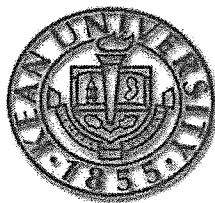


KEAN
UNIVERSITY

LETTER OF AGREEMENT #129

Compensation for Kean-Union Faculty
Teaching at Wenzhou



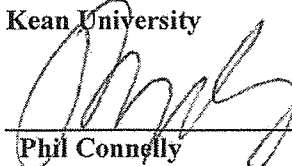
LETTER OF AGREEMENT #129

The Kean Federation of Teachers and the Kean University Administration have reached an agreement, regarding Kean University Faculty who will be teaching in Wenzhou, China. It has been determined that Faculty members who agree to teach in China will be committed to do so for a duration of at least one academic year. The following would be in effect.

1. The University will pay for two (2) round trips per person during the assignment, for stints of up to three (3) consecutive semesters, including the winter or summer sessions. Faculty members will be reimbursed a maximum amount of up to \$3,000/round trip (departing from the employee's home location, arriving in Wenzhou and returning back to the employee's home location) towards an economy fare.
2. Housing (or subsidies of equivalent value for those wishing to arrange their own housing) will be provided for the duration of their stay.
3. Faculty members teaching in Wenzhou, China will be Kean University employees and therefore entitled to all benefits based on the contractual agreement and local letters of agreement.
4. Any release time awarded would be for the usual purposes such as research, administrative or academic service while in China.
5. This program will be July 1, 2012 through June 30, 2014.
6. Any time the University requires a Faculty member to travel to Wenzhou, China before September 1st his/her salary will be prorated based on an annual 10-month salary. However, Faculty members who accept the university's invitation to report voluntarily to Wenzhou, China on a specific day prior to September 1st for the purposes of orientation, professional development, or related settlement activities will be paid \$1000 per week.

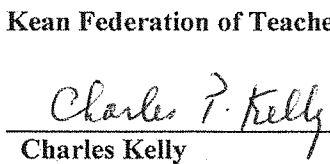
This agreement will expire June 30, 2014.

Kean University

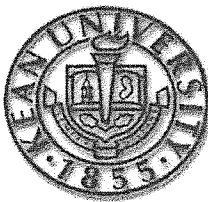


Phil Connelly Date 7/24/12

Kean Federation of Teachers



Charles Kelly Date 7-26-12



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Kean University




Phil Connelly



Date

Kean Federation of Teachers



Charles Kelly



Date