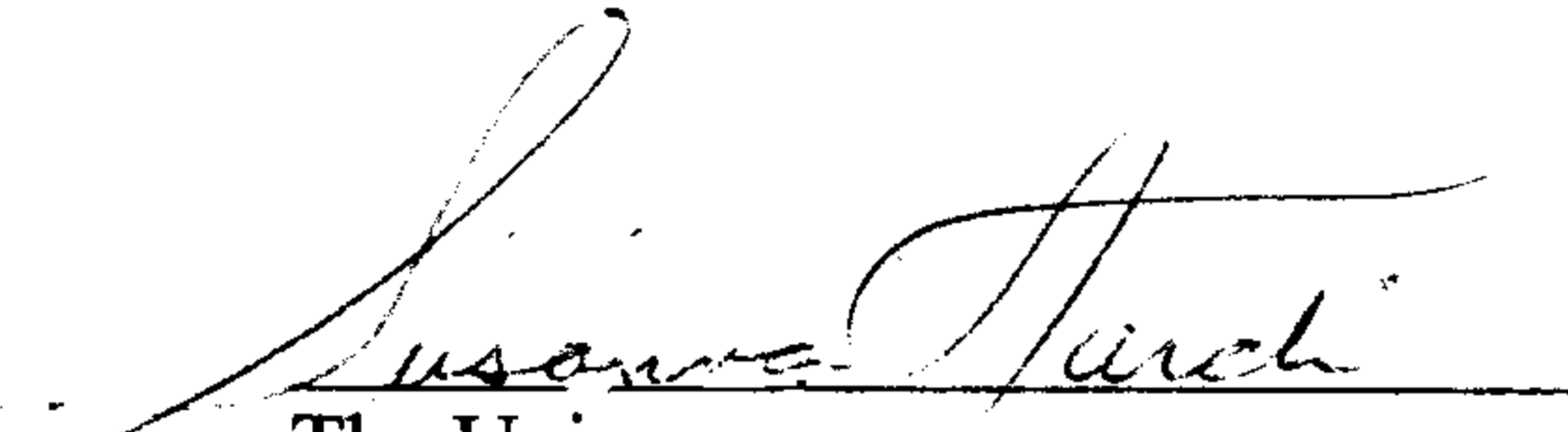


William Paterson University

Agreement

To promote amicable employer-employee relations William Paterson University ("the University") and AFT Local 1786 ("the Union") agree to the following to resolve any ambiguity in the Faculty Range Adjustment section IV. "Procedures," which states in pertinent part that "Candidates shall develop a portfolio that includes...two student and two peer evaluations within the last four semesters" for the current academic year only:

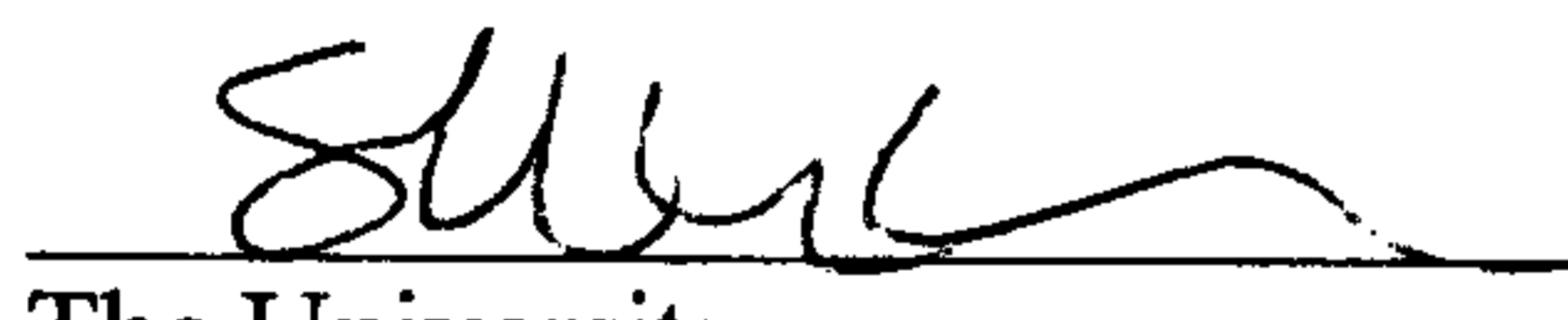
1. The parties agree that candidates for the Academic Year 2004-2005 Faculty Range Adjustment process may submit peer and student evaluations for semesters including Fall of 2002 until Fall 2004.
2. This agreement sets no precedent.
3. The issues related to this agreement may not be pursued in any forum.
4. The parties agree to the substance and form of the agreement.


The Union

12/15/04
Date


The Union

12/15/04
Date


The University

12-14-04
Date


The University

12/15-04
Date