

Memorandum of Understanding

**2016-2017
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 School System Salary Schedule, 2016/2017
(CERTIFICATED STAFF)**

Appendix B - Extra Curriculum Activities Rates of Pay.

Implementation will be pending final budget approval July 1, 2016.

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 7/1/16

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 5/23/16
Constance Brown Date

Joyce M. Brown 5/23/16
Joyce Brown Date

Yosha Howe 5/20/16
Yosha Howe Date

Ray Szczepaniak 5/20/16
Ray Szczepaniak Date

Danny Chartrand 5/20/16
Danny Chartrand Date

Kimberly Trotter 5-31-16
Kimberly Trotter Date

CMCSS:

Jeanine Johnson 6/8/16
Jeanine Johnson Date

Dr. Mason Bellamy 5/24/16
Dr. Mason Bellamy Date

Dr. Mary Gist 6-9-16
Dr. Mary Gist Date

Dr. Bryan Johnson 6/7/16
Dr. Bryan Johnson Date

Marcus Heaston 6/8/16
Marcus Heaston Date

Beth Unfried 5/24/16
Beth Unfried Date

Danny Grant 6-8-16
Danny Grant Date

PET:

Cathy Kolb 5/24/16
Cathy Kolb Date

APPENDIX A

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

PROPOSED Salary Schedule (Steps in Increments of \$800) – Effective 7/1/16

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM Certified Salary Schedule (Steps in increments of \$832) - Proposed Schedule, Effective 7/1/2016

EXP	BA	MA	MA+30	Adv Degree
0	38,480	42,640	44,720	49,400
1	39,312	43,472	45,552	50,232
2	40,144	44,304	46,384	51,064
3	40,976	45,136	47,216	51,896
4	41,808	45,968	48,048	52,728
5	42,640	46,800	48,880	53,560
6	43,472	47,632	49,712	54,392
7	44,304	48,464	50,544	55,224
8	45,136	49,296	51,376	56,056
9	45,968	50,128	52,208	56,888
10	46,800	50,960	53,040	57,720
11	47,632	51,792	53,872	58,552
12	48,464	52,624	54,704	59,384
13	49,296	53,456	55,536	60,216
14	50,128	54,288	56,368	61,048
15	50,960	55,120	57,200	61,880
16	51,792	55,952	58,032	62,712
17	52,624	56,784	58,864	63,544
18	53,456	57,616	59,696	64,376
19	54,288	58,448	60,528	65,208
20	55,120	59,280	61,360	66,040
21	55,952	60,112	62,192	66,872
22	56,784	60,944	63,024	67,704
23	57,616	61,776	63,856	68,536
24	58,448	62,608	64,688	69,368
25	59,280	63,440	65,520	70,200

APPENDIX B
Proposed 7/1/2016
Pending Budget Approval
Extra-Curricular Activities rates of Pay 2016-201

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level I	\$6,200	\$6,800	\$7,400
Senior High Band Director			
Senior High Head Basketball			
Senior High Head Football			

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level IB	\$4,200	\$4,800	\$5,400
Senior High Head Baseball			
Senior High Head Softball			
Athletic Trainer			

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level II	\$3,900	\$4,600	\$5,200
Senior High Cheerleader Sponsor			
Senior High Head Wrestling			
Senior High Girls Wrestling (If applicable, minimum of 9 athletes)			
Senior High Assistant Football (2 positions)			

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level III	\$3,700	\$4,200	\$4,800
Senior High Head Soccer			
Senior High Head Volleyball			
Senior High Head Track			
Senior High Assistant Basketball (2 positions)			
Senior High Assistant Football (3 positions)			
Senior High Yearbook (*)			

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level IV	\$2,765	\$3,200	\$3,800
Middle School Band Director			
Middle School Basketball Coach			
Senior High Assistant Band			
Senior High Assistant Baseball			
Senior High Assistant Softball			
Senior High Assistant Wrestling			
Senior High Chorus and Music			
Senior High Drama			
Senior High Latin Team Sponsor			
Senior High Speech/Debate			
Senior High Student Council			
Senior High Math Team Sponsor			

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level V	\$2,455	\$2,800	\$3,400
Middle School Drama			
Middle School Yearbook			
Middle School Math Sponsor			
Senior High Assistant Soccer			
Senior High Assistant Track (1 boys, 1 girls)			
Senior High Assistant Volleyball			
Senior High Cross Country			
Senior High Golf			
Senior High JV Cheerleader Sponsor			
Senior High Tennis			
Senior High Wrestling (3 rd Coach or Cheer)			
Senior High Dance Team Sponsor			
Senior High Newspaper (1 position/school)			
JROTC Drill/Color Guard (**)			
Rifle & Raider(**)			
Senior High Class Sponsor (***)			

+1/2 of second supplement if coaching both teams (Golf, CC, Cheerleading)

(*) Supplement not paid if a released period from instruction is provided.

(**) Must be assigned to school to be eligible.

(***) One sponsor per class per high school.

Level VI CTSO with the following guidelines:

1. **Teacher must be compliant with all 10 CTE Quality Program Indicators.**

2. Teacher must submit timesheet no later than May 1 each school year documenting a minimum of 30 hours. For each entry on the time sheet, the teacher must attach the following documentation:

A. Sign-in sheet with student signatures. Sign-in sheet should include date, time and type of activity.

B. Agenda/Program of Work

3. Teachers may only request stipend from only one source. If teacher is paid for after school activities through APYN funding or any other funding source, s/he is not eligible to receive the CTSO stipend.

4. Teachers may qualify for an additional stipend if she/he has student(s) qualifying for National Competition and teacher attends the National Competition. In order to qualify, teachers must be compliant with steps 1-3. Verification of attendance at the National Competition must be given to the CTE Coordinator no later August 1 following their attendance at the National Competition.

an additional \$300 if teacher attends nationals with students (must have completed guidelines for original stipend).