

# **AGREEMENT**

**Between**

**CLINTON COMMUNITY SCHOOL  
DISTRICT**

**And**

**CLINTON EDUCATION  
ASSOCIATION**



**2020-2024**

## **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, 2020 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 13<sup>th</sup> day of July, 2020.

CLINTON EDUCATION ASSOCIATION

CLINTON COMMUNITY SCHOOL DISTRICT

  
\_\_\_\_\_  
Association President

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Association Representative  
School District Representative

  
\_\_\_\_\_  
Human Resources Department

**TEACHER BASE SCHEDULE 2020-2021**

	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
Base wage (2% increase)	\$36,861	\$37,543	\$38,225	\$39,249	\$40,273	\$41,296	\$42,321
Compensation for education	\$700	\$1,000	\$2,500	\$2,000	\$1,500	\$1,000	\$1,000
<b>Pools</b>							
Salary increase for returning teachers (includes TSS)	\$950	\$950	\$950	\$950	\$950	\$950	\$950

1.8% increase on base wage and a \$950 increase in salary for each returning teacher (increase includes TSS increase of \$115)

1.8% increase on generator base for supplemental schedule (increase of \$640) and a step for experience.

		EXTRA COMPENSATION INDEX-2020-21									
Base -	\$34,000	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Add'l.	2,340										
	\$36,340										
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 supplemental funds will not be considered in calculating supplemental pay.											
Activity		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>FALL SPORTS</b>											
Head Football	5,899	6,117	6,335	6,553	6,771	6,989	7,207	7,425	7,643	7,861	8,079
Assistant Football	3,028	3,174	3,319	3,464	3,610	3,755	3,900	4,046	4,191	4,337	4,482
7th/8th Football	2,029	2,102	2,174	2,247	2,320	2,392	2,465	2,538	2,611	2,684	2,757
Head Girls/Boys Cross Country	3,416	3,561	3,707	3,852	3,997	4,143	4,288	4,433	4,578	4,724	4,869
Asst. Girls/Boys Cross Country	1,266	1,338	1,411	1,484	1,556	1,629	1,702	1,774	1,847	1,920	1,993
MS Girls/Boys Cross Country	1,266	1,338	1,411	1,484	1,556	1,629	1,702	1,774	1,847	1,920	1,993
Head Boys Golf	2,538	2,610	2,683	2,756	2,828	2,901	2,974	3,046	3,119	3,192	3,265
Assistant Boys Golf	1,266	1,338	1,411	1,484	1,556	1,629	1,702	1,774	1,847	1,920	1,993
Head Girls Golf	2,538	2,610	2,683	2,756	2,828	2,901	2,974	3,046	3,119	3,192	3,265
Head Volleyball	3,416	3,561	3,707	3,852	3,997	4,143	4,288	4,433	4,578	4,724	4,869
Assistant Volleyball	2,410	2,483	2,556	2,628	2,701	2,774	2,847	2,919	2,992	3,065	3,138
7th/8th Volleyball	1,660	1,732	1,805	1,878	1,950	2,023	2,096	2,168	2,241	2,314	2,387
Head Girls Swimming	3,416	3,598	3,779	3,961	4,143	4,324	4,506	4,688	4,869	5,051	5,233
Asst. Girls Swimming	2,120	2,192	2,265	2,338	2,410	2,483	2,556	2,628	2,701	2,774	2,847
Weight Room Coordinator	3,028	3,174	3,319	3,464	3,610	3,755	3,900	4,046	4,191	4,337	4,482
<b>WINTER SPORTS</b>											
Head Basketball	5,899	6,117	6,335	6,553	6,771	6,989	7,207	7,425	7,643	7,861	8,079
Assistant Basketball	3,028	3,174	3,319	3,464	3,610	3,755	3,900	4,046	4,191	4,337	4,482
7th/8th Basketball	1,890	1,962	2,035	2,108	2,180	2,253	2,326	2,398	2,471	2,544	2,617
Head Boys Swimming	3,416	3,598	3,779	3,961	4,143	4,324	4,506	4,688	4,869	5,051	5,233
Asst. Boys Swimming	2,120	2,192	2,265	2,338	2,410	2,483	2,556	2,628	2,701	2,774	2,847
MS Girls/Boys Swimming	1,660	1,732	1,805	1,878	1,950	2,023	2,096	2,168	2,241	2,314	2,387
Head Wrestling	5,566	5,748	5,930	6,111	6,293	6,475	6,656	6,838	7,019	7,201	7,383
Assistant Wrestling	3,028	3,174	3,319	3,464	3,610	3,755	3,900	4,046	4,191	4,337	4,482
MS Wrestling	1,890	1,962	2,035	2,108	2,180	2,253	2,326	2,398	2,471	2,544	2,617
Assistant MS Wrestling	1,708	1,781	1,853	1,926	1,999	2,071	2,144	2,217	2,290	2,363	2,436
HS Girls/Boys Bowling	1,399	1,435	1,472	1,508	1,544	1,581	1,617	1,653	1,689	1,725	1,761
<b>SPRING SPORTS</b>											
Head Track	3,573	3,755	3,937	4,118	4,300	4,482	4,664	4,845	5,027	5,209	5,391
Asst. Track	2,514	2,623	2,732	2,841	2,950	3,059	3,168	3,277	3,386	3,495	3,604
MS Track	1,660	1,732	1,805	1,878	1,950	2,023	2,096	2,168	2,241	2,314	2,387

Activity	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Head Tennis	2,586	0.07117	2,732	2,804	2,877	2,950	3,022	3,095
Asst. Tennis	1,605	0.04417	1,750	1,823	1,896	1,969	2,041	2,114
Head Soccer	2,847	0.07833	3,065	3,174	3,283	3,392	3,501	3,610
Asst. Soccer	2,277	0.06267	2,423	2,495	2,568	2,641	2,714	2,786
<b>SUMMER SPORTS</b>								
Head Baseball	4,137	0.11383	4,500	4,682	4,863	5,045	5,227	5,408
Assistant Baseball	2,538	0.06983	2,756	2,865	2,974	3,083	3,192	3,301
Head Softball	4,137	0.11383	4,500	4,682	4,863	5,045	5,227	5,408
Assistant Softball	2,538	0.06983	2,756	2,865	2,974	3,083	3,192	3,301
<b>CHEERLEADING</b>								
CHS Cheerleading	3,628	0.09983	3,846	3,955	4,064	4,173	4,282	4,391
CHS Asst. Cheerleading	1,623	0.04467	1,769	1,841	1,914	1,987	2,059	2,132
<b>MUSIC</b>								
CHS Band Director	4,167	0.11467	4,531	4,712	4,894	5,076	5,257	5,439
Asst. CHS Band Director	2,174	0.05983	2,320	2,392	2,465	2,538	2,610	2,683
CHS Vocal Director	4,167	0.11467	4,531	4,712	4,894	5,076	5,257	5,439
Asst. CHS Vocal Director	2,174	0.05983	2,320	2,392	2,465	2,538	2,610	2,683
CHS/MS Orchestra Director	3,519	0.09683	3,882	4,064	4,246	4,427	4,609	4,791
CHS Show Choir Director	3,519	0.09683	3,882	4,064	4,246	4,427	4,609	4,791
MS Jazz Band	1,038	0.02857	1,184	1,256	1,329	1,402	1,474	1,547
Elementary Choir Director	830	0.02283	975	1,048	1,120	1,193	1,266	1,338
CHS Band Early Start	830	0.02283	975	1,048	1,120	1,193	1,266	1,338
<b>SPEECH &amp; DRAMA</b>								
Director Drama	4,318	0.11883	4,682	4,863	5,045	5,227	5,408	5,590
Assistant Drama	2,277	0.06267	2,423	2,495	2,568	2,641	2,714	2,786
MS Drama	2,538	0.06983	2,719	2,828	2,937	3,046	3,155	3,264
Asst. MS Drama	1,375	0.03783	1,520	1,593	1,665	1,738	1,811	1,884
Director Speech	1,139	0.03133	1,429	1,575	1,720	1,865	2,011	2,156
Asst. Speech	969	0.02667	1,042	1,078	1,115	1,151	1,187	1,224
<b>OTHER</b>								
CHS Yearbook Advisor	3,876	0.10667	4,094	4,203	4,312	4,421	4,531	4,640
CHS Newspaper Advisor	2,301	0.06333	2,447	2,519	2,592	2,665	2,737	2,810
CHS Student Council	3,271	0.09000	3,416	3,489	3,561	3,634	3,707	3,779
Senior Class Advisor	412	0.01133	484	521	557	593	630	666
Jr. Class Advisor	1,242	0.03417	1,387	1,460	1,532	1,605	1,678	1,750
Fr./Soph. Class Advisor	182	0.03617	254	291	327	363	400	436

