

AN ACT concerning education.

**Be it enacted by the People of the State of Illinois,
represented in the General Assembly:**

Section 5. The School Code is amended by adding Sections 10-20.88 and 34-18.88 as follows:

(105 ILCS 5/10-20.88 new)

Sec. 10-20.88. Staff mental health support. By January 1, 2028, each school board must develop a procedure that, at a minimum, incorporates all of the following elements:

(1) A commitment to support employee mental health in the workplace.

(2) Opportunities for staff to provide feedback, including anonymous feedback, on employee mental health. This may include existing feedback opportunities, including, but not limited to, staff meetings or the annual survey of learning conditions under Section 2-3.153.

(3) At a minimum, an annual communication to school district personnel that is included in the employee handbook or another readily accessible format if no handbook exists and that provides information on the mental health resources and support available to staff, such as resources available from the State Board of

Education, the Department of Human Services, or any other resource the school district determines addresses the needs of staff, as well as a description of district-level support to employees related to mental health, if available.

(4) Opportunities for the school board to receive information regarding employee mental health initiatives and programs, which may include reports to the school board or communications from the superintendent to the school board.

(105 ILCS 5/34-18.88 new)

Sec. 34-18.88. Staff mental health support. By January 1, 2028, the board must develop a procedure that, at a minimum, incorporates all of the following elements:

(1) A commitment to support employee mental health in the workplace.

(2) Opportunities for staff to provide feedback, including anonymous feedback, on employee mental health. This may include existing feedback opportunities, including, but not limited to, staff meetings or the annual survey of learning conditions under Section 2-3.153.

(3) At a minimum, an annual communication to school district personnel that is included in the employee handbook or another readily accessible format if no

handbook exists and that provides information on the mental health resources and support available to staff, such as resources available from the State Board of Education, the Department of Human Services, or any other resource the school district determines addresses the needs of staff, as well as a description of district-level support to employees related to mental health, if available.

(4) Opportunities for the board to receive information regarding employee mental health initiatives and programs, which may include reports to the board or communications from the general superintendent of schools to the board.