

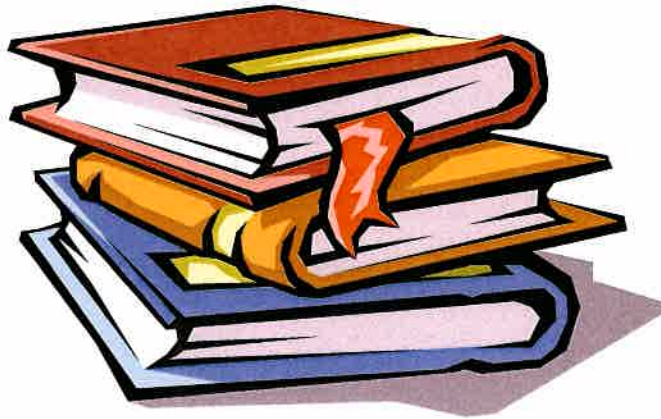
# **AGREEMENT**

**Between**

**CLINTON COMMUNITY SCHOOL  
DISTRICT**

**And**

**CLINTON EDUCATION  
ASSOCIATION**



**2022-2024**

## **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, 2022 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, 2022.

CLINTON EDUCATION ASSOCIATION

  
Association President

  
Association Representative  
School District Representative

CLINTON COMMUNITY SCHOOL  
DISTRICT

  
Board President

  
Human Resources Department

**T.A. - I**

| LANE I<br>BA | LANE II<br>BA + 15 | LANE III<br>BA + 30 | LANE IV<br>MA | LANE V<br>MA + 15 | LANE VI<br>MA + 30 | LANE VII<br>MA + 45 |
|--------------|--------------------|---------------------|---------------|-------------------|--------------------|---------------------|
|--------------|--------------------|---------------------|---------------|-------------------|--------------------|---------------------|

|                     |          |          |          |          |          |          |          |
|---------------------|----------|----------|----------|----------|----------|----------|----------|
| Base wage (current) | \$37,690 | \$38,388 | \$39,085 | \$40,132 | \$41,179 | \$42,225 | \$43,274 |
| 3.00%               | \$1,131  | \$1,152  | \$1,173  | \$1,204  | \$1,235  | \$1,267  | \$1,298  |
| Proposed base wage  | \$38,821 | \$39,539 | \$40,257 | \$41,336 | \$42,415 | \$43,492 | \$44,572 |

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 |
|----|---------|---------|----|---------|---------|---------|
|----|---------|---------|----|---------|---------|---------|

|   |         |         |         |         |         |         |         |
|---|---------|---------|---------|---------|---------|---------|---------|
| Salary increase for returning teachers (includes TSS) | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 | \$1,400 |
|---|---------|---------|---------|---------|---------|---------|---------|

District offer includes 3% increase on base wage and a \$1,400 increase in salary for each returning teacher (increase includes TSS decrease of \$137)

**T.A - II**

District offer includes 3% increase on generator base for supplemental schedule (increase of \$1,115) and a step for experience. Increase the following supplemental schedule positions by \$250 - CHS Band & Asst. Director, CHS Vocal & Asst Director and CHS/MS Orchestra. Change MS Athletic Director to MS Athletic/Activities Coordinator - increase supplemental schedule amount by \$1,500.

**T.A. - III**

Change Summer School/Evening High School, Curriculum Writing, and district approved work from \$25.00 per hour to \$26.00 per hour.

| Base - Addl.                   | \$34,000<br>4,273<br>\$38,273 | EXTRA COMPENSATION INDEX 2022-23 |        |        |        |         |        |        |        |         |  | Appendix B |
|--------------------------------|-------------------------------|----------------------------------|--------|--------|--------|---------|--------|--------|--------|---------|--|------------|
| Activity                       | Step 1                        | Step 2                           | Step 3 | Step 4 | Step 5 | Step 5  | Step 6 | Step 7 | Step 8 | Step 8  |  |            |
| <b>FALL SPORTS</b>             |                               |                                  |        |        |        |         |        |        |        |         |  |            |
| Head Football                  | 6,213                         | 6,442                            | 6,672  | 6,902  | 7,131  | 0.18633 | 7,361  | 7,591  | 7,820  | 0.20433 |  |            |
| Assistant Football             | 3,189                         | 3,342                            | 3,495  | 3,649  | 3,802  | 0.09933 | 3,955  | 4,108  | 4,261  | 0.11133 |  |            |
| 7th/8th Football               | 2,137                         | 2,213                            | 2,290  | 2,366  | 2,443  | 0.06383 | 2,520  | 2,596  | 2,673  | 0.06983 |  |            |
| Head Girls/Boys Cross Country  | 3,598                         | 3,751                            | 3,904  | 4,057  | 4,210  | 0.11000 | 4,363  | 4,516  | 4,669  | 0.12200 |  |            |
| Asst. Girls/Boys Cross Country | 1,333                         | 1,410                            | 1,486  | 1,563  | 1,639  | 0.04283 | 1,716  | 1,792  | 1,869  | 0.04883 |  |            |
| MS Girls/Boys Cross Country    | 1,333                         | 1,410                            | 1,486  | 1,563  | 1,639  | 0.04283 | 1,716  | 1,792  | 1,869  | 0.04883 |  |            |
| Head Boys Golf                 | 2,673                         | 2,749                            | 2,826  | 2,902  | 2,979  | 0.07783 | 3,055  | 3,132  | 3,208  | 0.08383 |  |            |
| Assistant Boys Golf            | 1,333                         | 1,410                            | 1,486  | 1,563  | 1,639  | 0.04283 | 1,716  | 1,792  | 1,869  | 0.04883 |  |            |
| Head Volleyball                | 3,598                         | 3,751                            | 3,904  | 4,057  | 4,210  | 0.11000 | 4,363  | 4,516  | 4,669  | 0.12200 |  |            |
| Assistant Volleyball           | 2,539                         | 2,615                            | 2,692  | 2,768  | 2,845  | 0.07633 | 2,921  | 2,998  | 3,074  | 0.08033 |  |            |
| 7th/8th Volleyball             | 1,748                         | 1,824                            | 1,901  | 1,978  | 2,054  | 0.05367 | 2,131  | 2,207  | 2,284  | 0.05967 |  |            |
| Head Girls Swimming            | 3,598                         | 3,789                            | 3,980  | 4,172  | 4,363  | 0.11400 | 4,554  | 4,746  | 4,937  | 0.12900 |  |            |
| Asst. Girls Swimming           | 2,232                         | 2,309                            | 2,386  | 2,462  | 2,539  | 0.06633 | 2,615  | 2,692  | 2,768  | 0.07233 |  |            |
| Weight Room Coordinator        | 3,189                         | 3,342                            | 3,495  | 3,649  | 3,802  | 0.09933 | 3,955  | 4,108  | 4,261  | 0.11133 |  |            |
| <b>WINTER SPORTS</b>           |                               |                                  |        |        |        |         |        |        |        |         |  |            |
| Head Basketball                | 6,213                         | 6,442                            | 6,672  | 6,902  | 7,131  | 0.18633 | 7,361  | 7,591  | 7,820  | 0.20433 |  |            |
| Assistant Basketball           | 3,189                         | 3,342                            | 3,495  | 3,649  | 3,802  | 0.09933 | 3,955  | 4,108  | 4,261  | 0.11133 |  |            |
| 7th/8th Basketball             | 1,990                         | 2,067                            | 2,143  | 2,220  | 2,296  | 0.06000 | 2,373  | 2,449  | 2,526  | 0.06600 |  |            |
| Head Boys Swimming             | 3,598                         | 3,789                            | 3,980  | 4,172  | 4,363  | 0.11400 | 4,554  | 4,746  | 4,937  | 0.12900 |  |            |
| Asst. Boys Swimming            | 2,232                         | 2,309                            | 2,386  | 2,462  | 2,539  | 0.06633 | 2,615  | 2,692  | 2,768  | 0.07233 |  |            |
| MS Girls/Boys Swimming         | 1,748                         | 1,824                            | 1,901  | 1,978  | 2,054  | 0.05367 | 2,131  | 2,207  | 2,284  | 0.05967 |  |            |
| Head Wrestling                 | 5,862                         | 6,054                            | 6,245  | 6,436  | 6,628  | 0.17317 | 6,819  | 7,010  | 7,202  | 0.18817 |  |            |
| Assistant Wrestling            | 3,189                         | 3,342                            | 3,495  | 3,649  | 3,802  | 0.09933 | 3,955  | 4,108  | 4,261  | 0.11133 |  |            |
| MS Wrestling                   | 1,990                         | 2,067                            | 2,143  | 2,220  | 2,296  | 0.06000 | 2,373  | 2,449  | 2,526  | 0.06600 |  |            |
| Assistant MS Wrestling         | 1,799                         | 1,875                            | 1,952  | 2,028  | 2,105  | 0.05500 | 2,182  | 2,258  | 2,335  | 0.06100 |  |            |
| HS Girls/Boys Bowling          | 1,474                         | 1,512                            | 1,550  | 1,588  | 1,627  | 0.04250 | 1,665  | 1,703  | 1,741  | 0.04550 |  |            |
| <b>SPRING SPORTS</b>           |                               |                                  |        |        |        |         |        |        |        |         |  |            |
| Head Girls Golf                | 2,673                         | 2,749                            | 2,826  | 2,902  | 2,979  | 0.07783 | 3,055  | 3,132  | 3,208  | 0.08383 |  |            |
| Head Track                     | 3,763                         | 3,955                            | 4,146  | 4,337  | 4,529  | 0.11833 | 4,720  | 4,912  | 5,103  | 0.13333 |  |            |
| Asst. Track                    | 2,647                         | 2,762                            | 2,877  | 2,992  | 3,107  | 0.08117 | 3,221  | 3,336  | 3,451  | 0.09017 |  |            |
| MS Track                       | 1,748                         | 1,824                            | 1,901  | 1,978  | 2,054  | 0.05167 | 2,131  | 2,207  | 2,284  | 0.05967 |  |            |

| Activity                  | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| Head Tennis               | 2,724  | 2,800  | 2,877  | 2,954  | 3,030  | 3,107  | 3,183  | 3,260  |
| Asst. Tennis              | 1,691  | 1,767  | 1,844  | 1,920  | 1,997  | 2,073  | 2,150  | 2,226  |
| Head Soccer               | 2,998  | 3,113  | 3,228  | 3,342  | 3,457  | 3,572  | 3,687  | 3,802  |
| Asst. Soccer              | 2,399  | 2,475  | 2,552  | 2,628  | 2,705  | 2,781  | 2,858  | 2,934  |
| <b>SUMMER SPORTS</b>      |        |        |        |        |        |        |        |        |
| Head Baseball             | 4,357  | 4,548  | 4,739  | 4,931  | 5,122  | 5,313  | 5,505  | 5,696  |
| Assistant Baseball        | 2,673  | 2,787  | 2,902  | 3,017  | 3,132  | 3,247  | 3,362  | 3,476  |
| Head Softball             | 4,357  | 4,548  | 4,739  | 4,931  | 5,122  | 5,313  | 5,505  | 5,696  |
| Assistant Softball        | 2,673  | 2,787  | 2,902  | 3,017  | 3,132  | 3,247  | 3,362  | 3,476  |
| <b>CHEERLEADING</b>       |        |        |        |        |        |        |        |        |
| CHS Cheerleading          | 3,821  | 3,936  | 4,050  | 4,165  | 4,280  | 4,395  | 4,510  | 4,625  |
| CHS Asst. Cheerleading    | 1,710  | 1,786  | 1,863  | 1,939  | 2,016  | 2,092  | 2,169  | 2,245  |
| <b>MUSIC</b>              |        |        |        |        |        |        |        |        |
| CHS Band Director         | 4,646  | 4,838  | 5,029  | 5,220  | 5,412  | 5,603  | 5,795  | 5,986  |
| Asst. CHS Band Director   | 2,547  | 2,624  | 2,700  | 2,777  | 2,853  | 2,930  | 3,006  | 3,083  |
| CHS Vocal Director        | 4,646  | 4,838  | 5,029  | 5,220  | 5,412  | 5,603  | 5,795  | 5,986  |
| Asst. CHS Vocal Director  | 2,547  | 2,624  | 2,700  | 2,777  | 2,853  | 2,930  | 3,006  | 3,083  |
| CHS/MS Orchestra Director | 3,964  | 4,155  | 4,346  | 4,538  | 4,729  | 4,920  | 5,112  | 5,303  |
| CHS Show Choir Director   | 3,706  | 3,897  | 4,089  | 4,280  | 4,471  | 4,663  | 4,854  | 5,046  |
| MS Jazz Band              | 1,093  | 1,170  | 1,247  | 1,323  | 1,400  | 1,476  | 1,553  | 1,629  |
| Elementary Choir Director | 874    | 950    | 1,027  | 1,103  | 1,180  | 1,257  | 1,333  | 1,410  |
| CHS Band Early Start      | 874    | 950    | 1,027  | 1,103  | 1,180  | 1,257  | 1,333  | 1,410  |
| <b>SPEECH &amp; DRAMA</b> |        |        |        |        |        |        |        |        |
| Director Drama            | 4,548  | 4,739  | 4,931  | 5,122  | 5,313  | 5,505  | 5,696  | 5,888  |
| Assistant Drama           | 2,399  | 2,475  | 2,552  | 2,628  | 2,705  | 2,781  | 2,858  | 2,934  |
| MS Drama                  | 2,673  | 2,749  | 2,864  | 2,979  | 3,094  | 3,208  | 3,323  | 3,438  |
| Asst. MS Drama            | 1,448  | 1,524  | 1,601  | 1,678  | 1,754  | 1,831  | 1,907  | 1,984  |
| Director Speech           | 1,199  | 1,352  | 1,505  | 1,658  | 1,811  | 1,965  | 2,118  | 2,271  |
| Asst. Speech              | 1,021  | 1,059  | 1,097  | 1,136  | 1,174  | 1,212  | 1,250  | 1,289  |
| <b>OTHER</b>              |        |        |        |        |        |        |        |        |
| CHS Yearbook Advisor      | 4,083  | 4,197  | 4,312  | 4,427  | 4,542  | 4,657  | 4,771  | 4,886  |
| CHS Newspaper Advisor     | 2,424  | 2,500  | 2,577  | 2,653  | 2,730  | 2,807  | 2,883  | 2,960  |
| CHS Student Council       | 3,445  | 3,521  | 3,598  | 3,674  | 3,751  | 3,827  | 3,904  | 3,980  |
| Senior Class Advisor      | 434    | 472    | 510    | 548    | 587    | 625    | 663    | 702    |
| Jr. Class Advisor         | 1,308  | 1,384  | 1,461  | 1,537  | 1,614  | 1,691  | 1,767  | 1,844  |

