



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3528

Introduced 2/18/2025, by

SYNOPSIS AS INTRODUCED:

105 ILCS 5/21B-20
105 ILCS 5/24-8.5

Amends the School Code. Provides that no institution of higher education shall establish or maintain any policy which requires student teaching for preservice teachers to be unpaid. Effective immediately.

LRB104 09141 LNS 19197 b

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 1. References to Act. This Act may be referred to
5 as the Affordable Student Teaching Act.

6 Section 5. The School Code is amended by changing Sections
7 21B-20 and 24-8.5 as follows:

8 (105 ILCS 5/21B-20)

9 Sec. 21B-20. Types of licenses. The State Board of
10 Education shall implement a system of educator licensure,
11 whereby individuals employed in school districts who are
12 required to be licensed must have one of the following
13 licenses: (i) a professional educator license; (ii) an
14 educator license with stipulations; (iii) a substitute
15 teaching license; or (iv) until June 30, 2028, a short-term
16 substitute teaching license. References in law regarding
17 individuals certified or certificated or required to be
18 certified or certificated under Article 21 of this Code shall
19 also include individuals licensed or required to be licensed
20 under this Article. The first year of all licenses ends on June
21 30 following one full year of the license being issued.

22 The State Board of Education, in consultation with the

1 State Educator Preparation and Licensure Board, may adopt such
2 rules as may be necessary to govern the requirements for
3 licenses and endorsements under this Section.

4 (1) Professional Educator License. Persons who (i)
5 have successfully completed an approved educator
6 preparation program and are recommended for licensure by
7 the Illinois institution offering the educator preparation
8 program, (ii) have successfully completed the required
9 testing under Section 21B-30 of this Code, (iii) have
10 successfully completed coursework on the psychology of,
11 the identification of, and the methods of instruction for
12 the exceptional child, including, without limitation,
13 children with learning disabilities, (iv) have
14 successfully completed coursework in methods of reading
15 and reading in the content area, and (v) have met all other
16 criteria established by rule of the State Board of
17 Education shall be issued a Professional Educator License.
18 All Professional Educator Licenses are valid until June 30
19 immediately following 5 years of the license being issued.
20 The Professional Educator License shall be endorsed with
21 specific areas and grade levels in which the individual is
22 eligible to practice. For an early childhood education
23 endorsement, an individual may satisfy the student
24 teaching requirement of his or her early childhood teacher
25 preparation program through placement in a setting with
26 children from birth through grade 2, and the individual

1 may be paid and receive credit while student teaching. The
2 student teaching experience must meet the requirements of
3 and be approved by the individual's early childhood
4 teacher preparation program. No institution of higher
5 education shall establish or maintain any policy which
6 requires student teaching for preservice teachers to be
7 unpaid.

8 Individuals can receive subsequent endorsements on the
9 Professional Educator License. Subsequent endorsements
10 shall require a minimum of 24 semester hours of coursework
11 in the endorsement area and passage of the applicable
12 content area test, unless otherwise specified by rule.

13 (2) Educator License with Stipulations. An Educator
14 License with Stipulations shall be issued an endorsement
15 that limits the license holder to one particular position
16 or does not require completion of an approved educator
17 program or both.

18 An individual with an Educator License with
19 Stipulations must not be employed by a school district or
20 any other entity to replace any presently employed teacher
21 who otherwise would not be replaced for any reason.

22 An Educator License with Stipulations may be issued
23 with the following endorsements:

24 (A) (Blank).

25 (B) Alternative provisional educator. An
26 alternative provisional educator endorsement on an

1 Educator License with Stipulations may be issued to an
2 applicant who, at the time of applying for the
3 endorsement, has done all of the following:

4 (i) Graduated from a regionally accredited
5 college or university with a minimum of a
6 bachelor's degree.

7 (ii) Successfully completed the first phase of
8 the Alternative Educator Licensure Program for
9 Teachers, as described in Section 21B-50 of this
10 Code.

11 (iii) Passed a content area test, as required
12 under Section 21B-30 of this Code.

13 The alternative provisional educator endorsement is
14 valid for 2 years of teaching and may be renewed for a
15 third year by an individual meeting the requirements set
16 forth in Section 21B-50 of this Code.

17 (C) Alternative provisional superintendent. An
18 alternative provisional superintendent endorsement on
19 an Educator License with Stipulations entitles the
20 holder to serve only as a superintendent or assistant
21 superintendent in a school district's central office.
22 This endorsement may only be issued to an applicant
23 who, at the time of applying for the endorsement, has
24 done all of the following:

25 (i) Graduated from a regionally accredited
26 college or university with a minimum of a master's

1 degree in a management field other than education.

2 (ii) Been employed for a period of at least 5
3 years in a management level position in a field
4 other than education.

5 (iii) Successfully completed the first phase
6 of an alternative route to superintendent
7 endorsement program, as provided in Section 21B-55
8 of this Code.

9 (iv) Passed a content area test required under
10 Section 21B-30 of this Code.

11 The endorsement is valid for 2 fiscal years in
12 order to complete one full year of serving as a
13 superintendent or assistant superintendent.

14 (D) (Blank).

15 (E) Career and technical educator. A career and
16 technical educator endorsement on an Educator License
17 with Stipulations may be issued to an applicant who
18 has a minimum of 60 semester hours of coursework from a
19 regionally accredited institution of higher education
20 or an accredited trade and technical institution and
21 has a minimum of 2,000 hours of experience outside of
22 education in each area to be taught.

23 The career and technical educator endorsement on
24 an Educator License with Stipulations is valid until
25 June 30 immediately following 5 years of the
26 endorsement being issued and may be renewed.

1 An individual who holds a valid career and
2 technical educator endorsement on an Educator License
3 with Stipulations but does not hold a bachelor's
4 degree may substitute teach in career and technical
5 education classrooms.

6 An individual who holds a valid career and
7 technical educator endorsement on an Educator License
8 with Stipulations is entitled to all of the rights and
9 privileges granted to a holder of a Professional
10 Educator License.

11 (F) (Blank).

12 (G) Transitional bilingual educator. A
13 transitional bilingual educator endorsement on an
14 Educator License with Stipulations may be issued for
15 the purpose of providing instruction in accordance
16 with Article 14C of this Code to an applicant who
17 provides satisfactory evidence that he or she meets
18 all of the following requirements:

19 (i) Possesses adequate speaking, reading, and
20 writing ability in the language other than English
21 in which transitional bilingual education is
22 offered.

23 (ii) Has the ability to successfully
24 communicate in English.

25 (iii) Either possessed, within 5 years
26 previous to his or her applying for a transitional

1 bilingual educator endorsement, a valid and
2 comparable teaching certificate or comparable
3 authorization issued by a foreign country or holds
4 a degree from an institution of higher learning in
5 a foreign country that the State Educator
6 Preparation and Licensure Board determines to be
7 the equivalent of a bachelor's degree from a
8 regionally accredited institution of higher
9 learning in the United States.

10 A transitional bilingual educator endorsement
11 shall be valid for prekindergarten through grade 12,
12 is valid until June 30 immediately following 5 years
13 of the endorsement being issued, and shall not be
14 renewed.

15 Persons holding a transitional bilingual educator
16 endorsement shall not be employed to replace any
17 presently employed teacher who otherwise would not be
18 replaced for any reason.

19 (H) Language endorsement. In an effort to
20 alleviate the shortage of teachers speaking a language
21 other than English in the public schools, an
22 individual who holds an Educator License with
23 Stipulations may also apply for a language
24 endorsement, provided that the applicant provides
25 satisfactory evidence that he or she meets all of the
26 following requirements:

1 (i) Holds a transitional bilingual
2 endorsement.

3 (ii) Has demonstrated proficiency in the
4 language for which the endorsement is to be issued
5 by passing the applicable language content test
6 required by the State Board of Education.

7 (iii) Holds a bachelor's degree or higher from
8 a regionally accredited institution of higher
9 education or, for individuals educated in a
10 country other than the United States, holds a
11 degree from an institution of higher learning in a
12 foreign country that the State Educator
13 Preparation and Licensure Board determines to be
14 the equivalent of a bachelor's degree from a
15 regionally accredited institution of higher
16 learning in the United States.

17 (iv) (Blank).

18 A language endorsement on an Educator License with
19 Stipulations is valid for prekindergarten through
20 grade 12 for the same validity period as the
21 individual's transitional bilingual educator
22 endorsement on the Educator License with Stipulations
23 and shall not be renewed.

24 (I) Visiting international educator. A visiting
25 international educator endorsement on an Educator
26 License with Stipulations may be issued to an

1 individual who is being recruited by a particular
2 school district that conducts formal recruitment
3 programs outside of the United States to secure the
4 services of qualified teachers and who meets all of
5 the following requirements:

6 (i) Holds the equivalent of a minimum of a
7 bachelor's degree issued in the United States.

8 (ii) Has been prepared as a teacher at the
9 grade level for which he or she will be employed.

10 (iii) Has adequate content knowledge in the
11 subject to be taught.

12 (iv) Has an adequate command of the English
13 language.

14 A holder of a visiting international educator
15 endorsement on an Educator License with Stipulations
16 shall be permitted to teach in bilingual education
17 programs in the language that was the medium of
18 instruction in his or her teacher preparation program,
19 provided that he or she passes the English Language
20 Proficiency Examination or another test of writing
21 skills in English identified by the State Board of
22 Education, in consultation with the State Educator
23 Preparation and Licensure Board.

24 A visiting international educator endorsement on
25 an Educator License with Stipulations is valid for 5
26 years and shall not be renewed.

1 (J) Paraprofessional educator. A paraprofessional
2 educator endorsement on an Educator License with
3 Stipulations may be issued to an applicant who holds a
4 high school diploma or its recognized equivalent and
5 (i) holds an associate's degree or a minimum of 60
6 semester hours of credit from a regionally accredited
7 institution of higher education; (ii) has passed a
8 paraprofessional competency test under subsection
9 (c-5) of Section 21B-30; or (iii) is at least 18 years
10 of age and will be using the Educator License with
11 Stipulations exclusively for grades prekindergarten
12 through grade 8, until the individual reaches the age
13 of 19 years and otherwise meets the criteria for a
14 paraprofessional educator endorsement pursuant to this
15 subparagraph (J). The paraprofessional educator
16 endorsement is valid until June 30 immediately
17 following 5 years of the endorsement being issued and
18 may be renewed through application and payment of the
19 appropriate fee, as required under Section 21B-40 of
20 this Code. An individual who holds only a
21 paraprofessional educator endorsement is not subject
22 to additional requirements in order to renew the
23 endorsement.

24 (K) Chief school business official. A chief school
25 business official endorsement on an Educator License
26 with Stipulations may be issued to an applicant who

1 qualifies by having a master's degree or higher, 2
2 years of full-time administrative experience in school
3 business management or 2 years of university-approved
4 practical experience, and a minimum of 24 semester
5 hours of graduate credit in a program approved by the
6 State Board of Education for the preparation of school
7 business administrators and by passage of the
8 applicable State tests, including an applicable
9 content area test.

10 The chief school business official endorsement may
11 also be affixed to the Educator License with
12 Stipulations of any holder who qualifies by having a
13 master's degree in business administration, finance,
14 accounting, or public administration and who completes
15 an additional 6 semester hours of internship in school
16 business management from a regionally accredited
17 institution of higher education and passes the
18 applicable State tests, including an applicable
19 content area test. This endorsement shall be required
20 for any individual employed as a chief school business
21 official.

22 The chief school business official endorsement on
23 an Educator License with Stipulations is valid until
24 June 30 immediately following 5 years of the
25 endorsement being issued and may be renewed if the
26 license holder completes renewal requirements as

1 required for individuals who hold a Professional
2 Educator License endorsed for chief school business
3 official under Section 21B-45 of this Code and such
4 rules as may be adopted by the State Board of
5 Education.

6 The State Board of Education shall adopt any rules
7 necessary to implement Public Act 100-288.

8 (L) Provisional in-state educator. A provisional
9 in-state educator endorsement on an Educator License
10 with Stipulations may be issued to a candidate who has
11 completed an Illinois-approved educator preparation
12 program at an Illinois institution of higher education
13 and who has not successfully completed an
14 evidence-based assessment of teacher effectiveness but
15 who meets all of the following requirements:

16 (i) Holds at least a bachelor's degree.

17 (ii) Has completed an approved educator
18 preparation program at an Illinois institution.

19 (iii) Has passed an applicable content area
20 test, as required by Section 21B-30 of this Code.

21 (iv) Has attempted an evidence-based
22 assessment of teacher effectiveness and received a
23 minimum score on that assessment, as established
24 by the State Board of Education in consultation
25 with the State Educator Preparation and Licensure
26 Board.

1 A provisional in-state educator endorsement on an
2 Educator License with Stipulations is valid for one
3 full fiscal year after the date of issuance and may not
4 be renewed.

5 (M) (Blank).

6 (N) Specialized services. A specialized services
7 endorsement on an Educator License with Stipulations
8 may be issued as defined and specified by rule.

9 (O) Provisional career and technical educator. A
10 provisional career and technical educator endorsement
11 on an Educator License with Stipulations may be issued
12 to an applicant who has a minimum of 8,000 hours of
13 work experience in the skill for which the applicant
14 is seeking the endorsement. Each employing school
15 board and regional office of education shall provide
16 verification, in writing, to the State Superintendent
17 of Education at the time the application is submitted
18 that no qualified teacher holding a Professional
19 Educator License or an Educator License with
20 Stipulations with a career and technical educator
21 endorsement is available to teach and that actual
22 circumstances require such issuance.

23 A provisional career and technical educator
24 endorsement on an Educator License with Stipulations
25 is valid until June 30 immediately following 5 years
26 of the endorsement being issued and may be renewed.

1 An individual who holds a provisional career and
2 technical educator endorsement on an Educator License
3 with Stipulations may teach as a substitute teacher in
4 career and technical education classrooms.

5 An individual who holds a provisional career and
6 technical educator endorsement on an Educator License
7 with Stipulations is entitled to all of the rights and
8 privileges granted to a holder of a Professional
9 Educator License.

10 (3) Substitute Teaching License. A Substitute Teaching
11 License may be issued to qualified applicants for
12 substitute teaching in all grades of the public schools,
13 prekindergarten through grade 12. Substitute Teaching
14 Licenses are not eligible for endorsements. Applicants for
15 a Substitute Teaching License must hold a bachelor's
16 degree or higher from a regionally accredited institution
17 of higher education or must be enrolled in an approved
18 educator preparation program in this State and have earned
19 at least 90 credit hours.

20 Substitute Teaching Licenses are valid for 5 years.

21 Substitute Teaching Licenses are valid for substitute
22 teaching in every county of this State. If an individual
23 has had his or her Professional Educator License or
24 Educator License with Stipulations suspended or revoked,
25 then that individual is not eligible to obtain a
26 Substitute Teaching License.

1 A substitute teacher may only teach in the place of a
2 licensed teacher who is under contract with the employing
3 board. If, however, there is no licensed teacher under
4 contract because of an emergency situation, then a
5 district may employ a substitute teacher for no longer
6 than 30 calendar days per each vacant position in the
7 district if the district notifies the appropriate regional
8 office of education within 5 business days after the
9 employment of the substitute teacher in that vacant
10 position. A district may continue to employ that same
11 substitute teacher in that same vacant position for 90
12 calendar days or until the end of the semester, whichever
13 is greater, if, prior to the expiration of the
14 30-calendar-day period then current, the district files a
15 written request with the appropriate regional office of
16 education for a 30-calendar-day extension on the basis
17 that the position remains vacant and the district
18 continues to actively seek qualified candidates and
19 provides documentation that it has provided training
20 specific to the position, including training on meeting
21 the needs of students with disabilities and English
22 learners if applicable. Each extension request shall be
23 granted in writing by the regional office of education. An
24 emergency situation is one in which an unforeseen vacancy
25 has occurred and (i) a teacher is unexpectedly unable to
26 fulfill his or her contractual duties or (ii) teacher

1 capacity needs of the district exceed previous indications
2 or vacancies are unfilled due to a lack of qualified
3 candidates, and the district is actively engaged in
4 advertising to hire a fully licensed teacher for the
5 vacant position.

6 There is no limit on the number of days that a
7 substitute teacher may teach in a single school district,
8 provided that no substitute teacher may teach for longer
9 than 120 days beginning with the 2021-2022 school year
10 through the 2022-2023 school year, otherwise 90 school
11 days for any one licensed teacher under contract in the
12 same school year. A substitute teacher who holds a
13 Professional Educator License or Educator License with
14 Stipulations shall not teach for more than 120 school days
15 for any one licensed teacher under contract in the same
16 school year. The limitations in this paragraph (3) on the
17 number of days a substitute teacher may be employed do not
18 apply to any school district operating under Article 34 of
19 this Code.

20 A school district may not require an individual who
21 holds a valid Professional Educator License or Educator
22 License with Stipulations to seek or hold a Substitute
23 Teaching License to teach as a substitute teacher.

24 (4) Short-Term Substitute Teaching License. Beginning
25 on July 1, 2018 and until June 30, 2028, applicants may
26 apply to the State Board of Education for issuance of a

1 Short-Term Substitute Teaching License. A Short-Term
2 Substitute Teaching License may be issued to a qualified
3 applicant for substitute teaching in all grades of the
4 public schools, prekindergarten through grade 12.
5 Short-Term Substitute Teaching Licenses are not eligible
6 for endorsements. Applicants for a Short-Term Substitute
7 Teaching License must hold an associate's degree or have
8 completed at least 60 credit hours from a regionally
9 accredited institution of higher education.

10 Short-Term Substitute Teaching Licenses are valid for
11 substitute teaching in every county of this State. If an
12 individual has had his or her Professional Educator
13 License or Educator License with Stipulations suspended or
14 revoked, then that individual is not eligible to obtain a
15 Short-Term Substitute Teaching License.

16 The provisions of Sections 10-21.9 and 34-18.5 of this
17 Code apply to short-term substitute teachers.

18 An individual holding a Short-Term Substitute Teaching
19 License may teach no more than 15 consecutive days per
20 licensed teacher who is under contract. For teacher
21 absences lasting 6 or more days per licensed teacher who
22 is under contract, a school district may not hire an
23 individual holding a Short-Term Substitute Teaching
24 License, unless the Governor has declared a disaster due
25 to a public health emergency pursuant to Section 7 of the
26 Illinois Emergency Management Agency Act. An individual

1 holding a Short-Term Substitute Teaching License must
2 complete the training program under Section 10-20.67 or
3 34-18.60 of this Code to be eligible to teach at a public
4 school. Short-Term Substitute Teaching Licenses under this
5 Section are valid for 5 years.

6 (Source: P.A. 102-711, eff. 1-1-23; 102-712, eff. 4-27-22;
7 102-713, eff. 1-1-23; 102-717, eff. 4-29-22; 102-894, eff.
8 5-20-22; 103-111, eff. 6-29-23; 103-154, eff. 6-30-23;
9 103-193, eff. 1-1-24; 103-564, eff. 11-17-23; 103-617, eff.
10 7-1-24.)

11 (105 ILCS 5/24-8.5)

12 Sec. 24-8.5. Student teacher; salary. Each school district
13 may provide a salary to a student teacher employed by the
14 district. A school district may fix the amount of salary to pay
15 a student teacher under this Section. No institution of higher
16 education shall establish or maintain any policy which
17 requires student teaching for preservice teachers to be
18 unpaid.

19 (Source: P.A. 101-220, eff. 8-7-19.)

20 Section 99. Effective date. This Act takes effect upon
21 becoming law.