

ARTICLE I AGREEMENT AND INTENT

Section 1. Agreement between Shawnee State University and the Shawnee Education Association.

This is an Agreement by and between SHAWNEE STATE UNIVERSITY ("University") and the SHAWNEE EDUCATION ASSOCIATION ("Association"), which is affiliated with THE OHIO EDUCATION ASSOCIATION and THE NATIONAL EDUCATION ASSOCIATION.

The purpose of this Agreement is to set forth the wages, hours or terms and other conditions of employment as set forth in Section 4117.08 of the Ohio Revised Code for the employees represented by the Association. All personnel policies and practices in conflict with the provisions hereof are superseded by this contract and discontinued.

Section 2. Purpose and Intent.

The purpose and intent of the parties to this Agreement is to affirm their acceptance of good faith collective bargaining as a means of providing quality education and maintaining high standards of academic excellence at the University.

Section 3. Semester Transition

The parties have made a good faith effort to accommodate the changeover from quarters to semesters in this agreement. The intent of the parties was to draft an agreement which can be applied under the quarter system and the semester system. This agreement contains parallel language to cover both calendars. The standard language is based on the semester system effective Fall 2006 for the graduate program and Summer 2007 for undergraduate programs. Quarter-specific language is included in bold square brackets with the letter Q: **[Q:]**