

College Proposal 12/6/2021

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and among Southern State Community College ("SSCC") and the Southern State Education Association ("SSEA"). This MOU shall be effective December 15, 2021 (the "Effective Date").

Each member of the bargaining unit employed by the College on December 11, 2021 shall receive a lump-sum stipend of one thousand dollars (\$1,000.00).

Each member of the bargaining unit employed by SSCC for the entire duration of the spring 2022 semester shall receive a lump-sum bonus of seven hundred and fifty dollars (\$750.00).

The current academic environment caused by the global pandemic may have required and continue to require new and innovative teaching practices. As such, the College will pay to each bargaining unit member a professional skill enhancement stipend in the amount of \$750.00 for the virtual learning adjustments required of faculty. In addition, the College will pay the stipend indicated on Appendix A for each activity successfully completed by a bargaining unit member between March 1, 2020 and July 30, 2022. Bargaining unit members applying to receive the additional stipend must submit proof of successful completion of the relevant activity to the Academic office.

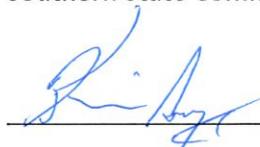
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Section 17.0221 of the current CBA is modified to add the following:

The College shall contribute an additional four hundred dollars (\$400) to the HSA of any bargaining unit member whose spouse is covered by SSCC's group health insurance plan as of the Effective Date if the spouse meets the following requirements and provides acceptable documentation to the College by May 30, 2022: (1) the spouse completes biometric screening during the current plan year, (2) the spouse attends an annual wellness visit with the spouse's health care provider during the current plan year, and (3) the spouse is covered by the SSCC group health insurance on the date the HSA contribution is made.

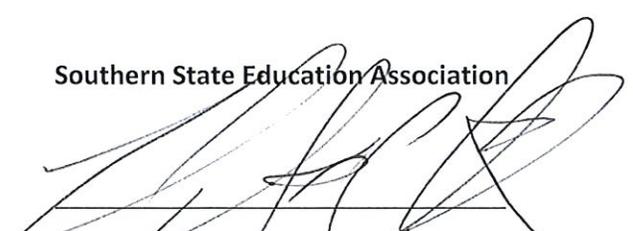
IT IS SO TENTATIVELY AGREED (subject to ratification of this MOU and the Successor CBA):

Southern State Community College



Kevin S. Boys, Ed.D., President

Southern State Education Association



President