

## General Personnel

### Communicable and Chronic Infectious Disease

The Superintendent or designee 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 School Board policies.

An employee with a communicable or chronic infectious disease shall be evaluated by the District's Communicable and Chronic Infectious Disease Review Team. The Review Team, if used, provides information and recommendations to the Superintendent concerning the employee's conditions of employment and necessary accommodations. The employee's medical records shall be held in strictest confidence by the Team, 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 other leave physical examination, temporary and permanent disability, and termination.

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