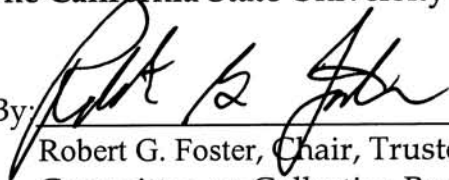

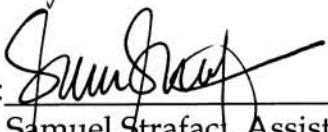


IN WITNESS WHEREOF, the parties hereto, by their authorized representatives, have executed this Memorandum of Understanding on this 8th day of November 2005:

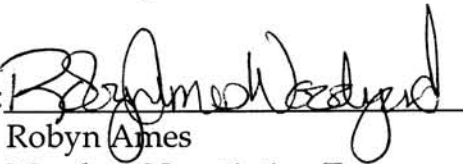
The California State University

By: 
Robert G. Foster, Chair, Trustees
Committee on Collective Bargaining

By: 
Jackie McClain, Vice Chancellor
Human Resources

By: 
Samuel Strafact, Assistant Vice
Chancellor, Human Resources


By: 
Sharyn Abernatha
Chief Negotiator

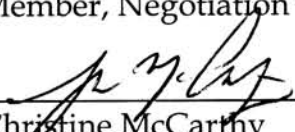
By: 
Robyn Ames
Member, Negotiation Team

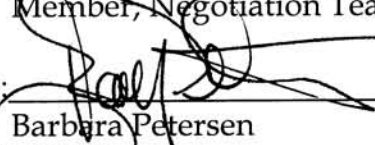
By: 
Stacy Morgan-Foster
Member, Negotiation Team

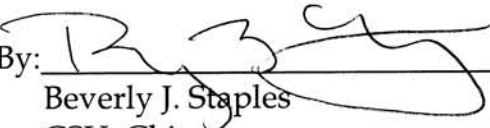
Academic Professionals of California

By: 
Edward R. Purcell
Chief Negotiator

By: 
Charles F. Goetzl
CSU, East Bay
Member, Negotiation Team

By: 
Christine McCarthy
CSU, Fullerton
Member, Negotiation Team

By: 
Barbara Petersen
CSU, Sacramento
Member, Negotiation Team

By: 
Beverly J. Staples
CSU, Chico
Member, Negotiation Team