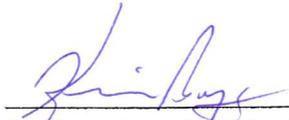


Memorandum of Understanding
Between
Southern State Community College and the Southern State Education Association

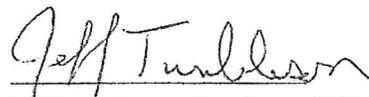
This memorandum of understanding modifies the current language in Article XVIII-Section 18.032e of the current Collective Bargaining Agreement of August 2013-July 2016, 18.032e. Each two-semester Employee that submits in writing his or her resignation/retirement prior to April 30, 2015 to be effective on or before June 1, 2015, and each three-semester Employee that submits his or her resignation/retirement prior to April 30, 2015 to be effective on or before August 31, 2015 shall receive a one-time pay-out of sick leave for 100% of their accumulated sick leave totaling up to a maximum of \$30,000. In the event that four (4) or more bargaining unit members submit notices in accordance with this section, the maximum payout shall be increased to \$40,000 per employee.

In the event that an employee on a three (3) semester contract submits his or her resignation/retirement prior to April 30, 2015 to be effective on or before August 31, 2015, the College will make pro-rated Health Savings Account (H.S.A.) or Health Reimbursement (H.R.A.) contributions.



Dr. Kevin Boys, President SSCC

4-9-15
Date



Jeff Tumbleson, President SSEA

3-30-15
Date