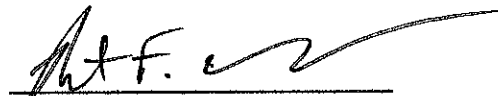


**TENTATIVE AGREEMENT # 4**

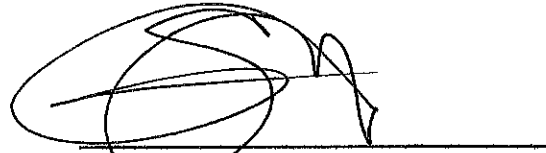
**ARTICLE I – PURPOSE AND INTENT**

Our common goal is the continuing success, growth, and flourishing of Skidmore College as an educational institution. We expect and are committed to the same mutual respect between our union and the Administration as exists between the Administration and any of Skidmore's other essential stakeholder groups. Foremost among these is providing the best possible learning environment for Skidmore's students. That is the essential mission of Skidmore as an educational institution. This agreement is designed to ensure that all faculty at Skidmore, including NTT faculty, receive the support and security they need to provide the best possible learning environment for students.

Agreed to: June 9, 2023



Robert F. Manfredi  
On behalf of Skidmore College



Sean Collins  
On behalf of SEIU Local 200United

