

Memorandum of Understanding

**2024-2025
School Year**

**An Agreement Developed Through Collaborative
Conferencing**

By:

Clarksville-Montgomery County Education Association

Clarksville-Montgomery County School System

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Implementation pending final 2024/2025 budget approval.

Appendix A - Clarksville-Montgomery School System Salary Schedule, 2024/2025
(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: 1/9/2017
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

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 7/1/2024

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 3/11/2019

SECTION F – PROGRESSIVE DISCIPLINE PROCEDURE HUM-P045
Initial release date: 7/1/2019

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

Pending Budget Approval

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM Certified Salary Schedule
(Steps in increments of \$1073) - Schedule, Effective Teacher Paydate 9/5/2024
(For the fiscal year beginning 7/1/2024*)

Exp	BA	MA	MA+30	Adv Degree
0	48,346	53,688	56,359	62,368
1	49,419	54,761	57,432	63,441
2	50,492	55,834	58,505	64,514
3	51,565	56,907	59,578	65,587
4	52,638	57,980	60,651	66,660
5	53,711	59,053	61,724	67,733
6	54,784	60,126	62,797	68,806
7	55,857	61,199	63,870	69,879
8	56,930	62,272	64,943	70,952
9	58,003	63,345	66,016	72,025
10	59,076	64,418	67,089	73,098
11	60,149	65,491	68,162	74,171
12	61,222	66,564	69,235	75,244
13	62,295	67,637	70,308	76,317
14	63,368	68,710	71,381	77,390
15	64,441	69,783	72,454	78,463
16	65,514	70,856	73,527	79,536
17	66,587	71,929	74,600	80,609
18	67,660	73,002	75,673	81,682
19	68,733	74,075	76,746	82,755
20	69,806	75,148	77,819	83,828
21	70,879	76,221	78,892	84,901
22	71,952	77,294	79,965	85,974
23	73,025	78,367	81,038	87,047
24	74,098	79,440	82,111	88,120
25	75,171	80,513	83,184	89,193
26	76,244	81,586	84,257	90,266
27	77,317	82,659	85,330	91,339
28	78,390	83,732	86,403	92,412

*5% COLA added in FY2025 effective paydate 9/5/2024

APPENDIX B

Proposed 7/1/2024

Pending Budget Approval

Rates of Pay for Extra-Curricular Activities 2024-2025

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 Senior Level 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 FFA Sponsor			
Senior High HOSA Sponsor			
Senior High FBLA Sponsor			
Senior High FCCLA Sponsor			
Senior High TSA 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 (Freshman) 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 7/01/2024

SIGNATURES

CMCEA:


Denise Smith-Martinez

Date

5/30/2024


Chris Jarrell

Date

4/3/24


Jerita Reese

Date

5/29/24


Dr. Tanisha Taylor

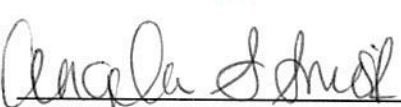
Date

6/3/24


Elizabeth Gaskill

Date

5/3/24


Angela Smith

Date

6/11/24


Melissa Lindsey

Date

5/30/24

CMCSS:


Melissa Izatt

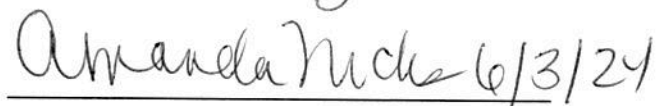
Date

6/3/24


Dr. Schanda Doughty

Date

6/3/24


Amanda Nicks


Date

6/3/24


Jessica Harris

Date

6-3-24


Matthew Slight

Date

6/20/24


Christy Houston

Date

6/3/24


Christopher Reneau

Date

5/30/24