

## Document Status: 5-Year-Review - Needs Review

### General Personnel

#### 5:40 Communicable and Chronic Infectious Disease

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

The following is a list of the types of diseases (with specific examples) that are governed by this policy. The potentially serious infectious diseases include, but are not limited to:

1. Pneumonia: Legionnaires' Disease
2. Streptococcal Diseases: Impetigo, Post Streptococcal Glomerulonephritis, Acute Rheumatic Fever
3. Bacterial Meningitis: Meningococcal Meningitis
4. Enteric Diseases: Salmonella Gastroenteritis
5. Mycobacterial Diseases: Tuberculosis
6. Viral Infections of the Respiratory Tract: Severe Influenza
7. Viral Infections characterized by Cutaneous Lesions: Measles (Rubeola), German Measles (Rubella)
8. Retroviral Diseases: AIDS
9. Viral Hepatitis: Types A, B, C
10. Diseases posing dangers to the unborn: Toxoplasmosis, Rubella, Cytomegalovirus, Herpes Simplex

An employee with a communicable or chronic infectious disease is encouraged to inform the Superintendent immediately and grant consent to being monitored by the District's Communicable and Chronic Infectious Disease Review Team (CCIDRT). The CCIDRT will be appointed and convened on a case-by-case basis by the Superintendent or designee. The CCIDRT shall consist of the following individuals: (1) the Superintendent or designee, (2) the employee's supervisor, (3) the employee's physician, (4) the physician selected by the School District if the employee was examined by that physician, and (5) the School District's legal counsel. The Review Team, if used, provides information and recommendations to the Superintendent 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 other leave, physical examinations, temporary and permanent disability, and termination.

#### LEGAL REF.:

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](#).

CROSS REF.: 2:150 (Committees), 5:30 (Hiring Process and Criteria), 5:180 (Temporary Illness or Temporary Incapacity)

**ADOPTED: April 22, 2019**