

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and among Southern State Community College ("SSCC"), the Southern State Education Association ("SSEA") and Chyane Collins and Nikki Dato (together, "Faculty").


Because the College has decided to eliminate the Respiratory Care program it has notified the Faculty of the non-renewal of their individual employment contracts pursuant to Articles VI and XIII of the Collective Bargaining Agreement ("CBA"). However, in order to fulfill its commitment to current students, the College desires to employ the Faculty for a limited term, Fall of 2019. The Faculty are willing to undertake this employment.

Therefore, it is agreed that, notwithstanding the non-renewal of their current individual employment contracts, the Faculty will be employed by the College for Fall term 2019, on the same terms and conditions as set forth in their recently non-renewed individual employment contracts, and at the salary and with the benefits required by the CBA. Effective December 31, 2019, employment of the Faculty pursuant to this MOU will terminate without the need for any further notice or procedure. After that point the Faculty will be considered on lay-off status, and entitled to recall as set forth in the CBA.

SSEA and the Faculty waive their respective rights to grieve or otherwise contest the termination of the Faculty's employment as set forth above.


IT IS SO AGREED:

Southern State Community College

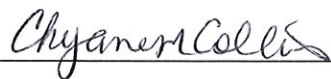


Kevin S. Boys, Ed.D., President

Southern State Education Association



Bruce Fugate, President



Chyane Collins



Nikki Dato