



**Memorandum of Understanding Between
Harlem Consolidated Board of Education (Board) and the
Harlem Federation of Teachers (HFT)
HFT/IFT/AFL-CIO Local #540**

This Memorandum of Understanding ("MOU") is entered by and between the Board of Education of Harlem Consolidated School District # 122 and the Harlem Federation of Teachers ("HFT") and seeks to provide a structure for redistributing an overage of students with IEPs in general education courses which place classes out of balance, with more than thirty percent of students having an IEP, in violation of both the state law and the Collective Bargaining Agreement.

To eliminate this, there is a need to reduce the number of sections in specific classes and to combine students into other class sections to increase class size and keep classes in balance. This would create a situation where some teachers would not have a total of 5 class periods assigned to teach. Instead, during class periods when a teacher does not have an assigned class, the teachers will be assigned to push into other classes, with ELA and Math classes being the priority, to provide support. The classes and students that will be supported will be determined by the MTSS team after reviewing student and teacher data.

To comply with the 70/30 ratio, the administration will first reduce one section of students on one grade level of core content teachers. If, by reducing one course load of core content teachers, the courses are not within compliance, the same process to reduce a different core content teacher's courses by one section will be applied. This process will continue until classes are either balanced or if by reducing a teacher's course load it creates a greater number of 70/30 violations.

Similar procedures will be followed for elective teachers who are on an overload. Students will not be moved from the wheel to the year-long art electives or vice versa, but students can be moved within the program of their elective choice.

If the 70/30 ratio is not resolved by this redistribution, both teachers will be paid for the overage as has been the practice.

This memorandum will be in effect for the 2026-2027 school year only and will sunset June 2027. It is not precedential.

The parties agree to the terms stated above. Dated this _____ day of September, 2026



BOARD OF EDUCATION, HARLEM 122

President

HARLEM FEDERATION OF TEACHERS (HFT)

President



A Community of Leaders

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