



SNOHOMISH SCHOOL DISTRICT

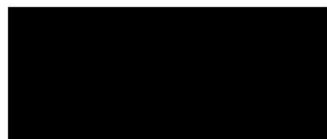
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

September 20, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 17, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 17, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

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- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assisting staff, parents, or students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear glove and gown when working hand-over-hand with students;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

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Should your vaccination status change, please notify me and provide the appropriate documentation.

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Printed Name: _____ Building: _____

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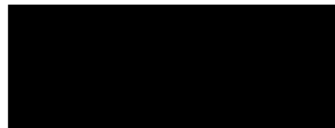
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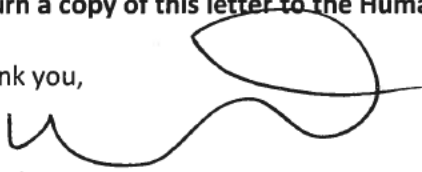
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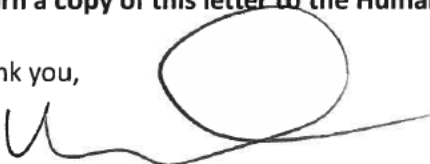
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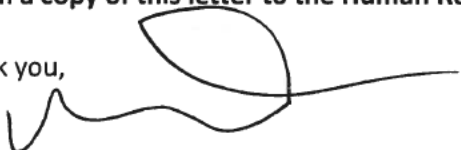
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

September 20, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 14, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 14, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;

- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

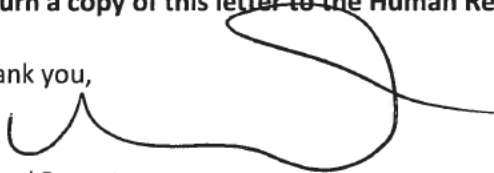
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

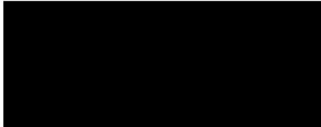
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

September 10, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 9, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 9, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

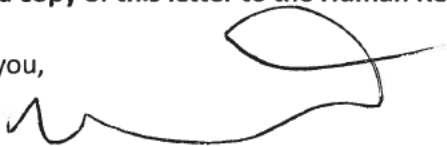
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 8, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 1, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 1, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

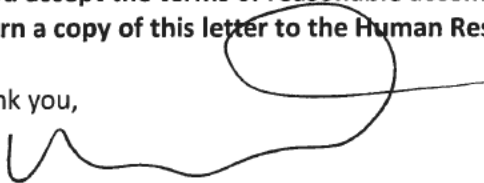
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building or department COVID coordinator for PPE including KN-95 and N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via supervisor

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 27, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via supervisor

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 17, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 17, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 27, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



SNOHOMISH SCHOOL DISTRICT

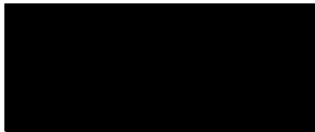
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand deliver via supervisor

October 4, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 1, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 1, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by October 8, 2021.

Thank you,


Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

1601 Avenue D, Snohomish, WA 98290-1799
Phone 360-563-7300

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand delivered via supervisor

October 12, 2021

Dear [REDACTED]

The Snohomish School District's has considered your appeal for your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. In consideration of the further evidence and clarification you provided in the appeal meeting, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided and the information you provided during the District's interactive meetings with you on October 11, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 11, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;

- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

Please sign below and return a copy of this letter to Tami Morse in the Human Resource Services Department by **October 14, 2021.**

Thank you,



Shawn Stevenson
Deputy Superintendent

Cc: [REDACTED]
Human Resource Services

Acknowledged:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via supervisor

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 14, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 14, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 27, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via supervisor

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 14, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 14, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

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- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 27, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via supervisor

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 17, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 17, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 27, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via supervisor

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

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The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

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- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 27, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand deliver via supervisor

October 4, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 30, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 30, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

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Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by **October 8, 2021.**

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via supervisor

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 27, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Hand deliver via supervisor

October 4, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 29, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

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- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by **October 8, 2021.**

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand delivered

October 15, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 13, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

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- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and

- During the week(s) you work, adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Additionally, when working in a special education classroom:

- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see a building COVID coordinator or Holly Fedewa for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation. You may also choose to submit for a leave of absence as an accommodation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Receipt Acknowledged:

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

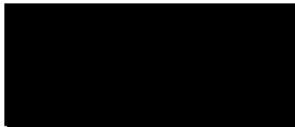
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

September 21, 2021

Sent via district email



Dear [REDACTED]

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The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;

- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Should you accept a position or be placed in a special education classroom, please be advised that additional PPE may be required, such as:

- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building or department COVID coordinator for PPE including KN-95 and N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

*Via email
edwards.jenni@gmail.com*

October 12, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 11, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 11, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;

- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- During the week(s) you work, adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

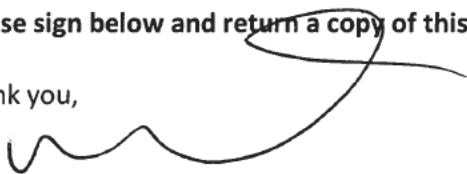
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation. You may also choose to submit for a leave of absence as an accommodation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Acknowledged:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



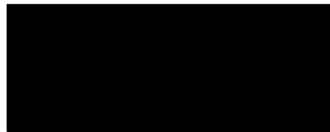
**SNOHOMISH
SCHOOL
DISTRICT**

1601 Avenue D, Snohomish, WA 98290-1799
Phone 360-563-7300

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Via email

October 26, 2021



Dear [REDACTED]

The Snohomish School District's has considered your appeal for your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. In consideration of the further evidence and clarification you provided in the appeal meeting, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided on your Religious Accommodation Request Form, the information you provided during the District's interactive meetings with you on October 15, 2021, and the information you provided for additional clarity during our meeting October 22, 2021. Based on the information provided, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and

- During the week(s) you work, adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Additionally, when working in a special education classroom:

- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see a building COVID coordinator (generally the school nurse) or Holli Fedewa for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify Human Resource Services and provide the appropriate documentation.

Please sign below and return a copy of this letter to Tami Morse in the Human Resource Services Department by October 29, 2021.

Thank you,



Shawn Stevenson
Deputy Superintendent

Cc:



Human Resource Services

Acknowledged:

Printed Name: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 21, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;

- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Should you accept a position or be placed in a special education classroom, please be advised that additional PPE may be required, such as:

- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

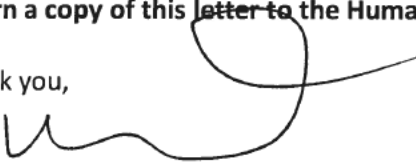
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building or department COVID coordinator for PPE including KN-95 and N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

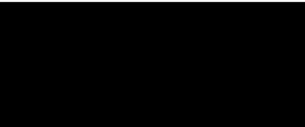
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Via email
brucerhubbard@gmail.com

October 15, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 13, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 13, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and

- During the week(s) you work, adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Additionally, when working in a special education classroom:

- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

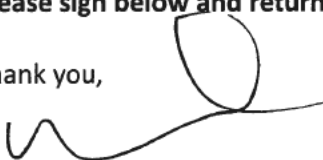
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see a building COVID coordinator or Holly Fedewa for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation. You may also choose to submit for a leave of absence as an accommodation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Receipt Acknowledged:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Via email

laura.pelton@hotmail.com

October 15, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and

- During the week(s) you work, adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Additionally, when working in a special education classroom:

- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see a building COVID coordinator or Holli Fedewa for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation. You may also choose to submit for a leave of absence as an accommodation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Receipt Acknowledged:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

October 7, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 30, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 23, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Acknowledgement:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

October 4, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 23, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 23, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

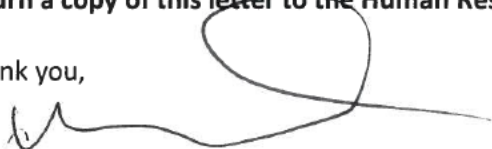
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by October 8, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand delivered

October 13, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 11, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 11, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and

- During the week(s) you work, adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Additionally, when working in a special education classroom:

- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see a building COVID coordinator or Holly Fedewa for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation. You may also choose to submit for a leave of absence as an accommodation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Receipt Acknowledged:

Printed Name: _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Hand delivered

October 13, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 12, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 12, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

For all positions in the district:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Additionally, when you are working as a sub custodian or maintenance:

- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (i.e. job shack, kitchens);
- Wear gloves when working in kitchen areas;

Or additionally when you are working as a substitute teacher:

- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;

Or additionally when you're working as a coach (paid or volunteer):

- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (for example on bus trips;

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation. You may also choose to submit for a leave of absence as an accommodation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

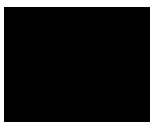
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Receipt Acknowledged:

Printed Name: _____

Building: _____

Signature: _____

Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

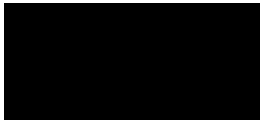
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

October 4, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 8, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 8, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear glove and gown when working hand-over-hand with students;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

September 2, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on August 31, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on August 31, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a face shield with drape when it is not possible to maintain six-foot distance from others;
- Use a plexiglass barrier at a desk when working with students or staff and unable to maintain a six-foot distance;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. The District will provide KN-95 and N-95 masks for you upon request.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 7, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

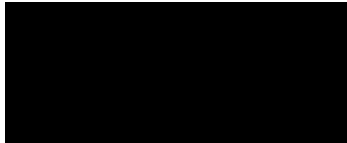
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

September 8, 2021 updated September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 1, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 1, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;

- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Your question: Can I wear a plastic face shield or is a K-95 mask only allowed from now on?

Answer: You can wear a shield with a drape only when you can maintain 6ft. or more distance from students or others and only when it is the period that this student is present

Your question: For simplicity, I would prefer to wear one mask style all day. Therefore, can I just wear the N-95 mask to be able to help students and will I be in compliance for all the other criteria?

Answer: An N-95 is a higher threshold and would be permissible. We will make sure that you are included in the fitting schedule.

Your question: If I choose to wear the N-95 mask throughout the day does that make bullet 5 a moot point? Or, will I still need to have maintenance add plexiglass to my teachers desk?

Answer regarding plexiglass barrier: You would still need the plexiglass at your teacher's station.

Your question: Can we discuss some options for this bullet so I can still have daily collaboration with members in my department?

Answer regarding consuming food and beverage in a private setting away from others: This is during times that you eat and not an option. During collaboration you would still need to maintain 6 ft. and where a KN-95 at a minimum.

Your question: Will you be providing more information on where and how these tests will be accessed/administered?

Answer: Tami shared that she has responded regarding the testing protocol. It is also enclosed with this email.

Your question: I want to clarify that these rules just apply to inside buildings?

Answer regarding having masks off outdoors: KN-95 while on district property, this includes indoors and outdoors.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying

requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building or department COVID coordinator for PPE including KN-95 and N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 27, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



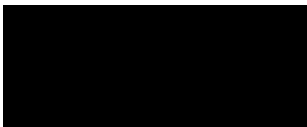
**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

September 2, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 1, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 1, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at the desk when working one-on-one with students or staff and unable to maintain six-foot distance;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. The District will provide KN-95 and N-95 masks for you upon request.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 7, 2021.

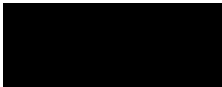
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

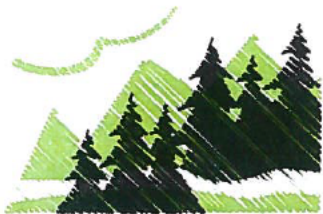
Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

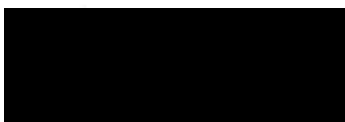
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 14, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

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- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
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Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,


Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

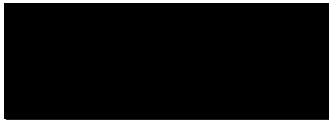
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 21, 2021



Dear [REDACTED]

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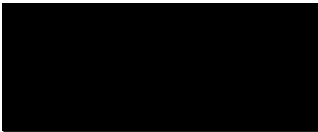
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Board of Directors:
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September 21, 2021



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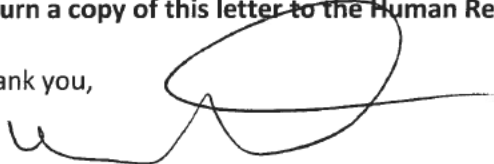
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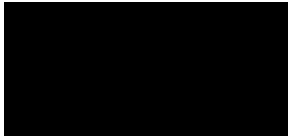
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September 21, 2021



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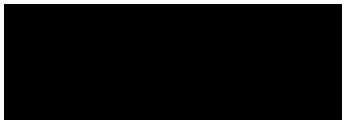
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Executive Director of Human Resource Services

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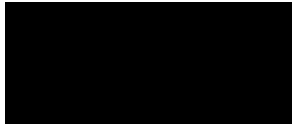
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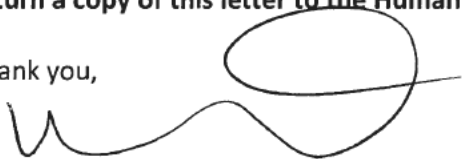
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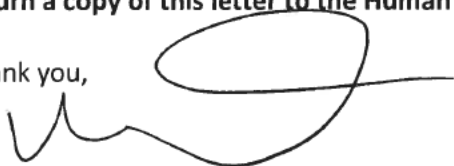
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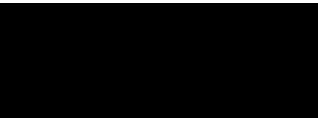
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- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



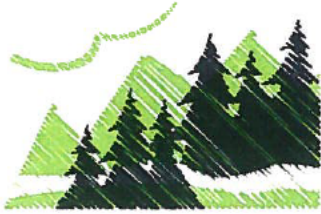
Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

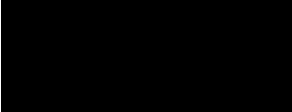
*Darryl Pernet
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 20, 2021



Dear 

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

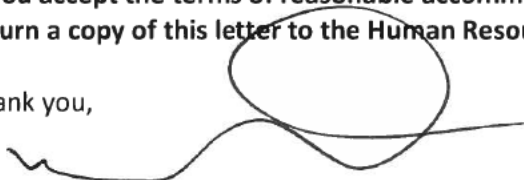
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

September 21, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 10, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 10, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,


Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

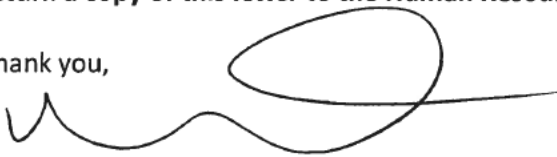
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Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 14, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 14, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,


Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via supervisor

Issued September 8, 2021
revised September 21, 2021
revised October 14, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 2, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 2, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 OR KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;

- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building or department COVID coordinator for PPE including KN-95 and N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

Please sign below and return a copy of this letter to the Human Resource Services Department by October 15, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Receipt Acknowledged:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

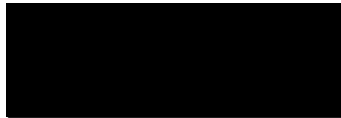
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 10, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 8, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 8, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

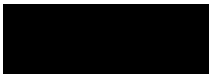
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

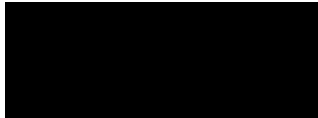
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 20, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 17, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 17, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
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- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

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Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Via district email

September 20, 2021



Dear 

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 17, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 17, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

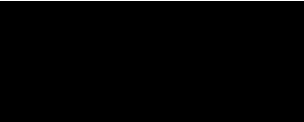
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Via district email

September 20, 2021



Dear 

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 14, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 14, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

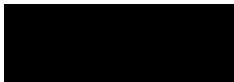
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



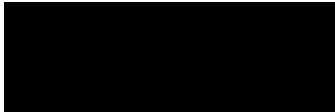
**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

September 2, 2021



Dear 

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on August 31, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on August 31, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. The District will provide KN-95 and N-95 masks for you upon request.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 7, 2021.

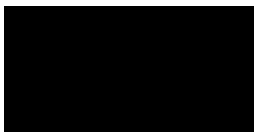
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 10, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 2, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 2, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;

- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

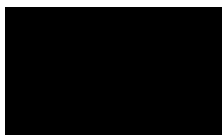
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

September 21, 2021

Hand delivered

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 10, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 10, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from all students and staff, to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your supervisor for PPE including masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

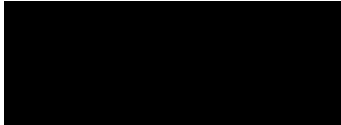
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand delivered by supervisor

September 10, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 2, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 2, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from all students and staff, to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. The District will provide KN-95 and N-95 masks for you upon request.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

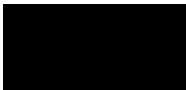
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

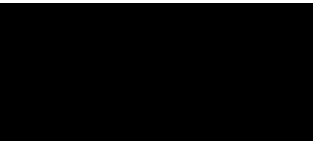
1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:

Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand deliver via supervisor

October 4, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 22, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 22, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by October 8, 2021.

Thank you,

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



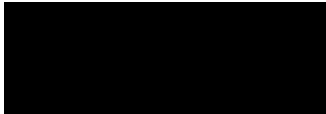
**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

September 2, 2021



Dear 

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 1, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 1, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from all students and staff, to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;

- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

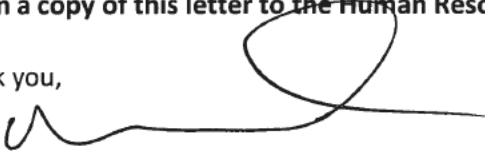
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. The District will provide KN-95 and N-95 masks for you upon request.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 7, 2021.

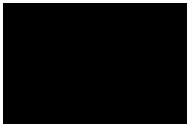
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



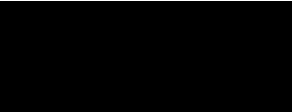
Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



Hand delivered via supervisor

October 14, 2021



Dear [REDACTED]

The Snohomish School District's has considered your appeal for your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. In consideration of the further evidence and clarification you provided in the appeal meeting, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided on your Religious Accommodation Request Form, the information you provided during the District's interactive meetings with you on September 29, 2021, and the information you provided for additional clarity during our meeting October 13, 2021. Based on the information provided, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 6, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from all students and staff, to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify Human Resource Services and provide the appropriate documentation.

Please sign below and return a copy of this letter to Tami Morse in the Human Resource Services Department by October 15, 2021.

Thank you,

Shawn Stevenson
Deputy Superintendent

Cc:



Acknowledged:

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



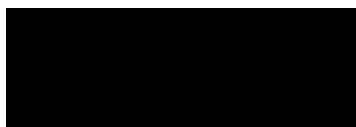
**SNOHOMISH
SCHOOL
DISTRICT**

1601 Avenue D, Snohomish, WA 98290-1799
Phone 360-563-7300

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand delivered via supervisor

October 12, 2021



Dear [REDACTED]

The Snohomish School District's has considered your appeal for your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. In consideration of the further evidence and clarification you provided in the appeal meeting, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided and the information you provided during the District's interactive meetings with you on October 5 and 6, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 6, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (i.e. job shack, kitchens);
- Wear gloves when working in kitchen areas;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;

- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

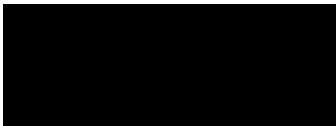
Please sign below and return a copy of this letter to Tami Morse in the Human Resource Services Department by October 14, 2021.

Thank you,



Shawn Stevenson
Deputy Superintendent

Cc:



Acknowledged:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



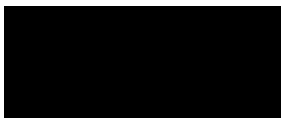
**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

September 2, 2021



Dear Rich,

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on August 31, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on August 31, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (i.e. job shack, kitchens);
- Wear gloves when working in kitchen areas;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. The District will provide KN-95 and N-95 masks for you upon request.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 7, 2021.

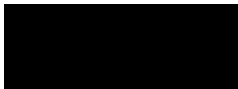
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

September 8, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 2, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 2, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (i.e. job shack, kitchens);
- Wear gloves when working in kitchen areas;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building or department COVID coordinator for PPE including KN-95 and N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

September 2, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 1, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 1, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance

- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. The District will provide KN-95 and N-95 masks for you upon request.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 7, 2021.

Thank you,


Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

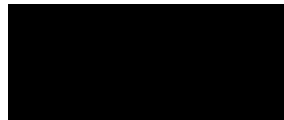
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 10, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 9, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 9, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear glove and gown when working hand-over-hand with students;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

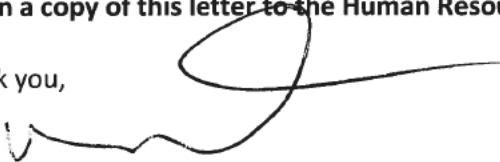
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

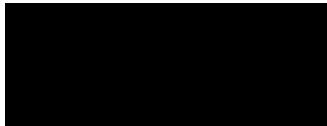
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Wear a KN-95 mask and face shield with drape when working with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

October 4, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 13, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 13, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear glove and gown when working hand-over-hand with students;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by October 8, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

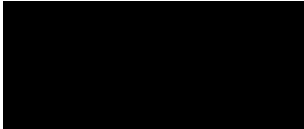
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Hand delivered via supervisor

October 11, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 22, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 22, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an N-95 mask and face shield with drape, gown, and gloves when working directly with students and unable to maintain six-foot distance and while in the health room working with students;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;

- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation. You may also choose to submit for a leave of absence as an accommodation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Receipt Acknowledged:

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

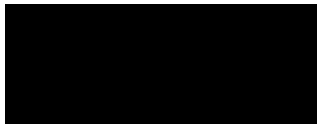
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 10, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 8, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 8, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear glove and gown when working hand-over-hand with students;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;

- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.


Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

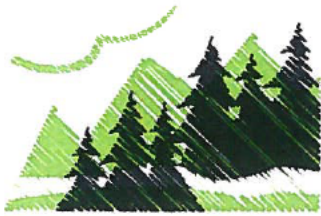
Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

September 20, 2021

Sent via district email

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 13, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 13, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,


Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

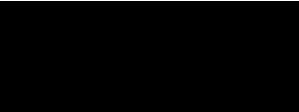
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 20, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 13, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 13, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

October 4, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 30, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 30, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.


Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by **October 8, 2021.**

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernet
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 20, 2021

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 16, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 16, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;

- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,


Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

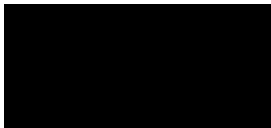
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand delivered via supervisor

October 7, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 1, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 1, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;

- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

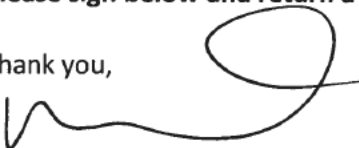
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation. You may also choose to submit for a leave of absence as an accommodation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

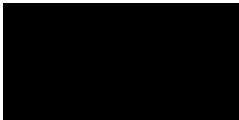
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Acknowledged:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

October 4, 2021

Sent via district email

Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 22, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 22, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an KN-95 mask and face shield with drape when working directly with students and unable to maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

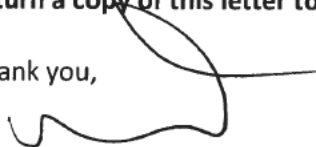
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by **October 8, 2021.**

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via district email

September 10, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 2, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 2, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear glove and gown when working hand-over-hand with students;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

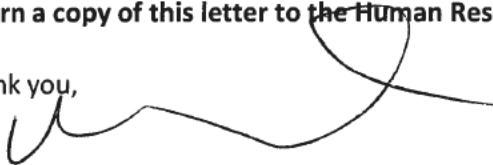
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 13, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via district email

October 4, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 21, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 21, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance; However, wear a face shield with drape when students you serve need to see facial expressions and mouth movements; must maintain six-foot distance;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by October 8, 2021.

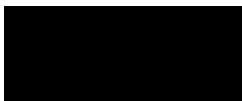
Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

Darryl Pernat
Executive Director of Human Resource Services

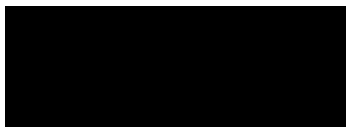
1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Via email

lakeb4@comcast.net

October 12, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 8, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 8, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- During the week(s) you're working, adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

Additionally, when working as office personnel:

- Use a plexiglass barrier at a desk when assisting staff, parents, or students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear glove and gown when working hand-over-hand with students;

Or when working as a paraeducator:

- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine.

Should your vaccination status change, please notify me and provide the appropriate documentation.

Beth - Please be aware that you need to contact Holli Fedewa to complete the process to become an active substitute with the district. **Please sign below and return a copy of this letter to the Human Resource Services Department.**

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: [REDACTED]

Acknowledged:

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Via district email

September 20, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 14, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 14, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students;
- When around students that cannot wear a mask, you must wear an N-95 mask, face shield with drape, gown, and gloves;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see either Holli Fedewa, sub coordinator, or a building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

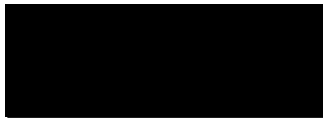
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via email

October 13, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 12, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 12, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assisting staff, parents, or students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students or staff and unable to maintain six-foot distance;
- Use a plexiglass barrier at a desk when working on-on-one with students or staff and unable to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;

- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

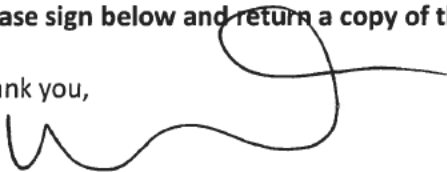
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see a building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

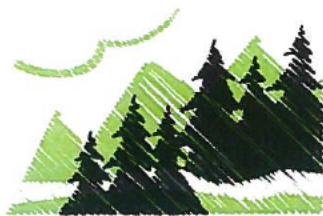
Cc:



Receipt Acknowledged:

Printed Name: _____

Signature: _____ Date: _____, 2021



SNOHOMISH SCHOOL DISTRICT

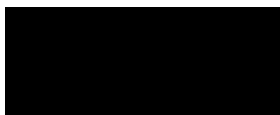
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Hand deliver via supervisor

October 4, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 16, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 16, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when meeting with staff or community members;
- Conduct meetings via Zoom or remote communication when a meeting is being held in a room where it is not possible to maintain a six-foot distance;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Consume food and beverage in a private setting, away from other individuals;
- Practice frequent hand washing with warm water and soap;

- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services;

IF DRIVING A BUS

- Wear a KN-95 mask and face shield with drape when working directly with students and unable to maintain a 3' distance (such as car seats, wheelchairs, etc.);
- Ensure proper ventilation in your bus by making sure roof hatches are open and the driver's window is open, weather permitting.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by October 8, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

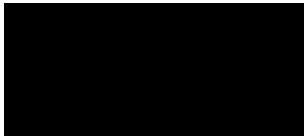
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Via district email

September 10, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 9, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 9, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier at a desk when assessing and observing students and unable to maintain a six-foot distance;
- Wear an N-95 mask when working directly with students and unable to maintain six-foot distance;
- Wear an N-95 mask and face shield with drape when working hand-over-hand with students;
- Wear glove and gown when working hand-over-hand with students;
- When around students that cannot wear a mask, you must wear an N-95 mask, face shield with drape, gown, and gloves;
- Wear gloves when cleaning surfaces;

- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see Holli Fedewa, sub coordinator, for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 15, 2021.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

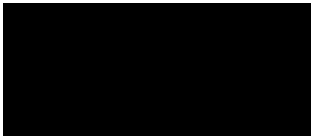
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via email

September 21, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on September 16, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on September 16, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (for example on bus trips);
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

If you accept the terms of reasonable accommodation the District is offering you, please sign below and return a copy of this letter to the Human Resource Services Department by September 24, 2021.

Thank you,


Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc: 

Printed Name: _____ Building: _____

Signature: _____ Date: _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

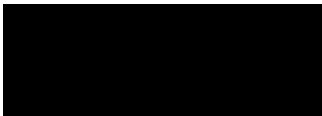
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via email

October 11, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 8, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 5, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (for example on bus trips;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

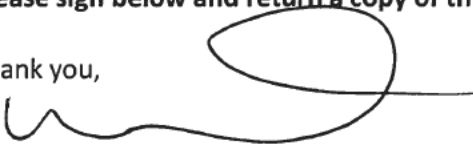
Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify me and provide the appropriate documentation.

Please sign below and return a copy of this letter to the Human Resource Services Department.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:



Receipt Acknowledged:

Printed Name: _____ *Building:* _____

Signature: _____ *Date:* _____, 2021



**SNOHOMISH
SCHOOL
DISTRICT**

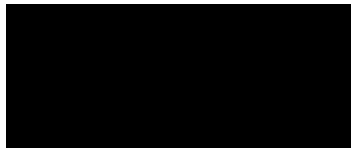
Darryl Pernat
Executive Director of Human Resource Services

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker

Sent via email

October 19, 2021



Dear [REDACTED]

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 18, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 18, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (for example on bus trips);
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;

- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify Mark Perry or me and provide the appropriate documentation.

Thank you,



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:





**SNOHOMISH
SCHOOL
DISTRICT**

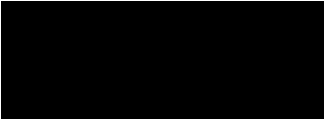
*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Delivered via Perry

October 18, 2021



Dear 

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (for example on bus trips;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify Mark Perry or me and provide the appropriate documentation.

Thank you



Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:





**SNOHOMISH
SCHOOL
DISTRICT**

*Darryl Pernat
Executive Director of Human Resource Services*

1601 Avenue D, Snohomish, WA 98290-1799
Human Services Phone 360-563-7233

Board of Directors:
*Jay Hagen
Shaunna Ballas
Dr. Sara Fagerlie
Josh Seek
Brandy Hekker*

Sent via email

October 18, 2021



Dear 

The Snohomish School District's Human Resource Services Department has considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related District directives. For the reasons stated in this letter, the District is approving your requested religious exemption subject to the specific terms set forth below.

The District has reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during the District's interactive meeting with you on October 15, 2021. Based on that information, the District acknowledges that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the District's interactive meeting with you held on October 15, 2021, the District offers the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- When it is not possible to maintain six-foot distance from others, wear an N-95 mask (for example on bus trips;
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;

- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

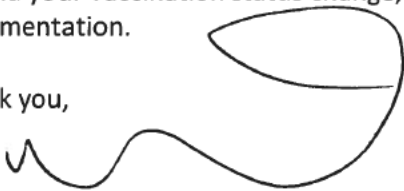
If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place within the District. The District may adjust these requirements, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your building COVID coordinator for PPE including masks. Someone from the district will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine, and you will need to use your leave balances to cover for your absence.

Should your vaccination status change, please notify Mark Perry or me and provide the appropriate documentation.

Thank you,

A handwritten signature in black ink, appearing to read 'Darryl Pernat', with a large, stylized loop at the end.

Darryl Pernat
Executive Director of Human Resource Services

Attachment

Cc:





Hand delivered via supervisor

October 19, 2021



Dear [REDACTED]

The Snohomish Aquatic Center and Snohomish School District have considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related directives. For the reasons stated in this letter, your requested religious exemption has been approved subject to the specific terms set forth below.

The Aquatic Center and District have reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during your interactive meeting on October 13, 2021. Based on that information, it is acknowledged that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The Aquatic Center and District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish Aquatic Center and Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the interactive meeting with you held on October 13, 2021, you are offered the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier if working at the front desk or in guest services.
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place. These requirements may be adjusted, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your supervisor for PPE including masks. Someone from Snohomish School District will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine.

Should your vaccination status change, please notify Chris Bensen or Rob Serviss and provide the appropriate documentation.

Please sign below and return a copy of this letter to Chris Bensen or Rob Serviss.

Thank you,

Dave Sage
Executive Director of Operations

Attachment

Cc:



Receipt Acknowledged:

Printed Name: _____

Signature: _____ *Date:* _____, 2021



Hand delivered via supervisor

October 19, 2021



Dear 

The Snohomish Aquatic Center and Snohomish School District have considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related directives. For the reasons stated in this letter, your requested religious exemption has been approved subject to the specific terms set forth below.

The Aquatic Center and District have reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during your interactive meeting on October 13, 2021. Based on that information, it is acknowledged that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The Aquatic Center and District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish Aquatic Center and Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the interactive meeting with you held on October 13, 2021, you are offered the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Use a plexiglass barrier if working at the front desk or in guest services.
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;
- Complete a daily, online COVID-19 health attestation; and

- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

If accepted in lieu of the vaccination requirement, the above requirements must be followed for as long as the COVID-19 vaccination requirement remains in place. These requirements may be adjusted, in the future and based on further developments, in which case you will be notified of the updated requirements.

Please note that if you accept this reasonable accommodation but are later found to have violated the applicable alternative requirements listed above while the COVID-19 vaccination requirement remains in place, you may be subject to discipline up to and including termination for failure to meet qualifying requirements of employment. This may include, but is not limited to, if you are found to have not properly social distanced during interactions with peers or neglecting to test and submit testing results in a timely fashion to Human Resource Services. Please see your supervisor for PPE including masks. Someone from Snohomish School District will be reaching out to you to schedule a fitting appointment for the N-95 masks, if this is a requirement listed above.

Reminder that if you are considered a close contact of an individual who tests positive for COVID-19, you will be required to quarantine.

Should your vaccination status change, please notify Chris Bensen or Rob Serviss and provide the appropriate documentation.

Please sign below and return a copy of this letter to Chris Bensen or Rob Serviss.

Thank you,

Dave Sage
Executive Director of Operations

Attachment

Cc:



Receipt Acknowledged:

Printed Name: _____

Signature: _____ *Date:* _____, 2021



Hand delivered via supervisor

October 19, 2021



Dear [REDACTED]

The Snohomish Aquatic Center and Snohomish School District have considered your requested religious exemption from the proof of COVID-19 vaccination required under the Governor's Proclamation 21-14.1 and related directives. For the reasons stated in this letter, your requested religious exemption has been approved subject to the specific terms set forth below.

The Aquatic Center and District have reviewed the information provided with your Religious Accommodation Request Form, which is attached to this letter, and the information you provided during your interactive meeting on October 13, 2021. Based on that information, it is acknowledged that your accommodation request is based on a sincerely held religious belief that conflicts with the COVID-19 vaccination requirement.

The Aquatic Center and District will offer you a reasonable accommodation to avoid conflict with your religious beliefs, while still allowing you to perform the essential functions of your position, mitigating transmission of COVID-19, avoiding undue burdens on the District.

It is the duty of the Snohomish Aquatic Center and Snohomish School District to protect the health and safety of our employees and students. While you have a religious exemption from meeting the State's COVID-19 vaccination requirement for public school employees, you have a responsibility to protect the health and safety of others. Therefore, based on the nature of the accommodations you requested and that were discussed with you during the interactive meeting with you held on October 13, 2021, you are offered the following as an alternative to the COVID-19 vaccination:

- Maintain a six-foot distance from others to the extent feasible within your job assignment;
- Wear a KN-95 mask and when on District property at all times, other than when you are actively consuming food and beverage;
- Wear a pre-identified mask that is 3 layers and designed for use when providing swim instruction. This specific mask will be provided to you.
- Use a plexiglass barrier if working at the front desk or in guest services.
- Wear gloves when cleaning surfaces;
- Wipe down workspaces and equipment before and after each use;
- Practice frequent hand washing with warm water and soap;
- Consume food and beverage in a private setting, away from other individuals;

- Complete a daily, online COVID-19 health attestation; and
- Adhere to weekly COVID-19 testing (provided by the District) and submit results to Human Resource Services.

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