

Memorandum of Understanding

**2025-2026
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 2025/2026 budget approval.

**Appendix A - Clarksville-Montgomery School System Salary Schedule, 2025/2026
(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 7/1/2025

SECTION C – SICK LEAVE [HUM-A029](#)
Initial release date: 4/26/2005
Revisions 7/1/2025

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

SECTION I – STUDENT CODE OF CONDUCT

POLICY [STS-M001](#)
Initial release date:
Revisions 7/1/2025

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**

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM Certified Salary Schedule
(Steps in increments of \$1095 except Bachelor 0 to 1*) - Schedule, Effective Teacher Paydate 9/5/2025
(For the fiscal year beginning 7/1/2025*)

Exp	BA	MA	MA+30	Adv Degree
0	50,000	54,762	57,488	63,616
1	50,408	55,857	58,583	64,711
2	51,503	56,952	59,678	65,806
3	52,598	58,047	60,773	66,901
4	53,693	59,142	61,868	67,996
5	54,788	60,237	62,963	69,091
6	55,883	61,332	64,058	70,186
7	56,978	62,427	65,153	71,281
8	58,073	63,522	66,248	72,376
9	59,168	64,617	67,343	73,471
10	60,263	65,712	68,438	74,566
11	61,358	66,807	69,533	75,661
12	62,453	67,902	70,628	76,756
13	63,548	68,997	71,723	77,851
14	64,643	70,092	72,818	78,946
15	65,738	71,187	73,913	80,041
16	66,833	72,282	75,008	81,136
17	67,928	73,377	76,103	82,231
18	69,023	74,472	77,198	83,326
19	70,118	75,567	78,293	84,421
20	71,213	76,662	79,388	85,516
21	72,308	77,757	80,483	86,611
22	73,403	78,852	81,578	87,706
23	74,498	79,947	82,673	88,801
24	75,593	81,042	83,768	89,896
25	76,688	82,137	84,863	90,991
26	77,783	83,232	85,958	92,086
27	78,878	84,327	87,053	93,181
28	79,973	85,422	88,148	94,276

**2.0% COLA added in FY2026 effective paydate 9/5/2025 with exception of Bachelor Step 0 will be \$50,000*

Rates of Pay for Extra-Curricular Activities 2025-26

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level I	\$6,324	\$6,936	\$7,548

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	\$4,284	\$4,896	\$5,508

Senior High Head Baseball
Senior High Head Softball

Previous Experience	Years 0 - 4	Years 5 - 9	Years 10+
Level II	\$3,978	\$4,692	\$5,304

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	\$3,774	\$4,284	\$4,896

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	\$2,821	\$3,264	\$3,876

Middle School Band Director
Middle School Basketball Coach
Middle School Cheer
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	\$2,505	\$2,856	\$3,468

Middle School Drama
Middle School Yearbook
Middle School Math Sponsor
Middle School Girls Volleyball
Middle School Choir
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	\$1,020	\$1,326	\$1,632

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.

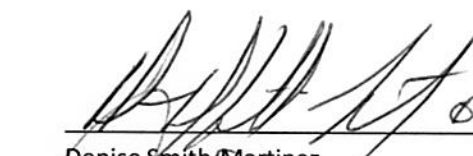
(*****) Supplements that involve athletic teams with individual components (golf, tennis, cross country, girls and boys wrestling) will be prorated for incomplete teams as stipulated in Job Descriptions for those supplemental positions. See example below:

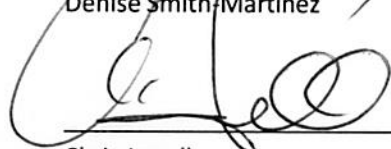
Girls Golf: 1 golfer= 50% of supplement
Boys Golf: 3 golfers=75% of supplement
Boys Golf: 2 golfers= 50% of supplement
Boys Golf: 1 golfer= 25% of supplement

Note: 2.0% COLA was added for FY2026 effective 7/1/25

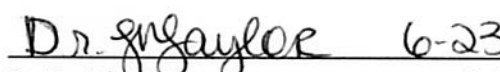
SIGNATURES

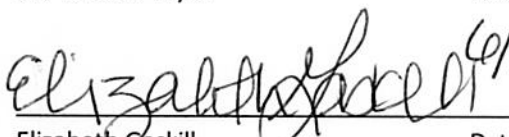
CMCEA:


 Denise Smith-Martinez Date 6/11/25

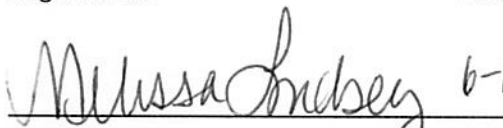

 Chris Jarrell Date 6/10/25


 Jerita Reese Date 6-5-25

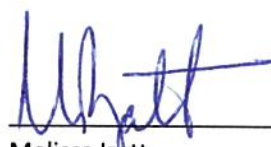

 Dr. Tanisha Taylor Date 6-23-25


 Elizabeth Gaskill Date 6/16/25


 Angela Smith Date 6/17/25


 Melissa Lindsey Date 6-16-25

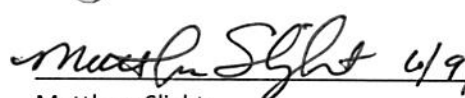
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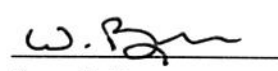

 Melissa Izatt Date 6/30/25


 Dr. Schanda Doughty Date 6-9-25


 Amanda Nicks Date 6/16/25


 Jessica Harris Date 6-25-25


 Matthew Slight Date 6/9/25


 Bryan Feldman Date 6/9/25


 Jeffrey J. Taylor Date 6/23/25