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Illinois Regulation is a summary of the weekly regulatory decisions of State agencies published in the Illinois Register and action taken by the Illinois General Assembly's Joint Committee on Administrative Rules. Illinois Regulation is designed to inform and involve the public in changes taking place in agency administration.

New Regulations

Proposed Regulations

MOMS & BABIES PROGRAM

☞ DOMESTIC VIOLENCE

☞ NEWBORN SCREENING

The DEPT. OF CORRECTIONS adopted a new Part titled "Moms and Babies Program" (20 Ill Adm Code 475; 33 Ill Reg 3232), effective 6/1/09. The voluntary program in certain designated female correctional facilities allows selected pregnant offenders to retain custody of and care for their newborns while the offenders are incarcerated. Participating offenders must provide care for their children, arrange for approved care when unable to provide care directly, secure an outside guardian if the offender is removed from the program or no longer can provide care, apply for social services, and secure approval from the baby's father to participate in the program "where applicable". The rules cover screening and placement parameters and the application and approval process. Offenders not admitted to the program before the child's delivery will not be eligible for the program. Finally, the rules prescribe provision of child healthcare by local health departments and reference general reasons for offender removal from the program.

OFFICE OF THE ATTORNEY GENERAL adopted a new Part titled "Married Families Domestic Violence Grants" (89 Ill Adm Code 1110; 33 Ill Reg 3697), effective 5/26/09, implementing Public Act 95-711, which creates a grant program to be administered by the Office to fund public and private agencies that facilitate free domestic violence legal advocacy and assistance or services for victims of domestic violence. The statute increases marriage license fees by \$5 in order to provide these grant funds. The rule prescribes grant application requirements that include a detailed proposed budget and the specific dollar amount requested, information regarding ancillary funding sources for the program, and assurance that specified standards of operation will be met. The Office announces in the rule that it will make a limited number of awards of sufficient size that the funding will make a substantial impact in the areas to be served, rather than awarding small amounts to all eligible applicants. The number of applicants selected for funding will depend upon the amount of funds available for the State fiscal year. Among legal ser-

The DEPARTMENT OF PUBLIC HEALTH proposed amendments to "Newborn Metabolic Screening and Treatment Code" (77 Ill Adm Code 661; 33 Ill Reg 7553) implementing Public Act 95-695, which expands mandatory screening of newborns for metabolic disorders to include testing for 5 lysosomal storage disorders (LSDs) (inherited metabolic disorders usually caused by lack of an enzyme required for the metabolism of certain types of fats, proteins, and carbohydrates). The rulemaking establishes a phase-in project during which all babies born at the University of Chicago Hospitals and Northwestern Memorial Hospital from 11/1/10 to 5/31/11 will be tested to set normal testing parameters and validate the screening technique before LSD screening begins statewide. The rulemaking also changes all references to "consultants" to "medical specialists", updates professional certification and experience requirements for medical specialists to whom DPH may refer parents of infants found to have metabolic disorders, and removes obsolete language concerning the phase-in of cystic fibrosis screening. Lab fees for metabolic screening are also increased from \$59 to \$78, with a \$2 increase for each additional LSD category that may be added by the DPH director. Those affected by this rulemaking include the hospitals mentioned above and laboratories that

Questions/requests for copies: Beth Kiel, DOC, 1301 Concordia Ct., Spfld. IL 62794-9277, 217/558-2200, ext. 6511.

(cont'd next page)

NEW REGULATIONS: Rules adopted by agencies this week.

PROPOSED REGULATIONS: Rules proposed by agencies this week, commencing a 45-day First Notice period. Public comments must be accepted by the agency for the period of time indicated.

☞: Symbol designating rules of special interest to small businesses, small municipalities, and not-for-profit corporations. Agencies are required to consider comments from these groups and minimize the regulatory burden on them.

QUESTIONS/COMMENTS/RULE TEXT: Direct mail or phone calls to the agency personnel listed below each summary. Providing volume and issue number of The Flinn Report or the Illinois Register will expedite the process. Some agencies charge copying fees. However, copy requests do not have to be made under the Freedom of Information Act.

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vices eligible for grant funds are orders of protection, dissolution of marriage, child custody, seeking remedies under the Safe Homes Act or the Gender Violence Act, and child support enforcement. Accounting procedures, permissible and impermissible expenses (e.g., fund-raising), annual audits, supplemental agreements, grant termination protocols, lapsed grant funds, quarterly reporting, and on-site inspections are additional topics covered in the rulemaking. Changes since 1st Notice delete a provision that would have limited payment for legal advocacy services provided by paralegals and advocates to only such services provided under the supervision of a licensed attorney. An additional change removes the need for a grant applicant to submit a duplicate copy of an audit and clarifies that an audit must be performed by a licensed, certified public accountant. This rulemaking may affect small municipalities and not-for-profit organizations that provide the targeted legal services and desire to apply for grants.

Questions/requests for copies: Jennifer A. Welch, Office of the Attorney General, 100 W. Randolph, 11th Fl., Chicago IL 60601, 312/814-5846.

ABANDONED NEWBORNS

DEPARTMENT OF CHILDREN AND FAMILY SERVICES adopted amendments to "Reports of Child Abuse and Neglect" (89 Ill Adm Code 300; 32 Ill Reg 12120), effective 6/15/09, that implement the Abandoned Newborn Infants Protection Act [325 ILCS 2]. The rulemaking defines a "newborn infant" covered by the Act as a child no more than 7 days old who has been relinquished by his or her parents to a hospital, fire station, police station, or emergency medical facility and shows no evidence of abuse or neglect. Procedures for parents to give newborn infants up to such facilities are established, along with a process for parents to reclaim a newborn within 72 hours after doing so. The rulemaking states that merely relinquishing or abandoning a newborn infant to a

facility designated in the Act does not constitute abuse or neglect and cannot by itself prompt a child protective or criminal investigation. Infants abandoned or relinquished at fire or police stations or emergency medical facilities must be transported to the nearest hospital. Hospitals are granted temporary protective custody of relinquished children and are required to examine and perform medical tests to determine if the child has been abused or neglected. If no evidence of abuse or neglect is found, the relinquishing parents may remain anonymous, and the child will be relinquished to the facility. If the medical examination reveals abuse or neglect, or the child is found not to be a newborn, DCFS will investigate the parents' role. Hospitals are required to provide adoption and counseling service information to all relinquishing parents. Hospitals must also notify relinquishing parents that (1) DCFS will begin proceedings to terminate parental rights within 60 days after the child is given up and (2) failure to contact DCFS or a placing agency to reclaim the child before parental rights are terminated will permanently bar the parents from reclaiming custody or asserting other parental rights in relation to the child. Additional amendments require hospitals to report relinquished infants in their custody to the State Central Register within 12 hours after the hospital accepts the child. (The Register lists all reports of child abuse or neglect and the outcome of the investigations.) The rulemaking also covers the process for accepting abandoned newborn babies by DCFS or child placement agencies, petitions for legal custody, a search of the Putative Father Registry, provisions for terminating parental rights, petitions for return of a child to the relinquishing parents' custody, and confidentiality provisions. Furthermore, DCFS is required to initiate a public information program to promote safe placement alternatives and submit program data that it has collected from child placement agencies to the legislature and governor annually.

DCFS SCHOLARSHIP PROGRAM

DCFS also adopted amendments to "Department of Children and Family Services Scholarship Program" (89 Ill Adm Code 312; 32 Ill Reg 16656), effective 6/15/09, that address grant eligibility under the DCFS college scholarship program for wards of the State. The rulemaking extends grant payments for living expenses to scholarship recipients who choose not to attend summer school courses or participate in a summer internship provided that they maintain a grade point average of "C" or better, submit proof of college or university enrollment for the fall semester to DCFS no later than June 1st, submit requested class schedules, and maintain current contact information with DCFS. Youth who are currently under DCFS guardianship, or whose DCFS guardianship was terminated at age 21 after they entered the program, are eligible for this assistance.

Questions/requests for copies of the 2 DCFS rulemakings above: Jeff Osowski, DCFS, 406 E. Monroe, Station #65, Springfield IL 62701-1498, 217/524-1983, TTY 217/524-3715, Fax 217/557-0692, e-mail: cfpolicy@idcfs.state.il.us

STATE PERSONNEL

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES adopted amendments to "Organ Donor Leave" (80 Ill Adm Code 332; 33 Ill Reg 1410), effective 6/1/09, implementing Public Act 95-354 to permit a State employee to use more than one hour for donating blood or two hours for donating blood platelets, with the employee using such leave only after obtaining approval from the employee's agency.

Questions/requests for copies: Gina Wilson, DCMS, 720 Stratton Bldg., Springfield IL 62706, 217/785-1793.

TELECOMMUNICATIONS

The ILLINOIS COMMERCE COMMISSION adopted an amendment to

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"Cost Allocation for Large Local Exchange Carriers" (83 Ill Adm Code 711; 32 Ill Reg 13962), effective 6/1/09, responding to a Federal Communications Commission order that allows large local exchange carriers (telephone utilities) that have FCC-approved compliance plans to remain in compliance with the Part by (1) submitting an approved compliance plan rather than a cost allocation manual or (2) submitting an annual certification rather than an "attest engagement" or financial audit report. (Large local exchange carriers are those with operations in Illinois with more than 35,000 subscriber access lines.)

Questions/requests for copies: Conrad S. Rubinkowski, ICC, 527 E. Capitol Ave., Springfield IL 62701, 217/785-3922.

WATER QUALITY STANDARDS

The POLLUTION CONTROL BOARD adopted an amendment to "Water Use Designations and Site-Specific Water Quality Standards" (35 Ill Adm Code 303; 32 Ill Reg 16303), effective 5/29/09, that authorizes alternative water quality standards for boron along Spring Creek below the discharge point of the Springfield Metro Sanitary District's Spring Creek Sanitary Treat-

ment Plant, along the Sangamon River downstream from Spring Creek to the Illinois River, and in the Illinois River 100 yards downstream from the mouth of the Sangamon River. PCB states that the rule will enable the District to accept a pretreated industrial effluent stream from Springfield's City Water, Light and Power generating station.

Questions/requests for copies: Marie Tipsord, PCB, 100 W. Randolph, Ste. 11-500, Chicago IL 60601, 312/814-4925, e-mail: tipsordm@ipcb.state.il.us. Please reference docket R09-08.

PROPERTY TAX APPEALS

The PROPERTY TAX APPEAL BOARD (PTAB) adopted amendments to "Practice and Procedure for Appeals Before the Property Tax Appeal Board" (86 Ill Adm Code 1910; 33 Ill Reg 3664), effective 7/1/09. The rulemaking increases from 30 to 90 days the time in which a board of review must submit all written and documentary evidence to PTAB. As proposed, the rulemaking also required the payment of filing fees when a petition for appeal is filed with PTAB on or after 7/1/09. However, the filing fee provision was not included in the adopted rule text. All small businesses owning taxable real property in Illinois, all municipali-

ties with taxing authority, and all not-for-profit corporations that own taxable real estate will be affected by this rulemaking if they initiate an assessment appeal.

Questions/requests for copies: Louis G. Apostol, PTAB, 402 Stratton Bldg., 401 S. Spring St., Springfield IL 62706, 217/782-6076, Fax 217/785-4425, e-mail: louis.apostol@illinois.gov

SCHOOLS

The STATE BOARD OF EDUCATION adopted amendments to "Temporary Relocation Expenses" (23 Ill Adm Code 145; 33 Ill Reg 3127) and "School Construction Program" (23 Ill Adm Code 151; 33 Ill Reg 3130), both effective 6/1/09, that reflect abolition of the former program accounting manual and adoption of new program accounting rules that replaced the manual. In addition, amendments to Part 151 strike obsolete references to the fall enrollment and housing report and replace them with the September 30th enrollment count that school districts are required to submit to SBE.

Questions/requests for copies: Debbie Vespa, SBE, 100 N. First St., Springfield IL 62777-0001, 217/785-8779, e-mail: rules@isbe.net

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conduct newborn metabolic screening.

Questions/requests for copies/comments through 7/27/09: Susan Meister, DPH, 535 W. Jefferson St., 5th Fl. Springfield IL 62761-0001, 217/782-2043, e-mail: dph.rules@illinois.gov

thereafter in the same electronic format. (Those filing returns on behalf of fewer than 250 employers must file Form IL-941.) Payroll service providers who file at least 250 federal withholding returns annually and provide withholding tax services for Illinois employers will be affected by this rulemaking.

Questions/requests for copies/comments through 7/27/09: Paul Caselton, DOR, Legal Services Office, 101 W. Jefferson, Spfd. IL 62794, 217/524-3951.

INSURANCE

The DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION

proposed a new section for "Life Reinsurance Agreements" (50 Ill Adm Code 1103; 33 Ill Reg 7370) restoring a regulatory requirement prescribed by the National Association of Insurance Commissioners (NAIC). The rulemaking restores a section of text that was in effect prior to 4/6/06 and required insurers to reduce to zero any reserve credits or assets regarding reinsurance agreements entered into prior to 12/31/94 that, under the provisions of this Part, were not entitled to be recognized as reserve credits or assets. The underlying reinsurance agreements must have been in compliance with the laws and rules effective prior to the effective date of this Part (1/5/94). Restored text specifies 12/31/09

INCOME TAX

The DEPARTMENT OF REVENUE proposed an amendment to "Income Tax" (86 Ill Adm Code 100; 33 Ill Reg 7570) requiring payroll service providers who are required to file federal withholding tax returns electronically to also file Illinois withholding tax returns for calendar year 2010 and

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as the date by which the reductions must be completed.

Questions/requests for copies/comments through 7/27/09: Eve Blackwell-Lewis (217/782-2867) or Craig Cellini (217/785-0813), DFPR, 320 W. Washington, Springfield IL 62767-0001.

HUNTING RULES

The DEPARTMENT OF NATURAL RESOURCES proposed amendments to the following 5 Parts: "Cock Pheasant, Hungarian Partridge, Bobwhite Quail, and Rabbit Hunting" (17 Ill Adm Code 530; 33 Ill Reg 7373), "Duck, Goose and Coot Hunting" (17 Ill Adm Code 590; 33 Ill Reg 7402), "Squirrel Hunting" (17 Ill Adm Code 690; 33 Ill Reg 7468), "The Taking of Wild Turkeys - Fall Gun Season" (17 Ill Adm Code 715; 33 Ill Reg 7479), and "The Taking of Wild Turkeys - Fall Archery Season" (17 Ill Adm Code 720; 33 Ill Reg 7486). Amendments to Part 530 update site-specific regulations (including some fee increases) at controlled-permit and non-fee hunting sites, specify that DNR will either operate or

DNR LICENSE SALES

DNR also proposed amendments to "Consignment of Licenses, Stamps, and Permits" (17 Ill Adm

Code 2520; 33 Ill Reg 7541) that codify current procedures and clarify other definitions and policies. The amendments allow persons who have lost licenses, stamps, or permits purchased from an agent to obtain replacements from any agent for the standard \$3 per document fee. To replace documents that were obtained directly from DNR, applications and fees must be mailed to its Springfield office rather than 6 DNR offices that formerly processed replacement applications. The rulemaking defines "agents" as persons other than non-DNR State officials, local officials, or DNR employees who physically sell licenses, stamps, and permits and defines "vendors" as persons or businesses issuing and selling these documents only by phone or over the internet. Additional amendments clarify financial responsibility criteria that agents must meet in order to obtain "preferred" status, which allows DNR to consign more licenses, stamps, and permits to that agent. Small businesses and non-profits that sell DNR licenses, stamps, and permits will be affected by this rulemaking.

ENDANGERED SPECIES

DNR proposed amendments to "Illinois List of Endangered and Threatened Fauna" (17 Ill Adm Code 1010; 33 Ill Reg 7498) and "Illinois List of Endangered and Threatened Flora" (17 Ill Adm Code 1050; 33 Ill Reg 7516) to update the State's official lists of endangered and threatened species of animals and plants according to recommendations made by the Endangered Species Protection Board. Changes to the fauna list include removing the bald eagle and sandhill crane from threatened status; placing the common moorhen, black-billed cuckoo, and loggerhead shrike on the endangered list; moving the redspotted sunfish from threatened to endangered status; adding the mudpuppy and two species of turtle to the endangered list; and adding the ornate box turtle to the threatened list. Changes to the flora list remove 14 plant species and add

2 (plantain-leaved sedge, hedge hyssop) to the endangered list, add 3 species to the threatened list, and move 2 species from endangered to threatened status. Small businesses and non-profits engaged in rehabilitating wildlife or protecting or restoring endangered or threatened species of plants or animals may be affected by this rulemaking.

Questions/requests for copies/comments concerning the 8 DNR rulemakings above through 7/27/09: William Richardson for Parts 530, 590, 690, 715, 720, and 2520 and Stanley Yonkauskis, Jr. for Parts 1010 and 1050, DNR, One Natural Resources Way, Springfield IL 62702-1271, 217/782-1809.

PUBLIC SCHOOLS

The STATE BOARD OF EDUCATION proposed amendments to "Public Schools Evaluation, Recognition and Supervision" (23 Ill Adm Code 1; 33 Ill Reg 7587) that clarify requirements, reflect federal and state statutory directives, and remove redundancies. Corrective plans for districts on probation must be signed by the secretary of the local board of education for district-level issues and by the district superintendent and each affected principal for school-level issues. If the plan is not implemented, the recognition status may be changed to nonrecognition. A student's individualized education plan must reflect the need for reasonable accommodations when the student takes the State assessment test. SBE is implementing Public Act 94-642 by listing the conditions under which students with limited English language proficiency may be allowed extra time to take the State assessment test. School district review for the preliminary State assessment data is shortened from 30 to 10 days, and SBE staff and the testing contractor must have 21 (currently 15) days to make corrections. Additional amendments reflect U.S. De-

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partment of Education approval for the manner in which districts are held accountable for funds expended on students with limited English proficiency. Applications for waivers or modifications of SBE administrative rules or School Code statutory mandates must assure that a quorum of the local governing board or the regional superintendent approved the waiver request. Incomplete waiver applications must contain the date by which additional information must be received to maintain eligibility. Regulations prohibiting certain types of discrimination against pupils are amended to include gender identity as a prohibited category. Basic standards for instructional programs are updated to include: a plan for recording pupil progress and credit for correspondence or on-line courses, procedures that districts use for multiple sessions, a prohibition against counting students who attend school fewer than 2 hours per day when calculating general State aid, and a clarification of the staff requirements for library media programs. The rulemaking also repeals redundant special program provisions. If a school district offers transportation services, the services must be offered to all eligible pupils. SBE implements Public Act 95-496 concerning how SBE will reduce general State aid funds for districts that fail to report information about the required student health exams and immunizations. Further changes clarify statutory provisions that allow school districts to use noncertificated personnel in 2 specified instances. Beginning 2/1/12, coursework for middle grade endorsements on teaching certificates or for assignments in the middle grades must have been passed with a grade of "C" or its equivalent to be counted toward any certification requirements. Safety and driver education teachers must hold a secondary level certificate with an endorsement in safety and driver education after 2/1/12. Also, SBE up-

dates the appendix listing professional staff certification types to include only those currently accepted.

NONPUBLIC SCHOOLS

SBE proposed a new Part titled "Voluntary Registration and Recognition of Nonpublic Schools" (23 Ill Adm Code 425; 33 Ill Reg 7819) in response to Public Act 95-707, which makes recognized nonpublic schools eligible for school safety and educational improvement block grants. SBE has for many years registered and recognized nonpublic schools on a voluntary basis. However, under the School Code and the Illinois Administrative Procedure Act, any program that impacts participants' eligibility for public funds must have rules. Since SBE recognition now affects whether nonpublic schools may receive block grants, this new Part formalizes the program in rules. The rulemaking sets forth two ways for nonpublic schools to attain recognition: (1) direct application to SBE followed by on-site visits or (2) proof of approval or recognition by an external accrediting organization whose standards include all requirements currently placed upon nonpublic schools by statute (e.g., curriculum, personnel standards, health and safety rules). A nonpublic school must be registered with SBE for at least one year before recognition may be granted. Schools that are recognized directly by SBE will undergo review and on-site visits every 7 years, while schools that rely upon outside accreditation will be visited in accordance with the accrediting organization's schedule. SBE will renew a school's recognition annually upon verification by the school's chief administrator that the school remains in compliance with the Part or continues to hold its external accreditation. The Part also covers changes in recognition status, appeal procedures, and provisions for recognized schools to receive proportionate shares of safety and educational improvement block-grant funding. Small businesses and not-for-profit corporations that oper-

ate nonpublic schools may be affected by this rulemaking.

EDUCATOR CERTIFICATION

SBE also proposed amendments to "Certification" (23 Ill Adm Code 25; 33 Ill Reg 7655) in response to issues arising over the last year, as well as new Public Acts. The rulemaking updates certification requirements to exempt experienced teachers from student teaching, require alternative certification candidates to complete one year of teaching in a public school or early childhood position, and continue the temporary substitute teaching permit procedures for teachers lacking proper credentials due to loss of records during disaster situations (e.g., hurricanes). Standards and procedures are established for review and possible nonrenewal of teacher/school service personnel/administrative credentials if applicants' certificates were previously denied, suspended, or revoked or if they are delinquent in paying child support or income tax, are in default on student loans, have been proven to be a perpetrator of child abuse or neglect, or have been convicted of certain crimes. Appeal procedures for such nonrenewals are added, also. The temporary provisional vocational certificate will be renewed if the certificate-holder completes 3 semester hours of college credit in the teaching assignment area. After 2/1/12, coursework for an endorsement on a teaching certificate must be passed with a grade no lower than "C" (currently "D") and must comprise 24 semester hours in the subject area. Reading and safety and driver education endorsements reflect these new requirements. For teacher education programs, an accreditation review is now required 5 years after original State accreditation. Programs governed by out-of-state institutions may also be subject to accreditation visits. Institutions not accredited by the National Council for the Accredita-

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tion of Teacher Education (NCATE) will bear part of the cost associated with a state review team visit. The rulemaking establishes a mid-cycle SBE intervention procedure for situations in which an institution is not meeting standards. School social worker, counselor, and psychologist experience requirements are expanded to accommodate out-of-state certification applicants. Other amendments state that the alternative route to administrative certification is available only to managers wishing to change careers in order to enter education and clarify that, after 2/1/12, candidates in the regular general administrative certification preparation programs must complete experience requirements while holding valid certification. The experience requirement for superintendent endorsement candidates now reflects statutory requirements (2 years full-time administrative or supervisory experience in schools), and experience as a director of special education and dean of educa-

tion (under certain circumstances) will count toward this requirement. The director of special education endorsement contains more stringent requirements beginning 2/1/12. The rulemaking limits comparability of educational programs to those offered by regionally accredited out-of-state institutions. Recommendations by institutions of higher education for certification by entitlement are limited to 3 years. In addition, the rulemaking updates the Illinois Teaching Excellence Program to reflect statutory changes in Public Act 95-966. The unforeseeable departure of a fully qualified teacher may serve as a reason for hiring a less qualified replacement for up to 3 years. Revised paraprofessional (e.g., teacher aide) rules allow a bachelor's degree or provisional vocational certification as eligibility requirements, eliminate obsolete requirements, and streamline procedures for paraprofessional applicants who are currently certificated. Provisions concerning use of volunteers and noncer-

tificated personnel in school districts have been moved to 23 Ill Adm Code 1. Changes to the Illinois Certification Testing System include: differentiating between paper and pencil and computer-based testing, defining unauthorized aid, limiting test passage attempts to 5 times in any combination of paper and pencil or computer-based testing, and adding provisions for cancelling scores. In accordance with Public Act 95-793, references to "continuing education units" as renewal requirements are replaced by "continuing professional development units". The limit of 5 new teachers per mentor is lifted, and statistical testing equations (a component of certification test scoring) are updated to reflect current procedures.

Questions/requests for copies/comments concerning the 3 SBE rulemakings above through 7/27/09: Sally Vogl at the SBE address above, 217/782-5270.

Second Notices

The following rulemakings were moved to second notice this week by the agencies listed below, commencing the JCAR review period. The SBE rulemakings will be considered at JCAR's June 16, 2009 meeting, and the DFPR and SUCSS rulemakings are on the July 14th meeting agenda.

STATE BOARD OF EDUCATION

"Calculation of Excess Cost Under Section 18-3 of the School Code" (23 Ill Adm Code 140) proposed 3/6/09 (33 Ill Reg 3973)

"Alternative Learning Opportunities Program" (23 Ill Adm Code 240) proposed 3/6/09 (33 Ill

Reg 3982)

DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION

"Illinois Architecture Practice Act of 1989" (68 Ill Adm Code 1150) proposed 4/10/09 (33 Ill Reg 5081)

STATE UNIVERSITIES CIVIL SERVICE SYSTEM

"State Universities Civil Service System" (80 Ill Adm Code 250) proposed 2/20/09 (33 Ill Reg 3258)