

**Clinical Education Affiliation Agreement Between School Board of Clay County and  
Laboratory Corporation of America**

**THIS CLINICAL EDUCATION AFFILIATION AGREEMENT** (this “Agreement”) entered into this 2nd day of June, 2022 (the “Effective Date”), by and between The School Board of Clay County, Florida, (“School”), whose principal address is 900 Walnut Street, Green Cove Springs, Florida 32043, and Laboratory Corporation of America (“Facility”), whose address is: 5610 W. La Salle St., Tampa, FL 33607..

**W I T N E S S E T H:**

**WHEREAS**, School and Facility desire that the public interest be served by ensuring a continuing source of competent health care professionals;

**WHEREAS**, School desires that School students (“Students”) enrolled in those certain health-related programs offered by School set forth on Exhibit A attached hereto obtain clinical experience at satellite facilities listed on Exhibit C. (hereinafter “satellite facilities”)

**WHEREAS**, Facility is willing to provide the necessary facilities for such clinical experience for Students; and

**WHEREAS**, the parties acknowledge and agree that use of the term “Facility” throughout this Agreement shall apply only to such Facility as the context may require. The term “satellite facility” shall mean a facility listed on Exhibit C.

**NOW THEREFORE**, for and in consideration of the premises and the mutual covenants and agreements herein contained, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

**1. Program.**

Subject to the terms of this Agreement, School and Facility agree that they each have the option, but not the obligation, of having Students participate in clinical training at satellite facility, which training will be planned and implemented, with the assistance of satellite facility staff, by Faculty members of Clay County Adult & Community Education's Certified Phlebotomy Technician program. The number of Students to participate in the Program at any one time, and the schedule of hours for such Program shall be mutually agreed upon by the parties hereto throughout the term of this Agreement. School shall assign full-time faculty or other qualified instructors to participate in the Program, each of whom shall possess appropriate academic credentials and/or be appropriately certified, licensed or registered as required by law or regulations for their profession.

**2. Responsibility for the Program.**

(a) Clay County Adult & Community Education shall remain ultimately responsible for the educational content of the Program and for the control and supervision of Students and Faculty Members at satellite facilities. School shall designate Faculty Member(s) to be responsible for overseeing the coordination and implementation of the Program, to act as liaison with satellite facility and to be available for scheduled conferences at reasonable times with applicable staff at satellite facility to discuss the progress of the Program and/or any problems or issues that may arise.

(b) Satellite facility shall designate a Staff Member(s) to assist in coordinating the activities of the Program at satellite facility, to act as liaison with School and to be available for

scheduled conferences at reasonable times to discuss the progress of the Program and/or any problems or issues that may arise.

**3. Responsibilities of School.**

(a) School shall only assign Students to the Program who are in good standing with School, who possess a satisfactory record and who have met the minimum requirements established by School for the Program. School shall, upon request, provide satellite facility with information relevant to a Student's clinical affiliation including, but not limited to, previous clinical experiences and special interests. School shall ensure that all Students have been screened for drugs prior to entry into the Program and will be subject to random screening throughout the Program. School shall further ensure that Students and Faculty Members comply with all background screening requirements as required by and applicable law and that such persons have been tested for communicable diseases prior to entry into the Program.

(b) School shall require Students and Faculty Members to become acquainted with satellite facility's rules, regulations, policies and procedures prior to participation in the Program or any activities at satellite facility and shall require Students and Faculty Members to comply with such rules, regulations, policies and procedures, including policies relating to the confidentiality of patient records, in addition to School's own applicable policies and procedures. Each satellite facility shall assume the responsibility for informing School of any changes in its rules, regulations, policies or procedures.

(c) School shall maintain overall responsibility for the curriculum, instruction, academic evaluation and related academic matters concerning Students participating in the

Program. School shall provide satellite facility with such evaluation forms or other reports to be used by satellite facility, at School's reasonable request, to evaluate the progress of each Student. School shall be responsible for assigning all final course completion information for Students participating in the Program.

**(d)** School shall ensure that each Student, prior to participation in the Program, has on file with School any necessary health forms and that each Student has completed any necessary physical examinations or vaccinations that may be required by satellite facility or applicable law.

**(e)** If requested by satellite facility, all Students and Faculty Members shall wear identification badges while at Satellite facility denoting their status with School.

**(f)** School shall require all Students and Faculty Members to be responsible for their own meals and other expenses while at satellite facility.

**(g)** School acknowledges and agrees that Facility and satellite facility shall not be responsible for any salaries, taxes, insurance or other costs of Students, Faculty Members or School's other employees or agents. School is responsible for its own debts, obligations, acts and omissions including, but not limited to, social security, health insurance, unemployment compensation, sickness and accident disability insurance, worker's compensation and the payment of all required withholding, social or other taxes and benefits of its Students, Faculty Members and other employees or agents, as applicable.

**(h)** School and all Students and Faculty Members shall comply with all federal and state laws and regulations, and all bylaws, rules, regulations and policies of Satellite facility and Satellite facility's medical staff, regarding the confidentiality of any medical records or other patient information. School acknowledges that it along with its Students and Faculty Members are obligated to comply with the Health Insurance Portability and Accountability Act of 1996,

codified at 42 U.S.C. § 1320 through d-8 (“HIPAA”), and the requirements of any current and future regulations promulgated thereunder, including, without limitation, the federal privacy regulations as contained in 45 C.F.R. Parts 160 and 164, and the federal security standards as contained in 45 C.F.R. Parts 160, 162 and 164 (collectively, the “Federal Privacy Regulations”). Accordingly, School shall instruct all Students and Faculty Members to protect the privacy of any personally identifiable protected health information (“PHI”) that is collected, processed or learned as a result of performing their duties at Satellite facility. School agrees not to use or further disclose any PHI other than as permitted by HIPAA requirements and the terms of this Agreement. School will make its internal practices, books and records relating to the use and disclosure of PHI available to the Secretary of Health and Human Services to the extent required for determining compliance with the Federal Privacy Regulations.

(i) School shall notify all Students and Faculty Members of their obligations pursuant to this Agreement prior to allowing such Students or Faculty Members to participate in the Program, and shall inform Students and Faculty Members that they must comply with the requirements of this Agreement. School shall be responsible for any breach of this Agreement by any Student or Faculty Member.

(j) School shall require all Students to execute the Informed Consent/ Liability Waiver in the form attached hereto as Exhibit B, and School shall deliver copies of same to Satellite facility prior to any such Student’s participation in the Program.

**4. Responsibilities of the Satellite facility.**

(a) Satellite facility shall provide the facilities, equipment, and support personnel reasonably necessary for the conduct of the Program.

**(b)** Satellite facility's personnel shall provide direction of Students in the provision of direct patient care and other clinical activities. Satellite facility shall remain ultimately responsible for the overall care of its patients and satellite facility personnel shall make all decisions regarding patient care. In the event of a difference of opinion concerning the care of a patient, the decision of satellite facility personnel shall control.

**(c)** Satellite facility shall not substitute Students or Faculty Members for paid satellite facility staff for any purpose, function or task while Students or Faculty Members are participating in the Program at satellite facility and no Student or Faculty Member shall be considered to be an employee or agent of satellite facility during the Program.

**(d)** Any personnel of satellite facility who are providing any instruction during the Program shall possess appropriate academic credentials and/or be appropriately certified, licensed or registered as required by law or regulation for their profession.

**(e)** Satellite facility shall maintain the confidentiality of all Student records produced by it or furnished to it by School and shall not disclose information except as required by law or as required to perform its obligations to its residents or as School may request for its own use or as a Student may direct.

**(f)** Satellite facility shall notify School promptly of any situation or problem, which threatens a Student's successful completion of the Program, or of any inappropriate behavior or misconduct on the part of any Student or Faculty Member.

**(g)** Satellite facility reserves the right to remove, in its sole discretion, any Student or Faculty Member from the Program at any time who does not meet satellite facility's professional or other standards or who does not comply with any satellite facility policies or procedures or those of any authority directing satellite facility, upon notice to and consultation with School;

provided, that satellite facility shall be entitled to remove any such Student or Faculty Member from its facilities immediately if, in satellite facility's sole discretion, the situation so requires.

(h) Satellite facility shall ensure that its facilities and the operation thereof are in compliance with all applicable medical, state and local laws, rules, regulations and standards.

(i) Satellite facility shall provide a copy of its current rules, regulations, policies or procedures pertaining to the Program to Students and Faculty Members. Satellite facility may provide an orientation for Students and Faculty Members to acquaint them with satellite facility and such rules, regulations, policies or procedures.

#### **5. Joint Responsibilities.**

(a) Both parties shall comply with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, and related regulations, and shall assure that they will not discriminate against any Student or Faculty Member as to any aspect of the Program because of race, color, creed, sex, age, religion, national origin, or sexual orientation.

(b) The parties shall meet as often as reasonably necessary to plan the schedule for the Program. The parties agree to use their best efforts to resolve any problems or issues that arise during the Program through discussion.

#### **6. Insurance and Indemnification.**

(a) School represents that it shall at times have in effect professional liability insurance, for itself, Students, Faculty Members and any other persons acting on its behalf pursuant to this Agreement with limits of one million dollars (\$1,000,000) per occurrence and two million dollars (\$2,000,000) in the aggregate. Such insurance shall cover all causes of action, claims, demands, liabilities, losses, damages, judgments or expenses of every kind and

nature, including without limitation, all costs and attorneys' fees hereafter required as a result of or arising out of any negligent acts or omissions of the School, Students, Faculty Members or School's employees and agents in connection with and pursuant to this Agreement. School warrants that it will keep such professional insurance in full force and effect to respond to any claims arising out of the actions or omissions of the School, its Students, Faculty Members, employees and agents during the term of this Agreement and for at least two years following the expiration or earlier termination of this Agreement. Evidence of this insurance shall be furnished by School to Satellite facility upon request. School shall provide Satellite facility with at least thirty (30) days prior written notice in the event such insurance coverage is canceled or materially changed. Cancellation of such insurance without an adequate replacement policy shall be grounds for immediate termination of this Agreement by both parties.

**(b)** School shall provide evidence of workman's compensation insurance for all Faculty Members and any other employees who shall be on Satellite facility premises pursuant to this Agreement. School is a government entity which is self-insured for workers compensation to the extent allowed by law.

**(c)** School shall indemnify and hold harmless satellite facility, and their respective officers, directors, affiliates, agents and employees, from and against any and all claims, liabilities, losses, damages, costs, expenses and causes of action arising out of the negligent acts or omissions of School, Students and/or Faculty Members in connection with this Agreement. School is a political subdivision of the State of Florida. Notwithstanding any language in this Agreement to the contrary, nothing in this indemnification agreement shall be construed or interpreted to increase either the scope or dollar limit of the School's liability beyond that which is set forth in Fla. Stat. 768.28, or to otherwise waive School's sovereign immunity, or to require



School to indemnify satellite facility, any party to this Agreement or any other person, corporation or legal entity of any kind or nature whatsoever for injury or loss resulting from any acts other than the negligent acts of School or its agents, employees or participating students.

The School shall not indemnify any party for attorney's fees or costs other than those court costs which are set forth by Florida Statutes or other Florida law as recoverable costs of court. This obligation shall survive termination of this Agreement.

**7. Term of Agreement.**

(a) The term of this Agreement shall be for one year, commencing on the Effective Date, and shall be automatically renewed for successive one (1) year periods unless either party notifies the other of its intent not to renew within ninety (90) days prior to the expiration of any term.

(b) Notwithstanding anything to the contrary herein, either party may terminate this Agreement with or without cause at any time by giving thirty (30) days written notice to the other party. In such cases of termination of this agreement students who are participating in training at the satellite facility shall be allowed to continue said training until the end of the then current grading period.

(c) Notwithstanding anything to the contrary provided herein, Satellite facility shall be entitled to terminate this Agreement with immediate effect if, in its sole discretion, it determines that the continuation of this Agreement endangers any of its residents.

(d) Subject to sections 4(g) and 7(c) hereof, in the event of any non-renewal or termination of this Agreement, Students then in the Program shall be allowed to complete the Program; provided, that in no event shall the Students' participation in the Program at Satellite

facility extend beyond three (3) months from the date of termination hereof. In the event of such non-renewal or termination, no new Students will be allowed to enroll in the Program.

**8. Use of Name.**

Unless otherwise provided herein, neither party shall use the name of the other for any commercial promotion, advertising or marketing without the prior written consent of the other party. Furthermore, the parties agree to consult with each other and obtain written consent before issuing any press releases or otherwise making any public statements with respect to the transactions contemplated herein.

**9. Miscellaneous.**

(a) This Agreement sets forth the entire Agreement and the understanding of the parties as to the matters contained herein. This Agreement shall not be modified or amended except in writing and signed by both parties.

(b) Notwithstanding anything to the contrary provided herein, sections 3(h), 6, 7 and 8 shall survive the expiration or earlier termination of this Agreement.

(c) The parties expressly intend that as to this Agreement, the parties shall be independent contractors, have no relationship other than the one created by this Agreement, and that the parties shall not receive any benefits other than those expressly provided herein. This Agreement does not constitute a joint venture or partnership between the parties. Furthermore, this Agreement shall not be construed or deemed to create any rights or remedies of any person not a party hereto. The parties expressly intend that no agent, servant, contractor or employee of one party shall be deemed an agent, servant, contractor, or employee of the other party.

(d) Subject to provisions herein to the contrary, this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective successors and permitted

assigns. No party may assign this Agreement without the prior written consent of the other party, the consent of which shall be given at that party's sole discretion.

**(e)** The waiver by either party of a breach or violation of any provision of this Agreement shall not operate, or be construed to constitute, a waiver of any subsequent breach of the same, or any breach or violation of any other provision hereof. All remedies, either under this Agreement, or by law or otherwise afforded, will be cumulative and not alternative.

**(f)** Any notices required or permitted under this Agreement shall be served personally or by certified mail return receipt requested at the addresses set forth on the first page of this Agreement.

**(g)** This Agreement is governed by, and shall be construed in accordance with, the laws of the State of Florida.

**(h)** The parties hereby agree to submit any suit, action or proceeding arising out of or relating to the Agreement to the exclusive jurisdiction of any state court in Clay\_County, State of Florida, and waive any and all objections to such jurisdiction or venue that they may have under the laws of any state or country, including, without limitation, any argument that jurisdiction, sites and/or venue are inconvenient or otherwise improper.

**(i)** Each party to this Agreement agrees to comply with all applicable federal, state and local laws, rules and regulations.

**(j)** If any provision of this Agreement is held or determined to be illegal, invalid or unenforceable under any present or future law, and if the rights or obligations of the parties under this Agreement will not be materially and adversely affected thereby, such provision will be fully severable; this Agreement will be construed and enforced as if such illegal, invalid or unenforceable provision had never been a part hereof; the remaining provisions of this

Agreement will remain in full force and effect and will not be affected by the illegal, invalid or unenforceable provision or by its severance herefrom.

(k) The terms and conditions included in Addendum A shall be incorporate into this agreement. If there are any conflicts in the language provided in the agreement and that of Addendum A, then the language provided in Addendum A shall prevail.

IN WITNESS WHEREOF the parties have caused this Agreement to be executed by their duly authorized officers, all on the day and year first set forth above.

**THE SCHOOL BOARD OF CLAY COUNTY, FLORIDA**

By: \_\_\_\_\_  
Name: Mary S. Bolla  
Title: Chair  
Date: \_\_\_\_\_

**LABORATORY CORPORATION OF AMERICA**

By: \_\_\_\_\_  
Name:  
Title:  
Date: \_\_\_\_\_

**EXHIBIT A**

Adult Education Program

List all the programs you wish to have a rotation in Satellite facility:

Certified Phlebotomy Technician.

**EXHIBIT B**

**ADDENDUM TO CLINICAL EDUCATION AFFILIATION AGREEMENT**

INFORMED CONSENT / LIABILITY WAIVER

As a student enrolled in a health-related program (“Program”) at Clay County Adult & Community Education/ The School Board of Clay County (“School”), I understand that the required clinical experience in a health care satellite facility may expose me to environmental hazards and infectious diseases including, but not limited to Tuberculosis, Hepatitis B, and HIV (AIDS).

Neither School nor \_\_\_\_\_ (“Satellite facility”) or any of its officers, directors, employees, affiliates, agents or other representatives (collectively, “Representatives”) assumes liability if a student is injured or exposed to infectious disease at Satellite facility during assigned clinical experiences. As a student, I understand that I am responsible for the cost of health care for any personal injury/illness that occurs during my education. *Students must purchase their own health insurance.*

Every Student is required to carry professional liability insurance while enrolled in clinical courses.

Each student also is responsible for adhering to the policies and procedures of the Program as well as the policies and procedures of Satellite facility.

My signature on this form confirms that I understand and assume responsibility for the inherent risks involved in being a student in the Program at School and Satellite facility, and for adhering to the above policies.

Participant Printed Name: \_\_\_\_\_

Participant Signature: \_\_\_\_\_

ACKNOWLEDGED BY:

\_\_\_\_\_ (School)

Name: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

**EXHIBIT C**

**PHLEBOTOMY STUDENT INTERN WORK SITES**

Labcorp  
3 Shircliff Way Suite 104  
Jacksonville, Fl. 32204

Labcorp  
5501 Roosevelt Blvd.  
Jacksonville, Fl. 32244

Labcorp  
1545 Brannan Field Road  
Middleburg, Fl. 32068

Labcorp  
6699 Gate Parkway  
Jacksonville, Fl. 32256

Labcorp  
6488 103<sup>rd</sup> Street  
Jacksonville, Fl. 32244

Labcorp  
9143 Philips Hwy. Ste. 495  
Jacksonville, Fl. 32256

Labcorp  
1563 Kingsley Ave. Ste. 102  
Orange Park, Fl. 32073

Labcorp  
2262 Dunn Ave. Suite 2  
Jacksonville, FL 32218

Labcorp  
2545 Riverside Ave. Suite 3  
Jacksonville, FL 32204