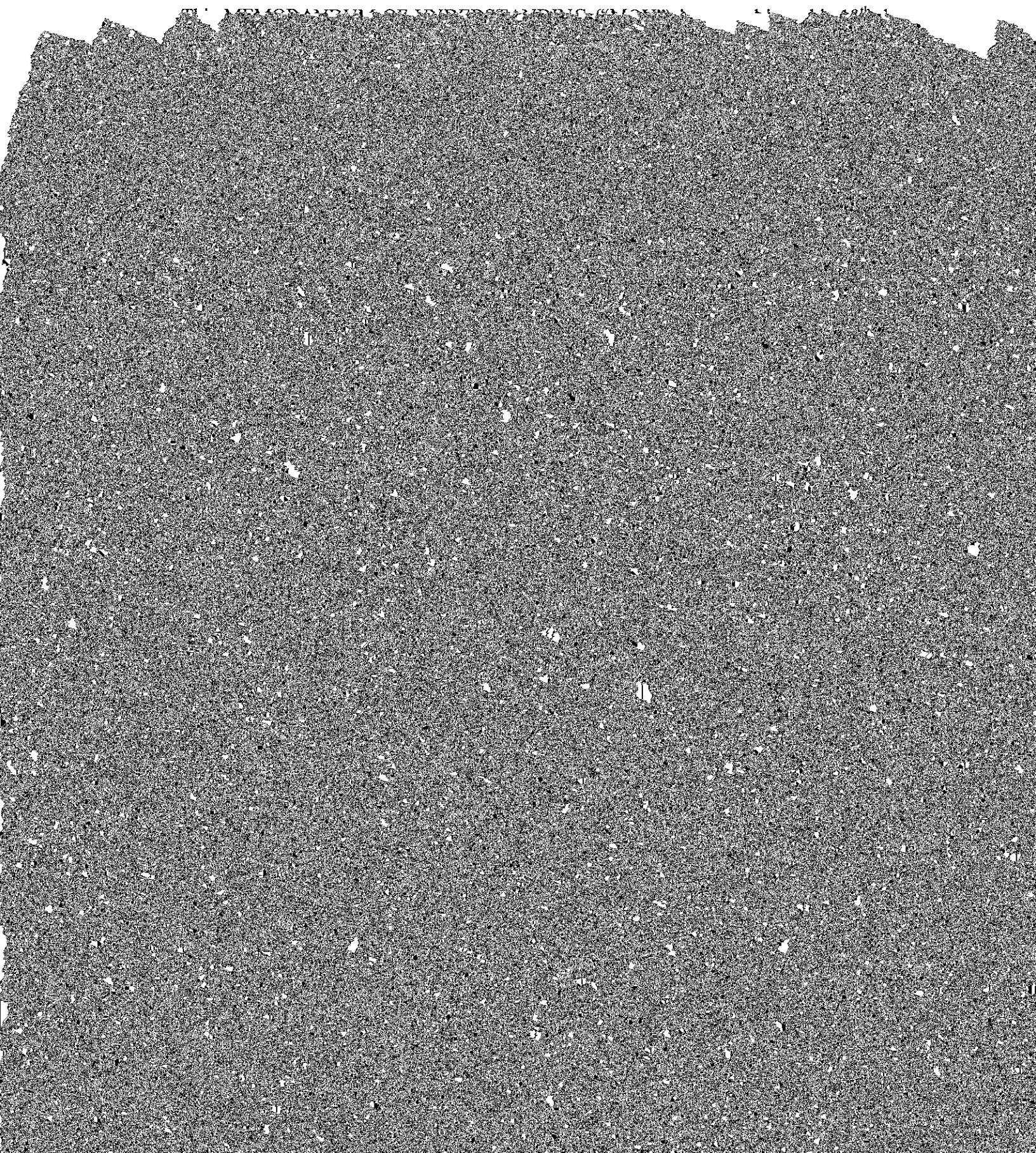


MEMORANDUM OF UNDERSTANDING



IN WITNESS WHEREOF, the Parties have caused this MEMORANDUM OF UNDERSTANDING to be signed by their respective representatives this 19th day of September

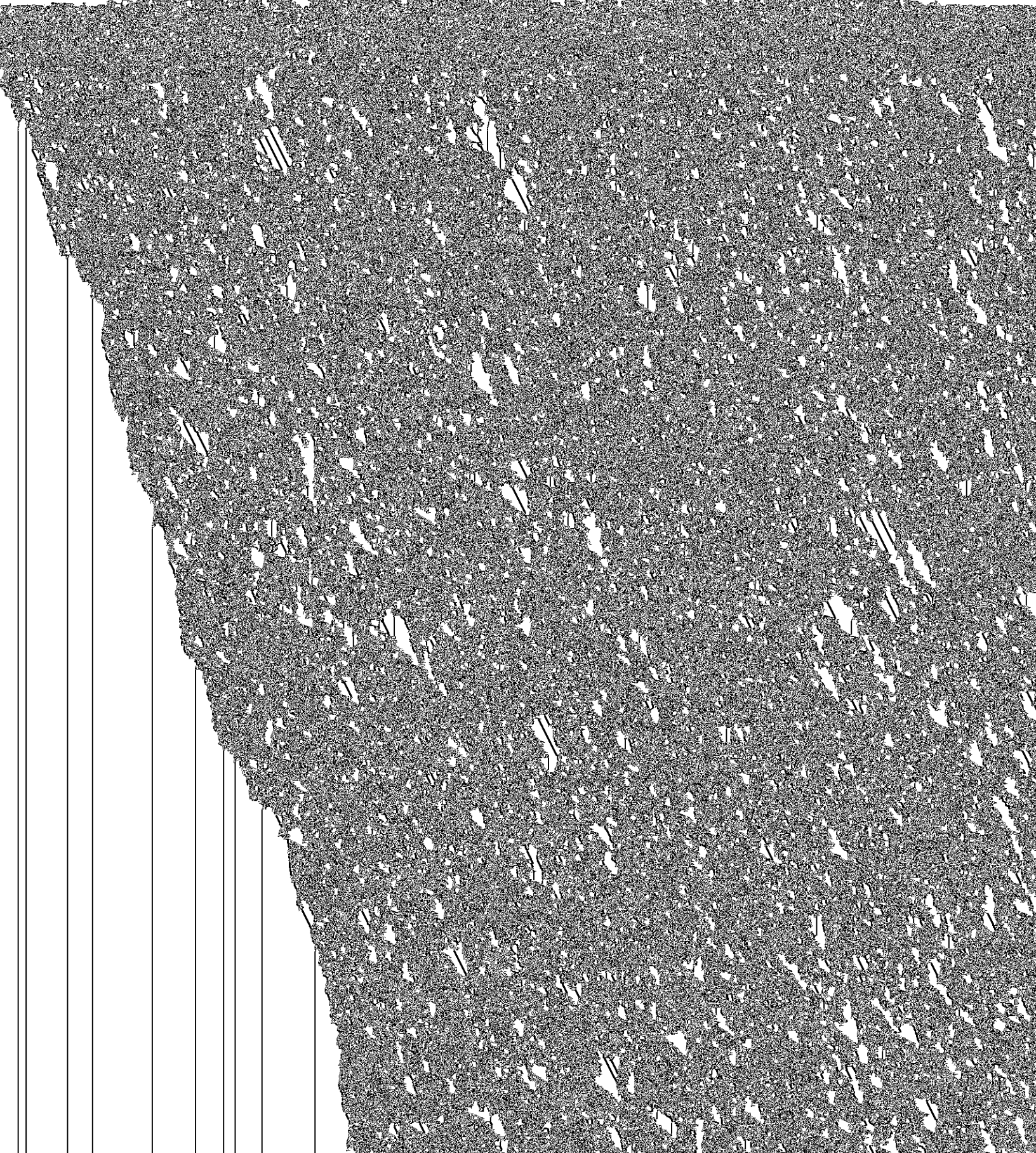


EXHIBIT “A”

EXHIBIT “B”

Article 23
Salaries

23.1 Pay Plan, Ranked Faculty (Lecturers, Instructors, Assistant Professors, Associate Professors, etc.)

[Redacted]

[Redacted]

[Redacted]

EXHIBIT "C"



