size. Notwithstanding any other provision of law or



1 administrative rule to the contrary, beginning in State fiscal  
2 year 2022, the specified income threshold shall be no less  
3 than 200% of the then-current federal poverty level for each  
4 family size.

5 In determining eligibility for assistance, the Department  
6 shall not give preference to any category of recipients or  
7 give preference to individuals based on their receipt of  
8 benefits under this Code.

9 Nothing in this Section shall be construed as conferring  
10 entitlement status to eligible families.

11 The Illinois Department is authorized to lower income  
12 eligibility ceilings, raise parent co-payments, create waiting  
13 lists, or take such other actions during a fiscal year as are  
14 necessary to ensure that child care benefits paid under this  
15 Article do not exceed the amounts appropriated for those child  
16 care benefits. These changes may be accomplished by emergency  
17 rule under Section 5-45 of the Illinois Administrative  
18 Procedure Act, except that the limitation on the number of  
19 emergency rules that may be adopted in a 24-month period shall  
20 not apply.

21 The Illinois Department may contract with other State  
22 agencies or child care organizations for the administration of  
23 child care services.

24 (c) Payment shall be made for child care that otherwise  
25 meets the requirements of this Section and applicable  
26 standards of State and local law and regulation, including any

1 requirements the Illinois Department promulgates by rule in  
2 addition to the licensure requirements promulgated by the  
3 Department of Children and Family Services and Fire Prevention  
4 and Safety requirements promulgated by the Office of the State  
5 Fire Marshal, and is provided in any of the following:

6 (1) a child care center which is licensed or exempt  
7 from licensure pursuant to Section 2.09 of the Child Care  
8 Act of 1969;

9 (2) a licensed child care home or home exempt from  
10 licensing;

11 (3) a licensed group child care home;

12 (4) other types of child care, including child care  
13 provided by relatives or persons living in the same home  
14 as the child, as determined by the Illinois Department by  
15 rule.

16 (c-5) Solely for the purposes of coverage under the  
17 Illinois Public Labor Relations Act, child and day care home  
18 providers, including licensed and license exempt,  
19 participating in the Department's child care assistance  
20 program shall be considered to be public employees and the  
21 State of Illinois shall be considered to be their employer as  
22 of January 1, 2006 (the effective date of Public Act 94-320),  
23 but not before. The State shall engage in collective  
24 bargaining with an exclusive representative of child and day  
25 care home providers participating in the child care assistance  
26 program concerning their terms and conditions of employment

1 that are within the State's control. Nothing in this  
2 subsection shall be understood to limit the right of families  
3 receiving services defined in this Section to select child and  
4 day care home providers or supervise them within the limits of  
5 this Section. The State shall not be considered to be the  
6 employer of child and day care home providers for any purposes  
7 not specifically provided in Public Act 94-320, including, but  
8 not limited to, purposes of vicarious liability in tort and  
9 purposes of statutory retirement or health insurance benefits.  
10 Child and day care home providers shall not be covered by the  
11 State Employees Group Insurance Act of 1971.

12 In according child and day care home providers and their  
13 selected representative rights under the Illinois Public Labor  
14 Relations Act, the State intends that the State action  
15 exemption to application of federal and State antitrust laws  
16 be fully available to the extent that their activities are  
17 authorized by Public Act 94-320.

18 (d) The Illinois Department shall establish, by rule, a  
19 co-payment scale that provides for cost sharing by families  
20 that receive child care services, including parents whose only  
21 income is from assistance under this Code. The co-payment  
22 shall be based on family income and family size and may be  
23 based on other factors as appropriate. Co-payments may be  
24 waived for families whose incomes are at or below the federal  
25 poverty level.

26 (d-5) The Illinois Department, in consultation with its

1 Child Care and Development Advisory Council, shall develop a  
2 plan to revise the child care assistance program's co-payment  
3 scale. The plan shall be completed no later than February 1,  
4 2008, and shall include:

5 (1) findings as to the percentage of income that the  
6 average American family spends on child care and the  
7 relative amounts that low-income families and the average  
8 American family spend on other necessities of life;

9 (2) recommendations for revising the child care  
10 co-payment scale to assure that families receiving child  
11 care services from the Department are paying no more than  
12 they can reasonably afford;

13 (3) recommendations for revising the child care  
14 co-payment scale to provide at-risk children with complete  
15 access to Preschool for All and Head Start; and

16 (4) recommendations for changes in child care program  
17 policies that affect the affordability of child care.

18 (e) (Blank).

19 (f) The Illinois Department shall, by rule, set rates to  
20 be paid for the various types of child care. Child care may be  
21 provided through one of the following methods:

22 (1) arranging the child care through eligible  
23 providers by use of purchase of service contracts or  
24 vouchers;

25 (2) arranging with other agencies and community  
26 volunteer groups for non-reimbursed child care;

1 (3) (blank); or

2 (4) adopting such other arrangements as the Department  
3 determines appropriate.

4 (f-1) Within 30 days after June 4, 2018 (the effective  
5 date of Public Act 100-587), the Department of Human Services  
6 shall establish rates for child care providers that are no  
7 less than the rates in effect on January 1, 2018 increased by  
8 4.26%.

9 (f-5) (Blank).

10 (f-10) When child care is provided by a child care center  
11 either licensed or exempt from licensure under Section 2.09 of  
12 the Child Care Act of 1969 by use of purchase of service  
13 contracts, grants, or any arrangements other than vouchers, in  
14 order to ensure the quality and continuity of services, within  
15 6 months after the effective date of this amendatory Act of the  
16 103rd General Assembly, all contracts shall require each child  
17 care center to do the following:

18 (1) Comply with the wage floor and compensation  
19 policies set forth in Section 45-10 of the Early Childhood  
20 Workforce Act, if the State, subject to appropriation,  
21 pays contracts, grants, and any arrangements other than  
22 vouchers that are sufficient to comply with the wage floor  
23 and compensation policies set forth in Section 45-10 of  
24 the Early Childhood Workforce Act.

25 (2) Report quarterly up-to-date contact information  
26 for staff to the Department to allow the Department to

1 communicate with the workers about their rights and  
2 supports available to them.

3 (3) Supply the Department with current copies of its:  
4 (i) wage scales for classroom and support staff, (ii)  
5 formal procedures for addressing employee grievances, and  
6 (iii) records of classroom and support staff participation  
7 in creation of personnel and operational policies.

8 (4) Reconcile expenses quarterly and annually submit a  
9 year-end comprehensive financial report in a form  
10 prescribed by the Department which includes a detailed  
11 breakdown of the uses of funding including amounts spent  
12 on workforce compensation and supports.

13 (g) Families eligible for assistance under this Section  
14 shall be given the following options:

15 (1) receiving a child care certificate issued by the  
16 Department or a subcontractor of the Department that may  
17 be used by the parents as payment for child care and  
18 development services only; or

19 (2) if space is available, enrolling the child with a  
20 child care provider that has a purchase of service  
21 contract with the Department or a subcontractor of the  
22 Department for the provision of child care and development  
23 services. The Department may identify particular priority  
24 populations for whom they may request special  
25 consideration by a provider with purchase of service  
26 contracts, provided that the providers shall be permitted

1 to maintain a balance of clients in terms of household  
2 incomes and families and children with special needs, as  
3 defined by rule.

4 (Source: P.A. 101-81, eff. 7-12-19; 101-657, eff. 3-23-21;  
5 102-491, eff. 8-20-21; 102-813, eff. 5-13-22; 102-926, eff.  
6 5-27-22.)

7 Section 15. The Early Childhood Workforce Act is amended  
8 by adding Sections 45-10 and 45-15 as follows:

9 (325 ILCS 80/45-10 new)

10 Sec. 45-10. Wage floor and compensation.

11 (a) The Early Childhood Workforce Standards Board is  
12 created. The Board shall consist of the following members who  
13 must be appointed within 60 days after the effective date of  
14 this amendatory Act of the 103rd General Assembly:

15 (1) Three members of a labor union representing child  
16 care workers who serve children in the Child Care  
17 Assistance Program and the Preschool for All program.

18 (2) Two employer representatives of early childhood  
19 programs that are recipients of both Child Care Assistance  
20 Program and Preschool for All program contracts or grants.

21 (3) Two members of the public who are parents or  
22 guardians of children in the Child Care Assistance Program  
23 or the Preschool for All program.

24 (4) One representative of a nongovernmental advocacy

1 organization with an interest in early childhood care and  
2 education.

3 (5) One representative of a State agency or division  
4 concerned with child care and early learning.

5 (b) Members of the Board shall serve 4-year terms without  
6 pay and shall make and establish rules and regulations  
7 governing the Board and its proceedings. Terms of the initial  
8 members shall be staggered as follows:

9 (1) For members who are labor union representatives,  
10 one shall serve for 2 years, one shall serve for 3 years,  
11 and one shall serve for 4 years.

12 (2) For members who are employer representatives, one  
13 shall serve for 2 years and one shall serve for 3 years.

14 (3) For members of the public who are parents, one  
15 shall serve for one year and one shall serve for 2 years.

16 (4) For the member who represents a nongovernment  
17 advocacy organization, a term of 3 years.

18 (5) For the member who represents a State agency or  
19 division, a term of 4 years.

20 (c) For State Fiscal Year 2025, and for each State fiscal  
21 year thereafter, the Early Childhood Workforce Standards Board  
22 shall determine the following for child care centers which are  
23 licensed or exempt from licensure under Section 2.09 of the  
24 Child Care Act of 1969:

25 (1) An hourly wage floor, and salaried equivalent, for  
26 workers in State-funded early childhood programs which,



1 based on investigation, the Board believes will serve to  
2 recruit and retain early childhood workers.

3 (2) Minimum increments above the wage floor as may be  
4 necessary to retain workers in State-funded early  
5 childhood programs such as for years of experience or job  
6 title.

7 The Board shall issue recommendations on what terms of  
8 contract, a grant, or other State funding will be sufficient  
9 to comply with the wage floor and compensation policies it  
10 sets forth.

11 (d) Notwithstanding subsection (c) or any other provision  
12 of law, the wage floor in State Fiscal Year 2028 and after  
13 shall be no lower than \$25 per hour.

14 (e) The Board shall utilize interdisciplinary,  
15 interinstitutional collaborations from key stakeholders as  
16 well as public hearings with interested parties and key  
17 stakeholders to conduct research, establish its findings, and  
18 define the implementation of the wage floor determined under  
19 subsections (c) and (d).

20 (f) The Board shall receive administrative support from  
21 the Department of Human Services.

22 (325 ILCS 80/45-15 new)

23 Sec. 45-15. Training and mentorship. Subject to  
24 appropriation, beginning in State Fiscal Year 2025, the  
25 Department of Human Services shall implement and administer a

1 program making grants to early childhood worker training  
2 programs that value experience, inclusion, equity, and racial  
3 justice; and center worker voices and needs such as  
4 mentorship, apprenticeships, and peer-led learning."