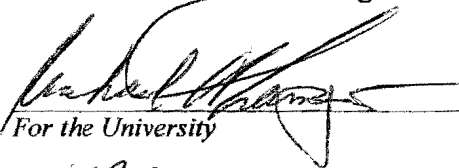


MEMORANDUM OF AGREEMENT

In order to promote amicable employer-employee relations and in settlement of the matter involving Kean University's removal of "Academic Specialists" from the Adjunct Faculty bargaining unit, the parties hereby agree as follows:

1. The University shall provide the Union with the names of any and all "**Academic Specialists**" who were removed from the Adjunct Faculty bargaining unit prior to the end of the Spring 2002 semester.
2. The University and the Union hereby agree that any and all "Academic Specialists" who were removed from the Adjunct Faculty bargaining unit shall be reinstated as provided in Article I, Section A.1a. of the **State-Union Agreement** (Recognition and Definition of Terms).
3. This reinstatement shall be retroactive to January 15, 2002.
4. University shall be responsible for any and all retroactive representation fees due to the Union. Prior to payment the employer shall share its calculations with the Union.
5. In the event that any or all retroactive or past due representation fees have been erroneously deducted from paychecks of the aforementioned "Academic Specialists" the University shall fully reimburse said employees.
6. Future employment contracts of the aforementioned "Academic Specialists" shall include the appropriate payroll object code for "**Adjunct Faculty**".
7. The Union and Grievant hereby agree not to pursue this matter in any other forum.
8. In the event that this settlement is violated, the Union has the right to file a grievance.
9. The settlement agreement shall set no precedent.



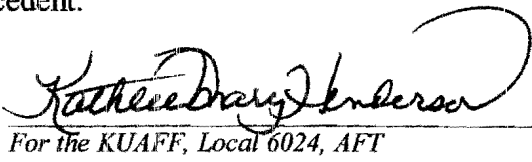
For the University

VP AF

Title/Position

4/26/02

Date



For the KUAFF, Local 6024, AFT

President, KUAFF

Title/Position

April 8, 2002

Date