

AGREEMENT

Between

**CLINTON COMMUNITY SCHOOL
DISTRICT**

And

**CLINTON EDUCATION
ASSOCIATION**



2026-2030

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, 2026 and shall continue in force through June 30, 2030, 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 9th day of March, 2026.

CLINTON EDUCATION ASSOCIATION


Association President


Association Representative

CLINTON COMMUNITY SCHOOL
DISTRICT


Board President


Human Resources Department
School District Representative

SALARY SCHEDULE 2026-2027

NEW STAFF

	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
Step 1	\$51,844		\$52,655		\$53,467		\$54,683		\$55,900		\$57,116		\$58,335

EXISTING STAFF

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	\$1,400	\$1,400	\$1,400
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Compensation for Education

\$700	\$1,000	\$2,500	\$2,000	\$1,500	\$1,000
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Base - \$34,000
Add'l 9,201
\$43,201

EXTRA COMPENSATION INDEX 2026-27

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.

Activity	FALL SPORTS								WINTER SPORTS								SPRING SPORTS										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Head Football	7,013	0.16233	7,272	0.16833	7,531	0.17433	7,790	0.18033	8,050	0.18633	8,309	0.19233	8,568	0.19833	8,827	0.20433											
Assistant Football	3,600	0.08333	3,773	0.08733	3,946	0.09133	4,118	0.09533	4,291	0.09933	4,464	0.10333	4,637	0.10733	4,810	0.11133											
7th/8th Football	2,412	0.05583	2,498	0.05783	2,585	0.05983	2,671	0.06183	2,758	0.06383	2,844	0.06583	2,930	0.06783	3,017	0.06983											
Head Girls/Boys Cross Country	4,061	0.09400	4,234	0.09800	4,407	0.10200	4,579	0.10600	4,752	0.11000	4,925	0.11400	5,098	0.11800	5,271	0.12200											
Asst. Girls/Boys Cross Country	1,505	0.03483	1,591	0.03683	1,677	0.03883	1,764	0.04083	1,850	0.04283	1,937	0.04483	2,023	0.04683	2,110	0.04883											
MS Girls/Boys Cross Country	1,505	0.03483	1,591	0.03683	1,677	0.03883	1,764	0.04083	1,850	0.04283	1,937	0.04483	2,023	0.04683	2,110	0.04883											
Head Boys Golf	3,017	0.06983	3,103	0.07183	3,190	0.07383	3,276	0.07583	3,362	0.07783	3,449	0.07983	3,535	0.08183	3,622	0.08383											
Assistant Boys Golf	1,505	0.03483	1,591	0.03683	1,677	0.03883	1,764	0.04083	1,850	0.04283	1,937	0.04483	2,023	0.04683	2,110	0.04883											
Head Volleyball	4,061	0.09400	4,234	0.09800	4,407	0.10200	4,579	0.10600	4,752	0.11000	4,925	0.11400	5,098	0.11800	5,271	0.12200											
Assistant Volleyball	2,866	0.06633	2,952	0.06833	3,038	0.07033	3,125	0.07233	3,211	0.07433	3,298	0.07633	3,384	0.07833	3,470	0.08033											
7th/8th Volleyball	1,973	0.04567	2,059	0.04767	2,146	0.04967	2,232	0.05167	2,319	0.05367	2,405	0.05567	2,491	0.05767	2,578	0.05967											
Head Girls Swimming	4,061	0.09400	4,277	0.09900	4,493	0.10400	4,709	0.10900	4,925	0.11400	5,141	0.11900	5,357	0.12400	5,573	0.12900											
Asst. Girls Swimming	2,520	0.05833	2,606	0.06033	2,693	0.06233	2,779	0.06433	2,866	0.06633	2,952	0.06833	3,038	0.07033	3,125	0.07233											
Weight Room Coordinator	3,600	0.08333	3,773	0.08733	3,946	0.09133	4,118	0.09533	4,291	0.09933	4,464	0.10333	4,637	0.10733	4,810	0.11133											
WINTER SPORTS																											
Head Basketball	7,013	0.16233	7,272	0.16833	7,531	0.17433	7,790	0.18033	8,050	0.18633	8,309	0.19233	8,568	0.19833	8,827	0.20433											
Assistant Basketball	3,600	0.08333	3,773	0.08733	3,946	0.09133	4,118	0.09533	4,291	0.09933	4,464	0.10333	4,637	0.10733	4,810	0.11133											
7th/8th Basketball	2,246	0.05200	2,333	0.05400	2,419	0.05600	2,506	0.05800	2,592	0.06000	2,678	0.06200	2,765	0.06400	2,851	0.06600											
Head Boys Swimming	4,061	0.09400	4,277	0.09900	4,493	0.10400	4,709	0.10900	4,925	0.11400	5,141	0.11900	5,357	0.12400	5,573	0.12900											
Asst. Boys Swimming	2,520	0.05833	2,606	0.06033	2,693	0.06233	2,779	0.06433	2,866	0.06633	2,952	0.06833	3,038	0.07033	3,125	0.07233											
MS Girls/Boys Swimming	1,973	0.04567	2,059	0.04767	2,146	0.04967	2,232	0.05167	2,319	0.05367	2,405	0.05567	2,491	0.05767	2,578	0.05967											
Head Wrestling	6,617	0.15317	6,833	0.15817	7,049	0.16317	7,265	0.16817	7,481	0.17317	7,697	0.17817	7,913	0.18317	8,129	0.18817											
Assistant Wrestling	3,600	0.08333	3,773	0.08733	3,946	0.09133	4,118	0.09533	4,291	0.09933	4,464	0.10333	4,637	0.10733	4,810	0.11133											
MS Wrestling	2,246	0.05200	2,333	0.05400	2,419	0.05600	2,506	0.05800	2,592	0.06000	2,678	0.06200	2,765	0.06400	2,851	0.06600											
Assistant MS Wrestling	2,030	0.04700	2,117	0.04900	2,203	0.05100	2,290	0.05300	2,376	0.05500	2,462	0.05700	2,549	0.05900	2,635	0.06100											
HS Girls/Boys Bowling	1,663	0.03850	1,706	0.03950	1,750	0.04050	1,793	0.04150	1,836	0.04250	1,879	0.04350	1,922	0.04450	1,966	0.04550											
SPRING SPORTS																											
Head Girls Golf	3,017	0.06983	3,103	0.07183	3,190	0.07383	3,276	0.07583	3,362	0.07783	3,449	0.07983	3,535	0.08183	3,622	0.08383											

Head Track	4.248	0.09633	4.464	0.10333	4.680	0.10833	4.896	0.11333	5.112	0.11833	5.328	0.12333	5.544	0.12833	5.760	0.13333
Asst. Track	2.968	0.06917	3.118	0.07217	3.247	0.07517	3.377	0.07817	3.507	0.08117	3.636	0.08417	3.766	0.08717	3.895	0.09017
MS. Track	1.973	0.04567	2.059	0.04767	2.146	0.04967	2.232	0.05167	2.319	0.05367	2.405	0.05567	2.491	0.05767	2.578	0.05967
Head Tennis	3.075	0.07117	3.161	0.07317	3.247	0.07517	3.334	0.07717	3.420	0.07917	3.507	0.08117	3.593	0.08317	3.679	0.08517
Asst. Tennis	1.908	0.04417	1.995	0.04617	2.081	0.04817	2.167	0.05017	2.254	0.05217	2.340	0.05417	2.427	0.05617	2.513	0.05817
Head Soccer	3.384	0.07833	3.514	0.08133	3.643	0.08433	3.773	0.08733	3.902	0.09033	4.032	0.09333	4.162	0.09633	4.291	0.09933
Asst. Soccer	2.707	0.06267	2.794	0.06467	2.880	0.06667	2.967	0.06867	3.053	0.07067	3.139	0.07267	3.226	0.07467	3.312	0.07667
SUMMER SPORTS																
Head Baseball	4.918	0.11383	5.134	0.11883	5.350	0.12383	5.566	0.12883	5.782	0.13383	5.998	0.13883	6.214	0.14383	6.430	0.14883
Assistant Baseball	3.017	0.06983	3.146	0.07283	3.276	0.07583	3.406	0.07883	3.535	0.08183	3.665	0.08483	3.794	0.08783	3.924	0.09083
Head Softball	4.918	0.11383	5.134	0.11883	5.350	0.12383	5.566	0.12883	5.782	0.13383	5.998	0.13883	6.214	0.14383	6.430	0.14883
Assistant Softball	3.017	0.06983	3.146	0.07283	3.276	0.07583	3.406	0.07883	3.535	0.08183	3.665	0.08483	3.794	0.08783	3.924	0.09083
CHEERLEADING																
CHS Cheerleading	4.313	0.09983	4.442	0.10283	4.572	0.10583	4.702	0.10883	4.831	0.11183	4.961	0.11483	5.090	0.11783	5.220	0.12083
CHS Asst. Cheerleading	1.930	0.04467	2.016	0.04667	2.103	0.04867	2.189	0.05067	2.275	0.05267	2.362	0.05467	2.448	0.05667	2.535	0.05867
MUSIC																
CHS Band Director	5.245	0.12140	5.461	0.12640	5.677	0.13140	5.893	0.13640	6.109	0.14140	6.325	0.14640	6.541	0.15140	6.757	0.15640
Asst. CHS Band Director	2.875	0.06655	2.961	0.06855	3.048	0.07055	3.134	0.07255	3.221	0.07455	3.307	0.07655	3.393	0.07855	3.480	0.08055
CHS Vocal Director	5.245	0.12140	5.461	0.12640	5.677	0.13140	5.893	0.13640	6.109	0.14140	6.325	0.14640	6.541	0.15140	6.757	0.15640
Asst. CHS Vocal Director	2.875	0.06655	2.961	0.06855	3.048	0.07055	3.134	0.07255	3.221	0.07455	3.307	0.07655	3.393	0.07855	3.480	0.08055
CHS/MS Orchestra Director	4.474	0.10356	4.690	0.10856	4.906	0.11356	5.122	0.11856	5.338	0.12356	5.554	0.12856	5.770	0.13356	5.986	0.13856
CHS Show Choir Director	4.183	0.09683	4.399	0.10183	4.615	0.10683	4.831	0.11183	5.047	0.11683	5.263	0.12183	5.479	0.12683	5.695	0.13183
MS Jazz Band	1.234	0.02857	1.321	0.03057	1.407	0.03257	1.493	0.03457	1.580	0.03657	1.666	0.03857	1.753	0.04057	1.839	0.04257
Elementary Choir Director	986	0.02283	1.073	0.02483	1.159	0.02683	1.245	0.02883	1.332	0.03083	1.418	0.03283	1.505	0.03483	1.591	0.03683
CHS Band Early Start	986	0.02283	1.073	0.02483	1.159	0.02683	1.245	0.02883	1.332	0.03083	1.418	0.03283	1.505	0.03483	1.591	0.03683
SPEECH & DRAMA																
Director Drama	5.134	0.11883	5.350	0.12383	5.566	0.12883	5.782	0.13383	5.998	0.13883	6.214	0.14383	6.430	0.14883	6.646	0.15383
Assistant Drama	2.707	0.06267	2.794	0.06467	2.880	0.06667	2.967	0.06867	3.053	0.07067	3.139	0.07267	3.226	0.07467	3.312	0.07667
MS Drama	3.017	0.06983	3.103	0.07183	3.233	0.07483	3.362	0.07783	3.492	0.08083	3.622	0.08383	3.751	0.08683	3.881	0.08983
Asst. MS Drama	1.634	0.03783	1.721	0.03983	1.807	0.04183	1.893	0.04383	1.980	0.04583	2.066	0.04783	2.153	0.04983	2.239	0.05183
Director Speech	1.353	0.03133	1.526	0.03533	1.699	0.03933	1.872	0.04333	2.045	0.04733	2.218	0.05133	2.390	0.05533	2.563	0.05933
Asst. Speech	1.152	0.02667	1.195	0.02767	1.239	0.02867	1.282	0.02967	1.325	0.03067	1.368	0.03167	1.411	0.03267	1.455	0.03367
OTHER																
CHS Yearbook Advisor	4.608	0.10667	4.738	0.10967	4.867	0.11267	4.997	0.11567	5.127	0.11867	5.256	0.12167	5.386	0.12467	5.515	0.12767

CHS Newspaper Advisor	2,736	0.06333	2,822	0.06533	2,909	0.06733	2,995	0.06933	3,082	0.07133	3,168	0.07333	3,254	0.07533	3,341	0.07733
CHS Student Council	3,888	0.09000	3,974	0.09200	4,061	0.09400	4,147	0.09600	4,234	0.09800	4,320	0.10000	4,407	0.10200	4,493	0.10400
Senior Class Advisor-	489	0.01133	533	0.01233	576	0.01333	619	0.01433	662	0.01533	705	0.01633	749	0.01733	792	0.01833
Jr. Class Advisor	1,476	0.03417	1,563	0.03617	1,649	0.03817	1,735	0.04017	1,822	0.04217	1,908	0.04417	1,995	0.04617	2,081	0.04817
Ft/Soph. Class Advisor	216	0.00500	259	0.00600	302	0.00700	346	0.00800	389	0.00900	432	0.01000	475	0.01100	518	0.01200
Special Olympics Head Coach	1,634	0.03783	1,721	0.03983	1,807	0.04183	1,893	0.04383	1,980	0.04583	2,066	0.04783	2,153	0.04983	2,239	0.05183
Special Olympics Assistant Coach	1,152	0.02867	1,195	0.02767	1,239	0.02867	1,282	0.02967	1,325	0.03067	1,368	0.03167	1,411	0.03267	1,455	0.03367
MS Yearbook/Annual	1,476	0.03417	1,519	0.03517	1,563	0.03617	1,606	0.03717	1,649	0.03817	1,692	0.03917	1,735	0.04017	1,779	0.04117
MS Student Council	1,044	0.02417	1,087	0.02517	1,131	0.02617	1,174	0.02717	1,217	0.02817	1,260	0.02917	1,303	0.03017	1,347	0.03117
MS Variety Show	986	0.02283	1,029	0.02383	1,073	0.02483	1,116	0.02583	1,159	0.02683	1,202	0.02783	1,245	0.02883	1,289	0.02983
CHS Theatre Technician	5,134	0.11883	5,350	0.12383	5,566	0.12883	5,782	0.13383	5,998	0.13883	6,214	0.14383	6,430	0.14883	6,646	0.15383
MS Athletic/Activities Coordinato	7,298	0.16893	7,514	0.17393	7,730	0.17893	7,946	0.18393	8,162	0.18893	8,378	0.19393	8,594	0.19893	8,810	0.20393
Color Guard/Flag Instructor	2,389	0.05483	2,455	0.05683	2,542	0.05883	2,628	0.06083	2,714	0.06283	2,801	0.06483	2,887	0.06683	2,974	0.06883
Drum Instructor	2,389	0.05483	2,455	0.05683	2,542	0.05883	2,628	0.06083	2,714	0.06283	2,801	0.06483	2,887	0.06683	2,974	0.06883

Clubs \$200 - Additional stipend, if any, shall be at the sole discretion of the building principal. Factors to be considered shall include, but not limited to, the number of students in the club, the number of advisors, and the time spent outside of school hours.

Nurse Coordinator	15	Extra Days	\$2,000
Student Success Coordinator (with Admin degree)	15	Extra Days	\$12,000
Student Success Coordinator (w/o Admin degree)	15	Extra Days	\$8,000
Summer School Instru. Music Lessons	15	Extra Days	\$1,500
CHS Dir. Of Guidance	10	Extra Days	\$2,950
CHS Spec. Ed. Work Coordinator	10	Extra Days	\$2,950
MOC/MBL Coordinator	10	Extra Days	\$2,950
Building Trades Instructors	3	Extra Days	\$885
MS/HS Librarian	10	Extra Days	\$2,950
Elementary LRC Director*	6	Maximum Days	\$1,770
CHS Counselor	5	Extra Days	\$1,475
MS Counselor	5	Extra Days	\$1,475
Elementary Counselor	5	Extra Days	\$1,475
Elementary Art Teacher	5	Extra Days	\$1,475
Culinary Community Activities Stipend	2	Extra Days	\$590
Bus Monitor Teacher			\$3,000
Crossing Guard Teacher - AM			\$2,000
Crossing Guard Teacher - PM			\$1,500

*Days to be decided upon with the Director of Curriculum and principal

Intramurals (beyond the regular student day) \$13.50 per hour

Summer School and Evening High School \$29.00 per hour

Curriculum Writing (beyond the regular work day or year) \$29.00 per hour

District approved work completed beyond the regular work day or year \$29.00 per hour

Teaching During Prep \$29.00 per hour

Student Teaching Supervision: Teachers who receive a stipend from the cooperating college for hosting as student teacher will be allowed to keep the entire stipend amount.