

AN ACT concerning regulation.

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

Section 5. The Child Care Act of 1969 is amended by adding Sections 6.3 and 6.5 as follows:

(225 ILCS 10/6.3 new)

Sec. 6.3. Child care director educational qualifications.
Child care directors hired on or after the effective date of
this amendatory Act of the 104th General Assembly shall meet
the following educational requirements:

(1) a minimum of an associate degree from an
accredited college or university in child development or
early childhood education; or

(2) the equivalent to paragraph (1) (defined as 64
semester hours or 96 quarter hours in any discipline, with
a minimum of 21 semester hours or 31.5 quarter hours from
an accredited college or university in courses related to
child development, early childhood education, or early
childhood special education) and one of the following:

(A) Gateways to Opportunity Level I Illinois
Director Credential;

(B) 3 semester hours or 4.5 quarter hours of
college credit in administration, leadership, or

management; or

(C) 3 points of credential-approved training in
administration, leadership, or management.

(225 ILCS 10/6.5 new)

Sec. 6.5. Qualifications for interim conditional child
care directors.

(a) A licensed day care center may employ an individual
who is in the process of completing the educational
requirements set forth in 89 Ill. Adm. Code 407.130(e) (2) as
an interim conditional child care director for a period of 12
months if they meet the conditions outlined in paragraph (1)
or (2) of subsection (b). An individual employed under this
Section shall comply with the process established by the
Department of Early Childhood. This process requires the
licensed day care center, at the time of employment, to
provide documentation showing that the individual is enrolled
in courses at an accredited college or university that satisfy
the requirements of 89 Ill. Adm. Code 407.130(e) (2).

(b) During the 12-month employment period, an interim
conditional child care director with any of the following
qualifications is exempt from the educational requirements set
forth in 89 Ill. Adm. Code 407.130(e) (2):

(1) At least 2 years or 3,120 clock hours as an early
childhood teacher at the licensed day care center where
the individual shall serve as an interim conditional child

care director and has at least 64 semester hours or 96 quarter hours of credit from an accredited college or university in any discipline, with a minimum of 15 semester hours or 22.5 quarter hours in courses related to early childhood education, child development, or early childhood special education, and (i) a Gateways to Opportunity Level I Illinois Director Credential, (ii) 3 semester hours or 4.5 quarter hours of credit from an accredited college or university in administration, leadership, or management, or (iii) 3 points of credential-approved training in administration, leadership, or management. A person who is exempt under this paragraph shall obtain a total of at least 21 semester hours or 31.5 quarter hours in courses related to early childhood education, child development, or early childhood special education by the end of the prescribed 12-month period; or

(2) At least 2 years or 3,120 clock hours as an early childhood teacher at the licensed day care center where the individual shall serve as an interim conditional child care director and has at least 64 semester hours or 96 quarter hours of credit from an accredited college or university in any discipline, with a minimum of 21 semester hours or 31.5 quarter hours in courses related to early childhood education, child development, or early childhood special education and without (i) a Gateways to

Opportunity Level I Illinois Director Credential, (ii) 3 semester hours or 4.5 quarter hours of credit from an accredited college or university in administration, leadership, or management, or (iii) 3 points of credential-approved training in administration, leadership, or management. A person who is exempt under this paragraph shall obtain the Gateways to Opportunity Level I Illinois Director Credential, semester or quarter hours, or points of training during the prescribed 12-month period.

(c) Only a licensed day care center that has already employed at least one fully qualified and credentialed child care director may hire an interim conditional child care director.

(d) Any licensed day care center that employs an interim conditional child care director is restricted to hiring no more than one interim conditional child care director at a time for every credentialed and qualified child care director employed. If an interim conditional child care director leaves the position during the 12-month period, the licensed day care center may employ a new interim conditional child care director to replace the previous interim conditional child care director.

(e) A day care center must ensure direct supervision on an ongoing basis by a fully qualified child care director practicing in the State of Illinois, with a minimum of monthly

on-site check-ins, unless the supervising director determines that more frequent check-ins are required. This shall continue for the entire duration of any interim conditional child care director's appointment. An interim conditional child care director shall not be scheduled during any hours when an interim conditional teacher is on duty. Parents and caregivers must be notified if an interim conditional child care director is employed by a day care center. This information must be posted in a common area that is visible to parents and caregivers for the duration of the interim period.

(f) Failure to comply with the requirements in this Section shall result in a violation and the issuance of a corrective action plan. The Department of Early Childhood shall adopt rules to implement this Section in accordance with the Illinois Administrative Procedure Act.

(g) This Section is repealed on June 30, 2032.

Section 99. Effective date. This Act takes effect July 1, 2027.