

Memorandum of Understanding

**2018-2019
School Year**

**An Agreement Developed Through Collaborative
Conferencing**

By:

Clarksville-Montgomery County Education Association

Clarksville-Montgomery County School System

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Implementation will be pending final budget approval July 1, 2018.

**Appendix A – Clarksville-Montgomery School System Salary Schedule, 2018/2019
(CERTIFICATED STAFF)**

Appendix B - Rates of Pay for Extra-Curricular Activities.

Introduction

In accordance with Tennessee Code Annotated 49-5-608 and 49-5-609, six (7) representatives of the Clarksville-Montgomery County Education Association, 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 7/1/2018

SECTION B – EMPLOYEE PERQUISITES [HUM-A059](#)
Initial release date 7/11/2011
Revisions 7/1/2018

SECTION C – EMPLOYEE PERQUISITES PROCEDURE [HUM-P031](#)
Initial release date 7/1/2018

ARTICLE 2 -GRIEVANCE PROCEDURES

SECTION A –EMPLOYEE GRIEVANCE [HUM-A051](#)
Initial release date 4/3/2006
Revisions 7/1/2018

SECTION B – EMPLOYEE GRIEVANCE PROCEDURE [HUM-P022](#)
Initial release date: 4/6/2006
Revisions 7/1/2018

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 7/1/2018

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 7/1/2017

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
[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: 7/1/2017

SECTION B – LENGTH OF SCHOOL DAY **[INS-A011](#)**
Initial release date: 7/11/2005
Revisions: 7/1/2018

SECTION C – CMCSS EMPLOYEE DRESS CODE **[HUM-A063](#)**
Initial release date: 6/1/2013
Revisions 7/1/2018

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
Revisions 7/1/2017

SECTION F – PLANNING TIME AND DUTY FREE LUNCH POLICY **[INS-A081](#)**
Initial release date: 7/1/2018

SECTION G – BUILDING LEVEL TEACHING ASSIGNMENTS AND ADDITIONAL DUTIES POLICY **[INS-A082](#)**
Initial release date: 7/1/2018

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, and may not be revised during this period except upon written agreement of all parties hereto.

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

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

SIGNATURES

CMCEA:

Constance Brown 5/25/18
Constance Brown Date

Chris Jarrell 5/29/18
Chris Jarrell Date

Jerita Reese 5/29/2018
Jerita Reese Date

Denise Smith-Martinez 5/25/18
Denise Smith-Martinez Date

Barrett Crane 5/25/18
Barrett Crane Date

Kimberly Trotter 5-30-18
Kimberly Trotter Date

Melissa Lindsey 5/25/18
Melissa Lindsey Date

CMCSS:

Jeanine Johnson 5/22/2018
Jeanine Johnson Date

Dr. Mason Bellamy 5/29/18
Dr. Mason Bellamy Date

Dr. Mary Gist 5-29-18
Dr. Mary Gist Date

Dr. Sean Impeartrice 5/29/18
Dr. Sean Impeartrice Date

Dr. Jean Luna 5/29/18
Dr. Jean Luna Date

Beth Unfried 5/23/18
Beth Unfried Date

Danny Grant 5/23/18
Danny Grant Date

APPENDIX A

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

PROPOSED Salary Schedule (Steps in Increments of \$875) – Effective 7/1/18

| Exp | BA | MA | MA+30 | Adv Degree |
|-----|--------|--------|--------|------------|
| 0 | 40,420 | 44,790 | 46,975 | 51,890 |
| 1 | 41,295 | 45,665 | 47,850 | 52,765 |
| 2 | 42,170 | 46,540 | 48,725 | 53,640 |
| 3 | 43,045 | 47,415 | 49,600 | 54,515 |
| 4 | 43,920 | 48,290 | 50,475 | 55,390 |
| 5 | 44,795 | 49,165 | 51,350 | 56,265 |
| 6 | 45,670 | 50,040 | 52,225 | 57,140 |
| 7 | 46,545 | 50,915 | 53,100 | 58,015 |
| 8 | 47,420 | 51,790 | 53,975 | 58,890 |
| 9 | 48,295 | 52,665 | 54,850 | 59,765 |
| 10 | 49,170 | 53,540 | 55,725 | 60,640 |
| 11 | 50,045 | 54,415 | 56,600 | 61,515 |
| 12 | 50,920 | 55,290 | 57,475 | 62,390 |
| 13 | 51,795 | 56,165 | 58,350 | 63,265 |
| 14 | 52,670 | 57,040 | 59,225 | 64,140 |
| 15 | 53,545 | 57,915 | 60,100 | 65,015 |
| 16 | 54,420 | 58,790 | 60,975 | 65,890 |
| 17 | 55,295 | 59,665 | 61,850 | 66,765 |
| 18 | 56,170 | 60,540 | 62,725 | 67,640 |
| 19 | 57,045 | 61,415 | 63,600 | 68,515 |
| 20 | 57,920 | 62,290 | 64,475 | 69,390 |
| 21 | 58,795 | 63,165 | 65,350 | 70,265 |
| 22 | 59,670 | 64,040 | 66,225 | 71,140 |
| 23 | 60,545 | 64,915 | 67,100 | 72,015 |
| 24 | 61,420 | 65,790 | 67,975 | 72,890 |
| 25 | 62,295 | 66,665 | 68,850 | 73,765 |
| 26 | 63,170 | 67,540 | 69,725 | 74,640 |

APPENDIX B
Proposed 7/1/2018
Pending Budget Approval

Rates of Pay for Extra-Curricular Activities 2018-2019

| 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 (***) | | | |

| Previous Experience | Years 0 - 4 | Years 5 - 9 | Years 10+ |
|-----------------------------------|----------------|----------------|----------------|
| Level VI | \$1,000 | \$1,300 | \$1,600 |
| Elementary Yearbook (****) | | | |

+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.
(****) Experience years begin 2017/2018 school year.

CTSO:

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

If the above two areas are completed, teacher will receive \$1,000 dollar stipend.
3. Teachers may request stipend from only one source. If teacher is paid for after school activities through APYN funding or any other funding source, she/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 than 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).