



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB5397

Introduced 2/10/2026, by Rep. Daniel Didech

SYNOPSIS AS INTRODUCED:

105 ILCS 5/2-3.214 new

Amends the School Code. Establishes within the State Board of Education the shortage differential salary incentive program to support licensed teachers who provide instruction in special education and hard-to-staff locations. Sets forth the various shortage differential grants under the program based on specified criteria. Provides that teachers who receive an annual shortage differential grant for being assigned to a position in a hard-to-staff location shall be assigned to a position in: (1) a complex area identified as a hard-to-staff location by a school district; (2) a complex area whose rate of teachers who have completed a State-approved educator preparation program has been below this State's average rate of teachers who have completed a State-approved educator preparation program for the last 3 years; (3) a geographically isolated complex area; or (4) a complex area whose combined number of vacant teaching positions and emergency hires was higher than 10% in the 2024-2025 and 2025-2026 school years.

LRB104 16435 LNS 29826 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 5. The School Code is amended by adding Section
5 2-3.214 as follows:

6 (105 ILCS 5/2-3.214 new)

7 Sec. 2-3.214. Shortage differential salary incentive
8 program.

9 (a) There is established within the State Board of
10 Education the shortage differential salary incentive program
11 to support licensed teachers who provide instruction in
12 special education and hard-to-staff locations.

13 (b) The shortage differential salary incentive program
14 shall provide:

15 (1) a \$10,000 annual shortage differential grant for
16 each public school teacher who possesses a valid
17 Professional Educator License or Educator License with
18 Stipulations in the subject area of special education and
19 is assigned to a school-level, instructional, special
20 education position;

21 (2) a \$3,000 annual shortage differential grant for
22 each public school teacher who possesses a valid
23 Professional Educator License or Educator License with

1 Stipulations, regardless of subject area, and is assigned
2 to a school-level position at a school identified as a
3 hard-to-staff location by a school district, whether in a
4 classroom or school support personnel position, as long as
5 the teacher is assigned to a location that meets no more
6 than one of the areas listed in paragraphs (1) through (4)
7 of subsection (c);

8 (3) a \$5,000 annual shortage differential grant grant
9 for each public school teacher who possesses a valid
10 Professional Educator License or Educator License with
11 Stipulations, regardless of subject area, and is assigned
12 to a school-level position, whether in a classroom or
13 school support personnel position, as long as the teacher
14 is assigned to a location that meets 2 of the areas listed
15 in paragraphs (1) through (4) of subsection (c);

16 (4) a \$7,500 annual shortage differential grant for
17 each public school teacher who possesses a valid
18 Professional Educator License or Educator License with
19 Stipulations, regardless of subject area, and is assigned
20 to a school-level position, whether in a classroom or
21 school support personnel position, as long as the teacher
22 is assigned to a location that meets 3 of the areas listed
23 in paragraphs (1) through (4) of subsection (c); and

24 (5) a \$5,000 annual shortage differential grant for
25 each public school teacher who possesses a valid
26 Professional Educator License or Educator License with

1 Stipulations, regardless of subject area, and is assigned
2 to a school-level position, whether in a classroom or
3 school support personnel position, as long as the teacher
4 is assigned to a location that meets all 4 of the areas
5 listed in paragraphs (1) through (4) of subsection (c).

6 (c) Teachers who receive an annual shortage differential
7 grant for being assigned to a position in a hard-to-staff
8 location under subsection (b) shall be assigned to a position
9 in:

10 (1) a complex area identified as a hard-to-staff
11 location by a school district;

12 (2) a complex area whose rate of teachers who have
13 completed a State-approved educator preparation program
14 has been below this State's average rate of teachers who
15 have completed a State-approved educator preparation
16 program for the last 3 years;

17 (3) a geographically isolated complex area, which
18 shall be defined as a complex area that is more than 25
19 miles from an urban center; or

20 (4) a complex area whose combined number of vacant
21 teaching positions and emergency hires was higher than 10%
22 in the 2024-2025 and 2025-2026 school years.