

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").

The College and the Southern State Education Association agree to adopt the recommendations of Enrollment Management Services (EMS) as follows:

- 1) Education -Allow EMS personnel to provide additional educational resources for employees and their families at key transition points throughout the year: open enrollment, new benefit eligibility, COBRA eligibility, etc.
- 2) Enrollment Support – Allow EMS to provide employees and their families with access to EMS Benefit Specialists that can assist with plan comparisons, paperwork, applications, or other challenges that may come with other insurance resources.
- 3) Opt-Out Funding –The College may, as recommended by EMS and the insurance committee, provide premium differential payments, HRA funding for out-of-pocket expenses, and/or additional compensation to employees when employees and/or spouses or dependents waive or reduce coverage under the College's group plan.

The decision of the College to offer, or the decision of an employee to accept, any such payment or reimbursement shall continue only for the plan year in which the agreement is made unless the employee and the College agree otherwise. The College shall not be required to continue any payment or reimbursement beyond the initial plan year in which it is offered and accepted. The College may discontinue or modify any payment or reimbursement if the employee makes changes to coverage of themselves, their spouses or dependents during a plan year. All payments and reimbursement agreements shall be in writing and signed by the employee. All payments and reimbursement arrangements shall be subject to the terms and conditions of the written agreement signed by the employee.

IT IS SO AGREED:

Southern State Community College



Kevin S. Boys, Ed.D., President

Southern State Education Association



Bruce Fugate, President