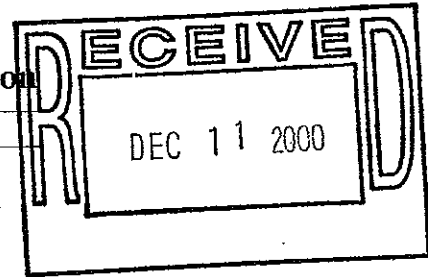




State System of Higher Education

The System Works for Pennsylvania

November 28, 2000



Mr. Marc C. Kornfeld
UniServ Representative
Pennsylvania State Education Association
Southern Region Service Center
4746 Delbrook Road
Mechanicsburg, PA 17055

RE: Article 14 - Discharge, Demotion,
Suspension, and Discipline

Dear Mr. Kornfeld:

The State System of Higher Education (State System) and the State College and University Professional Association (SCUPA) agree to the following:

Arbitrator Edward Pereless' July 26, 1996, decision on the arbitrability of issues alleging a violation of Article 14 and his October 14, 1996, decision regarding the merits of the discharge of a probationary employee will be considered null and void and will not be used by either party in any subsequent arbitration or any other matter.

Your signature below acknowledges your concurrence with this understanding.

Sincerely,

Edward P. Kelley, Jr.
Vice Chancellor for Employee
and Labor Relations

Marc C. Kornfeld 12/7/00
Marc C. Kornfeld Date
UniServ Representative

Raymond Bazylak 12-10-10
Raymond Bazylak Date
President, SCUPA