

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 Sections  
5 10-20.88 and 34-18.88 as follows:

6 (105 ILCS 5/10-20.88 new)

7 Sec. 10-20.88. Staff mental health support. By January 1,  
8 2028, each school board must develop a procedure that, at a  
9 minimum, incorporates all of the following elements:

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

12 (2) Opportunities for staff to provide feedback,  
13 including anonymous feedback, on employee mental health.  
14 This may include existing feedback opportunities,  
15 including, but not limited to, staff meetings or the  
16 annual survey of learning conditions under Section  
17 2-3.153.

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

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

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

11 (105 ILCS 5/34-18.88 new)

12 Sec. 34-18.88. Staff mental health support. By January 1,  
13 2028, the board must develop a procedure that, at a minimum,  
14 incorporates all of the following elements:

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

17 (2) Opportunities for staff to provide feedback,  
18 including anonymous feedback, on employee mental health.  
19 This may include existing feedback opportunities,  
20 including, but not limited to, staff meetings or the  
21 annual survey of learning conditions under Section  
22 2-3.153.

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

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

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