

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**ISSAQUAH EDUCATION ASSOCIATION**  
**and the**  
**ISSAQUAH SCHOOL DISTRICT**  
**COVID Vaccine Mandate School Year 2021-2022**

TA 9/16/2021 @11:08am

The following memorandum of understanding is made and entered into between the Issaquah School District (ISD) and the Issaquah Education Association (IEA) in order for staff members required by Proclamation 21-14.1 COVID-19 Vaccinations requires, all educational employees to be fully vaccinated for COVID-19 and will be required to provide proof by October 18, 2021.

In alignment with Governor Inslee's mandate on August 18, the District is working to verify the vaccination status of Issaquah School District staff members. Additionally, staff members have the right to request a religious or medical exemption from this mandate. Staff members' vaccination status (or their exemption status) is confidential health information that the district is not at liberty to share with members of the public.

**I. COVID Vaccinations:**

**A. COVID Vaccination Verification:**

- i. The district will designate a person to review and verify the employees' proof of vaccination.
- ii. The district will determine how to collect the proof of vaccination and store the information in a secure place separate from the employee's personnel file.
- iii. No additional photocopies or electronic copies will be taken of the documents used to verify the staff members' vaccination status for any other purposes.
- iv. The district will not share the personal health information of staff member beyond the individual designated in the review process.

**B. COVID Vaccine Leave, Incentive and Recovery:**

- i. Staff members may access a half (1/2) day sub to be vaccinated pending availability of subs.

**C. Failure to Prove Full Vaccination or Approved Accommodation/Exemption**

- i. A staff member who does not provide verification of full vaccination and does not have an approved accommodation for a medical or religious exemption by October 18, 2021, will have rendered themselves unemployable by the district. They will be non-disciplinarily dismissed from employment.
- ii. Any staff who have started the vaccine series, but are not considered fully vaccinated, and have supplied acceptable proof to the Human Resources Department by October 18, 2021, will be granted an extension to be fully vaccinated by November 24, 2021
  - a. Staff members may choose to be placed on unpaid leave or emergency (sick) leave.
  - b. Staff who become fully vaccinated and provide that proof to the Human Resources Department by November 24, 2021, will be returned to a comparable position the first day they have complied with the mandate.
  - c. Any staff who do not complete the series by November 24, 2021, will be non-disciplinarily dismissed from employment.
- iii. The district will not contest staff members if they apply for unemployment. Unemployment benefits will be determined by the state.

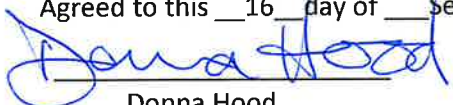
## II. COVID Provisions:

### A. Separating from the District

- i. If a staff member is non-disciplinary dismissed, the staff member can request to cash out all their personal days on or before October 18, 2021. This payout will be included in their final pay warrant.
- ii. The District will provide a sub for up to two (2) days of transition with the staff member. If requested, the staff member will be released from their duties for up to one (1) of the transitional days to meet with the sub. Released time for the departing staff at the secondary level will come out of existing department days.

This MOU will expire the last day of the 2021-2022 school year.

Agreed to this 16 day of September, 2021.



Donna Hood  
Assistant Superintendent of Human Resources



Derona Burkholder  
IEA President