

**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  
Elmer A. Henderson**

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 ("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 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 Work Times	Extended School Day for Staff	Location Adjustment
Contract	368	Elmer A. Henderson	July 1, 2019- June 30, 2020	8:45 AM	3:45 PM; Wednesday early release 2:00PM	8:30 AM- 3:55 PM	445 minutes	4.706%

**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**

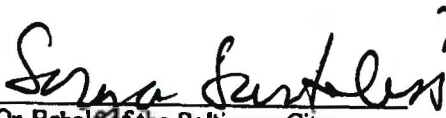
For the 2019-2020 school year Section 5.1 of the Teacher Agreement and Article XIX of the PSRP Agreement shall be amended to provide additional compensation as listed in the Location Adjustment column of Section I, above. The Board shall make retroactive payments to members of the BTU teacher and PSRP 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**

All provisions of the Union Contracts other than those specifically referenced above shall remain in full force and effect and are not intended to be modified or changed in any way by this MOU.

The parties may mutually agree at any time hereafter to modify, alter or amend the terms of this MOU.

IN WITNESS WHEREOF the parties have caused this MOU to be executed by their authorized officers, agents or officials on the date(s) written below.

  
On Behalf of the Baltimore City  
Board of School Commissioners

  
On Behalf of the Baltimore  
Teachers Union

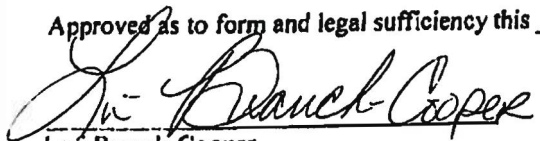
\_\_\_\_\_  
Date

8.12.19  
Date

  
On Behalf of Elmer A. Henderson

8/15/19  
Date

Approved as to form and legal sufficiency this 21<sup>st</sup> day of August, 2019

  
Lori Branch-Cooper  
Associate Counsel  
Office of Legal Counsel  
Baltimore City Board of School Commissioners