

1 AN ACT concerning education.

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

4 Section 5. The School Code is amended by changing Sections
5 21B-20, 24-11, and 24A-7 as follows:

6 (105 ILCS 5/21B-20)

7 Sec. 21B-20. Types of licenses. The State Board of
8 Education shall implement a system of educator licensure,
9 whereby individuals employed in school districts who are
10 required to be licensed must have one of the following
11 licenses: (i) a professional educator license; (ii) an
12 educator license with stipulations; (iii) a substitute
13 teaching license; or (iv) until June 30, 2028, a short-term
14 substitute teaching license. References in law regarding
15 individuals certified or certificated or required to be
16 certified or certificated under Article 21 of this Code shall
17 also include individuals licensed or required to be licensed
18 under this Article. The first year of all licenses ends on June
19 30 following one full year of the license being issued.

20 The State Board of Education, in consultation with the
21 State Educator Preparation and Licensure Board, may adopt such
22 rules as may be necessary to govern the requirements for
23 licenses and endorsements under this Section.

1 (1) Professional Educator License. Persons who (i)
2 have successfully completed an approved educator
3 preparation program and are recommended for licensure by
4 the Illinois institution offering the educator preparation
5 program, (ii) have successfully completed the required
6 testing under Section 21B-30 of this Code, (iii) have
7 successfully completed coursework on the psychology of,
8 the identification of, and the methods of instruction for
9 the exceptional child, including, without limitation,
10 children with learning disabilities, (iv) have
11 successfully completed coursework in methods of reading
12 and reading in the content area, and (v) have met all other
13 criteria established by rule of the State Board of
14 Education shall be issued a Professional Educator License.
15 All Professional Educator Licenses are valid until June 30
16 immediately following 5 years of the license being issued.
17 The Professional Educator License shall be endorsed with
18 specific areas and grade levels in which the individual is
19 eligible to practice. For an early childhood education
20 endorsement, an individual may satisfy the student
21 teaching requirement of his or her early childhood teacher
22 preparation program through placement in a setting with
23 children from birth through grade 2, and the individual
24 may be paid and receive credit while student teaching. The
25 student teaching experience must meet the requirements of
26 and be approved by the individual's early childhood

1 teacher preparation program.

2 Individuals can receive subsequent endorsements on the
3 Professional Educator License. Subsequent endorsements
4 shall require a minimum of 24 semester hours of coursework
5 in the endorsement area and passage of the applicable
6 content area test, unless otherwise specified by rule.

7 (2) Educator License with Stipulations. An Educator
8 License with Stipulations shall be issued an endorsement
9 that limits the license holder to one particular position
10 or does not require completion of an approved educator
11 program or both.

12 An individual with an Educator License with
13 Stipulations must not be employed by a school district or
14 any other entity to replace any presently employed teacher
15 who otherwise would not be replaced for any reason.

16 An Educator License with Stipulations may be issued
17 with the following endorsements:

18 (A) (Blank).

19 (B) Alternative provisional educator. An
20 alternative provisional educator endorsement on an
21 Educator License with Stipulations may be issued to an
22 applicant who, at the time of applying for the
23 endorsement, has done all of the following:

24 (i) Graduated from a regionally accredited
25 college or university with a minimum of a
26 bachelor's degree.

1 (ii) Successfully completed the first phase of
2 the Alternative Educator Licensure Program for
3 Teachers, as described in Section 21B-50 of this
4 Code.

5 (iii) Passed a content area test, as required
6 under Section 21B-30 of this Code.

7 The alternative provisional educator endorsement is
8 valid for 2 years of teaching and may be renewed for a
9 third year by an individual meeting the requirements set
10 forth in Section 21B-50 of this Code.

11 (C) Alternative provisional superintendent. An
12 alternative provisional superintendent endorsement on
13 an Educator License with Stipulations entitles the
14 holder to serve only as a superintendent or assistant
15 superintendent in a school district's central office.
16 This endorsement may only be issued to an applicant
17 who, at the time of applying for the endorsement, has
18 done all of the following:

19 (i) Graduated from a regionally accredited
20 college or university with a minimum of a master's
21 degree in a management field other than education.

22 (ii) Been employed for a period of at least 5
23 years in a management level position in a field
24 other than education.

25 (iii) Successfully completed the first phase
26 of an alternative route to superintendent

1 endorsement program, as provided in Section 21B-55
2 of this Code.

3 (iv) Passed a content area test required under
4 Section 21B-30 of this Code.

5 The endorsement is valid for 2 fiscal years in
6 order to complete one full year of serving as a
7 superintendent or assistant superintendent.

8 (D) (Blank).

9 (E) Career and technical educator. A career and
10 technical educator endorsement on an Educator License
11 with Stipulations may be issued to an applicant who
12 has a minimum of 60 semester hours of coursework from a
13 regionally accredited institution of higher education
14 or an accredited trade and technical institution and
15 has a minimum of 2,000 hours of experience outside of
16 education in each area to be taught.

17 The career and technical educator endorsement on
18 an Educator License with Stipulations is valid until
19 June 30 immediately following 5 years of the
20 endorsement being issued and may be renewed.

21 An individual who holds a valid career and
22 technical educator endorsement on an Educator License
23 with Stipulations but does not hold a bachelor's
24 degree may substitute teach in career and technical
25 education classrooms.

26 An individual who holds a valid career and

1 technical educator endorsement on an Educator License
2 with Stipulations is entitled to all of the rights and
3 privileges granted to a holder of a Professional
4 Educator License.

5 (F) (Blank).

6 (G) Transitional bilingual educator. A
7 transitional bilingual educator endorsement on an
8 Educator License with Stipulations may be issued for
9 the purpose of providing instruction in accordance
10 with Article 14C of this Code to an applicant who
11 provides satisfactory evidence that he or she meets
12 all of the following requirements:

13 (i) Possesses adequate speaking, reading, and
14 writing ability in the language other than English
15 in which transitional bilingual education is
16 offered.

17 (ii) Has the ability to successfully
18 communicate in English.

19 (iii) Either possessed, within 5 years
20 previous to his or her applying for a transitional
21 bilingual educator endorsement, a valid and
22 comparable teaching certificate or comparable
23 authorization issued by a foreign country or holds
24 a degree from an institution of higher learning in
25 a foreign country that the State Educator
26 Preparation and Licensure Board determines to be

1 the equivalent of a bachelor's degree from a
2 regionally accredited institution of higher
3 learning in the United States.

4 A transitional bilingual educator endorsement
5 shall be valid for prekindergarten through grade 12,
6 is valid until June 30 immediately following 5 years
7 of the endorsement being issued, and shall not be
8 renewed.

9 Persons holding a transitional bilingual educator
10 endorsement shall not be employed to replace any
11 presently employed teacher who otherwise would not be
12 replaced for any reason.

13 (H) Language endorsement. In an effort to
14 alleviate the shortage of teachers speaking a language
15 other than English in the public schools, an
16 individual who holds an Educator License with
17 Stipulations may also apply for a language
18 endorsement, provided that the applicant provides
19 satisfactory evidence that he or she meets all of the
20 following requirements:

21 (i) Holds a transitional bilingual
22 endorsement.

23 (ii) Has demonstrated proficiency in the
24 language for which the endorsement is to be issued
25 by passing the applicable language content test
26 required by the State Board of Education.

1 (iii) Holds a bachelor's degree or higher from
2 a regionally accredited institution of higher
3 education or, for individuals educated in a
4 country other than the United States, holds a
5 degree from an institution of higher learning in a
6 foreign country that the State Educator
7 Preparation and Licensure Board determines to be
8 the equivalent of a bachelor's degree from a
9 regionally accredited institution of higher
10 learning in the United States.

11 (iv) (Blank).

12 A language endorsement on an Educator License with
13 Stipulations is valid for prekindergarten through
14 grade 12 for the same validity period as the
15 individual's transitional bilingual educator
16 endorsement on the Educator License with Stipulations
17 and shall not be renewed.

18 (I) Visiting international educator. A visiting
19 international educator endorsement on an Educator
20 License with Stipulations may be issued to an
21 individual who is being recruited by a particular
22 school district that conducts formal recruitment
23 programs outside of the United States to secure the
24 services of qualified teachers and who meets all of
25 the following requirements:

26 (i) Holds the equivalent of a minimum of a

1 bachelor's degree issued in the United States.

2 (ii) Has been prepared as a teacher at the
3 grade level for which he or she will be employed.

4 (iii) Has adequate content knowledge in the
5 subject to be taught.

6 (iv) Has an adequate command of the English
7 language.

8 A holder of a visiting international educator
9 endorsement on an Educator License with Stipulations
10 shall be permitted to teach in bilingual education
11 programs in the language that was the medium of
12 instruction in his or her teacher preparation program,
13 provided that he or she passes the English Language
14 Proficiency Examination or another test of writing
15 skills in English identified by the State Board of
16 Education, in consultation with the State Educator
17 Preparation and Licensure Board.

18 A visiting international educator endorsement on
19 an Educator License with Stipulations is valid for 5
20 years and shall not be renewed.

21 (J) Paraprofessional educator. A paraprofessional
22 educator endorsement on an Educator License with
23 Stipulations may be issued to an applicant who holds a
24 high school diploma or its recognized equivalent and
25 (i) holds an associate's degree or a minimum of 60
26 semester hours of credit from a regionally accredited

1 institution of higher education; (ii) has passed a
2 paraprofessional competency test under subsection
3 (c-5) of Section 21B-30; or (iii) is at least 18 years
4 of age and will be using the Educator License with
5 Stipulations exclusively for grades prekindergarten
6 through grade 8, until the individual reaches the age
7 of 19 years and otherwise meets the criteria for a
8 paraprofessional educator endorsement pursuant to this
9 subparagraph (J). The paraprofessional educator
10 endorsement is valid until June 30 immediately
11 following 5 years of the endorsement being issued and
12 may be renewed through application and payment of the
13 appropriate fee, as required under Section 21B-40 of
14 this Code. An individual who holds only a
15 paraprofessional educator endorsement is not subject
16 to additional requirements in order to renew the
17 endorsement.

18 (K) Chief school business official. A chief school
19 business official endorsement on an Educator License
20 with Stipulations may be issued to an applicant who
21 qualifies by having a master's degree or higher, 2
22 years of full-time administrative experience in school
23 business management or 2 years of university-approved
24 practical experience, and a minimum of 24 semester
25 hours of graduate credit in a program approved by the
26 State Board of Education for the preparation of school

1 business administrators and by passage of the
2 applicable State tests, including an applicable
3 content area test.

4 The chief school business official endorsement may
5 also be affixed to the Educator License with
6 Stipulations of any holder who qualifies by having a
7 master's degree in business administration, finance,
8 accounting, or public administration and who completes
9 an additional 6 semester hours of internship in school
10 business management from a regionally accredited
11 institution of higher education and passes the
12 applicable State tests, including an applicable
13 content area test. This endorsement shall be required
14 for any individual employed as a chief school business
15 official.

16 The chief school business official endorsement on
17 an Educator License with Stipulations is valid until
18 June 30 immediately following 5 years of the
19 endorsement being issued and may be renewed if the
20 license holder completes renewal requirements as
21 required for individuals who hold a Professional
22 Educator License endorsed for chief school business
23 official under Section 21B-45 of this Code and such
24 rules as may be adopted by the State Board of
25 Education.

26 The State Board of Education shall adopt any rules

1 necessary to implement Public Act 100-288.

2 (L) Provisional in-state educator. A provisional
3 in-state educator endorsement on an Educator License
4 with Stipulations may be issued to a candidate who has
5 completed an Illinois-approved educator preparation
6 program at an Illinois institution of higher education
7 and who has not successfully completed an
8 evidence-based assessment of teacher effectiveness but
9 who meets all of the following requirements:

10 (i) Holds at least a bachelor's degree.

11 (ii) Has completed an approved educator
12 preparation program at an Illinois institution.

13 (iii) Has passed an applicable content area
14 test, as required by Section 21B-30 of this Code.

15 (iv) Has attempted an evidence-based
16 assessment of teacher effectiveness and received a
17 minimum score on that assessment, as established
18 by the State Board of Education in consultation
19 with the State Educator Preparation and Licensure
20 Board.

21 A provisional in-state educator endorsement on an
22 Educator License with Stipulations is valid for one
23 full fiscal year after the date of issuance and may not
24 be renewed.

25 (M) (Blank).

26 (N) Specialized services. A specialized services

1 endorsement on an Educator License with Stipulations
2 may be issued as defined and specified by rule.

3 (O) Provisional career and technical educator. A
4 provisional career and technical educator endorsement
5 on an Educator License with Stipulations may be issued
6 to an applicant who has a minimum of 8,000 hours of
7 work experience in the skill for which the applicant
8 is seeking the endorsement. Each employing school
9 board and regional office of education shall provide
10 verification, in writing, to the State Superintendent
11 of Education at the time the application is submitted
12 that no qualified teacher holding a Professional
13 Educator License or an Educator License with
14 Stipulations with a career and technical educator
15 endorsement is available to teach and that actual
16 circumstances require such issuance.

17 A provisional career and technical educator
18 endorsement on an Educator License with Stipulations
19 is valid until June 30 immediately following 5 years
20 of the endorsement being issued and may be renewed.

21 An individual who holds a provisional career and
22 technical educator endorsement on an Educator License
23 with Stipulations may teach as a substitute teacher in
24 career and technical education classrooms.

25 An individual who holds a provisional career and
26 technical educator endorsement on an Educator License

1 with Stipulations is entitled to all of the rights and
2 privileges granted to a holder of a Professional
3 Educator License.

4 (3) Substitute Teaching License. A Substitute Teaching
5 License may be issued to qualified applicants for
6 substitute teaching in all grades of the public schools,
7 prekindergarten through grade 12. Substitute Teaching
8 Licenses are not eligible for endorsements. Applicants for
9 a Substitute Teaching License must hold a bachelor's
10 degree or higher from a regionally accredited institution
11 of higher education or must be enrolled in an approved
12 educator preparation program in this State and have earned
13 at least 90 credit hours.

14 Substitute Teaching Licenses are valid for 5 years.

15 Substitute Teaching Licenses are valid for substitute
16 teaching in every county of this State. If an individual
17 has had his or her Professional Educator License or
18 Educator License with Stipulations suspended or revoked,
19 then that individual is not eligible to obtain a
20 Substitute Teaching License.

21 A substitute teacher may only teach in the place of a
22 licensed teacher who is under contract with the employing
23 board. If, however, there is no licensed teacher under
24 contract because of an emergency situation, then a
25 district may employ a substitute teacher for no longer
26 than 30 calendar days per each vacant position in the

1 district if the district notifies the appropriate regional
2 office of education within 5 business days after the
3 employment of the substitute teacher in that vacant
4 position. A district may continue to employ that same
5 substitute teacher in that same vacant position for 90
6 calendar days or until the end of the semester, whichever
7 is greater, if, prior to the expiration of the
8 30-calendar-day period then current, the district files a
9 written request with the appropriate regional office of
10 education for a 30-calendar-day extension on the basis
11 that the position remains vacant and the district
12 continues to actively seek qualified candidates and
13 provides documentation that it has provided training
14 specific to the position, including training on meeting
15 the needs of students with disabilities and English
16 learners if applicable. Each extension request shall be
17 granted in writing by the regional office of education. An
18 emergency situation is one in which an unforeseen vacancy
19 has occurred and (i) a teacher is unexpectedly unable to
20 fulfill his or her contractual duties or (ii) teacher
21 capacity needs of the district exceed previous indications
22 or vacancies are unfilled due to a lack of qualified
23 candidates, and the district is actively engaged in
24 advertising to hire a fully licensed teacher for the
25 vacant position.

26 There is no limit on the number of days that a

1 substitute teacher may teach in a single school district,
2 provided that no substitute teacher may teach for longer
3 than 120 days beginning with the 2021-2022 school year
4 through the 2022-2023 school year, otherwise 90 school
5 days for any one licensed teacher under contract in the
6 same school year. A substitute teacher who holds a
7 Professional Educator License or Educator License with
8 Stipulations shall not teach for more than 120 school days
9 for any one licensed teacher under contract in the same
10 school year. The limitations in this paragraph (3) on the
11 number of days a substitute teacher may be employed do not
12 apply to any school district operating under Article 34 of
13 this Code.

14 A school district may not require an individual who
15 holds a valid Professional Educator License or Educator
16 License with Stipulations to seek or hold a Substitute
17 Teaching License to teach as a substitute teacher.

18 (4) Short-Term Substitute Teaching License. Beginning
19 on July 1, 2018 and until June 30, 2028, applicants may
20 apply to the State Board of Education for issuance of a
21 Short-Term Substitute Teaching License. A Short-Term
22 Substitute Teaching License may be issued to a qualified
23 applicant for substitute teaching in all grades of the
24 public schools, prekindergarten through grade 12.
25 Short-Term Substitute Teaching Licenses are not eligible
26 for endorsements. Applicants for a Short-Term Substitute

1 Teaching License must hold an associate's degree or have
2 completed at least 60 credit hours from a regionally
3 accredited institution of higher education.

4 Short-Term Substitute Teaching Licenses are valid for
5 substitute teaching in every county of this State. If an
6 individual has had his or her Professional Educator
7 License or Educator License with Stipulations suspended or
8 revoked, then that individual is not eligible to obtain a
9 Short-Term Substitute Teaching License.

10 The provisions of Sections 10-21.9 and 34-18.5 of this
11 Code apply to short-term substitute teachers.

12 An individual holding a Short-Term Substitute Teaching
13 License may teach no more than 15 consecutive days per
14 licensed teacher who is under contract. For teacher
15 absences lasting 6 or more days per licensed teacher who
16 is under contract, a school district may not hire an
17 individual holding a Short-Term Substitute Teaching
18 License, unless the Governor has declared a disaster due
19 to a public health emergency pursuant to Section 7 of the
20 Illinois Emergency Management Agency Act. An individual
21 holding a Short-Term Substitute Teaching License must
22 complete the training program under Section 10-20.67 or
23 34-18.60 of this Code to be eligible to teach at a public
24 school. Short-Term Substitute Teaching Licenses under this
25 Section are valid for 5 years.

26 (Source: P.A. 102-711, eff. 1-1-23; 102-712, eff. 4-27-22;

1 102-713, eff. 1-1-23; 102-717, eff. 4-29-22; 102-894, eff.
2 5-20-22; 103-111, eff. 6-29-23; 103-154, eff. 6-30-23;
3 103-193, eff. 1-1-24; 103-564, eff. 11-17-23.)

4 (105 ILCS 5/24-11) (from Ch. 122, par. 24-11)

5 Sec. 24-11. Boards of Education - Boards of School
6 Inspectors - Contractual continued service.

7 (a) As used in this and the succeeding Sections of this
8 Article:

9 "Teacher" means any or all school district employees
10 regularly required to be licensed under laws relating to the
11 licensure of teachers.

12 "Board" means board of directors, board of education, or
13 board of school inspectors, as the case may be.

14 "School term" means that portion of the school year, July
15 1 to the following June 30, when school is in actual session.

16 "Program" means a program of a special education joint
17 agreement.

18 "Program of a special education joint agreement" means
19 instructional, consultative, supervisory, administrative,
20 diagnostic, and related services that are managed by a special
21 educational joint agreement designed to service 2 or more
22 school districts that are members of the joint agreement.

23 "PERA implementation date" means the implementation date
24 of an evaluation system for teachers as specified by Section
25 24A-2.5 of this Code for all schools within a school district

1 or all programs of a special education joint agreement.

2 (b) This Section and Sections 24-12 through 24-16 of this
3 Article apply only to school districts having less than
4 500,000 inhabitants.

5 (c) Any teacher who is first employed as a full-time
6 teacher in a school district or program prior to the PERA
7 implementation date and who is employed in that district or
8 program for a probationary period of 4 consecutive school
9 terms shall enter upon contractual continued service in the
10 district or in all of the programs that the teacher is legally
11 qualified to hold, unless the teacher is given written notice
12 of dismissal by certified mail, return receipt requested, by
13 the employing board at least 45 days before the end of any
14 school term within such period.

15 (d) For any teacher who is first employed as a full-time
16 teacher in a school district or program on or after the PERA
17 implementation date but before July 1, 2023, the probationary
18 period shall be one of the following periods, based upon the
19 teacher's school terms of service and performance, before the
20 teacher shall enter upon contractual continued service in the
21 district or in all of the programs that the teacher is legally
22 qualified to hold, unless the teacher is given written notice
23 of dismissal by certified mail, return receipt requested, by
24 the employing board on or before April 15:

25 (1) 4 consecutive school terms of service in which the
26 teacher holds a Professional Educator License, an Educator

1 License with Stipulations with a career and technical
2 educator endorsement, or an Educator License with
3 Stipulations with a provisional career and technical
4 educator endorsement and receives overall annual
5 evaluation ratings of at least "Proficient" in the last
6 school term and at least "Proficient" in either the second
7 or third school terms;

8 (2) 3 consecutive school terms of service in which the
9 teacher holds a Professional Educator License, an Educator
10 License with Stipulations with a career and technical
11 educator endorsement, or an Educator License with
12 Stipulations with a provisional career and technical
13 educator endorsement and receives 2 overall annual
14 evaluations of "Excellent"; or

15 (3) 2 consecutive school terms of service in which the
16 teacher holds a Professional Educator License, an Educator
17 License with Stipulations with a career and technical
18 educator endorsement, or an Educator License with
19 Stipulations with a provisional career and technical
20 educator endorsement and receives 2 overall annual
21 evaluations of "Excellent" service, but only if the
22 teacher (i) previously attained contractual continued
23 service in a different school district or program in this
24 State, (ii) voluntarily departed or was honorably
25 dismissed from that school district or program in the
26 school term immediately prior to the teacher's first

1 school term of service applicable to the attainment of
2 contractual continued service under this subdivision (3),
3 and (iii) received, in his or her 2 most recent overall
4 annual or biennial evaluations from the prior school
5 district or program, ratings of at least "Proficient",
6 with both such ratings occurring after the school
7 district's or program's PERA implementation date. For a
8 teacher to attain contractual continued service under this
9 subdivision (3), the teacher shall provide official copies
10 of his or her 2 most recent overall annual or biennial
11 evaluations from the prior school district or program to
12 the new school district or program within 60 days from the
13 teacher's first day of service with the new school
14 district or program. The prior school district or program
15 must provide the teacher with official copies of his or
16 her 2 most recent overall annual or biennial evaluations
17 within 14 days after the teacher's request. If a teacher
18 has requested such official copies prior to 45 days after
19 the teacher's first day of service with the new school
20 district or program and the teacher's prior school
21 district or program fails to provide the teacher with the
22 official copies required under this subdivision (3), then
23 the time period for the teacher to submit the official
24 copies to his or her new school district or program must be
25 extended until 14 days after receipt of such copies from
26 the prior school district or program. If the prior school

1 district or program fails to provide the teacher with the
2 official copies required under this subdivision (3) within
3 90 days from the teacher's first day of service with the
4 new school district or program, then the new school
5 district or program shall rely upon the teacher's own
6 copies of his or her evaluations for purposes of this
7 subdivision (3).

8 If the teacher does not receive overall annual evaluations
9 of "Excellent" in the school terms necessary for eligibility
10 to achieve accelerated contractual continued service in
11 subdivisions (2) and (3) of this subsection (d), the teacher
12 shall be eligible for contractual continued service pursuant
13 to subdivision (1) of this subsection (d). If, at the
14 conclusion of 4 consecutive school terms of service that count
15 toward attainment of contractual continued service, the
16 teacher's performance does not qualify the teacher for
17 contractual continued service under subdivision (1) of this
18 subsection (d), then the teacher shall not enter upon
19 contractual continued service and shall be dismissed. If a
20 performance evaluation is not conducted for any school term
21 when such evaluation is required to be conducted under Section
22 24A-5 of this Code, then the teacher's performance evaluation
23 rating for such school term for purposes of determining the
24 attainment of contractual continued service shall be deemed
25 "Proficient", except that, during any time in which the
26 Governor has declared a disaster due to a public health

1 emergency pursuant to Section 7 of the Illinois Emergency
2 Management Agency Act, this default to "Proficient" does not
3 apply to any teacher who has entered into contractual
4 continued service and who was deemed "Excellent" on his or her
5 most recent evaluation. During any time in which the Governor
6 has declared a disaster due to a public health emergency
7 pursuant to Section 7 of the Illinois Emergency Management
8 Agency Act and unless the school board and any exclusive
9 bargaining representative have completed the performance
10 rating for teachers or mutually agreed to an alternate
11 performance rating, any teacher who has entered into
12 contractual continued service, whose most recent evaluation
13 was deemed "Excellent", and whose performance evaluation is
14 not conducted when the evaluation is required to be conducted
15 shall receive a teacher's performance rating deemed
16 "Excellent". A school board and any exclusive bargaining
17 representative may mutually agree to an alternate performance
18 rating for teachers not in contractual continued service
19 during any time in which the Governor has declared a disaster
20 due to a public health emergency pursuant to Section 7 of the
21 Illinois Emergency Management Agency Act, as long as the
22 agreement is in writing.

23 (d-5) For any teacher who is first employed as a full-time
24 teacher in a school district or program on or after July 1,
25 2023, the probationary period shall be one of the following
26 periods, based upon the teacher's school terms of service and

1 performance, before the teacher shall enter upon contractual
2 continued service in the district or in all of the programs
3 that the teacher is legally qualified to hold, unless the
4 teacher is given written notice of dismissal by certified
5 mail, return receipt requested, by the employing board on or
6 before April 15:

7 (1) 3 consecutive school terms of service in which the
8 teacher holds a Professional Educator License, an Educator
9 License with Stipulations with a career and technical
10 educator endorsement, or an Educator License with
11 Stipulations with a provisional career and technical
12 educator endorsement and receives overall annual
13 evaluation ratings of at least "Proficient" in the second
14 and third school terms;

15 (2) 2 consecutive school terms of service in which the
16 teacher holds a Professional Educator License, an Educator
17 License with Stipulations with a career and technical
18 educator endorsement, or an Educator License with
19 Stipulations with a provisional career and technical
20 educator endorsement and receives 2 overall annual
21 evaluations of "Excellent"; or

22 (3) 2 consecutive school terms of service in which the
23 teacher holds a Professional Educator License, an Educator
24 License with Stipulations with a career and technical
25 educator endorsement, or an Educator License with
26 Stipulations with a provisional career and technical

1 educator endorsement and receives 2 overall annual
2 evaluations of "Excellent" service, but only if the
3 teacher (i) previously attained contractual continued
4 service in a different school district or program in this
5 State, (ii) voluntarily departed or was honorably
6 dismissed from that school district or program in the
7 school term immediately prior to the teacher's first
8 school term of service applicable to the attainment of
9 contractual continued service under this subdivision (3),
10 and (iii) received, in his or her 2 most recent overall
11 annual or biennial evaluations from the prior school
12 district or program, ratings of at least "Proficient",
13 with both such ratings occurring after the school
14 district's or program's PERA implementation date. For a
15 teacher to attain contractual continued service under this
16 subdivision (3), the teacher shall provide official copies
17 of his or her 2 most recent overall annual or biennial
18 evaluations from the prior school district or program to
19 the new school district or program within 60 days from the
20 teacher's first day of service with the new school
21 district or program. The prior school district or program
22 must provide the teacher with official copies of his or
23 her 2 most recent overall annual or biennial evaluations
24 within 14 days after the teacher's request. If a teacher
25 has requested such official copies prior to 45 days after
26 the teacher's first day of service with the new school

1 district or program and the teacher's prior school
2 district or program fails to provide the teacher with the
3 official copies required under this subdivision (3), then
4 the time period for the teacher to submit the official
5 copies to his or her new school district or program must be
6 extended until 14 days after receipt of such copies from
7 the prior school district or program. If the prior school
8 district or program fails to provide the teacher with the
9 official copies required under this subdivision (3) within
10 90 days from the teacher's first day of service with the
11 new school district or program, then the new school
12 district or program shall rely upon the teacher's own
13 copies of his or her evaluations for purposes of this
14 subdivision (3).

15 If the teacher does not receive overall annual evaluations
16 of "Excellent" in the school terms necessary for eligibility
17 to achieve accelerated contractual continued service in
18 subdivisions (2) and (3) of this subsection (d-5) ~~(d)~~, the
19 teacher shall be eligible for contractual continued service
20 pursuant to subdivision (1) of this subsection (d-5) ~~(d)~~. If,
21 at the conclusion of 3 consecutive school terms of service
22 that count toward attainment of contractual continued service,
23 the teacher's performance does not qualify the teacher for
24 contractual continued service under subdivision (1) of this
25 subsection (d-5) ~~(d)~~, then the teacher shall not enter upon
26 contractual continued service and shall be dismissed. If a

1 performance evaluation is not conducted for any school term
2 when such evaluation is required to be conducted under Section
3 24A-5 of this Code, then the teacher's performance evaluation
4 rating for such school term for purposes of determining the
5 attainment of contractual continued service shall be deemed
6 "Proficient", except that, during any time in which the
7 Governor has declared a disaster due to a public health
8 emergency pursuant to Section 7 of the Illinois Emergency
9 Management Agency Act, this default to "Proficient" does not
10 apply to any teacher who has entered into contractual
11 continued service and who was deemed "Excellent" on his or her
12 most recent evaluation. During any time in which the Governor
13 has declared a disaster due to a public health emergency
14 pursuant to Section 7 of the Illinois Emergency Management
15 Agency Act and unless the school board and any exclusive
16 bargaining representative have completed the performance
17 rating for teachers or mutually agreed to an alternate
18 performance rating, any teacher who has entered into
19 contractual continued service, whose most recent evaluation
20 was deemed "Excellent", and whose performance evaluation is
21 not conducted when the evaluation is required to be conducted
22 shall receive a teacher's performance rating deemed
23 "Excellent". A school board and any exclusive bargaining
24 representative may mutually agree to an alternate performance
25 rating for teachers not in contractual continued service
26 during any time in which the Governor has declared a disaster

1 due to a public health emergency pursuant to Section 7 of the
2 Illinois Emergency Management Agency Act, as long as the
3 agreement is in writing.

4 (e) For the purposes of determining contractual continued
5 service, a school term shall be counted only toward attainment
6 of contractual continued service if the teacher actually
7 teaches or is otherwise present and participating in the
8 district's or program's educational program for 120 days or
9 more, provided that the days of leave under the federal Family
10 Medical Leave Act that the teacher is required to take until
11 the end of the school term shall be considered days of teaching
12 or participation in the district's or program's educational
13 program. A school term that is not counted toward attainment
14 of contractual continued service shall not be considered a
15 break in service for purposes of determining whether a teacher
16 has been employed for consecutive school terms, provided that
17 the teacher actually teaches or is otherwise present and
18 participating in the district's or program's educational
19 program in the following school term.

20 (f) If the employing board determines to dismiss the
21 teacher in the last year of the probationary period as
22 provided in subsection (c) of this Section or subdivision (1)
23 or (2) of subsection (d) of this Section or subdivision (1) or
24 (2) of subsection (d-5) of this Section, but not subdivision
25 (3) of subsection (d) of this Section or subdivision (3) of
26 subsection (d-5) of this Section, the written notice of

1 dismissal provided by the employing board must contain
2 specific reasons for dismissal. Any full-time teacher who does
3 not receive written notice from the employing board on or
4 before April 15 as provided in this Section and whose
5 performance does not require dismissal after the fourth
6 probationary year pursuant to subsection (d) of this Section
7 or the third probationary year pursuant to subsection (d-5) of
8 this Section shall be re-employed for the following school
9 term.

10 (g) Contractual continued service shall continue in effect
11 the terms and provisions of the contract with the teacher
12 during the last school term of the probationary period,
13 subject to this Act and the lawful regulations of the
14 employing board. This Section and succeeding Sections do not
15 modify any existing power of the board except with respect to
16 the procedure of the discharge of a teacher and reductions in
17 salary as hereinafter provided. Contractual continued service
18 status shall not restrict the power of the board to transfer a
19 teacher to a position which the teacher is qualified to fill or
20 to make such salary adjustments as it deems desirable, but
21 unless reductions in salary are uniform or based upon some
22 reasonable classification, any teacher whose salary is reduced
23 shall be entitled to a notice and a hearing as hereinafter
24 provided in the case of certain dismissals or removals.

25 (h) If, by reason of any change in the boundaries of school
26 districts, by reason of a special education cooperative

1 reorganization or dissolution in accordance with Section
2 10-22.31 of this Code, or by reason of the creation of a new
3 school district, the position held by any teacher having a
4 contractual continued service status is transferred from one
5 board to the control of a new or different board, then the
6 contractual continued service status of the teacher is not
7 thereby lost, and such new or different board is subject to
8 this Code with respect to the teacher in the same manner as if
9 the teacher were its employee and had been its employee during
10 the time the teacher was actually employed by the board from
11 whose control the position was transferred.

12 (i) The employment of any teacher in a program of a special
13 education joint agreement established under Section 3-15.14,
14 10-22.31 or 10-22.31a shall be governed by this and succeeding
15 Sections of this Article. For purposes of attaining and
16 maintaining contractual continued service and computing length
17 of continuing service as referred to in this Section and
18 Section 24-12, employment in a special educational joint
19 program shall be deemed a continuation of all previous
20 licensed employment of such teacher for such joint agreement
21 whether the employer of the teacher was the joint agreement,
22 the regional superintendent, or one of the participating
23 districts in the joint agreement.

24 (j) For any teacher employed after July 1, 1987 as a
25 full-time teacher in a program of a special education joint
26 agreement, whether the program is operated by the joint

1 agreement or a member district on behalf of the joint
2 agreement, in the event of a reduction in the number of
3 programs or positions in the joint agreement in which the
4 notice of dismissal is provided on or before the end of the
5 2010-2011 school term, the teacher in contractual continued
6 service is eligible for employment in the joint agreement
7 programs for which the teacher is legally qualified in order
8 of greater length of continuing service in the joint
9 agreement, unless an alternative method of determining the
10 sequence of dismissal is established in a collective
11 bargaining agreement. For any teacher employed after July 1,
12 1987 as a full-time teacher in a program of a special education
13 joint agreement, whether the program is operated by the joint
14 agreement or a member district on behalf of the joint
15 agreement, in the event of a reduction in the number of
16 programs or positions in the joint agreement in which the
17 notice of dismissal is provided during the 2011-2012 school
18 term or a subsequent school term, the teacher shall be
19 included on the honorable dismissal lists of all joint
20 agreement programs for positions for which the teacher is
21 qualified and is eligible for employment in such programs in
22 accordance with subsections (b) and (c) of Section 24-12 of
23 this Code and the applicable honorable dismissal policies of
24 the joint agreement.

25 (k) For any teacher employed after July 1, 1987 as a
26 full-time teacher in a program of a special education joint

1 agreement, whether the program is operated by the joint
2 agreement or a member district on behalf of the joint
3 agreement, in the event of the dissolution of a joint
4 agreement, in which the notice to teachers of the dissolution
5 is provided during the 2010-2011 school term, the teacher in
6 contractual continued service who is legally qualified shall
7 be assigned to any comparable position in a member district
8 currently held by a teacher who has not entered upon
9 contractual continued service or held by a teacher who has
10 entered upon contractual continued service with a shorter
11 length of contractual continued service. Any teacher employed
12 after July 1, 1987 as a full-time teacher in a program of a
13 special education joint agreement, whether the program is
14 operated by the joint agreement or a member district on behalf
15 of the joint agreement, in the event of the dissolution of a
16 joint agreement in which the notice to teachers of the
17 dissolution is provided during the 2011-2012 school term or a
18 subsequent school term, the teacher who is qualified shall be
19 included on the order of honorable dismissal lists of each
20 member district and shall be assigned to any comparable
21 position in any such district in accordance with subsections
22 (b) and (c) of Section 24-12 of this Code and the applicable
23 honorable dismissal policies of each member district.

24 (1) The governing board of the joint agreement, or the
25 administrative district, if so authorized by the articles of
26 agreement of the joint agreement, rather than the board of

1 education of a school district, may carry out employment and
2 termination actions including dismissals under this Section
3 and Section 24-12.

4 (m) The employment of any teacher in a special education
5 program authorized by Section 14-1.01 through 14-14.01, or a
6 joint educational program established under Section 10-22.31a,
7 shall be under this and the succeeding Sections of this
8 Article, and such employment shall be deemed a continuation of
9 the previous employment of such teacher in any of the
10 participating districts, regardless of the participation of
11 other districts in the program.

12 (n) Any teacher employed as a full-time teacher in a
13 special education program prior to September 23, 1987 in which
14 2 or more school districts participate for a probationary
15 period of 2 consecutive years shall enter upon contractual
16 continued service in each of the participating districts,
17 subject to this and the succeeding Sections of this Article,
18 and, notwithstanding Section 24-1.5 of this Code, in the event
19 of the termination of the program shall be eligible for any
20 vacant position in any of such districts for which such
21 teacher is qualified.

22 (Source: P.A. 102-552, eff. 1-1-22; 102-854, eff. 5-13-22;
23 103-500, eff. 8-4-23.)

24 (105 ILCS 5/24A-7) (from Ch. 122, par. 24A-7)
25 Sec. 24A-7. Rules.

1 (a) The State Board of Education is authorized to adopt
2 such rules as are deemed necessary to implement and accomplish
3 the purposes and provisions of this Article, including, but
4 not limited to, rules:

5 (1) relating to the methods for measuring student
6 growth (including, but not limited to, limitations on the
7 age of usable data; the amount of data needed to reliably
8 and validly measure growth for the purpose of teacher and
9 principal evaluations; and whether and at what time annual
10 State assessments may be used as one of multiple measures
11 of student growth);

12 (2) defining the term "significant factor" for
13 purposes of including consideration of student growth in
14 performance ratings;

15 (3) controlling for such factors as student
16 characteristics (including, but not limited to, students
17 receiving special education and English Learner services),
18 student attendance, and student mobility so as to best
19 measure the impact that a teacher, principal, school and
20 school district has on students' academic achievement;

21 (4) establishing minimum requirements for district
22 teacher and principal evaluation instruments and
23 procedures; and

24 (5) establishing a model evaluation plan for use by
25 school districts in which student growth shall comprise
26 50% of the performance rating.

1 Notwithstanding any other provision in this Section, such
2 rules shall not preclude a school district having 500,000 or
3 more inhabitants from using an annual State assessment as the
4 sole measure of student growth for purposes of teacher or
5 principal evaluations.

6 (b) The State Superintendent of Education shall convene a
7 Performance Evaluation Advisory Council, which shall be
8 staffed by the State Board of Education. Members of the
9 Council shall be selected by the State Superintendent and
10 include, without limitation, representatives of teacher unions
11 and school district management, persons with expertise in
12 performance evaluation processes and systems, as well as other
13 stakeholders. The Council shall meet at least quarterly and
14 may also meet at the call of the chairperson of the Council,
15 following August 18, 2017 (the effective date of Public Act
16 100-211) until December 31 ~~June 30~~, 2024. The Council shall
17 advise the State Board of Education on the ongoing
18 implementation of performance evaluations in this State, which
19 may include gathering public feedback, sharing best practices,
20 consulting with the State Board on any proposed rule changes
21 regarding evaluations, and other subjects as determined by the
22 chairperson of the Council.

23 (c) On July 1, 2024, the State Superintendent of Education
24 shall convene a Performance Evaluation Advisory Committee for
25 the purpose of maintaining and improving the evaluator
26 training and pre-qualification program in this State under

1 Section 24A-3. The Committee shall be staffed by the State
2 Board of Education. Members of the Committee shall include,
3 without limitation, representatives from providers of the
4 evaluator retraining and pre-qualification program in this
5 State, which include teacher unions, school district
6 management, including a school district organized under
7 Article 34, and a statewide organization representing regional
8 offices of education. Members of the Committee shall be
9 nominated by the providers and appointed by the State
10 Superintendent.

11 The Committee shall meet initially at the call of the
12 State Superintendent and shall select one member as
13 chairperson at its initial meeting. The Committee shall meet
14 at least quarterly and may also meet at the call of the
15 chairperson of the Committee.

16 The Committee shall advise the State Board of Education on
17 the continued implementation of the evaluator training and
18 pre-qualification program in this State, which may include the
19 development and delivery of the program's existing and new
20 administrators' academies, gathering feedback from program
21 instructors and participants, sharing best practices,
22 consulting with the State Board on any proposed rule changes
23 regarding evaluator training, and other subjects as determined
24 by the chairperson of the Committee.

25 (d) Prior to the applicable implementation date, ~~the~~ these
26 rules shall not apply to teachers assigned to schools

1 identified in an agreement entered into between the board of a
2 school district operating under Article 34 of this Code and
3 the exclusive representative of the district's teachers in
4 accordance with Section 34-85c of this Code.

5 (Source: P.A. 102-252, eff. 1-1-22; 102-558, eff. 8-20-21.)

6 Section 99. Effective date. This Act takes effect June 15,
7 2024.