

Memorandum of Understanding

**2021-2022
School Year**

**An Agreement Developed Through Collaborative
Conferencing**

By:

Clarksville-Montgomery County Education Association

Clarksville-Montgomery County School System

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**Appendix A - Clarksville-Montgomery School System Salary Schedule, 2021/2022
(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 07/13/2021

SECTION B – EMPLOYEE PERQUISITES

[HUM-A059](#)

Initial release date: 7/11/2011

Revisions 07/13/2021

SECTION C – EMPLOYEE PERQUISITES PROCEDURE

[HUM-P031](#)

Initial release date: 1/9/17

Revisions 07/13/2021

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 \(Hired after 7-1-2016\)](#)

SECTION E – BEP CLASSROOM TEACHERS

The employer, CMCSS, in collaboration with the PECCA team, has agreed to provide a one-time additional allocation amount of \$150 to schools to allocate to teachers who are eligible for BEP classroom distribution as defined in TCA 49-3-359 for BEP funds. As BEP funds must be used by the teacher for instructional supplies as determined by the teacher any time during the school year and must follow CMCSS purchasing guidelines, these additional funds will follow suit. This one-time 2021/2022 distribution is for teachers that are currently employed when the distribution is made. Teachers hired after the October distribution will not receive the designated \$150.00 unless they were hired due to student enrollment growth. In the case of a teacher's resignation or transfer to another building, the purchased items will remain in the classroom or with students.

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**

APPENDIX A

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM Certified Salary
Schedule (Steps in increments of \$911) - Schedule, Effective 9/1/2021
(For the fiscal year beginning 7/1/2021)

Exp	BA	MA	MA+30	Adv Degree
0	41,138	45,685	47,958	53,071
1	42,049	46,596	48,869	53,982
2	42,960	47,507	49,780	54,893
3	43,871	48,418	50,691	55,804
4	44,782	49,329	51,602	56,715
5	45,693	50,240	52,513	57,626
6	46,604	51,151	53,424	58,537
7	47,515	52,062	54,335	59,448
8	48,426	52,973	55,246	60,359
9	49,337	53,884	56,157	61,270
10	50,248	54,795	57,068	62,181
11	51,159	55,706	57,979	63,092
12	52,070	56,617	58,890	64,003
13	52,981	57,528	59,801	64,914
14	53,892	58,439	60,712	65,825
15	54,803	59,350	61,623	66,736
16	55,714	60,261	62,534	67,647
17	56,625	61,172	63,445	68,558
18	57,536	62,083	64,356	69,469
19	58,447	62,994	65,267	70,380
20	59,358	63,905	66,178	71,291
21	60,269	64,816	67,089	72,202
22	61,180	65,727	68,000	73,113
23	62,091	66,638	68,911	74,024
24	63,002	67,549	69,822	74,935
25	63,913	68,460	70,733	75,846
26	64,824	69,371	71,644	76,757
27	65,735	70,282	72,555	77,668
28	66,646	71,193	73,466	78,579

**3% COLA added in FY2022 and added step 28*

APPENDIX B

Rates of Pay for Extra-Curricular Activities 2021-2022

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

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
 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 (3rd 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.

(*****) Supplements that involve athletic teams with individual components (golf, tennis, cross country, girls and boys wrestling) will be prorated for incomplete teams as stipulated in Job Descriptions for those supplemental positions. See example below:

Girls Golf: 1 golfer= 50% of supplement

Boys Golf: 3 golfers=75% of supplement

Boys Golf: 2 golfers= 50% of supplement

Boys Golf: 1 golfer= 25% of supplement

REVISED 7/01/2021

SIGNATURES

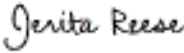
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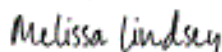
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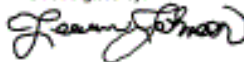
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CMCSS:

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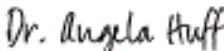
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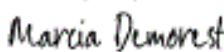
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