

August 18, 2008

Ms. Mary Richardson  
AFT Connecticut  
AFT, AFL-CIO  
35 Marshall Road  
Rocky Hill, CT 06067

Re: Agreement between Cedarhurst School of Yale University and the New Haven Federation of Teachers, Local #933, AFT, AFL-CIO.

Dear Mary:

This will confirm our conversation on August 14, 2008 regarding the disposition of accumulated sick time upon a Teacher's retirement. As we discussed, it was the intention of the University and AFT Local #933 to incorporate language in the Agreement to allow the payout of accumulated sick time, in a manner similar to that available to other University employees, when a Teacher retires from the University. That provision has been effective since July 1, 2007 and has been applied in that fashion, but we inadvertently neglected to modify the Agreement accordingly. The language that follows will replace Article XII, Section 2 B of our July 1, 2007 Agreement:

**ARTICLE XII**  
**PAID TIME OFF**

Section 2 Sick Days/Retirement

- B. A Teacher retiring on or after July 1, 2007 will be paid out 25% of the Teacher's accumulated sick time at retirement and the 75% balance will be applied toward the Teacher's years of service as specified below. Any Teacher retiring on or after January 20, 2008 will be paid out 50% of the Teacher's accumulated sick time at retirement and the 50% balance will be applied toward the Teacher's years of service as specified below. Such retiring Teacher shall receive additional pension service credit for the amount of calendar time covered by working days equal to the balance of accumulated unused sick leave days that the Teacher may have. A Teacher who terminates while vested and begins immediately to collect a pension benefit from Yale

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may either retire earlier than otherwise by an amount of time equal to the sick leave credit provided in this paragraph, and begin immediately to collect a pension in the same amount that the employee would otherwise have received if retiring at the scheduled time, or may retire at the scheduled time and receive additional service credit based upon the additional credit provided by this paragraph. Although no pay will be received for the amount of additional credit provided by this paragraph, the employee's pension amount will not be reduced because this period of additional credit is unpaid.

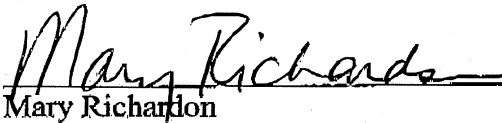
Please indicate your acknowledgement that this reflects our agreement by signing and returning a copy of this letter to me. If you have any questions, please don't hesitate to contact me.

Sincerely,



Claire Brennan

c. James F. Juhas  
Jonathon Clune



Mary Richardson  
Field Representative  
AFT Connecticut, AFT, AFL-CIO

8/18/08  
Date