

## 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. The Association and the College agree that the language currently stated in Section 18.032e will be amended and revised to cover 18.032e and 18.032f as stated in this Memorandum of Understanding.

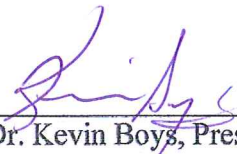
### Previous Contract Language:

18.032e: Each Employee that submits in writing their resignation/retirement to be effective by June 30, 2011 shall receive a one-time pay-out of sick leave for 100% of their accumulated sick leave totaling up to a maximum of \$20,000.

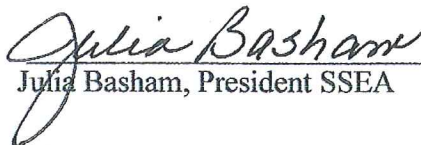
### Revised Contract Language per this Memorandum of Understanding

18.032e. Each Employee that submits in writing their resignation/retirement prior to April 15, 2014 to be effective on or before June 1, 2014 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.

18.032f. Each Employee that submits in writing their resignation/retirement prior to April 15, 2014 to be effective on or before June 1, 2014 shall be allowed, if requested by Employee, to teach for one semester for the 2014-2015 academic year and allowed 12 credit hours in the term as a guest lecturer at double the adjunct rate based on where they would be placed on the adjunct scale at the time of resignation/retirement.

  
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Dr. Kevin Boys, President SSCC

3/14/14  
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Date

  
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Julia Basham, President SSEA

3/13/14  
\_\_\_\_\_  
Date