



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3523

Introduced 2/18/2025, by Rep. Will Guzzardi

SYNOPSIS AS INTRODUCED:

105 ILCS 5/24-8.2 new
110 ILCS 167/20 new

Amends the School Code and the Public Higher Education Act. Provides that in fixing the salaries of employees, the school board or the governing board of each public institution of higher education shall pay to employees an hourly rate of not less than: (i) \$20 for the 2026-2027 academic year; (ii) \$21 for the 2027-2028 academic year; and (iii) \$22 for the 2028-2029 academic year. Provides that the minimum hourly rate for each academic year thereafter shall equal the minimum hourly rate for the previous academic year increased by a percentage equal to the percentage increase, if any, in the Consumer Price Index for All Urban Consumers for all items published by the United States Department of Labor for the previous academic year. Effective immediately.

LRB104 10377 LNS 20452 b

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 Section
5 24-8.2 as follows:

6 (105 ILCS 5/24-8.2 new)

7 Sec. 24-8.2. Minimum salary.

8 (a) As used in this Section, "employee" means an employee
9 of the school district who provides educational support
10 services to the district, including, but not limited to, a
11 custodial employee, a transportation employee, a food service
12 provider, a classroom assistant, administrative staff, or a
13 paraprofessional under subparagraph (J) of paragraph (2) of
14 Section 21B-20.

15 (b) In fixing the salaries of employees, a school board
16 shall pay to employees an hourly rate of not less than: (i) \$20
17 for the 2026-2027 school year; (ii) \$21 for the 2027-2028
18 school year; and (iii) \$22 for the 2028-2029 school year. The
19 minimum hourly rate for each school year thereafter shall
20 equal the minimum hourly rate for the previous school year
21 increased by a percentage equal to the percentage increase, if
22 any, in the Consumer Price Index for All Urban Consumers for
23 all items published by the United States Department of Labor

1 for the previous school year.

2 Section 10. The Public Higher Education Act is amended by
3 adding Section 20 as follows:

4 (110 ILCS 167/20 new)

5 Sec. 20. Minimum salary.

6 (a) As used in this Section, "employee" means an employee
7 of a public institution of higher education who provides
8 educational support services to the institution, including,
9 but not limited to, a custodial employee, a transportation
10 employee, a food service provider, a teaching assistant, or
11 administrative staff.

12 (b) In fixing the salaries of employees, the governing
13 board of each public institution of higher education shall pay
14 to employees an hourly rate of not less than: (i) \$20 for the
15 2026-2027 academic year; (ii) \$21 for the 2027-2028 academic
16 year; and (iii) \$22 for the 2028-2029 academic year. The
17 minimum hourly rate for each academic year thereafter shall
18 equal the minimum hourly rate for the previous academic year
19 increased by a percentage equal to the percentage increase, if
20 any, in the Consumer Price Index for All Urban Consumers for
21 all items published by the United States Department of Labor
22 for the previous academic year.

23 Section 99. Effective date. This Act takes effect upon
24 becoming law.