

# **Memorandum of Understanding**

**2013-2014  
School Year**

**An Agreement Developed Through Collaborative  
Conferencing**

**By:**

**Clarksville-Montgomery County Education Association**

**Professional Educators of Tennessee**

**Clarksville-Montgomery County School System**

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### **Appendix A – CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM SALARY SCHEDULE, 2013/2014 (CERTIFICATED STAFF)**

## Introduction

In accordance with Tennessee Code Annotated 49-5-608 and 49-5-609, six (6) representatives of the Clarksville Montgomery County Education Association, one (1) representative of the Clarksville Montgomery County Professional Educators of Tennessee and seven (7) representatives of the Clarksville-Montgomery County School System (hereinafter “the Parties”) met to collaborate.

Pursuant to TCA 49-5-608, the scope of conferencing was limited to the following: salaries or wages, grievance procedures, insurance, fringe benefits, working conditions, leave and payroll deductions.

This memorandum of understanding memorializes and records the understanding reached by the Board of Education and its professional employees as to the terms and conditions of professional service.

**ARTICLE 1 – FRINGE BENEFITS**

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**SECTION A – SCHOOL YEAR PREPARATION DAY STIPEND** [HUM-A062](#)  
Initial release date: 10/1/2012

**ARTICLE 2 -GRIEVANCE PROCEDURES**

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**SECTION A –EMPLOYEE GRIEVANCE** [HUM-A051](#)  
Initial release date 4/3/2006

**SECTION B – EMPLOYEE GRIEVANCE PROCEDURE** [HUM-P022](#)  
Initial release date: 4/6/2006

**SECTION C –LOCAL EVALUATION GRIEVANCE OF TEACHER OR PRINCIPAL  
PROCEDURE** [HUM-P023](#)  
Initial release date: 11/21/2011

**ARTICLE 4 – PERSONAL LEAVE**

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**SECTION A – PERSONAL LEAVE** [HUM-A037](#)  
Initial release date: 10/28/2005

**SECTION B – BEREAVEMENT LEAVE POLICY** [HUM-A061](#)  
Initial release date: 4/8/2013

**SECTION C – SICK LEAVE** [HUM-A029](#)  
Initial release date: 4/26/2005

**ARTICLE 5 – PAYROLL**

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**SECTION A - SALARY DEDUCTION AND LABOR UNION DUES POLICY** [PAY-A003](#)  
Initial release date: 10/17/2006

**ARTICLE 6 – SALARY**

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**SECTION A - SALARY CHANGES BASED ON EDUCATION LEVEL FOR CERTIFIED TEACHERS  
AND ADMINISTRATORS** [HUM-A064](#)  
Initial release date: 5/6/2013

**ARTICLE 7 – WORKING CONDITIONS**

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**SECTION A – EXTRA DUTY** [HUM-A040](#)

Initial release date: 8/29/2005

**SECTION B – LENGTH OF SCHOOL DAY** [INS-A011](#)

Initial release date: 7/11/2005

**SECTION C – CMCSS EMPLOYEE DRESS CODE** [HUM-A063](#)

Initial release date: 6/1/2013

**SECTION D – DISCIPLINARY CONFERENCE POLICY** [HUM-A066](#)

Initial release date: 8/1/2013

**ARTICLE 8 – AGREEMENT**

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**This memorandum of understanding constitutes the sole and entire agreement by and between the Parties \***

**ARTICLE 9 – DURATION**

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**The provisions of this agreement will be binding on the Parties for a period of one year from the date of its approval by the board of education as an item on the agenda of a regular or special called board meeting.**

**\*CMCEA: Clarksville-Montgomery County Education Association**

**\*PET: Professional Educators of Tennessee**

**\*CMCSS: Clarksville-Montgomery County School System**

**SIGNATURES**

**CMCEA:**

\_\_\_\_\_  
Constance Brown Date

\_\_\_\_\_  
Van Chase Date

\_\_\_\_\_  
Yosha Howe Date

\_\_\_\_\_  
Erika McCraw Date

\_\_\_\_\_  
Peter Miller Date

\_\_\_\_\_  
Kimberly Trotter Date

**PET:** \_\_\_\_\_  
Cathy Kolb Date

**CMCSS:**

\_\_\_\_\_  
Jeanine Chester Date

\_\_\_\_\_  
Dr. Rosalyn Evans Date

\_\_\_\_\_  
Dr. Mary Gist Date

\_\_\_\_\_  
Dr. Ann Griffin Date

\_\_\_\_\_  
Dr. Sean Impeartrice Date

\_\_\_\_\_  
Priscilla Story Date

\_\_\_\_\_  
Danny Grant Date

# APPENDIX A

## CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM 2013/2014- Effective 7/1/2013

EXP	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+30	EDS	PHD
0	35,645	35,745	35,845	38,720	38,820	38,920	40,136	41,552	43,205
1	35,645	35,745	35,845	38,720	38,820	38,920	40,136	41,552	43,205
2	36,671	36,771	36,871	39,567	39,667	39,767	41,012	42,432	44,146
3	37,085	37,185	37,285	40,284	40,384	40,484	41,758	43,231	44,950
4	37,827	37,927	38,027	41,090	41,190	41,290	42,610	44,141	45,985
5	38,856	38,956	39,056	42,318	42,418	42,518	43,915	45,511	47,500
6	39,797	39,897	39,997	43,362	43,462	43,562	45,003	46,598	48,611
7	41,113	41,213	41,313	44,803	44,903	45,003	46,172	47,812	49,869
8	41,642	41,742	41,842	45,368	45,468	45,568	47,078	48,793	50,895
9	42,647	42,747	42,847	46,503	46,603	46,703	48,273	50,058	52,295
10	43,448	43,548	43,648	47,324	47,424	47,524	49,132	50,914	53,144
11	43,603	43,703	43,803	47,509	47,609	47,709	49,327	51,094	53,324
12	44,693	44,793	44,893	48,660	48,760	48,860	50,177	51,951	54,179
13	45,207	45,307	45,407	49,156	49,256	49,356	51,002	52,831	55,061
14	46,221	46,321	46,421	50,295	50,395	50,495	52,179	54,017	56,267
15	47,033	47,133	47,233	51,135	51,235	51,335	53,039	54,912	57,217
16	48,081	48,181	48,281	52,285	52,385	52,485	54,235	56,174	58,508
17	48,933	49,033	49,133	53,154	53,254	53,354	55,098	57,045	59,310
18	49,912	50,012	50,112	54,217	54,317	54,417	56,213	58,216	60,647
19	50,910	51,010	51,110	55,301	55,401	55,501	57,324	59,350	61,706
20	51,928	52,028	52,128	56,407	56,507	56,607	58,470	60,537	63,063
21	52,967	53,067	53,167	57,535	57,635	57,735	59,639	61,748	64,199

7/24/2013