

GENERAL PERSONNEL

Communicable and Chronic Infectious Disease

The Superintendent or Principal shall develop and implement procedures for dealing with known or suspected cases of a communicable and chronic infectious disease involving a District employee consistent with State and Federal law, rules of the Illinois Department of Public Health and Board of Education policies.

An employee with a communicable or chronic infectious disease shall be evaluated by the District's Communicable and Chronic Infectious Disease Review Team consisting of administrators and individuals with medical knowledge in the communicable and chronic infectious disease field. The employee's medical records shall be held in strictest confidence by the Team, except to the extent allowed by law. Employees with a communicable or chronic infectious disease will be permitted to retain their positions whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the disease to others, provided an employee is able to continue to perform the position's essential functions. Employees who cannot retain their positions shall remain subject to the Board's employment policies including sick leave, physical examinations, temporary and permanent disability and termination. Determining whether an employee with a communicable or chronic infectious disease may retain his or her position will be made in accordance with established procedures.

The District's Communicable and Chronic Infectious Disease Review Team shall make the recommendation of whether the employee's placement is appropriate on a case-by-case basis.

LEGAL REF.: Americans with Disabilities Act, 42 U.S.C. §12101 et seq.
 Rehabilitation Act of 1973, 29 U.S.C. § 791.
 820 ILCS 40/1 et seq
 20 ILCS 2305/6.
 105 ILCS 5/24-5.
 Rules and Regulations for the Control of Communicable Diseases, issued
 by the Illinois Department of Public Health.

CROSS REF.: 2:150 (Committee), 5:30 (Hiring Process and Criteria)

FIRST READING: March 15, 2006

ADOPTED: April 19, 2006