

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 University of Illinois Act is amended by  
5 adding Sections 90 and 95 as follows:

6 (110 ILCS 305/90 new)

7 Sec. 90. Employment contract limitations. This Section  
8 applies to the employment contracts of the president or all  
9 chancellors of the University entered into, amended, renewed,  
10 or extended after the effective date of this amendatory Act of  
11 the 99th General Assembly. This Section does not apply to  
12 collective bargaining agreements. With respect to employment  
13 contracts entered into with the president or all chancellors of  
14 the University:

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

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

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

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

1 University related to their employment.

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

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

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

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

25 (110 ILCS 305/95 new)

1       Sec. 95. Executive accountability. The Board of Trustees  
2 must complete an annual performance review of the president and  
3 any chancellors of the University. Such annual performance  
4 review must be considered when the Board contemplates a bonus,  
5 incentive-based compensation, raise, or severance agreement  
6 for the president or all chancellors of the University.

7       Section 10. The Southern Illinois University Management  
8 Act is amended by adding Sections 75 and 80 as follows:

9           (110 ILCS 520/75 new)

10       Sec. 75. Employment contract limitations. This Section  
11 applies to the employment contracts of the president or all  
12 chancellors of the University entered into, amended, renewed,  
13 or extended after the effective date of this amendatory Act of  
14 the 99th General Assembly. This Section does not apply to  
15 collective bargaining agreements. With respect to employment  
16 contracts entered into with the president or all chancellors of  
17 the University:

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

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

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

24           (4) Severance payments or contract buyouts may be

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

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

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

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

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

1 (110 ILCS 520/80 new)

2 Sec. 80. Executive accountability. The Board must complete  
3 an annual performance review of the president and any  
4 chancellors of the University. Such annual performance review  
5 must be considered when the Board contemplates a bonus,  
6 incentive-based compensation, raise, or severance agreement  
7 for the president or all chancellors of the University.

8 Section 15. The Chicago State University Law is amended by  
9 adding Sections 5-185 and 5-190 as follows:

10 (110 ILCS 660/5-185 new)

11 Sec. 5-185. Employment contract limitations. This Section  
12 applies to the employment contracts of the president or all  
13 chancellors of the University entered into, amended, renewed,  
14 or extended after the effective date of this amendatory Act of  
15 the 99th General Assembly. This Section does not apply to  
16 collective bargaining agreements. With respect to employment  
17 contracts entered into with the president or all chancellors of  
18 the University:

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

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

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

1 clauses.

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

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

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

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

25 (8) Board minutes, board packets, and annual  
26 performance reviews concerning the president or all

1 chancellors of the University must be made available to the  
2 public on the University's Internet website.

3 (110 ILCS 660/5-190 new)

4 Sec. 5-190. Executive accountability. The Board must  
5 complete an annual performance review of the president and any  
6 chancellors of the University. Such annual performance review  
7 must be considered when the Board contemplates a bonus,  
8 incentive-based compensation, raise, or severance agreement  
9 for the president or all chancellors of the University.

10 Section 20. The Eastern Illinois University Law is amended  
11 by adding Sections 10-185 and 10-190 as follows:

12 (110 ILCS 665/10-185 new)

13 Sec. 10-185. Employment contract limitations. This Section  
14 applies to the employment contracts of the president or all  
15 chancellors of the University entered into, amended, renewed,  
16 or extended after the effective date of this amendatory Act of  
17 the 99th General Assembly. This Section does not apply to  
18 collective bargaining agreements. With respect to employment  
19 contracts entered into with the president or all chancellors of  
20 the University:

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

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

1       may not exceed 4 years.

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

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

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

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

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



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

5           (110 ILCS 665/10-190 new)

6           Sec. 10-190. Executive accountability. The Board must  
7           complete an annual performance review of the president and any  
8           chancellors of the University. Such annual performance review  
9           must be considered when the Board contemplates a bonus,  
10           incentive-based compensation, raise, or severance agreement  
11           for the president or all chancellors of the University.

12           Section 25. The Governors State University Law is amended  
13           by adding Sections 15-185 and 15-190 as follows:

14           (110 ILCS 670/15-185 new)

15           Sec. 15-185. Employment contract limitations. This Section  
16           applies to the employment contracts of the president or all  
17           chancellors of the University entered into, amended, renewed,  
18           or extended after the effective date of this amendatory Act of  
19           the 99th General Assembly. This Section does not apply to  
20           collective bargaining agreements. With respect to employment  
21           contracts entered into with the president or all chancellors of  
22           the University:

23           (1) Severance under the contract may not exceed one

1 year salary and applicable benefits.

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

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

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

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

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

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

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

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

7           (110 ILCS 670/15-190 new)

8       Sec. 15-190. Executive accountability. The Board must  
9       complete an annual performance review of the president and any  
10      chancellors of the University. Such annual performance review  
11      must be considered when the Board contemplates a bonus,  
12      incentive-based compensation, raise, or severance agreement  
13      for the president or all chancellors of the University.

14           Section 30. The Illinois State University Law is amended by  
15      adding Sections 20-190 and 20-195 as follows:

16           (110 ILCS 675/20-190 new)

17       Sec. 20-190. Employment contract limitations. This Section  
18      applies to the employment contracts of the president or all  
19      chancellors of the University entered into, amended, renewed,  
20      or extended after the effective date of this amendatory Act of  
21      the 99th General Assembly. This Section does not apply to  
22      collective bargaining agreements. With respect to employment  
23      contracts entered into with the president or all chancellors of

1 the University:

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

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

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

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

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

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

24 (7) Any performance-based bonus or incentive-based  
25 compensation to the president or all chancellors of the  
26 University must be approved by the Board in an open

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

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

9 (110 ILCS 675/20-195 new)

10 Sec. 20-195. Executive accountability. The Board must  
11 complete an annual performance review of the president and any  
12 chancellors of the University. Such annual performance review  
13 must be considered when the Board contemplates a bonus,  
14 incentive-based compensation, raise, or severance agreement  
15 for the president or all chancellors of the University.

16 Section 35. The Northeastern Illinois University Law is  
17 amended by adding Sections 25-185 and 25-190 as follows:

18 (110 ILCS 680/25-185 new)

19 Sec. 25-185. Employment contract limitations. This Section  
20 applies to the employment contracts of the president or all  
21 chancellors of the University entered into, amended, renewed,  
22 or extended after the effective date of this amendatory Act of  
23 the 99th General Assembly. This Section does not apply to

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

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

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

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

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

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

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

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

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

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

11       (110 ILCS 680/25-190 new)

12       Sec. 25-190. Executive accountability. The Board must  
13       complete an annual performance review of the president and any  
14       chancellors of the University. Such annual performance review  
15       must be considered when the Board contemplates a bonus,  
16       incentive-based compensation, raise, or severance agreement  
17       for the president or all chancellors of the University.

18       Section 40. The Northern Illinois University Law is amended  
19       by adding Sections 30-195 and 30-200 as follows:

20       (110 ILCS 685/30-195 new)

21       Sec. 30-195. Employment contract limitations. This Section  
22       applies to the employment contracts of the president or all  
23       chancellors of the University entered into, amended, renewed,

1 or extended after the effective date of this amendatory Act of  
2 the 99th General Assembly. This Section does not apply to  
3 collective bargaining agreements. With respect to employment  
4 contracts entered into with the president or all chancellors of  
5 the University:

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

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

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

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

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

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



1 president's or all chancellors' appointments.

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

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

13 (110 ILCS 685/30-200 new)

14 Sec. 30-200. Executive accountability. The Board must  
15 complete an annual performance review of the president and any  
16 chancellors of the University. Such annual performance review  
17 must be considered when the Board contemplates a bonus,  
18 incentive-based compensation, raise, or severance agreement  
19 for the president or all chancellors of the University.

20 Section 45. The Western Illinois University Law is amended  
21 by adding Sections 35-190 and 35-195 as follows:

22 (110 ILCS 690/35-190 new)

23 Sec. 35-190. Employment contract limitations. This Section

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

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

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

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

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

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

22 (6) Public notice, compliant with the provisions of the  
23 Open Meetings Act, must be given prior to final action on  
24 the formation, renewal, extension, or termination of the  
25 employment contracts of the president or all chancellors of  
26 the University and must include a copy of the Board item or

1 other documentation providing, at a minimum, a description  
2 of the proposed principal financial components of the  
3 president's or all chancellors' appointments.

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

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

15 (110 ILCS 690/35-195 new)

16 Sec. 35-195. Executive accountability. The Board must  
17 complete an annual performance review of the president and any  
18 chancellors of the University. Such annual performance review  
19 must be considered when the Board contemplates a bonus,  
20 incentive-based compensation, raise, or severance agreement  
21 for the president or all chancellors of the University.

22 Section 50. The Public Community College Act is amended by  
23 adding Sections 3-70 and 3-75 as follows:

1 (110 ILCS 805/3-70 new)

2 Sec. 3-70. Employment contract transparency. This Section  
3 applies to the employment contracts of the president or all  
4 chancellors of the community college entered into, amended,  
5 renewed, or extended after the effective date of this  
6 amendatory Act of the 99th General Assembly. This Section does  
7 not apply to collective bargaining agreements. With respect to  
8 employment contracts entered into with the president or all  
9 chancellors of the community college:

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

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

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

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

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

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

12       (110 ILCS 805/3-75 new)

13       Sec. 3-75. Executive accountability. Each board must  
14      complete an annual performance review of the president and all  
15      chancellors of the community college. Such annual performance  
16      reviews must be considered when the board contemplates a bonus,  
17      raise, or severance agreement for the president or chancellor.