

AGREEMENT

SOUTHERN STATE COMMUNITY COLLEGE

SOUTHERN STATE EDUCATION
ASSOCIATION

September 2007, through 3/31/09

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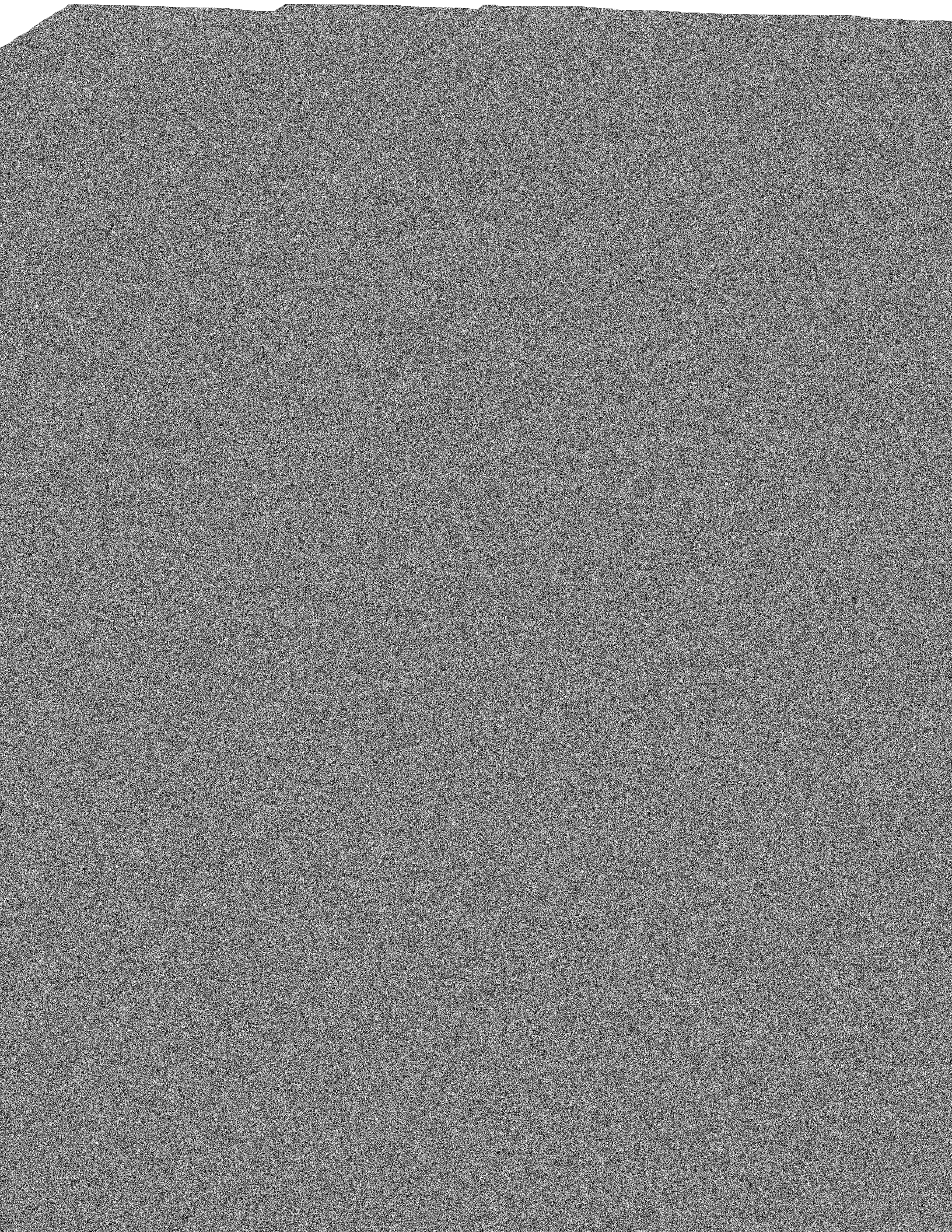
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15.061

ARTICLE X I

ARTICLE X II

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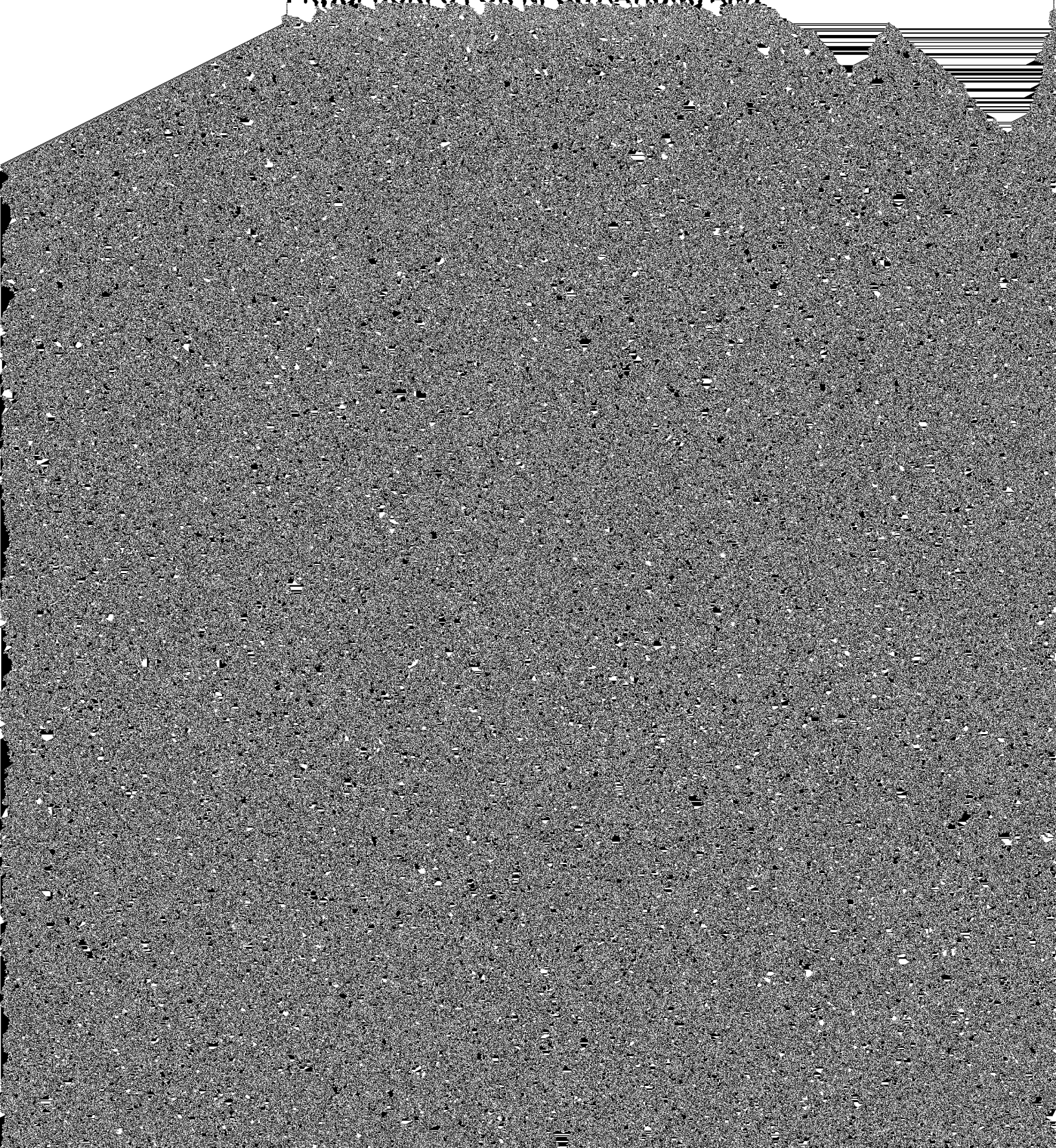


provided in Article 1.02 above. Additionally, it excludes new instructional personnel in the Displaced Homemakers Programs.

1.05 UNIT DISPUTE: In the event a dispute arises concerning the bargaining

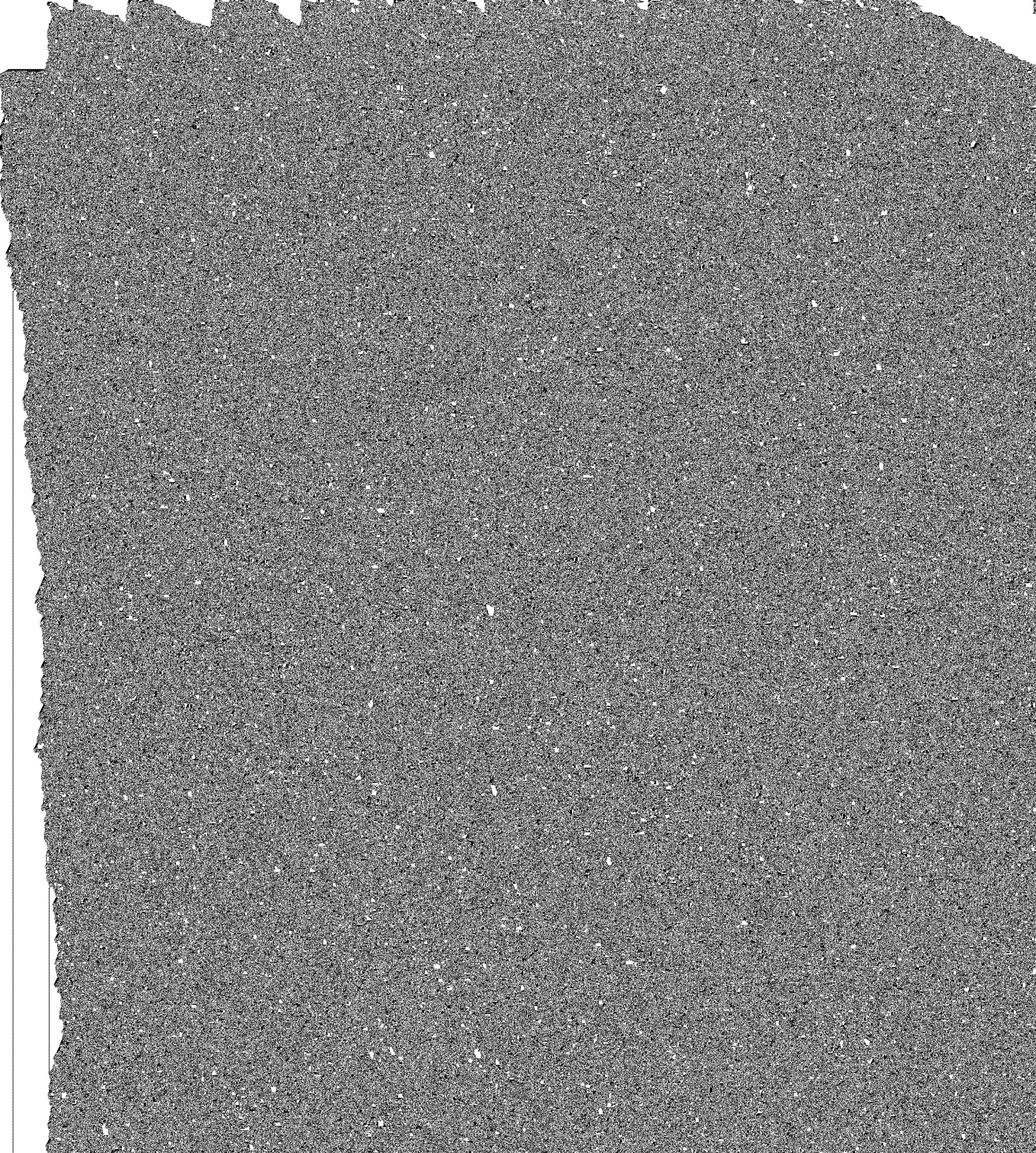
ARTICLE II

PROCEDURES FOR NEGOTIATIONS AND

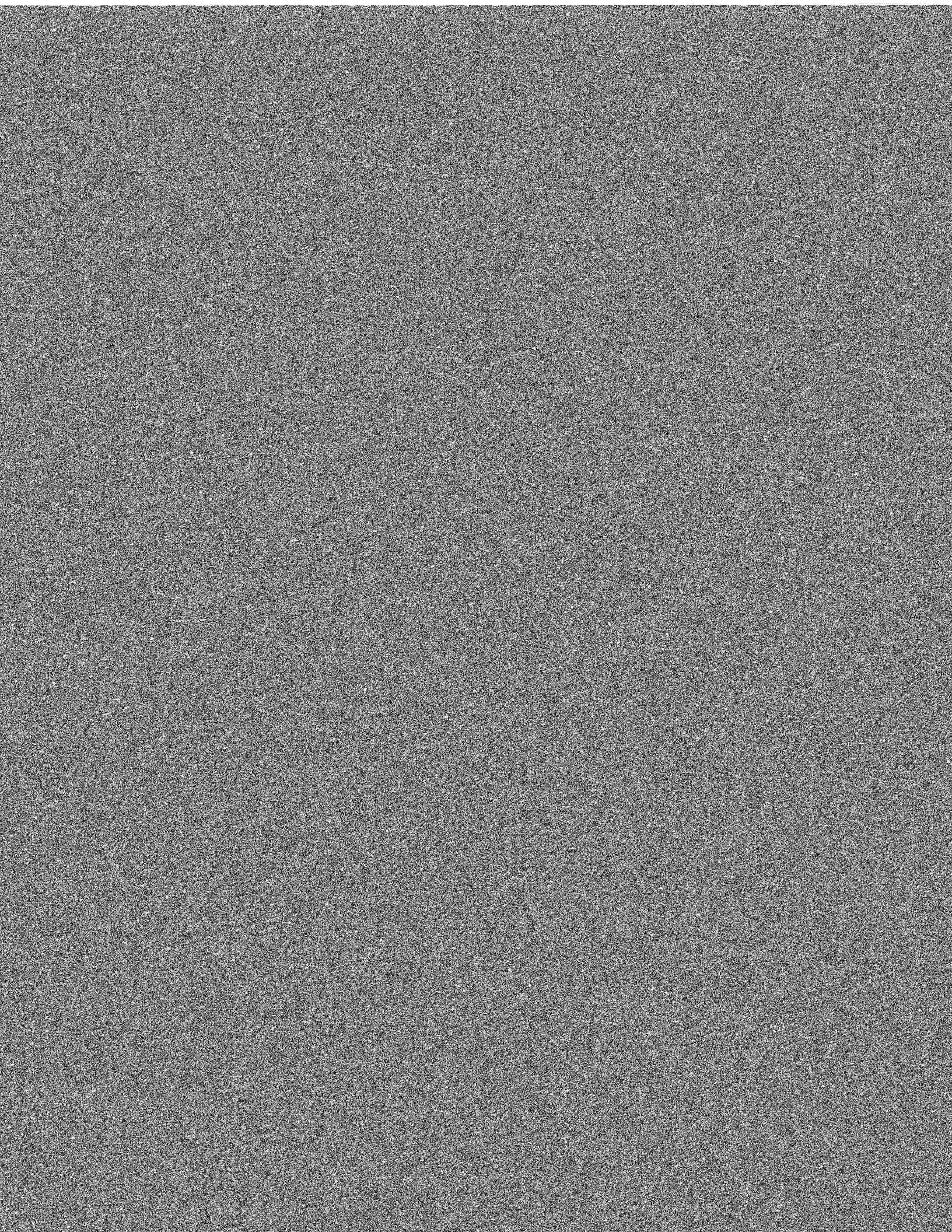


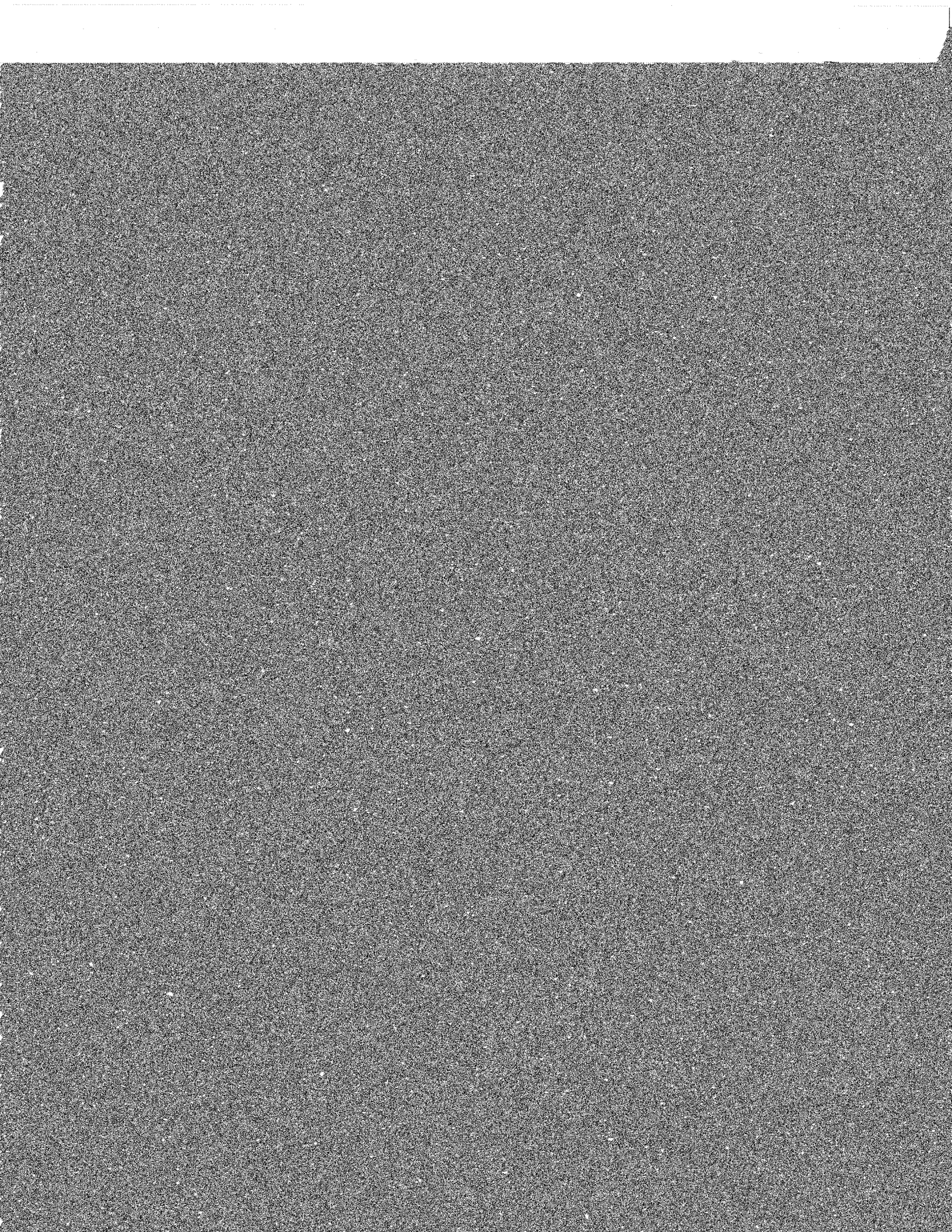
2.05 GENERAL PROVISIONS:

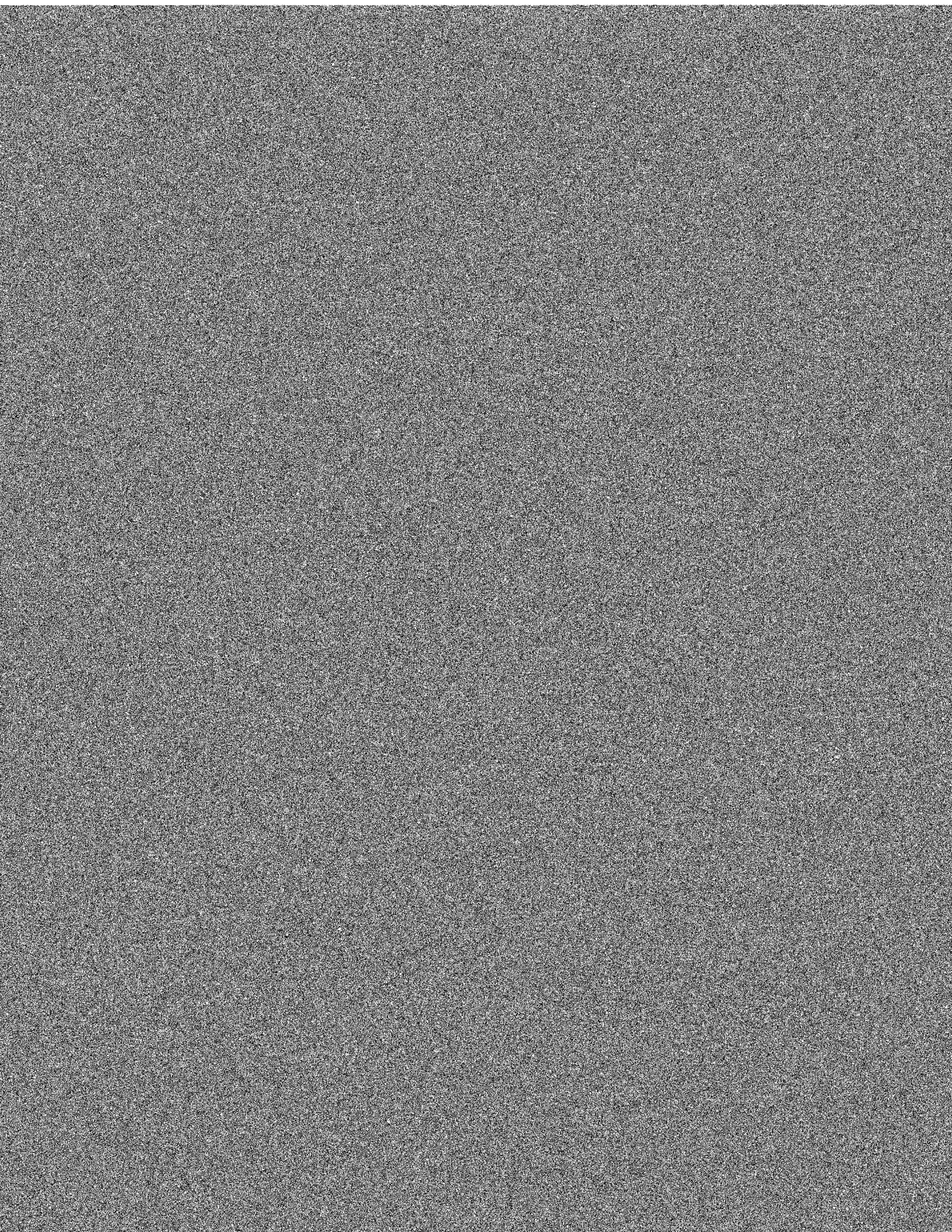
2.051 CAUCUS: Either Committee may call caucuses during a bargaining



Association conventions or conferences for periods not exceeding ten (10) total work days during an Academic Year, provided that such written application is



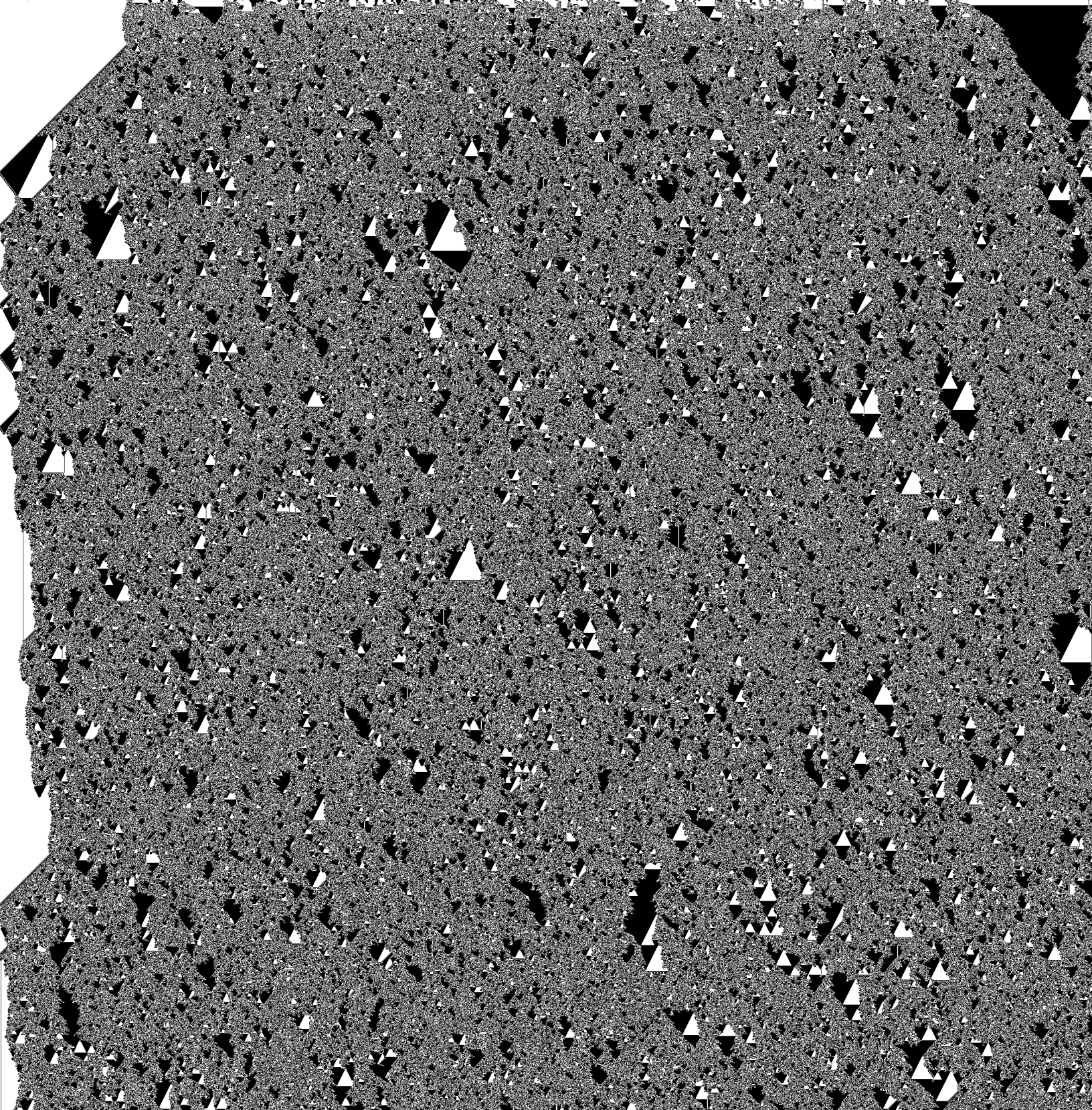




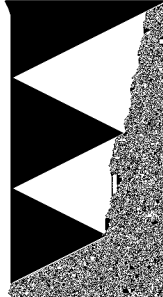
ARTICLE X

DISCIPLINE AND DISCHARGE

10.01 DISCIPLINE/DISCHARGE: The College will not discharge or discipline an



10.04 COLLEGE DECISION: Following the hearing set forth in Section 10.03 of this



ARTICLE XIII

REDUCTION IN FORCE

13.01 UNFILLED POSITIONS: Positions which are vacant due to the resignation or

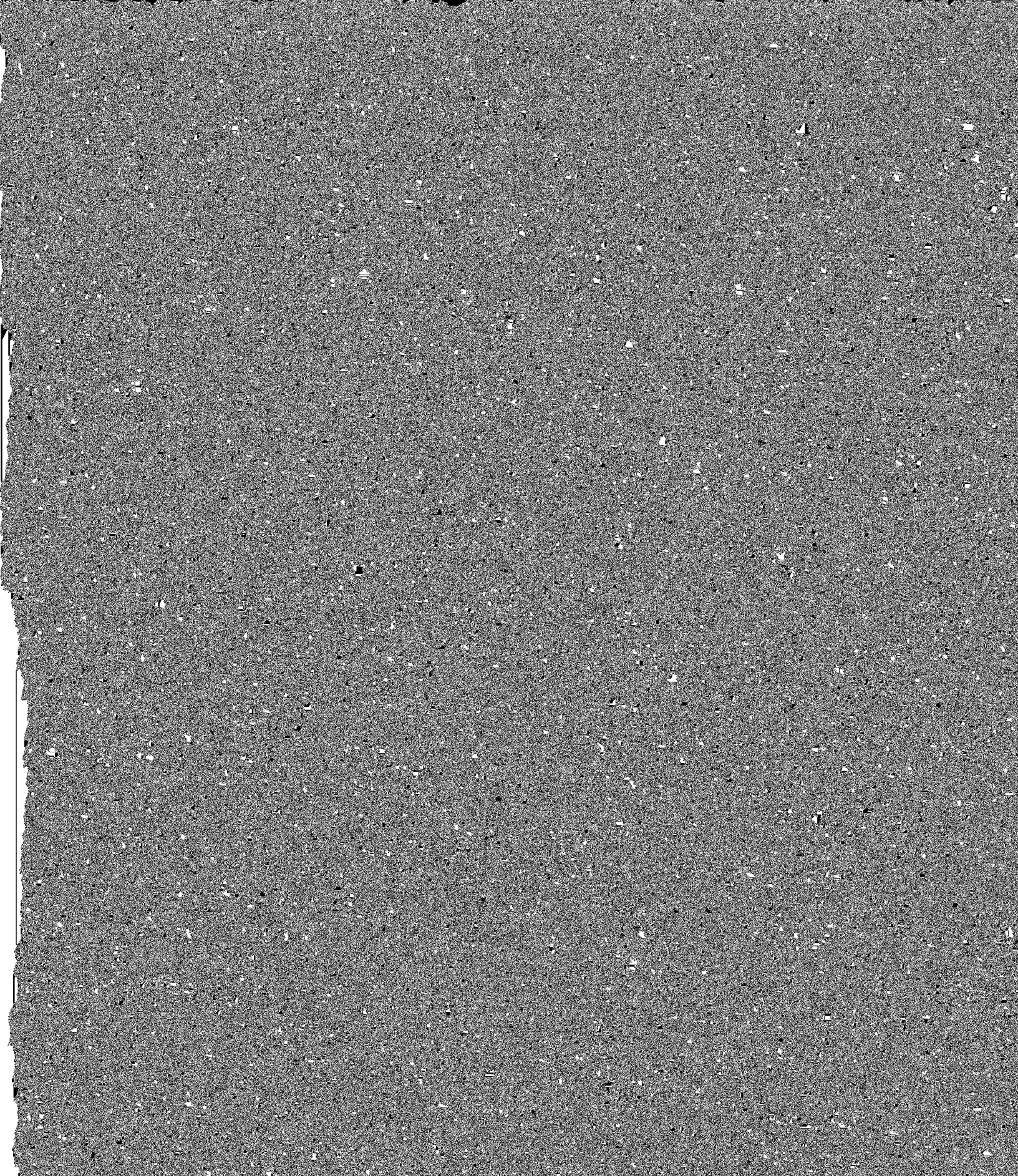
f. Experience shall be calculated to the nearest year.

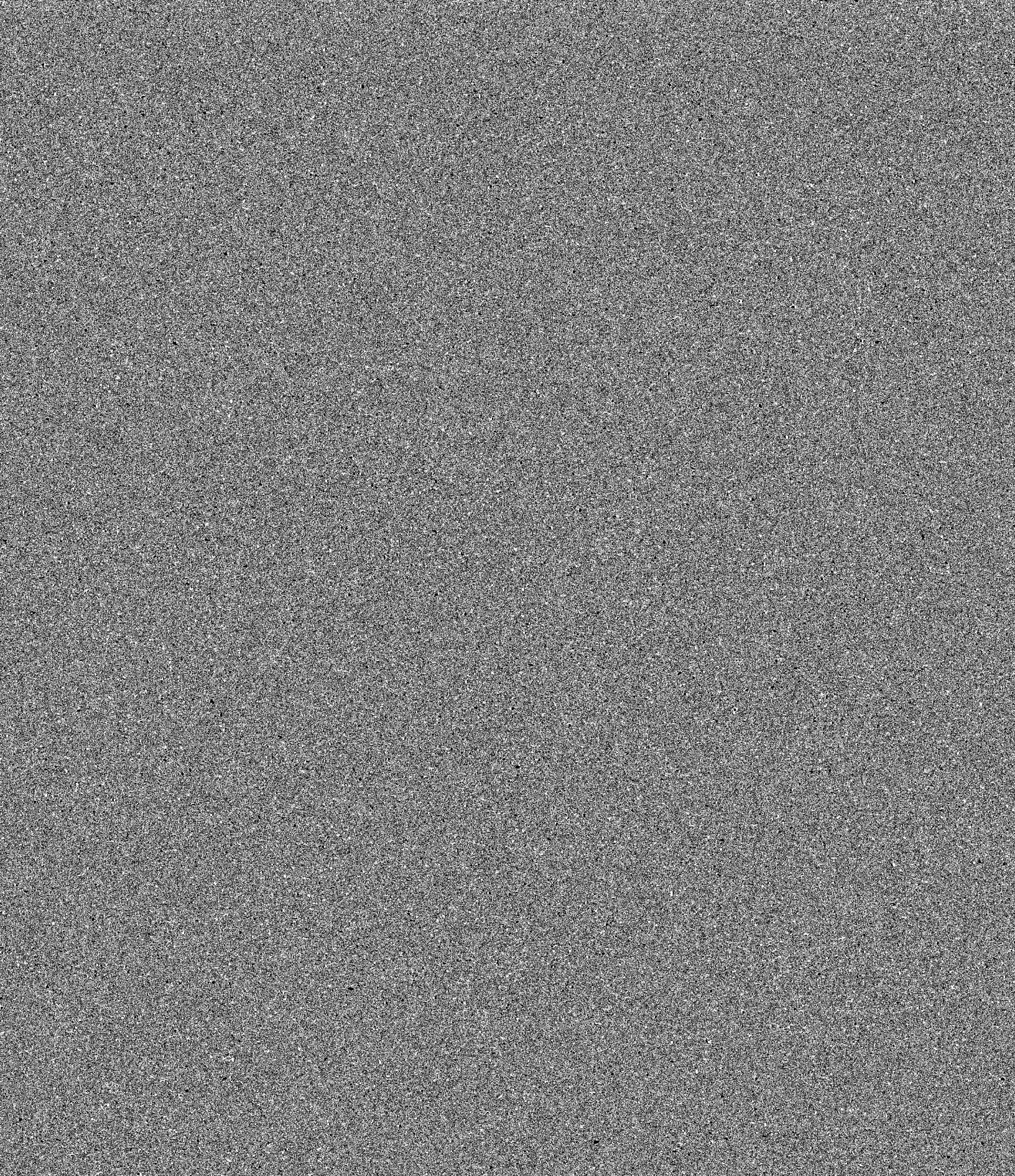
date to enable participants an opportunity to modify their election for the new plan year, within approved plan guidelines.

17.12 PAYMENT TO CASSETERIA PLAN: For each calendar year, the College will



18.032 SEVERANCE PAY: An Employee who has ten (10) or more years of





**MEMORANDUM OF UNDERSTANDING
BETWEEN
SOUTHERN STATE EDUCATION ASSOCIATION**

1 6750

1 8408

1 0768

2 1155

2 2880

22.50	\$44,719	\$57,695	\$60,850	\$64,855	\$70,259
	1.8000	2.3223	2.4493	2.6105	2.8280

~~22.50~~ ~~\$44,719~~ ~~\$57,695~~ ~~\$60,850~~ ~~\$64,855~~ ~~\$70,259~~

