

## Memorandum of Understanding

### Between

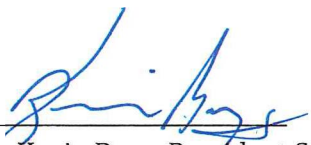
Southern State Community College and the Southern State Education Association


This memorandum of understanding modifies the current language in Article XVIII-Section 18.032 of the current Collective Bargaining Agreement.


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


**18.032e.** Each Employee that submits in writing his or her resignation or retirement prior to April 30, 2018 to be effective on or before August 1, 2018 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. 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 \$30,000 per employee; that six (6) 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 30, 2018 to be effective on or before August 1, 2018 shall be allowed, if requested by Employee, to teach for one semester for the 2018-2019 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 scale at the time of resignation/retirement.

  
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Dr. Kevin Boys, President SSCC

  
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Date

  
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Julia Basham, President SSEA

  
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Date