ADDENDUM TO AGREEMENT  
(Directors of Graduate Programs)  

WHEREAS, The Stockton Federation of Teachers and the Richard Stockton College of New Jersey have entered into a certain Agreement dated May 6, 2004 according to which compensation and other terms and conditions of employment of Directors of Graduate Programs was established; and

WHEREAS, A review of the impact of the negotiated agreement on existing heads of graduate programs reveals that at least one such person would receive less compensation under the negotiated agreement than she previously received as head of the graduate program; and

WHEREAS, The parties did not intend to reduce the existing compensation of any person who serves as a graduate head who is to become a Director of a Graduate; Now therefore,

On this 9th day of August, 2004, for good and valuable consideration, each paid to the other, receipt of which is hereby acknowledged, the parties agree to amend the said agreement as follows:

1. The compensation for any existing head of a graduate program who is appointed to the position of Director of Graduate Program will be compensated at the rate established by the negotiated agreement, except that no person who served as head of a graduate program during FY2004 will have his or her compensation reduced as a consequence of the appointment.

2. At such time as any person whose compensation is protected in paragraph 1 above leaves the position as Director of Graduate Program, his or her successor as Director of Graduate Program shall be paid in accordance with the provisions of the negotiated agreement.

3. If a person whose compensation is protected in paragraph 1 above leaves the position as Director of Graduate Program, and then after a break in service as Director of Graduate Program, returns to the position as Director of Graduate Program, he or she will be paid upon the return in accordance with the provisions of the negotiated agreement.

FOR THE STOCKTON FEDERATION OF TEACHERS  
/s/ Michael Frank  
Michael Frank  
President

FOR THE RICHARD STOCKTON COLLEGE OF NEW JERSEY  
/s/ Herman J. Saatkamp, Jr.  
Herman J. Saatkamp, Jr.  
President