

## Memorandum of Understanding

### Evergreen Education Association

### Evergreen Public Schools

The Evergreen Education Association (EEA) and Evergreen Public Schools (EPS) agree to the following memorandum of understanding to address instances of public health declared infectious disease outbreaks and building exclusions.

The Parties agree as follows:

#### Section 1

Any employee who must be excluded from his/her work site because of an order by the Public Health Department relating to an outbreak of a vaccine preventable disease, and who has submitted to the District a claim of either a religious objection to, or a medical exemption from the necessary immunizations, shall suffer no loss of pay because of the exclusion, provided:

1. The employee accepts an assignment and/or alternative work site as identified by the District during the period of the exclusion; or
2. The employee utilizes his/her accrued sick, emergency, religious, or personal leave at his/her option.

If an employee asserts an exemption as described above, he/she may be asked to provide the District with a written verification of the exemption, and would be granted administrative leave with pay, coded as "outbreak leave," for any day (s) he/she was required to miss due to medical appointments required to obtain such evidence of exemption.

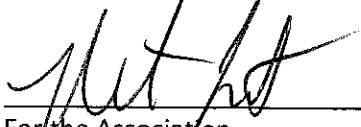
#### Section 2

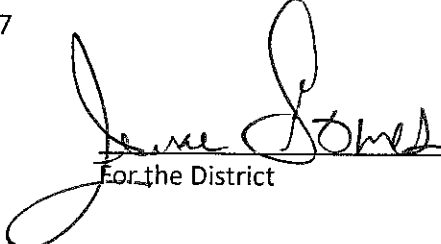
Any employee who is immune must be able to provide records of the vaccine that meet the standards of the health department.

In the event an employee claims immunity, he/she must be able to prove immunity by providing doctor verification of immunity or receiving a titer.

Throughout the duration an employee is awaiting a vaccine, titer blood test results, or doctor verification of immunity, the employee shall be placed on administrative leave with pay, not to exceed five (5) working days, coded as "outbreak leave."

Signed this date of May 17, 2017

  
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For the Association

  
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For the District