



## 104TH GENERAL ASSEMBLY

### State of Illinois

2025 and 2026

HB1235

Introduced 1/28/2025, by Rep. Maurice A. West, II

#### SYNOPSIS AS INTRODUCED:

105 ILCS 5/10-20.88 new  
105 ILCS 5/34-18.88 new

Amends the School Code. Requires school districts with a population of 3,000 or more students to interview a minimum percentage of minority candidates for teaching positions. Exempts teaching positions within an English as a Second Language program from the requirement. Sets forth the formula for the school district to use to calculate the minimum percentage required. Provides that if the school district is unable to interview the required minimum percentage of minority candidates for 2 consecutive years, the school district must implement a program for school district employees interested in obtaining a Professional Educator License. Effective immediately.

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STATE MANDATES  
ACT MAY REQUIRE  
REIMBURSEMENT

A BILL FOR

1 AN ACT concerning education.

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

4 Section 5. The School Code is amended by adding Sections  
5 10-20.88 and 34-18.88 as follows:

6 (105 ILCS 5/10-20.88 new)

7 Sec. 10-20.88. Minimum percentage of minority teaching  
8 candidates.

9 (a) During the process of interviewing candidates for a  
10 teaching position, a school district with a population of  
11 3,000 or more students must interview a minimum percentage of  
12 minority candidates for the position as provided in this  
13 subsection (a). The minimum percentage requirement does not  
14 apply to teaching positions in an English as a Second Language  
15 program. The minimum percentage is calculated by subtracting  
16 10% from the percentage of minority students enrolled in the  
17 school district. A school district that is unable to interview  
18 the required minimum percentage of minority candidates for 2  
19 consecutive years must establish a program to assist minority  
20 employees of the school district who are interested in  
21 obtaining a Professional Educator License under Section 21B-20  
22 of this Code.

23 (b) To facilitate the implementation of the program that

1 may be required under subsection (a), a school district is  
2 encouraged to collaborate with an Illinois institution of  
3 higher education that offers an approved educator preparation  
4 program. The program established by the school district under  
5 subsection (a) must:

6 (1) provide minority employees with information about  
7 the educator preparation program;

8 (2) assist minority employees in enrolling in the  
9 educator preparation program;

10 (3) offer flexible work hours for an employee to  
11 complete the educator preparation program; and

12 (4) provide financial incentives to encourage minority  
13 employees to obtain a Professional Educator License.

14 (c) A program developed by a school district under  
15 subsection (a) must be submitted to and approved by the State  
16 Board of Education prior to implementation of the program.

17 (105 ILCS 5/34-18.88 new)

18 Sec. 34-18.88. Minimum percentage of minority teaching  
19 candidates.

20 (a) During the process of interviewing candidates for a  
21 teaching position, the school district must interview a  
22 minimum percentage of minority candidates for the position as  
23 provided in this subsection (a). The minimum percentage  
24 requirement does not apply to teaching positions in an English  
25 as a Second Language program. The minimum percentage is

1 calculated by subtracting 10% from the percentage of minority  
2 students enrolled in the school district. If the school  
3 district is unable to interview the required minimum  
4 percentage of minority candidates for 2 consecutive years, the  
5 school district must establish a program to assist minority  
6 employees of the school district who are interested in  
7 obtaining a Professional Educator License under Section 21B-20  
8 of this Code.

9 (b) To facilitate the implementation of the program that  
10 may be required under subsection (a), the school district is  
11 encouraged to collaborate with an Illinois institution of  
12 higher education that offers an approved educator preparation  
13 program. The program established by the school district under  
14 subsection (a) must:

15 (1) provide minority employees with information about  
16 the educator preparation program;

17 (2) assist minority employees in enrolling in the  
18 educator preparation program;

19 (3) offer flexible work hours for an employee to  
20 complete the educator preparation program; and

21 (4) provide financial incentives to encourage minority  
22 employees to obtain a Professional Educator License.

23 (c) A program developed by the school district under  
24 subsection (a) must be submitted to and approved by the State  
25 Board of Education prior to implementation of the program.

26 Section 99. Effective date. This Act takes effect upon

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1 becoming law.