

Personnel

General Personnel - Communicable and Chronic Infectious Disease

The Superintendent 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, which includes the Superintendent, Assistant Superintendent for Human Resources, the Health Services Department Chair, the Building Principal and the School Nurse. The employee's medical records shall be held in strictest confidence by the Team, with only the employee's direct supervisors being informed of the employee's medical condition and anyone with a need to know in the event of an emergency.

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

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. [Ill. Rev. Stat., ch. 48, ¶ 2001 et seq.].
20 ILCS 2305/6 [Ill. Rev. Stat., ch. 111 1/2, ¶ 22.04].
105 ILCS 5/24-5 [Ill. Rev. Stat., ch. 122, ¶ 24-5].
Rules and Regulations for the Control of Communicable Diseases, issued
by the Illinois Department of Public Health.

CROSS REF.: 2.150, 5.30, 5.180

Adopted: October 11, 1995

Amended: February 25, 2004