

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).