

# **Memorandum of Understanding**

**2017-2018  
School Year**

**An Agreement Developed Through Collaborative  
Conferencing**

**By:**

**Clarksville-Montgomery County Education Association**

**Professional Educators of Tennessee**

**Clarksville-Montgomery County School System**

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**Appendix A – Clarksville-Montgomery School System Salary Schedule, 2017/2018  
(CERTIFICATED STAFF)**

**Appendix B - Rates of Pay for Extra-Curricular Activities.**

**Implementation will be pending final budget approval July 1, 2017.**

## Introduction

In accordance with Tennessee Code Annotated 49-5-608 and 49-5-609, six (6) representatives of the Clarksville-Montgomery County Education Association, one (1) representative of the Clarksville-Montgomery County Professional Educators of Tennessee 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**

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**SECTION A – SCHOOL YEAR PREPARATION DAY STIPEND** [HUM-A062](#)

Initial release date: 10/1/2012

Revisions 7/1/2014

**SECTION B – EMPLOYEE PERQUISITES** [HUM-A059](#)

Initial release date 7/11/11

Revisions 7/1/15

**ARTICLE 2 -GRIEVANCE PROCEDURES**

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**SECTION A –EMPLOYEE GRIEVANCE** [HUM-A051](#)

Initial release date 4/3/2006

Revisions 7/1/17

**SECTION B – EMPLOYEE GRIEVANCE PROCEDURE** [HUM-P022](#)

Initial release date: 4/6/2006

**SECTION C –LOCAL EVALUATION GRIEVANCE OF TEACHER OR PRINCIPAL PROCEDURE** [HUM-P023](#)

Initial release date: 11/21/2011

**ARTICLE 3 – PERSONAL LEAVE**

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**SECTION A – PERSONAL LEAVE** [HUM-A037](#)

Initial release date: 10/28/2005

Revisions 7/1/2016

**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 7/1/17

**ARTICLE 4 – PAYROLL**

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**SECTION A - SALARY DEDUCTION AND LABOR UNION DUES POLICY** [PAY-A003](#)

Initial release date: 10/17/2006

**ARTICLE 5 – SALARY**

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**SECTION A - SALARY CHANGES BASED ON EDUCATION LEVEL FOR CERTIFIED TEACHERS AND ADMINISTRATORS** [HUM-A064](#)

Initial release date: 5/6/2013

Revisions: 7/1/2014

**ARTICLE 6 – WORKING CONDITIONS**

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**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: 7/1/2014

**SECTION C – CMCSS EMPLOYEE DRESS CODE** [HUM-A063](#)

Initial release date: 6/1/2013

**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

**ARTICLE 7 – AGREEMENT**

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This memorandum of understanding constitutes the sole and entire agreement by and between the Parties \*

**ARTICLE 8 – DURATION**

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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

\*PET: Professional Educators of Tennessee

\*CMCSS: Clarksville-Montgomery County School System

SIGNATURES

CMCEA:

Constance Brown 5/22/17  
Constance Brown Date

Joyce M. Brown 5/18/17  
Joyce Brown Date

Yosha Howe 5/22/17  
Yosha Howe Date

Ray Szczepaniak 5/15/17  
Ray Szczepaniak Date

Danny Chartrand 5/22/17  
Danny Chartrand Date

Kimberly Trotter 5-22-17  
Kimberly Trotter Date

PET  
Cathy Kolb 5/26/17  
Cathy Kolb Date

CMCSS:

Jeanine Johnson 6/1/17  
Jeanine Johnson Date

Dr. Mason Bellamy 5/15/17  
Dr. Mason Bellamy Date

Dr. Mary Gist 5-1-17  
Dr. Mary Gist Date

Dr. Bryan Johnson 5/15/17  
Dr. Bryan Johnson Date

Marcus Heaston 6/1/17  
Marcus Heaston Date

Beth Unfried 5-22-17  
Beth Unfried Date

Danny Grant 5/16/17  
Danny Grant Date

# APPENDIX A

## CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM

PROPOSED Salary Schedule (Steps in Increments of \$866) – Effective 7/1/17

EXP	BA	MA	MA+30	Adv Degree
0	40,019	44,346	46,509	51,376
1	40,885	45,212	47,375	52,242
2	41,751	46,078	48,241	53,108
3	42,617	46,944	49,107	53,974
4	43,483	47,810	49,973	54,840
5	44,349	48,676	50,839	55,706
6	45,215	49,542	51,705	56,572
7	46,081	50,408	52,571	57,438
8	46,947	51,274	53,437	58,304
9	47,813	52,140	54,303	59,170
10	48,679	53,006	55,169	60,036
11	49,545	53,872	56,035	60,902
12	50,411	54,738	56,901	61,768
13	51,277	55,604	57,767	62,634
14	52,143	56,470	58,633	63,500
15	53,009	57,336	59,499	64,366
16	53,875	58,202	60,365	65,232
17	54,741	59,068	61,231	66,098
18	55,607	59,934	62,097	66,964
19	56,473	60,800	62,963	67,830
20	57,339	61,666	63,829	68,696
21	58,205	62,532	64,695	69,562
22	59,071	63,398	65,561	70,428
23	59,937	64,264	66,427	71,294
24	60,803	65,130	67,293	72,160
25	61,669	65,996	68,159	73,026

**APPENDIX B**  
Proposed 7/1/2017  
Pending Budget Approval

**Rates of Pay for Extra-Curricular Activities 2017-2018**

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
<b>Level I</b>	<b>\$6,200</b>	<b>\$6,800</b>	<b>\$7,400</b>
Senior High Band Director			
Senior High Head Basketball			
Senior High Head Football			

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
<b>Level IB</b>	<b>\$4,200</b>	<b>\$4,800</b>	<b>\$5,400</b>
Senior High Head Baseball			
Senior High Head Softball			
Athletic Trainer			

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
<b>Level II</b>	<b>\$3,900</b>	<b>\$4,600</b>	<b>\$5,200</b>
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+
<b>Level III</b>	<b>\$3,700</b>	<b>\$4,200</b>	<b>\$4,800</b>
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+
<b>Level IV</b>	<b>\$2,765</b>	<b>\$3,200</b>	<b>\$3,800</b>
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+
<b>Level V</b>	<b>\$2,455</b>	<b>\$2,800</b>	<b>\$3,400</b>
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 <sup>rd</sup> 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+
<b>Level VI</b>	<b>\$1,000</b>	<b>\$1,300</b>	<b>\$1,600</b>
<b>Elementary Yearbook (****)</b>			

+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).