

**MEMORANDUM OF AGREEMENT
BETWEEN
THE SUMTER COUNTY SCHOOL BOARD
AND**

THE SUMTER COUNTY ESSENTIAL SUPPORT PERSONNEL

The Sumter School District is committed to providing a safe and healthy environment for both students and employees. To support that goal, the parties agree to a one-time \$250 incentive supplement for employees who voluntarily have been, or will become, fully vaccinated for COVID 19. The employee must receive his/her last required vaccine by October 1, 2021 in order to qualify for the incentive, as documented by presenting his/her valid COVID vaccination card. Fully vaccinated shall mean completion of the number of required vaccine administrations plus the fourteen days following the last vaccine administration.

The parties jointly encourage voluntary immunization and this incentive for the following reasons:

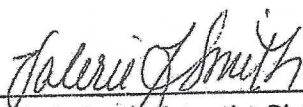
1. The aim of immunization is to prevent disease, and for most people this appears to be true with COVID 19 immunization, despite the occurrence of breakthrough cases. Data, however, indicates that immunized persons are less likely to experience severe illness, hospitalization, or death if they do contract COVID 19.
2. Immunization of employees may provide an additional safeguard to children who are not eligible for vaccination.
3. Current Coronavirus 2021 procedures do not require asymptomatic, vaccinated employees to be excluded, or quarantined, following exposure to a COVID 19 positive person. A confirmatory PCR negative COVID test can mean elimination of many staff quarantines and a significant reduction in costs associated with staff absences.
4. Fewer COVID related absences, either through contracting COVID or being quarantined due to contact with a COVID positive person, will significantly minimize the loss of meaningful instructional time.

This MOA shall be in effect until October 1, 2021. However, it is expressly understood that, in the event COVID vaccination becomes mandatory, this Agreement shall be null and void.

**FOR THE SUMTER COUNTY SCHOOL BOARD FOR THE SUMTER COUNTY ESSENTIAL SUPPORT
PERSONNEL**



Hannah M. Foster, Chief Negotiator



Valerie Smith, Executive Director

8/9/21

Date

8/6/21

Date