

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**EDMONDS EDUCATION ASSOCIATION**  
**And**  
**EDMONDS SCHOOL DISTRICT NO. 15**

**WHEREAS**, on August 20, 2021, Governor Inslee issued Proclamation 21-14.1, which, excepting those individuals exempt from the vaccination requirement due to Disability and/or Religious Accommodations, required any operator of an Educational Setting from permitting a Worker to engage in work for the operator after October 18, 2021 if the Worker has not been fully vaccinated against COVID-19 and provided proof thereof;

**WHEREAS**, "Educational Setting" includes all public schools, public school districts, charter schools, private schools, educational service districts, the Washington School for the Deaf, the Washington State School for the Blind, and the Washington Youth Academy;

**WHEREAS**, the District and EEA share a mutual interest in ensuring to the best of our ability within the confines of law and public policy the health and safety of all stakeholders in the Edmonds School District;

**NOW, THEREFORE**, the parties agree to the following:

Persons exempt from the vaccination requirement due to disability or because to do so conflicts with their sincerely held religious beliefs, practice, or observance will:

1. Be assigned to teach in eLearning or the K-8 Remote Academy, provided they hold the necessary endorsements.
2. If no remote positions exist for them,
  - a. wear increased PPE, including, but not limited to, N95 masks;
  - b. undergo COVID-19 testing twice weekly (Tuesdays and Fridays) and promptly communicate the results to the District;
3. Adhere faithfully to social distancing protocols, including, but not limited to, refraining from participation in any group meetings or other activity involving two or more individuals, including the unvaccinated person.

This MOU shall be in effect through August 31, 2022, or when Proclamation 21-14.1 or any replacement Proclamation expires, whichever is earlier, unless extended by mutual agreement. All other provisions of the collective bargaining agreement shall remain in full effect. This MOU is not precedent-setting and is intended to address the specific and unprecedented health emergency presented by the COVID-19.

/Andrea Nofziger Meadows/

/Debby L Carter/

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For the Association

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For the District

11/9/21

11/9/21

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Date

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Date

