

Human Resources
Maurene Stanton
Executive Director of Human Resources

Date: June 6, 2017

To: Board of Directors

From: Maurene Stanton

RE: Memorandum of Understanding between the Stanwood-Camano Education Association and the Stanwood-Camano School District regarding Employee Immunization

Attached you will find a Memorandum of Understanding between the Stanwood-Camano School District and the Stanwood-Camano Education Association regarding Employee Immunizations.

This agreement outlines the expectations regarding immunization records, employee notifications, and use of applicable leave.

If you have questions about this negotiated agreement please feel free to call me at 360-629-1213.

I recommend your approval of this Memorandum of Understanding.

Memorandum of Understanding between Stanwood-Camano School District and Stanwood-Camano Education Association
April 25, 2017

The parties agree that the Employee Immunization policy below is effective immediately as of April 25, 2017 and is added to the present Collective Bargaining Agreement which expires August 31, 2017.

EMPLOYEE IMMUNIZATION

The District may request proof of immunizations from its employees. Once immunization records have been provided to the District, such records shall be on file at the District office.

The District will assist staff by:

1. Maintaining an accurate database containing immunization records and/or immunization proof, and
2. Providing annual notification to all staff regarding immunization record status, and
3. Providing annual notification of potential workplace exclusion in the event of an outbreak of a vaccine-preventable disease to all staff who have incomplete or missing immunization documentation or history and those who have indicated a bona fide religious objection to or medical exemption from the necessary immunization
4. Providing notification to all new employees, upon hiring, of potential workplace exclusion as outlined in number 4 above

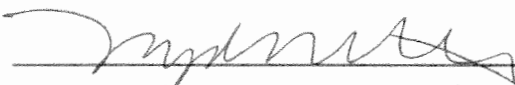
Neither the District nor a certified/licensed health officer can compel an employee to be immunized prior to or after the outbreak of a disease.

Any employee who is recommended for exclusion from his/her work site by a public health or other agency related to an outbreak of a vaccine-preventable disease and has submitted to the District documentation concerning his/her immunization history claiming either a bona fide religious objection to or medical exemption from the necessary immunization may utilize his/her applicable leave as follows:

Employees with a documented medical exemption may utilize sick leave and or personal leave.

Employees with a bona fide religious exemption may utilize emergency and/or personal leave.

District Representative - Maurene Stanton



SCEA representative - Nyda Goldstein

Date

5/16/17

Date