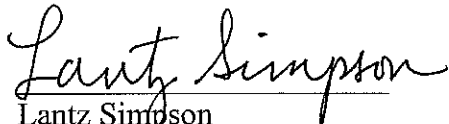
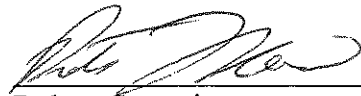


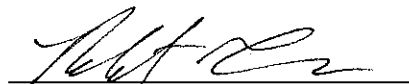
MEMORANDUM OF UNDERSTANDING

The District and the Faculty Association hereby agree that the "F" factor for Kinesiology/Dance/Recreation shall be 20.

Dated: September 9, 2002


Lantz Simpson
President, Faculty Association


Robert Sammis
Vice President, Human Resources


Robert Flores
Chief Negotiator, Faculty Association