

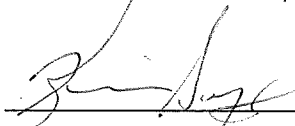
Memorandum of Understanding

Between

Southern State Community College and the Southern State Education Association

This memorandum of understanding clarifies the timing and implementation of the College's contribution to the member's HSA as outlined in Section 17.022 of the current Collective Bargaining Agreement. The Association and College agree that:

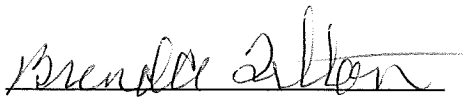
1. Effective July 1, 2011, The College will deposit \$5,000 for a family plan, or \$2,500 for a single plan, into the Health Savings Account of any Employee electing Option B, Health Savings Account at the beginning of the insurance plan year.
2. The combination of employee and employer contributions cannot exceed \$6,100 for families and \$3,050 for singles within any TAX YEAR (January to December).
3. New employees whose effective date of hire commences after the beginning of the contract year (September 1) must either choose the PPO or the HSA without the college's contribution, unless the employee elects to opt out under section 17.027.



President, SSCC

6/3/11

Date



President, SSEA

6/3/11

Date