

Employees with Communicable Diseases

Section A - Introduction

The Board of Education of District #225 recognizes its obligations to protect the health, safety, and welfare of all students and employees of the district. The Board also recognizes that employees have interests as an employee of the district. Therefore, the interests of employees shall be protected as long as the protection of those interests does not jeopardize the health, safety, or welfare of students, or of other employees of the district.

Section B - New Employees

In accordance with the provisions of Section 24-5 of the School Code, all new employees of District #225 shall be required to provide medical evidence, acceptable to the superintendent or the superintendent's designated representative, that the employee is free from communicable disease.

The Board of Education authorizes the superintendent to temporarily exclude from the workplace any new employee who either fails to provide the required medical evidence, or who is infected with a communicable disease. The superintendent shall report any such exclusions to the Board.

Section C - Current Employees

Any employee of the district who has information regarding any employee suspected of having a communicable disease shall report such information to the superintendent or the superintendent's designated representative. The superintendent shall notify the Illinois Department of Public Health if any employee of the district has a condition for which reporting is required by the Department.

The Board of Education reserves the right to exclude any employee from the workplace who is suspected of having a communicable disease, and whose physical condition could expose students or other employees to infection.

The Board of Education authorizes the superintendent to temporarily exclude from the workplace (with pay) for a reasonable period of time, any employee suspected of having a communicable disease. The superintendent shall report any such exclusion to the Board.

In making a determination to exclude an employee from the workplace, who is suspected of having a communicable disease, the superintendent and the Board may consider such items of information as:

1. The medical condition of the employee
2. The state of medical knowledge concerning the communicable disease at the time the employee is suspected of having the communicable disease, including the nature, duration, and severity of the risk of disease, and the probability of transmission and resultant harm therefrom
3. The state of the legal environment (statutes and court cases) at the time the employee is suspected of having the communicable disease
4. What reasonable accommodations can be made to reduce the health risk to the employee, to students, and to other employees
5. Any other relevant information.

In making a determination to exclude an employee from the workplace who is suspected of having a communicable disease, the superintendent or the Board may review the situation with the employee, the

employee's physician, public health officials, other medical authorities, the Board's legal counsel, and any other individual the superintendent or Board may deem appropriate.

In making a determination to exclude an employee from the workplace who is suspected of having a communicable disease, the superintendent or the Board shall attempt to balance the interests of the infected employee, the interests of students and other employees, and the interests of the school district as a corporate body.

Section D - Confidentiality

The superintendent and all other district officials and employees shall keep confidential information regarding communicable diseases submitted in respect to a new or current employee. Such matters shall be disclosed only to district officials and employees, physicians, public health officials, or other individuals the superintendent determines have a direct need to know such matters. However, when applicable, the superintendent may notify students, other employees, and the community of information concerning the existence of an employee having a communicable disease.

Section E - Medical Examinations

Any employee suspected of having a communicable disease, may be required to submit to a medical examination, conducted by a licensed physician selected by the Board of Education. Any medical examination required by the Board shall be at the Board's expense. When an employee has been excluded from the workplace as provided above, a satisfactory certificate from one or more licensed physicians of the Board's choice may be required prior to the employee returning to the workplace.

Section F - Definitions

The term "new employee," as used herein, shall be defined as any individual who has received a letter from the district indicating an intent to consider the individual's employment with District #225.

The term "communicable disease," as used herein, shall mean any communicable disease as defined in any current or applicable future rule or regulation of the Illinois Department of Public Health defining or listing communicable diseases.

Section G - Board of Education Reserves Final Authority

Final decisions in any situation developing under this policy are reserved to the Board of Education.

Approved: April 11, 1988
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