

**MEMORANDUM OF AGREEMENT (“Agreement”)  
By and Between**

**THE SUDBURY SCHOOL COMMITTEE (“Committee”)  
AND  
THE SUDBURY EDUCATION ASSOCIATION (“Union”)  
collectively referred to as the “Parties”**

**COVID RELATED WORKING CONDITIONS FOR THE START OF  
THE 2021-2022 SCHOOL YEAR**

**WHEREAS**, the Parties have negotiated in good faith over the impact of the ongoing COVID-19 pandemic on terms and conditions of bargaining unit members for the start of the 2021-2022 school year; and,

**WHEREAS**, the Parties wish to memorialize their understanding about certain aspects of the reopening of school for the 2021-2022 school year

**NOW, THEREFORE**, in consideration of mutual covenants and promises, the Parties agree as follows:

I. COVID-19 Vaccinations

- A. SPS strongly encourages anyone eligible to get vaccinated through school-based vaccine clinics and/or other convenient options to get the COVID-19 vaccine.
- B. Based upon current science and health guidance, full COVID-19 vaccination provides the safest protection against COVID-19 and helps limit school and community transmission. All employees represented by the SEA must provide proof of vaccination on or before August 31, 2021. Employees who become vaccinated after August 31, 2021, shall update their vaccination status. Any such employee who does not provide proof of vaccination must submit to routine (at least weekly) COVID-19 testing provided by the district. Employees who fail to comply with these health and safety protocols may be subject to progressive discipline. The District recognizes its obligations to comply with state and federal law with respect to requests for accommodations.

Agreed to on the date(s) indicated below. The Parties electronic signatures shall be deemed authentic signatures.

Sudbury School Committee Chair:



Date:

8/31/21

Sudbury Education Association President:



Date:

8/31/21