

## Memorandum of Agreement

This agreement is between the Ashland School District (District) and the Ashland Education (Association), together, “the parties.” The existing collective bargaining agreement remains in full effect, except as modified by this MOA.

**Duration:** At this time the anticipated duration of this document is August 23, 2021 thru June 30, 2022. This MOA may be extended upon mutual agreement of the parties.

This Memorandum of Agreement (MOA) may be reopened for renegotiation upon any of the following:

- a. Executive Orders or rules are issued that conflict with or modify the terms of this MOA.
- b. The State issues mandatory regulations or statutes that contradict or modify the terms of this MOA.

### **Mandatory Vaccinations & Exceptions**

- a) Per the Governor’s order, bargaining unit members are required to be fully vaccinated, as defined by current health authority as per manufacturer recommendations, for COVID 19 by October 18, 2021.
  - i. Bargaining unit members shall be required to submit to the District their vaccine status and/or plans to get vaccinated by Sept. 7, along with proof of previous vaccinations; to update proof of vaccinations received thereafter as they occur, and to submit proof of receiving the final dose of any COVID vaccine no later than Oct. 4 (to allow a two-week period afterwards for full immunity).
  - ii. Members who are vaccinated or in the process of getting vaccinated will submit a photo or scan of both sides of the card in a secure manner. Records will be kept separate from the personnel file and available only to those with a legitimate business need.
  - i. Unvaccinated bargaining unit members must provide documentation that they have signed up for weekly testing through OHA by September 9, 2021 and begin weekly testing as soon as contacted by OHA. Members will need to receive the first dose of a two-dose vaccine no later than September 13, 2021. Once fully vaccinated, weekly testing is no longer required.
- b) Those who are requesting a medical or religious exception must provide supporting documentation to Human Resources by September 13, 2021 in order to have that exception processed by the Governor's October 18, 2021 deadline.

- c) If a member is unable to obtain or schedule full vaccination under the current timelines, they will work with the school nurse to expedite their access to the vaccine and continue weekly testing until fully immunized.

**VACCINE SCHEDULE BY MANUFACTURER**

	Moderna	Pfizer	J&J
1st Dose	September 6	September 13	October 4
2nd Dose	October 4	October 4	NA

- d) Members who do not qualify under an exception and do not get vaccinated will no longer be able to fulfill the functions of their job and will have the opportunity to resign. If they do not resign the District will be in a position to terminate their employment.
- e) Unvaccinated staff with an approved exception will be required to work with HR, their supervisor/administrator, and, if they choose, a union representative to identify reasonable mitigation steps that reduce the risk to self and others in the workplace.
- f) After the mitigation meeting, the District will determine whether the mitigation measures are sufficient to provide a safe learning and working environment. In some cases, it may not be possible to mitigate the potential for spreading COVID to staff or students in the workplace. Employees unable to fulfill essential job functions due to increased risk of COVID or COVID transmission may be placed on unpaid administrative leave beginning October 18, 2021 through October 17, 2022 or until the vaccine mandate is lifted whichever is sooner.
- i. Staff on leave who become vaccinated before the vaccination mandate is lifted or before October 17, 2022 may return from leave to an open position which works with their license.
  - ii. The district will reach out to staff members on administrative leave in February 2022 to confirm their intention to return for the 2022/2023 school year or have decided to resign.
  - iii. Refusal of an offer within their license will be considered a resignation.
- g) Staff who show symptoms or test positive for COVID must stay home and immediately notify the school nurse. Staff members may not return to campus until cleared by the school nurse.
- h) Staff are highly encouraged to seek vaccination or boosters outside of business hours; if this is not possible, staff may take paid sick leave or may flex their time with administrator approval.

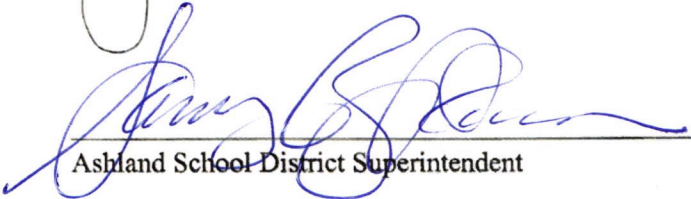
- i) Up to three sick leave days, that will not be deducted from accrued leaves, will be provided to members if they experience an adverse effect to the COVID vaccine.

  
Southern Oregon Bargaining Council

9/13/21  
Date

  
Ashland Education Association

9/29/21  
Date

  
Ashland School District Superintendent

10/1/21  
Date

  
Ashland School Board

9/30/21  
Date