

Memorandum of Understanding

**2014-2015
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, 2014/2015 (CERTIFICATED STAFF). Implementation will be pending final budget approval retroactive to July 1, 2014.

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

SECTION A – SCHOOL YEAR PREPARATION DAY STIPEND [HUM-A062](#)

Initial release date: 10/1/2012

Revisions 7/1/2014

ARTICLE 2 -GRIEVANCE PROCEDURES

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

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

SECTION A - SALARY DEDUCTION AND LABOR UNION DUES POLICY [PAY-A003](#)

Initial release date: 10/17/2006

ARTICLE 6 – SALARY

SECTION A - SALARY CHANGES BASED ON EDUCATION LEVEL FOR CERTIFIED TEACHERS AND ADMINISTRATORS [HUM-A064](#)

Initial release date: 5/6/2013

Revisions: 7/1/2014

ARTICLE 7 – WORKING CONDITIONS

SECTION A – EXTRA DUTY [HUM-A040](#)

Initial release date: 8/29/2005

Revisions: 7/1/2014

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

Initial release date: 7/11/2005

Revisions: 7/1/2014

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

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

ARTICLE 9 – DURATION

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 6/17/2014
Constance Brown Date

Van Chase 6/16/2014
Van Chase Date

Yasha Howe 6/18/14
Yasha Howe Date

Erika McCraw 6-13-14
Erika McCraw Date

Peter J. Miller 17 JUN 14
Peter Miller Date

Kimberly Trotter 6-13-2014
Kimberly Trotter Date

Cathy Kolb 6/19/14
PET: Cathy Kolb Date

CMCSS:

Jeanine Chester 6/12/2014
Jeanine Chester Date

Dr. Rosalyn Evans 6/24/2014
Dr. Rosalyn Evans Date

Dr. Mary Gist 6-26-14
Dr. Mary Gist Date

Dr. Ann Griffin 6/23/2014
Dr. Ann Griffin Date

Dr. Sean Impeartrice 6/24/14
Dr. Sean Impeartrice Date

Priscilla Story 6/12/2014
Priscilla Story Date

Danny Grant 6-24-14
Danny Grant Date

APPENDIX A

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

PROPOSED Salary Schedule (Steps in Increments of \$800) – Effective 7/1/14

Proposed Teacher Salary Schedule				
7/1/2014				
EXP	BA	MA	MA+30	Adv Degree
0	37,000	41,000	43,000	47,500
1	37,800	41,800	43,800	48,300
2	38,600	42,600	44,600	49,100
3	39,400	43,400	45,400	49,900
4	40,200	44,200	46,200	50,700
5	41,000	45,000	47,000	51,500
6	41,800	45,800	47,800	52,300
7	42,600	46,600	48,600	53,100
8	43,400	47,400	49,400	53,900
9	44,200	48,200	50,200	54,700
10	45,000	49,000	51,000	55,500
11	45,800	49,800	51,800	56,300
12	46,600	50,600	52,600	57,100
13	47,400	51,400	53,400	57,900
14	48,200	52,200	54,200	58,700
15	49,000	53,000	55,000	59,500
16	49,800	53,800	55,800	60,300
17	50,600	54,600	56,600	61,100
18	51,400	55,400	57,400	61,900
19	52,200	56,200	58,200	62,700
20	53,000	57,000	59,000	63,500
21	53,800	57,800	59,800	64,300
22	54,600	58,600	60,600	65,100
23	55,400	59,400	61,400	65,900
24	56,200	60,200	62,200	66,700