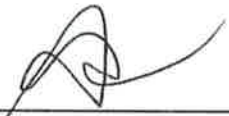


Letter of Agreement
By and Between
The Federal Way School District
and
The Federal Way Education Association
Agreement Regarding Terms of Employment and
COVID Vaccination Mandate for K-12 Employees

On August 18, 2021, Governor Jay Inslee issued Proclamation 21-14.1 requiring all K-12 school employees to be fully vaccinated by October 18, 2021 or have an approved medical or religious exemption with accommodations to continue working in a K-12 setting. The District and Association recognize that, in some unique instances, employees may need to access District approved leave after October 18, 2021 to complete the vaccination process.

Any employee that has notified the District that they intend to receive at least one vaccination as of October 18, 2021, and expressed an intent to become fully vaccinated, may utilize any of their available leave balances for up to 30 days to cover their absence until they are considered fully vaccinated and can return to work. If the employee has no available leave or they do not provide proof of vaccination within their 30 day leave, they will be placed on an unpaid leave of absence for that period.



For FWEA

Oct 18, 2021
Date



For Federal Way Public Schools

10/18/21
Date