

**Memorandum of Understanding
between
The Baltimore City Board of School Commissioners
and
The Baltimore Teachers Union,
American Federation of Teachers, Local 340, AFL-CIO
Concerning Extended School Days at
Crossroads School**

This Memorandum of Understanding (hereinafter the "MOU") by and between the Baltimore City Board of School Commissioners (hereinafter the "Board"), and The Baltimore Teachers Union, American Federation of Teachers, Local 340, AFL-CIO (hereinafter the "BTU") shall amend the 2016-2019 collective bargaining agreement, all extensions thereof, and the successor collective bargaining agreement for the teacher bargaining unit and the 2017-2020 collective bargaining agreement for the paraprofessional and school related personnel (hereinafter "PSRP") bargaining unit (hereinafter the "Union Contracts") between the Board and the BTU as it pertains to the length of the work day for teachers related services bargaining unit members and PSRP bargaining unit members for the 2019-2020 school year dependent upon the terms described below:

[THE REMAINDER IS INTENTIONALLY LEFT BLANK]

I. Matrix of Schools Whose Staff Will be Eligible

School Type	School Number	School Name	MOU Term	Bell Start Time	Bell End Time	Staff Start Time	Staff End Time	Staff Work Time	Location Adjustment
Charter	323	The Crossroads School	July 1, 2019- June 30, 2020	8:30 AM	3:10 PM	8:15 AM	3:20 PM	regular hours + 42.5 extra minutes per week	2000%

II. Length of the Work Day

For the 2019-2020 school year Section 7.3 of the Teacher Agreement and Article VI of the PSRP Agreement shall be amended to state that the length of the school day for teachers related services bargaining unit members and PSRP bargaining unit members shall be extended as set forth in the table above.

III. Compensation

For the 2019-2020 school year Section 5.1 of the Teacher Agreement and Article XIX of the PSRP Agreement shall be amended to provide additional compensation as listed in the Location Adjustment column of Section I. above. The Board shall make retroactive payments to members of the BU teacher and PSRP bargaining units who have not been paid, but who have worked the additional time called for under this MOU. In addition, the Board agrees to take all appropriate steps to ensure that all increased salary and wage payments called for in this MOU will be paid as a part of each affected employee's regular salary or wages, such that the full amount of annual earnings called for under this MOU will be reportable to the State Retirement and Pension Systems of Maryland or the Baltimore City retirement or pension system, as applicable, as the annual earnings of the employee.

IV. Miscellaneous Provisions

