

RESPECT



LEGISLATION

WAGES

MINIMUM WAGE

Sets a minimum ESP hourly rate of \$20. That rate increases \$1 each year for the next two years. After that, the minimum salary would be based on the salary rate from the previous year, increased by a percentage equal to the percentage increase, if any, in the Consumer Price Index

PAID SCHOOL HOLIDAYS

Language clarifies the previously passed bill for paid school holidays for K-12 ESP Employees.

JOB PROTECTION, RECRUITMENT & RETENTION

UNEMPLOYMENT INSURANCE

Fixes an inequity in the Unemployment Insurance system that prevents non-instructional academic personnel from receiving unemployment insurance. The legislation would make permanent the ability of non-instructional academic personnel to receive unemployment insurance, which was temporarily allowed during the COVID-19 pandemic.

PENSIONS

TIER 2 FIX

Makes the Tier 2 pension system equitable for all education employees. These changes focus on four areas of benefits that apply to current Tier 2 members and all those hired after the enactment of the legislation, reducing retirement age and increasing the automatic annual increase.

RECENT WINS

HJR 57

House Joint Resolution 57 (Rep. Will Davis, D-Hazel Crest / Sen. Ram Villivalam, D-Chicago) - Tasks the Professional Review Panel and the Illinois State Board of Education to conduct a cost study on implementing a \$22 minimum hourly rate for our Education Support Professionals. The Professional Review Panel and the Illinois State Board of Education must submit the report to the General Assembly and governor by Dec. 31.

OUTSOURCING PROTECTION

To prevent school districts from abusing the emergency clause in the subcontracting law, SB 1799 limits the number of times a district can contract with a 3rd party for non-instructional service to one time a school year (for a total of 90 days) unless the union agrees to extend the contract. The legislation also define "emergency situation" as a sudden and unforeseen event or change in circumstances that calls for immediate action.

MENTAL HEALTH DAYS

SB 3914 provides education employees the use of sick days for mental health related reasons.