General Personnel

Communicable and Chronic Infectious Diseases

The CEO or designee shall develop and implement procedures for managing known or suspected cases of a communicable and chronic infectious disease involving school employees that are consistent with State and federal law, Illinois Department of Public Health rules, and School Board policies.

An employee with a communicable or chronic infectious disease is encouraged to inform the CEO or designee immediately and grant consent to being monitored by the District's Communicable and Chronic Infectious Disease Review Team. The Review Team, if used, provides information and recommendations to the CEO concerning the employee's conditions of employment and necessary accommodations. The Review Team shall hold the employee's medical condition and records in strictest confidence, except to the extent allowed by law.

An employee with a communicable or chronic infectious disease will be permitted to retain his or her position 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. An employee with a communicable and chronic infectious disease remains subject to the Board's employment policies including sick and/or leave, physical examinations, temporary and permanent disability, and termination.

Board Adoption Date: August 8, 2022.

Revised: July 6, 2022.

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Legal Reference: Americans With Disabilities Act, 42 U.S.C. §12101 et seq.; 29 C.F.R. §1630.1 et seq., amended by the Americans with Disabilities Act Amendments Act (ADAAA), Pub. L. 110-325.Rehabilitation Act of 1973, 29 U.S.C. §791; 34 C.F.R. §104.1 et seq. Department of Public Health Act, 20 ILCS 2305/6. 105 ILCS 5/24-5.Personnel Record Review Act, 820 ILCS 40/. Control of Communicable Diseases, 77 Ill.Admin. Code Part 690.