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To: Board of Education
From: Dr. Robert Schiffbauer
Date: April 15, 2026
Subject: Legislative Update

HB 4416- HB 4416 (Evans; D-Chicago) is an initiative of organized labor and seeks to provide for unemployment benefits for educational support personnel (ESPs) during school breaks of longer than one week. This legislation has cleared committee and will now move to the House. We will continue to track this legislation as it moves forward. State Mandates Fiscal Note Rep. Dan Ugaste has requested a state mandated fiscal note. It provides lawmakers with projections on costs, savings, and staffing changes, ensuring transparency before voting on mandates, often required if the fiscal impact exceeds a certain threshold.

SB 2914- SB 2914 (Cappel; D-Joliet) is advancing that would fundamentally change how school districts manage employee discipline by adding binding arbitration at the “notice to remedy” stage. While this may appear procedural, it introduces new costs, delays, and limitations on a district’s ability to address ongoing performance concerns early.

A notice to remedy is intended to be a corrective step by providing an employee with a clear opportunity to improve before dismissal is considered. By the time this notice is issued, the employee has typically already gone through earlier steps in the progressive discipline process.

This proposal would introduce a formal arbitration process at that early stage, which raises several practical concerns for school districts:

- It shifts decision-making away from locally elected school boards to outside arbitrators who are not accountable to the school community
- It adds significant costs, including legal and arbitration expenses
- It creates additional delays in addressing ongoing performance concerns

- It duplicates due process protections that already exist if dismissal is pursued, including a full evidentiary hearing and judicial review
- It is unclear what specific standard or issue an arbitrator would be asked to decide at this stage