



April 12, 2022

OAR 333-019-1030 requires school districts that grant a medical or religious exception to the vaccination requirement to take reasonable steps to ensure that unvaccinated teachers, school staff, and volunteers are protected from contracting and spreading COVID-19.

Based on guidance from CDC, OHA, and ODE that strongly recommend unvaccinated individuals continue wearing face coverings to protect themselves from contracting COVID 19, the Newberg School District is strongly recommending that you continue to wear a face-covering to protect yourself from contracting COVID 19.

If you choose not to follow this recommendation and remove your face-covering you are agreeing to the following:

- 1) I understand it is the recommendation of the Newberg School District that I continue to wear a face-covering to protect myself.
- 2) I understand it is the recommendation of the Newberg School District that I continue to maintain social distancing requirements of at least 3'.
- 3) I understand if I choose not to follow this recommendation, I am accepting the legal responsibility for that choice and agree not to hold the Newberg School District liable if I should contract COVID 19. I fully recognize the dangers inherent in choosing to not wear a mask when I am not fully vaccinated, and I am willing to accept the risk for myself and any of my heirs, executors, administrators, successors, or delegates. I voluntarily agree to hold harmless, waive, release, indemnify, defend, and discharge Newberg School District, its staff, employees and agents of the District from all liability and claims arising from my decision to not wear a mask while not fully vaccinated. I agree to these actions to the fullest extent allowed by law. I further certify and represent that I have the legal authority to waive, discharge, release, and hold harmless the released parties.
- 4) I understand if I choose to not wear a face covering and do contract COVID 19, I will not be eligible to access the NSD COVID Leave Bank and must use my own paid leave to cover any time *off* work due to contracting COVID 19.

In addition to the above, NSD staff on an approved exception from the COVID 19 vaccination requirement are required to continually monitor for COVID-19 primary and secondary symptoms (see attached). If I am sick with symptoms of COVID-19 and/or running a fever I will not report to work, enter my absence into the absence reporting system and contact Kathie Carey in Human Resources.

My signature below indicates that I understand I must comply with the required additional safety measures outlined above and any additional safety measures should they be required by the District in the future to maintain my exception. I also understand that my exception can be revoked by the District at any time for failure to comply with required additional safety precautions. I also understand I am accepting the liability for my choice related to the use of a face-covering and will not hold the District liable if I were to contract COVID 19.

Please feel free to contact Scott Linenberger with any questions.

Respectfully,

Scott Linenberger

HR Director

Signature of Agreement

Printed Name: _____