



## 104TH GENERAL ASSEMBLY

### State of Illinois

2025 and 2026

**HB4688**

by Rep. Maura Hirschauer

#### SYNOPSIS AS INTRODUCED:

105 ILCS 5/24-8.2 new

Amends the Employment of Teachers Article of the School Code. Provides that in fixing the salaries of employees, a school board or the governing board of a joint agreement shall pay to employees an hourly rate of not less than (i) \$20 for the 2027-2028 school year, (ii) \$21 for the 2028-2029 school year, and (iii) \$22 for the 2029-2030 school year. Provides that the minimum hourly rate for each school year thereafter shall equal the minimum salary rate for the previous school 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 school year. Provides that "employee" means any employee of a school district or joint agreement who provides educational support services to the district or joint agreement, including, but not limited to, custodial employees, transportation employees, food service providers, classroom assistants, administrative staff, or paraprofessional educators. Provides that an employee's salary shall include any amount paid by the school district or joint agreement on behalf of the employee, as employee contributions, to the Illinois Municipal Retirement Fund. Effective immediately.

LRB104 17978 LNS 31415 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 for certain employees.

8 (a) In this Section, "employee" means any employee of a  
9 school district or joint agreement under Section 10-22.31 who  
10 provides educational support services to the district or joint  
11 agreement, including, but not limited to, custodial employees,  
12 transportation employees, food service providers, classroom  
13 assistants, administrative staff, or paraprofessional  
14 educators as defined in subparagraph (J) of paragraph (2) of  
15 Section 21B-20.

16 (b) In fixing the salaries of employees, a school board or  
17 the governing board of a joint agreement under Section  
18 10-22.31 shall pay to employees an hourly rate of not less than  
19 (i) \$20 for the 2027-2028 school year, (ii) \$21 for the  
20 2028-2029 school year, and (iii) \$22 for the 2029-2030 school  
21 year. The minimum hourly rate for each school year thereafter  
22 shall equal the minimum salary rate for the previous school  
23 year increased by a percentage equal to the percentage

1 increase, if any, in the Consumer Price Index for All Urban  
2 Consumers for all items published by the United States  
3 Department of Labor for the previous school year.

4 (c) For the purpose of this Section, an employee's salary  
5 shall include any amount paid by the school district or joint  
6 agreement on behalf of the employee, as employee  
7 contributions, to the Illinois Municipal Retirement Fund  
8 created under Article 7 of the Illinois Pension Code.

9 Section 99. Effective date. This Act takes effect upon  
10 becoming law.