

Memorandum of Understanding

**2020-2021
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, 2020.

**Appendix A – Clarksville-Montgomery School System Salary Schedule, 2020/2021
(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, seven (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 5/6/2019

SECTION C – EMPLOYEE PERQUISITES PROCEDURE

[HUM-P031](#)

Initial release date: 1/9/17

Revisions 7/1/19

SECTION D – MEDICAL AND PHARMACEUTICAL PLAN

The employer, CMCSS has established an Insurance Trust which provides a medical and pharmaceutical plan for the teachers of CMCSS. The plan design and premium amounts are determined by the Clarksville Montgomery County Insurance Trust Board members. The summary of coverage and premiums for the available plans are available on the [CMCSS website](#) and the links below:

[Summary of Benefits and Coverage – Preferred Plan](#)

[Summary of Benefits and Coverage – Standard Plan](#)

[Schedule of Pharmacy Benefits – Preferred Plan](#)

[Schedule of Pharmacy Benefits – Standard Plan](#)

[Monthly Premiums \(Hired before 7-1-2016\)](#)

[Monthly Premiums \(Hired after 7-1-2016\)](#)

ARTICLE 2 -GRIEVANCE PROCEDURES

SECTION A –EMPLOYEE GRIEVANCE

[HUM-A051](#)

Initial release date: 4/3/2006

Revisions 7/1/2019

SECTION B – EMPLOYEE GRIEVANCE PROCEDURE

[HUM-P022](#)

Initial release date: 4/6/2006

Revisions 1/28/2020

SECTION C –LOCAL EVALUATION GRIEVANCE OF TEACHER OR PRINCIPAL PROCEDURE

[HUM-P023](#)

Initial release date: 11/21/2011

Revisions 7/24/2013

ARTICLE 3 – PERSONAL LEAVE

SECTION A – PERSONAL LEAVE

[HUM-A037](#)

Initial release date: 10/28/2005
Revisions 5/11/2020

SECTION B – BEREAVEMENT LEAVE POLICY [HUM-A061](#)
Initial release date: 4/8/2013
Revisions 5/6/2019

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
Revisions 5/13/2015

ARTICLE 5 – SALARY

SECTION A - SALARY CHANGES BASED ON EDUCATION LEVEL FOR CERTIFIED TEACHERS
[HUM-A064](#)
Initial release date: 5/6/2013
Revisions 10/31/2018

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 7/1/2020

SECTION D – DISCIPLINARY CONFERENCE POLICY [HUM-A066](#)
Initial release date: 8/1/2013
Revisions 7/1/2015

SECTION E – PROGRESSIVE DISCIPLINE POLICY [HUM-A052](#)
Initial release date: 4/18/2008
Revisions 3/11/19

SECTION F – PROGRESSIVE DISCIPLINE PROCEDURE [HUM-P045](#)
Initial release date: 7/1/19

SECTION G – PLANNING TIME AND DUTY FREE LUNCH POLICY [INS-A081](#)

Initial release date: 7/1/2018

SECTION H – 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:

CMCSS:

Stefi Outlaw 6/25/20
Stefi Outlaw Date

Chris Jarrell 6/23/20
Chris Jarrell Date

Jerita Reese 6/23/2020
Jerita Reese Date

Dr. Tanisha Taylor 6/25/20
Dr. Tanisha Taylor Date

Christopher Dial 7-7-2020
Christopher Dial Date

Kimberly Trotter 6-18-20
Kimberly Trotter Date

Melissa Lindsey 6/23/20
Melissa Lindsey Date

Jeanine Johnson 6/30/20
Jeanine Johnson Date

Dr. Mason Bellamy 7/2/20
Dr. Mason Bellamy Date

Dr. Mary Gist 6-18-20
Dr. Mary Gist Date

Dr. Sean Impeartrice 6-29-20
Dr. Sean Impeartrice Date

Jessica Harris 6-30-20
Jessica Harris Date

Dr. Angela Huff 7-1-20
Dr. Angela Huff Date

Marcia Demorest 6/29/2020
Marcia Demorest Date

APPENDIX A

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM Certified Salary
Schedule (Steps in increments of \$884) - Proposed Schedule, Effective 9/1/2020
(For the fiscal year beginning 7/1/2020)

Exp	BA	MA	MA+30	Adv Degree
0	40,824	45,238	47,445	52,409
1	40,824	45,238	47,445	52,409
2	41,708	46,122	48,329	53,293
3	42,592	47,006	49,213	54,177
4	43,476	47,890	50,097	55,061
5	44,360	48,774	50,981	55,945
6	45,244	49,658	51,865	56,829
7	46,128	50,542	52,749	57,713
8	47,012	51,426	53,633	58,597
9	47,896	52,310	54,517	59,481
10	48,780	53,194	55,401	60,365
11	49,664	54,078	56,285	61,249
12	50,548	54,962	57,169	62,133
13	51,432	55,846	58,053	63,017
14	52,316	56,730	58,937	63,901
15	53,200	57,614	59,821	64,785
16	54,084	58,498	60,705	65,669
17	54,968	59,382	61,589	66,553
18	55,852	60,266	62,473	67,437
19	56,736	61,150	63,357	68,321
20	57,620	62,034	64,241	69,205
21	58,504	62,918	65,125	70,089
22	59,388	63,802	66,009	70,973
23	60,272	64,686	66,893	71,857
24	61,156	65,570	67,777	72,741
25	62,040	66,454	68,661	73,625
26	62,924	67,338	69,545	74,509
27	63,808	68,222	70,429	75,393

APPENDIX B

Proposed 7/1/2020
Pending Budget Approval

Rates of Pay for Extra-Curricular Activities 2020-2021

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			
High School Asst. Athletic Director **			

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			

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			
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 (*)			
JROTC Drill/Guard (**)			

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			

Level V	\$2,455	\$2,800	\$3,400
Middle School Drama			
Middle School Yearbook			
Middle School Math Sponsor			
Middle School Girls Volleyball			
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			
JROTC 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 (****)			
Middle School Cross Country			
JROTC Rifle (**)			

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

(*) 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.

REVISED 7/1/2020

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
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