

AGREEMENT

Between

**CLINTON COMMUNITY SCHOOL
DISTRICT**

And

**CLINTON EDUCATION
ASSOCIATION**



2021-2024

PREAMBLE

The Board of Directors of the Clinton Community School District, hereinafter referred to as the "Board", and the Clinton Education Association, hereinafter referred to as the "Association", recognize that the aim of the public schools is to provide a quality education program for children and youth of the school district.

Whereas, the parties have reached certain understandings which they desire to confirm in this agreement, it is agreed as follows:

RECOGNITION

A. Unit

The Board hereby recognizes the Association as the certified, exclusive and sole bargaining representative for all eligible certified professional personnel, as set forth in the Public Employment Relations Board, hereinafter referred to as "PERB" certification instrument (Case No. 207) issued by the PERB on the 19th day of May, 1975 and certified in an election on September 3, 1975.

The unit described in the above certification is as follows: Included: classroom teachers, including but not limited to those with the following title: department head, special education teacher, specific learning disabilities teacher, Title 1 teacher, LRC Directors, guidance counselors, TEP (Talent Enrichment Program) and nurses.

Excluded: superintendent, director of human resources, curriculum director, athletic director, principals, assistant principals, elementary art and music coordinators, non-professional employees, and all other persons excluded by section 4 of the Public Employment Relations Act.

PROCEDURE FOR NEGOTIATIONS

A. Requests for Meetings

The Board and the Association agree to meet at reasonable times and places for the purpose of negotiating and seeking agreement. The initial request from the Association for negotiation meetings shall be made in writing to the President of the Board or his/her designated representative. Requests from the Board shall be made in writing to the President of the Association or his/her designated representative. Meetings shall be arranged by designated representatives of the parties.

B. Amendments

Amendments to this contract may be made during the period this contract is in force if both parties mutually agree to negotiate upon such items. Such requests from the Association shall be made in writing to the President of the Board or his/her representative. Requests from the Board shall be made in writing to the President of the Association or his/her representative. At least one meeting shall be held so the party requesting the amendment may have the opportunity to present a persuasive case for the need to negotiate.

C. Access to Information

The Board agrees to make available upon request of the Association regularly and routinely prepared information concerning the financial condition of the school district including the annual financial report and the adopted budget. In addition the Board and the Administration will grant reasonable requests for other readily available and pertinent information which is relevant to negotiations and/or the processing of grievances.

WAGES

See Appendix A for the Teacher Base Schedule and Appendix B for Supplemental Pay Schedule.

COMPLIANCE CLAUSES AND DURATION

A. Separability

Should any article, section or paragraph of this agreement be declared illegal by a court of competent jurisdiction, or if it should be overturned by an act of a legislative body, then that article, section or paragraph shall be deleted from this agreement. In such an event said article, section or paragraph shall become subject to renegotiation at the request of either party. Nothing herein shall prevent either party from appealing an unfavorable court decision and no requirement to negotiate shall exist until either party has exhausted all legal remedies available to it in the event that either party chooses to pursue such legal remedies.

B. Printing Agreement

The Agreement will be available on the school district website or can be distributed electronically using district email for no cost.

C. Notices

Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to provision(s) of this agreement, either party shall do so by letter at the following designated addresses, or at such addresses as may be designated by a party in written notification to the other party:

1. If by Association to Board, c/o Board President, Clinton Administration Center.
2. If by Board to Association, c/o current president, CEA.

D. Duration Period

This agreement shall be effective July 1, 2021 and shall continue in force through June 30, 2024, with a reopener for salary and other mutually agreed upon items for the remaining years.

E. Effect of Agreement

The Board and the Association mutually agree that the terms and conditions set forth in this contract and its amendments, if any, represent the full and complete understanding and commitment between the parties.

F. Signature Clause

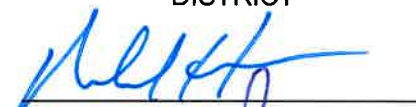
In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 1st day of June, 2021.

CLINTON EDUCATION ASSOCIATION


Association President


Association Representative
School District Representative

CLINTON COMMUNITY SCHOOL
DISTRICT


Board President


Human Resources Department

TEACHER BASE SCHEDULE 2021-2022

LANE I BA	LANE II BA + 15	LANE III BA + 30	LANE IV MA	LANE V MA + 15	LANE VI MA + 30	LANE VII MA + 45
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Base wage (2.25% increase) | \$37,690 | \$38,388 | \$39,085 | \$40,132 | \$41,179 | \$42,225 | \$43,274 |

Compensation for education \$700 \$1,000 \$2,500 \$2,000 \$1,500 \$1,000

BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45
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Salary increase for returning teachers (includes TSS) \$1,400 \$1,400 \$1,400 \$1,400 \$1,400 \$1,400 \$1,400

2.25% increase on base wage and a \$1,400 increase in salary for each returning teacher (increase includes TSS increase of \$391)

2.25% increase on generator base for supplemental schedule (increase of \$818) and a step for experience.

Base - Add'l.	\$34,818 2,340 \$37,158	EXTRA COMPENSATION INDEX-2021-22								Appendix B									
Activity	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	
Placement and advancement on the Extra-Compensation Schedule: Experience credit will be given for previous experience (including different levels -assistant to head or middle school to high school).																			
Teacher salary supplement funds will not be considered in calculating supplemental pay.																			
FALL SPORTS																			
Head Football	6,032	6,255	6,478	6,701	6,924	7,147	7,370	7,592	7,815	8,038	8,261	8,484	8,707	8,930	9,153	9,376	9,599	9,822	10,045
Assistant Football	3,096	3,245	3,394	3,542	3,691	3,840	3,988	4,137	4,285	4,434	4,582	4,731	4,879	5,028	5,176	5,325	5,473	5,622	5,770
7th/8th Football	2,075	2,149	2,223	2,297	2,372	2,446	2,520	2,595	2,669	2,743	2,817	2,891	2,965	3,039	3,113	3,187	3,261	3,335	3,409
Head Girls/Boys Cross Country	3,493	3,641	3,790	3,939	4,087	4,236	4,385	4,533	4,682	4,830	4,979	5,127	5,275	5,424	5,572	5,720	5,869	6,017	6,165
Asst. Girls/Boys Cross Country	1,294	1,369	1,443	1,517	1,591	1,666	1,740	1,814	1,888	1,962	2,036	2,110	2,184	2,258	2,332	2,406	2,480	2,554	2,628
MS Girls/Boys Cross Country	1,294	1,369	1,443	1,517	1,591	1,666	1,740	1,814	1,888	1,962	2,036	2,110	2,184	2,258	2,332	2,406	2,480	2,554	2,628
Head Boys Golf	2,595	2,669	2,743	2,818	2,892	2,966	3,041	3,115	3,189	3,263	3,337	3,411	3,485	3,559	3,633	3,707	3,781	3,855	3,929
Assistant Boys Golf	1,294	1,369	1,443	1,517	1,591	1,666	1,740	1,814	1,888	1,962	2,036	2,110	2,184	2,258	2,332	2,406	2,480	2,554	2,628
Head Girls Golf	2,595	2,669	2,743	2,818	2,892	2,966	3,041	3,115	3,189	3,263	3,337	3,411	3,485	3,559	3,633	3,707	3,781	3,855	3,929
Head Volleyball	3,493	3,641	3,790	3,939	4,087	4,236	4,385	4,533	4,682	4,830	4,979	5,127	5,275	5,424	5,572	5,720	5,869	6,017	6,165
Assistant Volleyball	2,465	2,539	2,613	2,688	2,762	2,836	2,911	2,985	3,059	3,133	3,207	3,281	3,355	3,429	3,503	3,577	3,651	3,725	3,799
7th/8th Volleyball	1,697	1,771	1,846	1,920	1,994	2,069	2,143	2,217	2,291	2,365	2,439	2,513	2,587	2,661	2,735	2,809	2,883	2,957	3,031
Head Girls Swimming	3,493	3,679	3,864	4,050	4,236	4,422	4,608	4,793	4,979	5,165	5,351	5,537	5,722	5,908	6,094	6,280	6,466	6,651	6,837
Asst. Girls Swimming	2,167	2,242	2,316	2,390	2,465	2,539	2,613	2,688	2,762	2,836	2,911	2,985	3,059	3,133	3,207	3,281	3,355	3,429	3,503
Weight Room Coordinator	3,097	3,245	3,394	3,542	3,691	3,840	3,988	4,137	4,285	4,434	4,582	4,731	4,879	5,028	5,176	5,325	5,473	5,622	5,770
WINTER SPORTS																			
Head Basketball	6,032	6,255	6,478	6,701	6,924	7,147	7,370	7,592	7,815	8,038	8,261	8,484	8,707	8,930	9,153	9,376	9,599	9,822	10,045
Assistant Basketball	3,097	3,245	3,394	3,542	3,691	3,840	3,988	4,137	4,285	4,434	4,582	4,731	4,879	5,028	5,176	5,325	5,473	5,622	5,770
7th/8th Basketball	1,932	2,007	2,081	2,155	2,229	2,304	2,378	2,452	2,526	2,600	2,674	2,748	2,822	2,896	2,970	3,044	3,118	3,192	3,266
Head Boys Swimming	3,493	3,679	3,864	4,050	4,236	4,422	4,608	4,793	4,979	5,165	5,351	5,537	5,722	5,908	6,094	6,280	6,466	6,651	6,837
Asst. Boys Swimming	2,167	2,242	2,316	2,390	2,465	2,539	2,613	2,688	2,762	2,836	2,911	2,985	3,059	3,133	3,207	3,281	3,355	3,429	3,503
MS Girls/Boys Swimming	1,697	1,771	1,846	1,920	1,994	2,069	2,143	2,217	2,291	2,365	2,439	2,513	2,587	2,661	2,735	2,809	2,883	2,957	3,031
Head Wrestling	5,691	5,877	6,063	6,249	6,435	6,620	6,806	6,992	7,177	7,363	7,549	7,735	7,921	8,107	8,293	8,479	8,665	8,851	9,037
Assistant Wrestling	3,096	3,245	3,394	3,542	3,691	3,840	3,988	4,137	4,285	4,434	4,582	4,731	4,879	5,028	5,176	5,325	5,473	5,622	5,770
MS Wrestling	1,932	2,007	2,081	2,155	2,229	2,304	2,378	2,452	2,526	2,600	2,674	2,748	2,822	2,896	2,970	3,044	3,118	3,192	3,266
Assistant MS Wrestling	1,746	1,821	1,895	1,969	2,044	2,118	2,192	2,267	2,341	2,415	2,489	2,563	2,637	2,711	2,785	2,859	2,933	3,007	3,081
HS Girls/Boys Bowling	1,431	1,468	1,505	1,542	1,579	1,616	1,654	1,691	1,728	1,765	1,802	1,839	1,876	1,913	1,950	1,987	2,024	2,061	2,098
SPRING SPORTS																			
Head Track	3,654	3,840	4,025	4,211	4,397	4,583	4,768	4,954	5,139	5,325	5,511	5,696	5,882	6,067	6,253	6,438	6,624	6,809	6,994
Asst. Track	2,570	2,682	2,793	2,905	3,016	3,128	3,239	3,351	3,462	3,573	3,684	3,795	3,906	4,017	4,128	4,239	4,350	4,461	4,572
MS Track	1,697	1,771	1,846	1,920	1,994	2,069	2,143	2,217	2,291	2,365	2,439	2,513	2,587	2,661	2,735	2,809	2,883	2,957	3,031

Activity	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Head Tennis	2,645	2,719	2,793	2,867	2,942	3,016	3,090	3,165
Asst. Tennis	1,641	1,716	1,790	1,864	1,939	2,013	2,087	2,161
Head Soccer	2,911	3,022	3,134	3,245	3,366	3,468	3,579	3,691
Asst. Soccer	2,329	2,403	2,477	2,552	2,626	2,700	2,775	2,849
	0.06267	0.06467	0.06667	0.06867	0.07067	0.07267	0.07467	0.07667
SUMMER SPORTS								
Head Baseball	4,230	4,415	4,601	4,787	4,973	5,159	5,344	5,530
Assistant Baseball	2,595	2,706	2,818	2,929	3,041	3,152	3,264	3,375
Head Softball	4,230	4,415	4,601	4,787	4,973	5,159	5,344	5,530
Assistant Softball	2,595	2,706	2,818	2,929	3,041	3,152	3,264	3,375
	0.06983	0.07283	0.07583	0.07883	0.08183	0.08483	0.08783	0.09083
CHEERLEADING								
CHS Cheerleading	3,709	3,821	3,932	4,044	4,155	4,267	4,378	4,490
CHS Asst. Cheerleading	1,660	1,734	1,808	1,883	1,957	2,031	2,106	2,180
	0.04467	0.04667	0.04867	0.05067	0.05267	0.05467	0.05667	0.05867
MUSIC								
CHS Band Director	4,261	4,447	4,632	4,818	5,004	5,190	5,376	5,561
Asst. CHS Band Director	2,223	2,297	2,372	2,446	2,520	2,595	2,669	2,743
CHS Vocal Director	4,261	4,447	4,632	4,818	5,004	5,190	5,376	5,561
Asst. CHS Vocal Director	2,223	2,297	2,372	2,446	2,520	2,595	2,669	2,743
CHS/MS Orchestra Director	3,598	3,784	3,970	4,155	4,341	4,527	4,713	4,899
CHS Show Choir Director	3,598	3,784	3,970	4,155	4,341	4,527	4,713	4,899
MS Jazz Band	1,062	1,136	1,210	1,285	1,359	1,433	1,508	1,582
Elementary Choir Director	848	923	997	1,071	1,146	1,220	1,294	1,369
CHS Band Early Start	848	923	997	1,071	1,146	1,220	1,294	1,369
	0.02283	0.02483	0.02683	0.02883	0.03083	0.03283	0.03483	0.03683
SPEECH & DRAMA								
Director Drama	4,415	4,601	4,787	4,973	5,159	5,344	5,530	5,716
Assistant Drama	2,329	2,403	2,477	2,552	2,626	2,700	2,775	2,849
MS Drama	2,595	2,669	2,743	2,818	2,892	2,967	3,041	3,115
Asst. MS Drama	1,406	1,480	1,554	1,629	1,703	1,777	1,852	1,926
Director Speech	1,164	1,313	1,461	1,610	1,759	1,907	2,056	2,205
Asst. Speech	991	1,028	1,065	1,102	1,140	1,177	1,214	1,251
	0.02667	0.02767	0.02867	0.02967	0.03067	0.03167	0.03267	0.03367
OTHER								
CHS Yearbook Advisor	3,964	4,075	4,187	4,298	4,410	4,521	4,632	4,744
CHS Newspaper Advisor	2,353	2,428	2,502	2,576	2,650	2,725	2,799	2,873
CHS Student Council	3,344	3,419	3,493	3,567	3,641	3,716	3,790	3,864
Senior Class Advisor	421	458	495	532	570	607	644	681
Jr. Class Advisor	1,270	1,344	1,418	1,493	1,567	1,641	1,716	1,790
Fr./Soph. Class Advisor	186	223	260	297	334	372	409	446

