



**94TH GENERAL ASSEMBLY**  
**State of Illinois**  
**2005 and 2006**  
**SB2607**

Introduced 1/20/2006, by Sen. Todd Sieben - Dan Cronin

**SYNOPSIS AS INTRODUCED:**

105 ILCS 5/2-3.103  
30 ILCS 805/8.30 new

from Ch. 122, par. 2-3.103

Amends the School Code. Requires a school district to report, on its salary and benefits survey form, the amount of compensation a certificated teacher who ends employment with the school district receives that is additional to the teacher's regular salary, excluding individual compensation resulting from extra-curricular duties and employment beyond the regular school year. Amends the State Mandates Act to require implementation without reimbursement. Effective immediately.

LRB094 18939 NHT 54390 b

FISCAL NOTE ACT  
MAY APPLY

STATE MANDATES  
ACT MAY REQUIRE  
REIMBURSEMENT

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 Section  
5 2-3.103 as follows:

6 (105 ILCS 5/2-3.103) (from Ch. 122, par. 2-3.103)

7 Sec. 2-3.103. Salary and benefit survey. For each school  
8 year commencing on or after January 1, 1992, the State Board of  
9 Education shall conduct, in each school district, a school  
10 district salary and benefits survey covering the district's  
11 certificated and educational support personnel.

12 A survey form shall be developed and furnished by the State  
13 Board of Education to each school district within 30 days after  
14 the commencement of the school year covered by the survey, and  
15 each school district shall complete and return the survey form  
16 to the State Board of Education within the succeeding 30 day  
17 period.

18 The State Board of Education shall compile, by April 30 of  
19 the school year covered by the survey, a statewide salary and  
20 benefit survey report based upon the survey forms completed and  
21 returned for that school year by the individual school  
22 districts as required by this Section, and shall make the  
23 survey report available to all school districts and to all  
24 "employee organizations" as defined in Section 2 of the  
25 Illinois Educational Labor Relations Act.

26 The data required to be reported by each school district on  
27 the salary and benefits survey form developed and furnished  
28 under this Section for the school year covered by the survey  
29 shall include, but shall not be limited to, the following:

30 (1) the district's estimated fall enrollment;

31 (2) with respect to both its certificated and  
32 educational support personnel employees:

1 (A) whether the district has a salary schedule,  
2 salary policy but no salary schedule, or no salary  
3 policy and no salary schedule;

4 (B) when each such salary schedule or policy of the  
5 district was or will be adopted;

6 (C) whether there is a negotiated agreement  
7 between the school board and any teacher, educational  
8 support personnel or other employee organization and,  
9 if so, the affiliation of the local of such  
10 organization, together with the month and year of  
11 expiration of the negotiated agreement and whether it  
12 contains a fair share provision; and if there is no  
13 such negotiated agreement but the district does have a  
14 salary schedule or policy, a brief explanation of the  
15 manner in which each such salary schedule or policy was  
16 developed prior to its adoption by the school board,  
17 including a statement of whether any meetings between  
18 the school board and the superintendent leading up to  
19 adoption of the salary schedule or policy were based  
20 upon, or were conducted without any discussions  
21 between the superintendent and the affected teachers,  
22 educational support personnel or other employees;

23 (D) whether the district's salary program,  
24 policies or provisions are based upon merit or  
25 performance evaluation of individual teachers,  
26 educational support personnel or other employees, and  
27 whether they include: severance pay provisions; early  
28 retirement incentives; sick leave bank provisions;  
29 sick leave accumulation provisions and, if so, to how  
30 many days; personal, business or emergency leave with  
31 pay and, if so, the number of days; or direct  
32 reimbursement in whole or in part for expenses, such as  
33 tuition and materials, incurred in acquiring  
34 additional college credit;

35 (E) whether school board paid or tax sheltered  
36 retirement contributions are included in any existing

1 salary schedule or policy of the school district; what  
2 percent (if any) of the salary of each different  
3 certified and educational support personnel employee  
4 classification (using the employee salary which  
5 reflects the highest regularly scheduled step in that  
6 classification on the salary schedule or policy of the  
7 district) is school board paid to an employee  
8 retirement system; the highest scheduled salary and  
9 the level of education or training required to reach  
10 the highest scheduled salary in each certified and  
11 educational support personnel employee classification;  
12 using annual salaries from the school board's salary  
13 schedule or policy for each certified and educational  
14 support personnel employee classification (and  
15 excluding from such salaries items of individual  
16 compensation resulting from extra-curricular duties,  
17 employment beyond the regular school year and  
18 longevity service pay, but including additional  
19 compensation such as grants and cost of living bonuses  
20 that are received by all employees in a classification  
21 or by all employees in a classification who are at the  
22 maximum experience level), the beginning, maximum and  
23 specified intermediate salaries reported to an  
24 employee retirement system (including school board  
25 paid or tax sheltered retirement contributions, but  
26 excluding fringe benefits) for each educational or  
27 training category within each certified and  
28 educational support personnel employee classification;  
29 and the completed years of experience required to reach  
30 such maximum regularly scheduled and highest scheduled  
31 salaries;

32 (F) whether the school district provides longevity  
33 pay beyond the last annual regular salary increase  
34 available under the district's salary schedule or  
35 policy; and if so, the maximum earnings with longevity  
36 for each educational or training category specified by

1 the State Board of Education in its survey form (based  
2 on salary reported to an employee's retirement system,  
3 including school board paid and tax sheltered  
4 retirement contributions, but excluding fringe  
5 benefits, and with maximum longevity step numbers and  
6 completed years of experience computed as provided in  
7 the survey form);

8 (G) for each dental, disability, hospitalization,  
9 life, prescription or vision insurance plan, cafeteria  
10 plan or other fringe benefit plan sponsored by the  
11 school board: (i) a statement of whether such plan is  
12 available to full time teachers or other certificated  
13 personnel covered by a district salary schedule or  
14 policy, whether such plan is available to full time  
15 educational support personnel covered by a district  
16 salary schedule or policy, and whether all full time  
17 employees to whom coverage under such plan is available  
18 are entitled to receive the same benefits under that  
19 plan; and (ii) the total annual cost of coverage under  
20 that plan for a covered full time employee who is at  
21 the highest regularly scheduled step on the salary  
22 schedule or policy of the district applicable to such  
23 employee, the percent of that total annual cost paid by  
24 the school board, the total annual cost of coverage  
25 under that plan for the family of that employee, and  
26 the percent of that total annual cost for family  
27 coverage paid by the school board; ~~and;~~

28 (H) the amount of compensation a certificated  
29 teacher who ends employment with the school district  
30 receives that is additional to the teacher's regular  
31 salary, excluding individual compensation resulting  
32 from extra-curricular duties and employment beyond the  
33 regular school year.

34 In addition, each school district shall attach to the  
35 completed survey form which it returns to the State Board of  
36 Education as required by this Section a copy of each salary

1 schedule, salary policy and negotiated agreement which is  
2 identified or otherwise referred to in the completed survey  
3 form.

4 (Source: P.A. 87-547; 87-895.)

5 Section 90. The State Mandates Act is amended by adding  
6 Section 8.30 as follows:

7 (30 ILCS 805/8.30 new)

8 Sec. 8.30. Exempt mandate. Notwithstanding Sections 6 and 8  
9 of this Act, no reimbursement by the State is required for the  
10 implementation of any mandate created by this amendatory Act of  
11 the 94th General Assembly.

12 Section 99. Effective date. This Act takes effect upon  
13 becoming law.