

**Memorandum of Understanding Between  
Harlem Consolidated Board of Education (Board) and the  
Harlem Federation of Teachers (HFT)  
IFT/AFT Local #540  
School Start Time/Teacher Work Day**

The Board and HFT hereby understand and agree that this Memorandum of Understanding (MOU) settles and otherwise resolves any and all issues, claims and actions pertaining to the start times of Teachers employed by the Board for the 2021-2022 school year. The parties agree as follows:

1. The regularly scheduled Parker Early Education Center teacher workday shall be from 7:30 a.m. to 3:00 p.m. The regularly scheduled elementary teacher workday shall be from 7:30 a.m. to 3:00 p.m. The regularly scheduled middle school and high school workday shall be from 8:25 a.m. to 3:55 p.m, ap page 7, Work Day/Duty-Free Lunch.
2. The terms of this MOU shall extend until the next contract.
3. This MOU constitutes the complete understanding between the Parties. No other terms or conditions have been agreed to.
4. The provisions of this MOU shall be severable. The invalidity of any provision shall not affect the validity of the other provisions contained in the 2019-2022 Collective Bargaining Agreement between the Parties.
5. The individuals signing this MOU represent and warrant that they have the full power and authority to do so and to bind the party on whose behalf they are signing.

The parties agree to the terms stated above. Dated this \_\_\_\_\_ day of June, 2021.

**Harlem Board of Education District # 122**

**Harlem Federation of Teachers**

\_\_\_\_\_  
President

\_\_\_\_\_  
Co-President

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Co-President