

# HB4864



## 104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

**HB4864**

by Rep. Janet Yang Rohr

### SYNOPSIS AS INTRODUCED:

105 ILCS 5/10-22.39

Amends the School Code. With respect to in-service training programs, provides that the school board of each school district operating a secondary education program shall annually conduct in-service training on iron deficiency and iron anemia caused by participation in athletics for all coaches of high school interscholastic athletics in the school district. Provides that the training shall include menstrual dysfunction, low-energy availability, low bone-mineral density, signs and symptoms, the impact on health and performance, and what measures can be taken to prevent or mitigate the negative impacts of these conditions.

LRB104 17884 LNS 31320 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 changing Section  
5 10-22.39 as follows:

6 (105 ILCS 5/10-22.39)

7 Sec. 10-22.39. In-service training programs.

8 (a) To conduct in-service training programs for teachers,  
9 administrators, and school support personnel.

10 (b) In addition to other topics at in-service training  
11 programs listed in this Section, teachers, administrators, and  
12 school support personnel who work with pupils must be trained  
13 in the following topics: health conditions of students;  
14 social-emotional learning; developing cultural competency;  
15 identifying warning signs of mental illness and suicidal  
16 behavior in youth; domestic and sexual violence and the needs  
17 of expectant and parenting youth; protections and  
18 accommodations for students; educator ethics; responding to  
19 child sexual abuse and grooming behavior; and effective  
20 instruction in violence prevention and conflict resolution.  
21 In-service training programs in these topics shall be credited  
22 toward hours of professional development required for license  
23 renewal as outlined in subsection (e) of Section 21B-45.

1 School support personnel may be exempt from in-service  
2 training if the training is not relevant to the work they do.

3 Nurses and school nurses, as defined by Section 10-22.23,  
4 are exempt from training required in subsection (b-5).

5 Beginning July 1, 2024, all teachers, administrators, and  
6 school support personnel shall complete training as outlined  
7 in Section 10-22.39 during an in-service training program  
8 conducted by their school board or through other training  
9 opportunities, including, but not limited to, institutes under  
10 Section 3-11. Such training must be completed within 6 months  
11 of employment by a school board and renewed at least once every  
12 5 years, unless required more frequently by other State or  
13 federal law or in accordance with this Section. If teachers,  
14 administrators, or school support personnel obtain training  
15 outside of an in-service training program or from a previous  
16 public school district or nonpublic school employer, they may  
17 present documentation showing current compliance with this  
18 subsection to satisfy the requirement of receiving training  
19 within 6 months of first being employed. Training may be  
20 delivered through online, asynchronous means.

21 (b-5) Training regarding health conditions of students for  
22 staff required by this Section shall include, but is not  
23 limited to:

24 (1) (Blank).

25 (2) Anaphylactic reactions and management. Such  
26 training shall be conducted by persons with expertise in

1 anaphylactic reactions and management.

2 (3) The management of asthma, the prevention of asthma  
3 symptoms, and emergency response in the school setting.

4 (4) The basics of seizure recognition and first aid  
5 and appropriate emergency protocols. Such training must be  
6 fully consistent with the best practice guidelines issued  
7 by the Centers for Disease Control and Prevention.

8 (5) The basics of diabetes care, how to identify when  
9 a student with diabetes needs immediate or emergency  
10 medical attention, and whom to contact in the case of an  
11 emergency.

12 (6) Current best practices regarding the  
13 identification and treatment of attention deficit  
14 hyperactivity disorder.

15 (7) Instruction on how to respond to an incident  
16 involving life-threatening bleeding and, if applicable,  
17 how to use a school's trauma kit. Beginning with the  
18 2024-2025 school year, training on life-threatening  
19 bleeding must be completed within 6 months of the employee  
20 first being employed by a school board and renewed within  
21 2 years. Beginning with the 2027-2028 school year, the  
22 training must be completed within 6 months of the employee  
23 first being employed by a school board and renewed at  
24 least once every 5 years thereafter. School district  
25 employees who are trained to respond to trauma pursuant to  
26 this subsection (b-5) shall be immune from civil liability

1 in the use of a trauma kit unless the action constitutes  
2 willful or wanton misconduct.

3 In consultation with professional organizations with  
4 expertise in student health issues, including, but not limited  
5 to, asthma management, anaphylactic reactions, seizure  
6 recognition, and diabetes care, the State Board of Education  
7 shall make available resource materials for educating school  
8 personnel about student health conditions and emergency  
9 response in the school setting.

10 A school board may satisfy the life-threatening bleeding  
11 training under this subsection by using the training,  
12 including online training, available from the American College  
13 of Surgeons or any other similar organization.

14 (b-10) The training regarding social-emotional learning  
15 for staff required by this Section may include, at a minimum,  
16 providing education to all school personnel about the content  
17 of the Illinois Social and Emotional Learning Standards, how  
18 those standards apply to everyday school interactions, and  
19 examples of how social emotional learning can be integrated  
20 into instructional practices across all grades and subjects.

21 (b-15) The training regarding developing cultural  
22 competency for staff required by this Section shall include,  
23 but is not limited to, understanding and reducing implicit  
24 bias, including implicit racial bias. As used in this  
25 subsection, "implicit racial bias" has the meaning set forth  
26 in Section 10-20.61.

1 (b-20) The training regarding identifying warning signs of  
2 mental illness, trauma, and suicidal behavior in youth for  
3 staff required by this Section shall include, but is not  
4 limited to, appropriate intervention and referral techniques,  
5 including resources and guidelines as outlined in Section  
6 2-3.166, and must include the definitions of trauma,  
7 trauma-responsive learning environments, and whole child set  
8 forth in subsection (b) of Section 3-11 of this Code.

9 Illinois Mental Health First Aid training, established  
10 under the Illinois Mental Health First Aid Training Act, may  
11 satisfy the requirements of this subsection.

12 If teachers, administrators, or school support personnel  
13 obtain mental health first aid training outside of an  
14 in-service training program, they may present a certificate of  
15 successful completion of the training to the school district  
16 to satisfy the requirements of this subsection. Training  
17 regarding the implementation of trauma-informed practices  
18 under subsection (b) of Section 3-11 satisfies the  
19 requirements of this subsection.

20 (b-25) As used in this subsection:

21 "Domestic violence" means abuse by a family or household  
22 member, as "abuse" and "family or household members" are  
23 defined in Section 103 of the Illinois Domestic Violence Act  
24 of 1986.

25 "Sexual violence" means sexual assault, abuse, or stalking  
26 of an adult or minor child proscribed in the Criminal Code of

1 1961 or in Sections 11-1.20, 11-1.30, 11-1.40, 11-1.50,  
2 11-1.60, 12-7.3, 12-7.4, 12-7.5, 12-12, 12-13, 12-14, 12-14.1,  
3 12-15, and 12-16 of the Criminal Code of 2012, including  
4 sexual violence committed by perpetrators who are strangers to  
5 the victim and sexual violence committed by perpetrators who  
6 are known or related by blood or marriage to the victim.

7 The training regarding domestic and sexual violence and  
8 the needs of expectant and parenting youth for staff required  
9 by this Section must be conducted by persons with expertise in  
10 domestic and sexual violence and the needs of expectant and  
11 parenting youth, and shall include, but is not limited to:

12 (1) communicating with and listening to youth victims  
13 of domestic or sexual violence and expectant and parenting  
14 youth;

15 (2) connecting youth victims of domestic or sexual  
16 violence and expectant and parenting youth to appropriate  
17 in-school services and other agencies, programs, and  
18 services as needed;

19 (3) implementing the school district's policies,  
20 procedures, and protocols with regard to such youth,  
21 including confidentiality; at a minimum, school personnel  
22 must be trained to understand, provide information and  
23 referrals, and address issues pertaining to youth who are  
24 parents, expectant parents, or victims of domestic or  
25 sexual violence; and

26 (4) procedures for responding to incidents of teen

1 dating violence that take place at the school, on school  
2 grounds, at school-sponsored activities, or in vehicles  
3 used for school-provided transportation as outlined in  
4 Section 27-240 of this Code.

5 (b-30) The training regarding protections and  
6 accommodations for students shall include, but is not limited  
7 to, instruction on the federal Americans with Disabilities  
8 Act, as it pertains to the school environment, and  
9 homelessness. Beginning with the 2024-2025 school year,  
10 training on homelessness must be completed within 6 months of  
11 an employee first being employed by a school board and renewed  
12 within 2 years. Beginning with the 2027-2028 school year, the  
13 training must be completed within 6 months of the employee  
14 first being employed by a school board and renewed at least  
15 once every 5 years thereafter. Training on homelessness shall  
16 include the following:

17 (1) the definition of homeless children and youths  
18 under 42 U.S.C. 11434a;

19 (2) the signs of homelessness and housing insecurity;

20 (3) the rights of students experiencing homelessness  
21 under State and federal law;

22 (4) the steps to take when a homeless or  
23 housing-insecure student is identified; and

24 (5) the appropriate referral techniques, including the  
25 name and contact number of the school or school district  
26 homeless liaison.

1 School boards may work with a community-based organization  
2 that specializes in working with homeless children and youth  
3 to develop and provide the training.

4 (b-35) The training regarding educator ethics and  
5 responding to child sexual abuse and grooming behavior shall  
6 include, but is not limited to, teacher-student conduct,  
7 school employee-student conduct, and evidence-informed  
8 training on preventing, recognizing, reporting, and responding  
9 to child sexual abuse and grooming as outlined in Section  
10 10-23.13.

11 (b-40) The training regarding effective instruction in  
12 violence prevention and conflict resolution required by this  
13 Section shall be conducted in accordance with the requirements  
14 of Section 27-115 of this Code.

15 (b-45) Beginning July 1, 2024, all nonpublic elementary  
16 and secondary school teachers, administrators, and school  
17 support personnel shall complete the training set forth in  
18 subsection (b-5). Training must be completed within 6 months  
19 of first being employed by a nonpublic school and renewed at  
20 least once every 5 years, unless required more frequently by  
21 other State or federal law. If nonpublic teachers,  
22 administrators, or school support personnel obtain training  
23 from a public school district or nonpublic school employer,  
24 the teacher, administrator, or school support personnel may  
25 present documentation to the nonpublic school showing current  
26 compliance with this subsection to satisfy the requirement of

1 receiving training within 6 months of first being employed.

2 (c) (Blank).

3 (d) (Blank).

4 (e) (Blank).

5 (f) (Blank).

6 (g) (Blank).

7 (h) At least once every 2 years, a school board shall  
8 conduct in-service training on homelessness for all school  
9 personnel. The training shall include:

10 (1) the definition of homeless children and youth  
11 under Section 11434a of Title 42 of the United States  
12 Code;

13 (2) the signs of homelessness and housing insecurity;

14 (3) the rights of students experiencing homelessness  
15 under State and federal law;

16 (4) the steps to take when a homeless or  
17 housing-insecure student is identified; and

18 (5) the appropriate referral techniques, including the  
19 name and contact number of the school or school district  
20 homeless liaison.

21 A school board may work with a community-based  
22 organization that specializes in working with homeless  
23 children and youth to develop and provide the training.

24 (b-50) Beginning with the 2027-2028 school year, the  
25 school board of each school district operating a secondary  
26 education program shall annually conduct in-service training

1 on iron deficiency and iron anemia caused by participation in  
2 athletics for all coaches of high school interscholastic  
3 athletics in the school district. This training shall, at a  
4 minimum, include menstrual dysfunction, low-energy  
5 availability, low bone-mineral density, signs and symptoms,  
6 the impact on health and performance, and what measures can be  
7 taken to prevent or mitigate the negative impacts of these  
8 conditions.

9 (Source: P.A. 103-41, eff. 8-20-24; 103-128, eff. 6-30-23;  
10 103-413, eff. 1-1-24; 103-542, eff. 7-1-24 (see Section 905 of  
11 P.A. 103-563 for effective date of P.A. 103-542); 103-603,  
12 eff. 1-1-25; 103-605, eff. 7-1-24; 104-391, eff. 8-15-25.)