

KEAN COLLEGE OF NEW JERSEY
Union, New Jersey

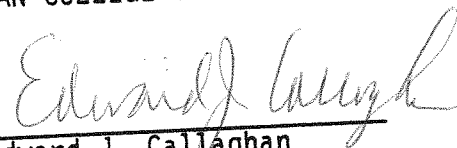
Letter of Agreement #91 Promotion Process

It is agreed between Kean College of New Jersey and the Kean College Federation of Teachers that Letter of Agreement #88 (attached), signed 26 September 1989, will remain in effect for the 1991-1992 academic year with the understanding that all applicants for promotion may make use of the process for substantive appeal to the President.

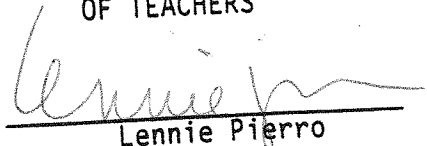
It is further agreed that Letter of Agreement #88, as modified above, is subject to review at the end of the 1991-1992 academic year.

It is understood by both parties, that absent agreement for the continuation of Letter of Agreement #88, or agreement by both parties on some further modification, the process for substantive appeal to the President will end at the conclusion of the 1991-1992 academic year and the substantive appeal to the President would no longer be part of the promotion process.

KEAN COLLEGE OF NEW JERSEY


Edward J. Callaghan

KEAN COLLEGE FEDERATION
OF TEACHERS


Lennie Pierro