IN WITNESS WHEREOF, the Parties have caused this MEMORANDUM OF

LINDERSTANDING to be signed by their respective representatives this 19th day of Sentember

EXHIBIT "A"

EXHIBIT "B"

Article 23 Salaries

73.1 Pay Plan	Ranked Facu			vectie vect	iate Professo	
		ALLEY DESCRIPTION			e unit	
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EYHIRIT "C"