



## 103RD GENERAL ASSEMBLY

### State of Illinois

2023 and 2024

**HB4417**

Introduced 1/16/2024, by Rep. Gregg Johnson

#### SYNOPSIS AS INTRODUCED:

105 ILCS 5/27-23.17 new  
105 ILCS 5/27A-5

Amends the Course of Study Article of the School Code. Provides that all public high schools, including charter schools, shall designate and annually observe a week known as "Workplace Readiness Week". Provides that students shall be provided information on their rights as workers during that week, and sets forth what information must be included. Provides that for students in grades 11 and 12, the information shall be integrated into the regular school program but may also be provided during special events after regular school hours. Effective immediately.

LRB103 34712 RJT 64559 b

STATE MANDATES  
ACT MAY REQUIRE  
REIMBURSEMENT

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 adding Section  
5 27-23.17 and by changing Section 27A-5 as follows:

6 (105 ILCS 5/27-23.17 new)

7 Sec. 27-23.17. Workplace Readiness Week.

8 (a) Beginning with the 2024-2025 school year, all public  
9 high schools, including charter schools, shall designate and  
10 annually observe a week known as "Workplace Readiness Week".  
11 During that week, students shall be provided information on  
12 their rights as workers. The topics covered shall include, but  
13 are not limited to, local, State, and federal laws regarding  
14 each of the following areas and shall include the labor  
15 movement's role in winning the protections and benefits  
16 described in those areas:

17 (1) Prohibitions against misclassification of  
18 employees as independent contractors.

19 (2) Child labor.

20 (3) Wage and hour protections.

21 (4) Worker safety.

22 (5) Workers' compensation.

23 (6) Unemployment insurance.

1           (7) Paid sick leave and paid family leave.

2           (8) The right to organize a union in the workplace.

3           (9) Prohibitions against retaliation by employers when  
4           workers exercise their rights as workers or any other  
5           rights guaranteed by law.

6           During Workplace Readiness Week, students shall also be  
7           provided information introducing them to State-approved  
8           apprenticeship programs, how to access them, the variety of  
9           programs available, and how they can provide an alternative  
10          career path for those students who choose not to attend a  
11          traditional higher education program.

12          (b) For students in grades 11 and 12, the information  
13          required to be provided in subsection (a) shall be integrated  
14          into the regular school program but may also be provided  
15          during special events after regular school hours. Integration  
16          into the regular school program is encouraged, but not  
17          required, to occur during Workplace Readiness Week.

18           (105 ILCS 5/27A-5)

19           (Text of Section before amendment by P.A. 102-466 and  
20           103-472)

21           Sec. 27A-5. Charter school; legal entity; requirements.

22           (a) A charter school shall be a public, nonsectarian,  
23           nonreligious, non-home based, and non-profit school. A charter  
24           school shall be organized and operated as a nonprofit  
25           corporation or other discrete, legal, nonprofit entity

1 authorized under the laws of the State of Illinois.

2 (b) A charter school may be established under this Article  
3 by creating a new school or by converting an existing public  
4 school or attendance center to charter school status. In all  
5 new applications to establish a charter school in a city  
6 having a population exceeding 500,000, operation of the  
7 charter school shall be limited to one campus. This limitation  
8 does not apply to charter schools existing or approved on or  
9 before April 16, 2003.

10 (b-5) (Blank).

11 (c) A charter school shall be administered and governed by  
12 its board of directors or other governing body in the manner  
13 provided in its charter. The governing body of a charter  
14 school shall be subject to the Freedom of Information Act and  
15 the Open Meetings Act. A charter school's board of directors  
16 or other governing body must include at least one parent or  
17 guardian of a pupil currently enrolled in the charter school  
18 who may be selected through the charter school or a charter  
19 network election, appointment by the charter school's board of  
20 directors or other governing body, or by the charter school's  
21 Parent Teacher Organization or its equivalent.

22 (c-5) No later than January 1, 2021 or within the first  
23 year of his or her first term, every voting member of a charter  
24 school's board of directors or other governing body shall  
25 complete a minimum of 4 hours of professional development  
26 leadership training to ensure that each member has sufficient

1 familiarity with the board's or governing body's role and  
2 responsibilities, including financial oversight and  
3 accountability of the school, evaluating the principal's and  
4 school's performance, adherence to the Freedom of Information  
5 Act and the Open Meetings Act, and compliance with education  
6 and labor law. In each subsequent year of his or her term, a  
7 voting member of a charter school's board of directors or  
8 other governing body shall complete a minimum of 2 hours of  
9 professional development training in these same areas. The  
10 training under this subsection may be provided or certified by  
11 a statewide charter school membership association or may be  
12 provided or certified by other qualified providers approved by  
13 the State Board.

14 (d) For purposes of this subsection (d), "non-curricular  
15 health and safety requirement" means any health and safety  
16 requirement created by statute or rule to provide, maintain,  
17 preserve, or safeguard safe or healthful conditions for  
18 students and school personnel or to eliminate, reduce, or  
19 prevent threats to the health and safety of students and  
20 school personnel. "Non-curricular health and safety  
21 requirement" does not include any course of study or  
22 specialized instructional requirement for which the State  
23 Board has established goals and learning standards or which is  
24 designed primarily to impart knowledge and skills for students  
25 to master and apply as an outcome of their education.

26 A charter school shall comply with all non-curricular

1 health and safety requirements applicable to public schools  
2 under the laws of the State of Illinois. The State Board shall  
3 promulgate and post on its Internet website a list of  
4 non-curricular health and safety requirements that a charter  
5 school must meet. The list shall be updated annually no later  
6 than September 1. Any charter contract between a charter  
7 school and its authorizer must contain a provision that  
8 requires the charter school to follow the list of all  
9 non-curricular health and safety requirements promulgated by  
10 the State Board and any non-curricular health and safety  
11 requirements added by the State Board to such list during the  
12 term of the charter. Nothing in this subsection (d) precludes  
13 an authorizer from including non-curricular health and safety  
14 requirements in a charter school contract that are not  
15 contained in the list promulgated by the State Board,  
16 including non-curricular health and safety requirements of the  
17 authorizing local school board.

18 (e) Except as otherwise provided in the School Code, a  
19 charter school shall not charge tuition; provided that a  
20 charter school may charge reasonable fees for textbooks,  
21 instructional materials, and student activities.

22 (f) A charter school shall be responsible for the  
23 management and operation of its fiscal affairs, including, but  
24 not limited to, the preparation of its budget. An audit of each  
25 charter school's finances shall be conducted annually by an  
26 outside, independent contractor retained by the charter

1 school. The contractor shall not be an employee of the charter  
2 school or affiliated with the charter school or its authorizer  
3 in any way, other than to audit the charter school's finances.  
4 To ensure financial accountability for the use of public  
5 funds, on or before December 1 of every year of operation, each  
6 charter school shall submit to its authorizer and the State  
7 Board a copy of its audit and a copy of the Form 990 the  
8 charter school filed that year with the federal Internal  
9 Revenue Service. In addition, if deemed necessary for proper  
10 financial oversight of the charter school, an authorizer may  
11 require quarterly financial statements from each charter  
12 school.

13 (g) A charter school shall comply with all provisions of  
14 this Article, the Illinois Educational Labor Relations Act,  
15 all federal and State laws and rules applicable to public  
16 schools that pertain to special education and the instruction  
17 of English learners, and its charter. A charter school is  
18 exempt from all other State laws and regulations in this Code  
19 governing public schools and local school board policies;  
20 however, a charter school is not exempt from the following:

21 (1) Sections 10-21.9 and 34-18.5 of this Code  
22 regarding criminal history records checks and checks of  
23 the Statewide Sex Offender Database and Statewide Murderer  
24 and Violent Offender Against Youth Database of applicants  
25 for employment;

26 (2) Sections 10-20.14, 10-22.6, 24-24, 34-19, and

- 1 34-84a of this Code regarding discipline of students;
- 2 (3) the Local Governmental and Governmental Employees  
3 Tort Immunity Act;
- 4 (4) Section 108.75 of the General Not For Profit  
5 Corporation Act of 1986 regarding indemnification of  
6 officers, directors, employees, and agents;
- 7 (5) the Abused and Neglected Child Reporting Act;
- 8 (5.5) subsection (b) of Section 10-23.12 and  
9 subsection (b) of Section 34-18.6 of this Code;
- 10 (6) the Illinois School Student Records Act;
- 11 (7) Section 10-17a of this Code regarding school  
12 report cards;
- 13 (8) the P-20 Longitudinal Education Data System Act;
- 14 (9) Section 27-23.7 of this Code regarding bullying  
15 prevention;
- 16 (10) Section 2-3.162 of this Code regarding student  
17 discipline reporting;
- 18 (11) Sections 22-80 and 27-8.1 of this Code;
- 19 (12) Sections 10-20.60 and 34-18.53 of this Code;
- 20 (13) Sections 10-20.63 and 34-18.56 of this Code;
- 21 (14) Sections 22-90 and 26-18 of this Code;
- 22 (15) Section 22-30 of this Code;
- 23 (16) Sections 24-12 and 34-85 of this Code;
- 24 (17) the Seizure Smart School Act;
- 25 (18) Section 2-3.64a-10 of this Code;
- 26 (19) Sections 10-20.73 and 34-21.9 of this Code;

- 1 (20) Section 10-22.25b of this Code;
- 2 (21) Section 27-9.1a of this Code;
- 3 (22) Section 27-9.1b of this Code;
- 4 (23) Section 34-18.8 of this Code;
- 5 (25) Section 2-3.188 of this Code;
- 6 (26) Section 22-85.5 of this Code;
- 7 (27) subsections (d-10), (d-15), and (d-20) of Section
- 8 10-20.56 of this Code;
- 9 (28) Sections 10-20.83 and 34-18.78 of this Code;
- 10 (29) Section 10-20.13 of this Code;
- 11 (30) Section 28-19.2 of this Code;
- 12 (31) Section 34-21.6 of this Code; ~~and~~
- 13 (32) Section 22-85.10 of this Code; and.
- 14 (37) Section 27-23.17 of this Code.

15 The change made by Public Act 96-104 to this subsection

16 (g) is declaratory of existing law.

17 (h) A charter school may negotiate and contract with a

18 school district, the governing body of a State college or

19 university or public community college, or any other public or

20 for-profit or nonprofit private entity for: (i) the use of a

21 school building and grounds or any other real property or

22 facilities that the charter school desires to use or convert

23 for use as a charter school site, (ii) the operation and

24 maintenance thereof, and (iii) the provision of any service,

25 activity, or undertaking that the charter school is required

26 to perform in order to carry out the terms of its charter.

1 Except as provided in subsection (i) of this Section, a school  
2 district may charge a charter school reasonable rent for the  
3 use of the district's buildings, grounds, and facilities. Any  
4 services for which a charter school contracts with a school  
5 district shall be provided by the district at cost. Any  
6 services for which a charter school contracts with a local  
7 school board or with the governing body of a State college or  
8 university or public community college shall be provided by  
9 the public entity at cost.

10 (i) In no event shall a charter school that is established  
11 by converting an existing school or attendance center to  
12 charter school status be required to pay rent for space that is  
13 deemed available, as negotiated and provided in the charter  
14 agreement, in school district facilities. However, all other  
15 costs for the operation and maintenance of school district  
16 facilities that are used by the charter school shall be  
17 subject to negotiation between the charter school and the  
18 local school board and shall be set forth in the charter.

19 (j) A charter school may limit student enrollment by age  
20 or grade level.

21 (k) If the charter school is authorized by the State  
22 Board, then the charter school is its own local education  
23 agency.

24 (Source: P.A. 102-51, eff. 7-9-21; 102-157, eff. 7-1-22;  
25 102-360, eff. 1-1-22; 102-445, eff. 8-20-21; 102-522, eff.  
26 8-20-21; 102-558, eff. 8-20-21; 102-676, eff. 12-3-21;

1 102-697, eff. 4-5-22; 102-702, eff. 7-1-23; 102-805, eff.  
2 1-1-23; 102-813, eff. 5-13-22; 103-154, eff. 6-30-23; 103-175,  
3 eff. 6-30-23.)

4 (Text of Section after amendment by P.A. 103-472 but  
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18 does not apply to charter schools existing or approved on or  
19 before April 16, 2003.

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3 who may be selected through the charter school or a charter  
4 network election, appointment by the charter school's board of  
5 directors or other governing body, or by the charter school's  
6 Parent Teacher Organization or its equivalent.

7 (c-5) No later than January 1, 2021 or within the first  
8 year of his or her first term, every voting member of a charter  
9 school's board of directors or other governing body shall  
10 complete a minimum of 4 hours of professional development  
11 leadership training to ensure that each member has sufficient  
12 familiarity with the board's or governing body's role and  
13 responsibilities, including financial oversight and  
14 accountability of the school, evaluating the principal's and  
15 school's performance, adherence to the Freedom of Information  
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25 (d) For purposes of this subsection (d), "non-curricular  
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- 23 (31) Section 34-21.6 of this Code; ~~and~~
- 24 (32) Section 22-85.10 of this Code;
- 25 (33) Section 2-3.196 of this Code;
- 26 (34) Section 22-95 of this Code;

- 1           (35) Section 34-18.62 of this Code; ~~and~~  
2           (36) the Illinois Human Rights Act; ~~and~~;  
3           (37) Section 27-23.17 of this Code.

4           The change made by Public Act 96-104 to this subsection  
5 (g) is declaratory of existing law.

6           (h) A charter school may negotiate and contract with a  
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23 not limited to, the preparation of its budget. An audit of each  
24 charter school's finances shall be conducted annually by an  
25 outside, independent contractor retained by the charter  
26 school. The contractor shall not be an employee of the charter

1 school or affiliated with the charter school or its authorizer  
2 in any way, other than to audit the charter school's finances.  
3 To ensure financial accountability for the use of public  
4 funds, on or before December 1 of every year of operation, each  
5 charter school shall submit to its authorizer and the State  
6 Board a copy of its audit and a copy of the Form 990 the  
7 charter school filed that year with the federal Internal  
8 Revenue Service. In addition, if deemed necessary for proper  
9 financial oversight of the charter school, an authorizer may  
10 require quarterly financial statements from each charter  
11 school.

12 (g) A charter school shall comply with all provisions of  
13 this Article, the Illinois Educational Labor Relations Act,  
14 all federal and State laws and rules applicable to public  
15 schools that pertain to special education and the instruction  
16 of English learners, and its charter. A charter school is  
17 exempt from all other State laws and regulations in this Code  
18 governing public schools and local school board policies;  
19 however, a charter school is not exempt from the following:

20 (1) Sections 10-21.9 and 34-18.5 of this Code  
21 regarding criminal history records checks and checks of  
22 the Statewide Sex Offender Database and Statewide Murderer  
23 and Violent Offender Against Youth Database of applicants  
24 for employment;

25 (2) Sections 10-20.14, 10-22.6, 24-24, 34-19, and  
26 34-84a of this Code regarding discipline of students;

1 (3) the Local Governmental and Governmental Employees  
2 Tort Immunity Act;

3 (4) Section 108.75 of the General Not For Profit  
4 Corporation Act of 1986 regarding indemnification of  
5 officers, directors, employees, and agents;

6 (5) the Abused and Neglected Child Reporting Act;

7 (5.5) subsection (b) of Section 10-23.12 and  
8 subsection (b) of Section 34-18.6 of this Code;

9 (6) the Illinois School Student Records Act;

10 (7) Section 10-17a of this Code regarding school  
11 report cards;

12 (8) the P-20 Longitudinal Education Data System Act;

13 (9) Section 27-23.7 of this Code regarding bullying  
14 prevention;

15 (10) Section 2-3.162 of this Code regarding student  
16 discipline reporting;

17 (11) Sections 22-80 and 27-8.1 of this Code;

18 (12) Sections 10-20.60 and 34-18.53 of this Code;

19 (13) Sections 10-20.63 and 34-18.56 of this Code;

20 (14) Sections 22-90 and 26-18 of this Code;

21 (15) Section 22-30 of this Code;

22 (16) Sections 24-12 and 34-85 of this Code;

23 (17) the Seizure Smart School Act;

24 (18) Section 2-3.64a-10 of this Code;

25 (19) Sections 10-20.73 and 34-21.9 of this Code;

26 (20) Section 10-22.25b of this Code;

- 1 (21) Section 27-9.1a of this Code;
- 2 (22) Section 27-9.1b of this Code;
- 3 (23) Section 34-18.8 of this Code;
- 4 (24) Article 26A of this Code;
- 5 (25) Section 2-3.188 of this Code;
- 6 (26) Section 22-85.5 of this Code;
- 7 (27) subsections (d-10), (d-15), and (d-20) of Section
- 8 10-20.56 of this Code;
- 9 (28) Sections 10-20.83 and 34-18.78 of this Code;
- 10 (29) Section 10-20.13 of this Code;
- 11 (30) Section 28-19.2 of this Code;
- 12 (31) Section 34-21.6 of this Code; ~~and~~
- 13 (32) Section 22-85.10 of this Code;
- 14 (33) Section 2-3.196 of this Code;
- 15 (34) Section 22-95 of this Code;
- 16 (35) Section 34-18.62 of this Code; ~~and~~
- 17 (36) the Illinois Human Rights Act; and.
- 18 (37) Section 27-23.17 of this Code.

19 The change made by Public Act 96-104 to this subsection  
20 (g) is declaratory of existing law.

21 (h) A charter school may negotiate and contract with a  
22 school district, the governing body of a State college or  
23 university or public community college, or any other public or  
24 for-profit or nonprofit private entity for: (i) the use of a  
25 school building and grounds or any other real property or  
26 facilities that the charter school desires to use or convert

1 for use as a charter school site, (ii) the operation and  
2 maintenance thereof, and (iii) the provision of any service,  
3 activity, or undertaking that the charter school is required  
4 to perform in order to carry out the terms of its charter.  
5 Except as provided in subsection (i) of this Section, a school  
6 district may charge a charter school reasonable rent for the  
7 use of the district's buildings, grounds, and facilities. Any  
8 services for which a charter school contracts with a school  
9 district shall be provided by the district at cost. Any  
10 services for which a charter school contracts with a local  
11 school board or with the governing body of a State college or  
12 university or public community college shall be provided by  
13 the public entity at cost.

14 (i) In no event shall a charter school that is established  
15 by converting an existing school or attendance center to  
16 charter school status be required to pay rent for space that is  
17 deemed available, as negotiated and provided in the charter  
18 agreement, in school district facilities. However, all other  
19 costs for the operation and maintenance of school district  
20 facilities that are used by the charter school shall be  
21 subject to negotiation between the charter school and the  
22 local school board and shall be set forth in the charter.

23 (j) A charter school may limit student enrollment by age  
24 or grade level.

25 (k) If the charter school is authorized by the State  
26 Board, then the charter school is its own local education

1 agency.

2 (Source: P.A. 102-51, eff. 7-9-21; 102-157, eff. 7-1-22;  
3 102-360, eff. 1-1-22; 102-445, eff. 8-20-21; 102-466, eff.  
4 7-1-25; 102-522, eff. 8-20-21; 102-558, eff. 8-20-21; 102-676,  
5 eff. 12-3-21; 102-697, eff. 4-5-22; 102-702, eff. 7-1-23;  
6 102-805, eff. 1-1-23; 102-813, eff. 5-13-22; 103-154, eff.  
7 6-30-23; 103-175, eff. 6-30-23; 103-472, eff. 8-1-24; revised  
8 8-31-23.)

9 Section 95. No acceleration or delay. Where this Act makes  
10 changes in a statute that is represented in this Act by text  
11 that is not yet or no longer in effect (for example, a Section  
12 represented by multiple versions), the use of that text does  
13 not accelerate or delay the taking effect of (i) the changes  
14 made by this Act or (ii) provisions derived from any other  
15 Public Act.

16 Section 99. Effective date. This Act takes effect upon  
17 becoming law.