

Memorandum of Understanding

**2015-2016
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, 2015/2016 (CERTIFICATED STAFF). Implementation will be pending final budget approval July 1, 2015.

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

SECTION B – EMPLOYEE PERQUISITES [HUM-A059](#)
Initial release date 7/11/11
Revisions 7/1/15

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 3 – PERSONAL LEAVE

SECTION A – PERSONAL LEAVE [HUM-A037](#)
Initial release date: 10/28/2005
Revisions 7/1/2016

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
Revisions 7/1/15

ARTICLE 4 – PAYROLL

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

ARTICLE 5 – 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 6 – WORKING CONDITIONS

SECTION A – EXTRA DUTY [HUM-A040](#)

Initial release date: 8/29/2005

Revisions: 7/1/2015

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

Revisions 7/1/2015

SECTION E – PROGRESSIVE DISCIPLINE [HUM-A052](#)

Initial release date: 4/18/2008

ARTICLE 7 – AGREEMENT

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

ARTICLE 8 – 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 5/26/15
Constance Brown Date

Joyce M. Brown 5/21/2015
Joyce Brown Date

Yosha Howe 5/26/15
Yosha Howe Date

Ray Szczepaniak 5/19/15
Ray Szczepaniak Date

Daphny Chartrand 5/22/15
Daphny Chartrand Date

Kimberly Trotter 5-26-15
Kimberly Trotter Date

PET: Cathy Kolb 5/29/15
Cathy Kolb Date

CMCSS:

Jeanine Johnson 5/18/15
Jeanine Johnson Date

Beth Unfried 5-18-15
Beth Unfried Date

Dr. Mary Gist 5-18-15
Dr. Mary Gist Date

Dr. Ann Griffin 5-18-15
Dr. Ann Griffin Date

Dr. Bryan Johnson 5/18/15
Dr. Bryan Johnson Date

Phyllis Casebolt 5/18/15
Phyllis Casebolt Date

Danny Grant 5-18-15
Danny Grant Date

APPENDIX A

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM
PROPOSED Salary Schedule (Steps in Increments of \$800) - Effective 7/1/2015

Proposed Teacher Salary Schedule 7/1/2015

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
25	57,000	61,000	63,000	67,500

5/11/2015

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

PROPOSED Salary Schedule (Steps in Increments of \$800) – Effective 7/1/15

