

Memorandum of Understanding

**2023-2024
School Year**

**An Agreement Developed Through Collaborative
Conferencing**

By:

Clarksville-Montgomery County Education Association

Clarksville-Montgomery County School System

Table of Contents

Page #	Content
2	Table of Contents
3	Introduction
4	Article 1 – Fringe Benefits
4	Article 2 – Grievance Procedure
4	Article 3 – Leave
5	Article 4 – Payroll Deductions
5	Article 5 – Salary
5	Article 6 – Working Conditions
6	Article 7 – Agreement
6	Article 8 -Duration
9	Signature Page

Implementation will be pending final budget approval on July 1, 2023.

**Appendix A - Clarksville-Montgomery School System Salary Schedule, 2023/2024
(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 07/01/2023

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

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 2/8/2023

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 7/1/2023

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 7/1/2023

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 07/1/2022

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

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM Certified Salary Schedule
 (Steps in increments of \$1021) - PROPOSED Schedule, Effective Teacher Paydate 9/1/2023
 (For the fiscal year beginning 7/1/2023* - PENDING BUDGET APPROVAL)

Exp	BA	MA	MA+30	Adv Degree
0	46,043	51,131	53,676	59,398
1	47,064	52,152	54,697	60,419
2	48,085	53,173	55,718	61,440
3	49,106	54,194	56,739	62,461
4	50,127	55,215	57,760	63,482
5	51,148	56,236	58,781	64,503
6	52,169	57,257	59,802	65,524
7	53,190	58,278	60,823	66,545
8	54,211	59,299	61,844	67,566
9	55,232	60,320	62,865	68,587
10	56,253	61,341	63,886	69,608
11	57,274	62,362	64,907	70,629
12	58,295	63,383	65,928	71,650
13	59,316	64,404	66,949	72,671
14	60,337	65,425	67,970	73,692
15	61,358	66,446	68,991	74,713
16	62,379	67,467	70,012	75,734
17	63,400	68,488	71,033	76,755
18	64,421	69,509	72,054	77,776
19	65,442	70,530	73,075	78,797
20	66,463	71,551	74,096	79,818
21	67,484	72,572	75,117	80,839
22	68,505	73,593	76,138	81,860
23	69,526	74,614	77,159	82,881
24	70,547	75,635	78,180	83,902
25	71,568	76,656	79,201	84,923
26	72,589	77,677	80,222	85,944
27	73,610	78,698	81,243	86,965
28	74,631	79,719	82,264	87,986

*4.5% COLA added in FY2024

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APPENDIX B
Proposed 07/01/2023
Pending Budget Approval

Rates of Pay for Extra-Curricular Activities 2023-2024

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 (4 positions)			
Senior High Yearbook (*)			
JROTC Drill/Guard (**)			
JROTC Raider (**)			
JROTC Rifle (**)			

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			
Middle School Football Head Coach			
Middle School Assistant Athletic Director			
Senior High Assistant Band			
Senior High Assistant Baseball (2 positions)			
Senior High Assistant Softball (2 positions)			
Senior High Assistant Wrestling (1 boys, 1 girls)			
Senior High Chorus and Music			
Senior High Drama			
Senior High Latin Team Sponsor			
Senior High Speech/Debate			
Senior High Student Council			
Senior High Skills USA Sponsor (3 positions)			
Senior High DECA Sponsor			
Senior High FFA Sponsor			
Senior High HOSA Sponsor			
Senior High FBLA Sponsor			
Senior High FCCLA Sponsor			
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			
Middle School Cheer			
Middle School Football Assistant (2 positions)			
Middle School Basketball Assistant			
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 E SPORT Sponsor (Virtual School)			
Senior High Dance Team Sponsor			
Senior High Class Sponsor (***)			
Senior High Girls Flag Football			

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level VI	\$1,000	\$1,300	\$1,600
Elementary Yearbook (****)			
Middle School Cross Country			
Middle School Volleyball Assistant			

Plus 1/2 of second supplement if coaching both teams in Golf, Cross Country, Cheerleading, Tennis, and in situations when a High School coach is coaching the same sport at the Middle School level in the same season (EX: High School Assistant Football coach also coaching Middle School Football).

(*) 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 7/01/2023

SIGNATURES

CMCEA:

CMCSS:

~~Stefi Outlaw~~ 5/8/2023
Date

Chris Jarrell 5/23/23
Date

Jerita Reese 5/23/23
Date

Dr. Tanisha Taylor 5/12/23
Date

Elizabeth Gaskill 5/18/23
Date

Angela Smith 05/09/2023
Date

Melissa Lindsey 5/26/23
Date

Jeanine Johnson 5/3/2023
Date

Dr. Rosalyn Evans
Date

Dr. Mary Gist 5-8-23
Date

Dr. Sean Impeartrice 5-26-23
Date

Jessica Harris 5-8-23
Date

Emily Vaughn 5-8-23
Date

Christopher Reneau 5/3/23
Date