

***CLARKSVILLE COMMUNITY SCHOOL
MASTER CONTRACT
2026-2027***

PREAMBLE	5
ARTICLE I: RECOGNITION.....	6
ARTICLE II: IMPASSE PROCEDURES.....	6
ARTICLE III: GRIEVANCE PROCEDURES	6
Definitions.....	6
Purpose.....	6
Rights of Employees to Representation.....	8
Miscellaneous	8
ARTICLE V: ASSOCIATION RIGHTS	9
Use of Facilities	9
Communications	9
Access to Members.....	9
Board Meetings.....	9
ARTICLE VI: EMPLOYEE RIGHTS	9
Just Cause Provision	9
Evaluation of Students	8
ARTICLE VII: MANAGEMENT RIGHTS	8
ARTICLE VIII: NO STRIKE - NO LOCKOUT	10
ARTICLE IX: EMPLOYEE LOAD.....	10
Teaching Load	10
Preparation Time.....	10
ARTICLE X: EMPLOYEE HOURS	10
Work Day.....	10
Lunch Periods	10
Meetings.....	11
Field Trips.....	11
Employee Attendance.....	11
ARTICLE XI: EMPLOYEE WORK YEAR	11
In-School Work Year.....	11

Regular Contract	11
Definition of In-School Work Year	11
School Calendar	11
 ARTICLE XVII: HOLIDAYS.....	11
 ARTICLE XVIII: HEALTH AND SAFETY PROVISIONS.....	12
Facilities	12
 ARTICLE XIX: SALARIES	12
Schedule	12
Placement on the Salary Schedule	12
Advancement on Salary Schedule	12
Method of Payment	13
Extended Contract.....	13
Driver Education	13
Less than full time.....	12
 ARTICLE XX: SUPPLEMENTAL PAY	12
Extra-Curricular Activities.....	12
Extra Duty Assignments	12
 ARTICLE XXI: SALARY REOPENER	13
 ARTICLE XXV: OTHER PAYROLL DEDUCTIONS.....	14
 ARTICLE XXVI: Teacher Salary Supplement (TSS) Funds.....	13
 ARTICLE XXVII: COMPLIANCE CLAUSES AND DURATION.....	14
Separability	15
Compliance	15
Printing Agreement.....	15
Notices	15
Duration Period	15
Signature Clause	16
 GRIEVANCE FORM	17
 SALARY SCHEDULE 1.....	17
 SUPPLEMENTAL PAY SCHEDULE	18

SCHOOL CALENDAR.....	19
----------------------	----

PREAMBLE

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of the Clarksville Community School District is their mutual desire.

WHEREAS, the Board and the Association have agreed to negotiate in good faith, and,

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

ARTICLE I: RECOGNITION

- A. The Board hereby recognizes the Clarksville Education Association, an affiliate of the Iowa State Education Association and National Education Association, as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument number 606 issued by the PERB on the 24th day of March, 1976, whether on contract or on leave, or on a per diem hourly, or class rate basis, employed or to be employed by the Board of Education of the Clarksville Community School District.

The unit described in the above certification includes as follows:

All full-time and regular part-time professional and certified employees, including but not limited to all classroom teachers, librarians, and guidance counselors.

The unit excludes as follows:

Superintendents, building principals, teacher aides, all non- professional employees and all employees excluded by Section 4 of the Act.

- B. The term "Board" as used in this agreement shall mean the Board of Education of the Clarksville Community School District or its duly authorized representatives.

The term "Employee" as used in this agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

The term "Association" as used in this agreement shall mean the Clarksville Education Association or its duly authorized representatives or agents.

ARTICLE II: IMPASSE PROCEDURES

The impasse procedure shall be as stated in the Public Employees Relations Collective bargaining law, Chapters 20.19-20.22.

ARTICLE III: GRIEVANCE PROCEDURES

A. Definitions

1. Grievance: A "grievance" is a claim by an employee, a group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.
2. Aggrieved person: An "aggrieved person" is the person or persons or the Association making a complaint.
3. Party in Interest: A "party in interest" is the person or persons making the complaint and any person, including the Association or the Board, who might be required to take action, or against whom action might be taken in order to resolve the complaint.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, and with the least possible disruption of the educational process, equitable solutions to the problems which may from time to time arise affecting

employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

1. Time limits: The number of days indicated at each level shall be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by written mutual agreement.
2. Year-end grievance: In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.
3. LEVEL ONE -- Informal discussion with principal or designee: An employee with a potential grievance shall first discuss the problem with his/her principal or immediate supervisor directly, with the objective of resolving the matter at the lowest possible level.
4. LEVEL TWO -- Principal (Formal): If as a result of the informal discussion with the principal or his/her designee a grievance still exists, the aggrieved person may invoke the formal grievance procedure through the Association on the form set forth in Appendix A. The grievance form shall be available from the Association representative in each building and said form shall be signed by the grievant and a representative of the Association. A copy of the completed grievance form shall be delivered to the appropriate principal or his designee.

Formal grievance action shall be initiated within twenty (20) school days of the alleged incident.

The appropriate principal or his/her designee shall indicate his/her disposition of the grievance in writing within five (5) school days of the formal grievance and shall furnish a copy thereof to the Association.

If no disposition has been made within the five (5) day period, the grievance shall be transmitted to Level 3. If the aggrieved person or the Association is not satisfied with the disposition of the grievance, the grievance shall be transmitted to Level 3 within five (5) days of the disposition.

5. LEVEL THREE -- Superintendent or his/her designee: The Superintendent or his/her designee shall meet with the aggrieved person and the Association representative within five (5) school days of receipt of the grievance. Within five (5) school days of receipt of the grievance, the Superintendent or his/her designee shall indicate his/her disposition of the grievance in writing and shall furnish a copy thereof to the Association.
6. LEVEL FOUR -- Arbitration
 - a. If the Association is not satisfied with the disposition of the grievance by the Superintendent or designee, or if no disposition has been made within the time limits, the Association may submit the grievance to arbitration with written notice to the Superintendent within thirty (30) school days of the Level 3 response.
 - b. Within ten (10) school days after written notice to the Superintendent of submission to arbitration, the Superintendent and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a written request for a list of arbitrators shall be made to the PERB board by either party. The list shall consist of five arbitrators

and the parties shall determine by lot which party shall have the right to remove two names from the list. The party having the right to remove the first two names shall do so within two (2) school days, and the other party shall have one (1) additional school day to remove two of the three remaining names. The person whose name remains shall be the arbitrator.

- c. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his/her decision not later than fifteen (15) school days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator, in his/her opinion, shall not amend, modify, nullify, or ignore or add to the provisions of this agreement. His/her decision must be based solely upon his/her interpretation of the meaning or application of the express language of the agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
- d. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

C. Rights of Employees to Representation:

- 1. Employee and Association: Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or, at his/her option by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association representative shall have the right to be present at all levels as a party of interest and shall have the right to grieve an adjustment of the employee's complaint if such adjustment is inconsistent or contrary to the provisions of this agreement.
- 2. Reprisals: No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.
- 3. Released Time: When it is necessary for an aggrieved person or an Association representative to meet regarding a grievance during the work day, said aggrieved person and representative shall be released without loss of compensation. Such meeting times are to be mutually agreeable.

D. Miscellaneous

- 1. Group Grievance: If, in the judgment of the Association, a grievance affects a group or class of employees, the Association, via its president or designee, may submit such grievance in writing directly to the Superintendent and the processing of such grievance shall be commenced at Level 3. The Association may process such a grievance through all levels of the grievance procedure. Grievance action shall be initiated within twenty (20) school days of the alleged incident.
- 2. Written Decisions: Decisions at Levels 2 through 3 of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest. Decisions rendered at Level 4 shall be in accordance with the procedures set forth in the section on arbitration.
- 3. Separate Grievance File: All documents, communications and records dealing with the processing of a

grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants. The grievance file cannot be sent to any other school unless the employee and/or Association request it in writing.

4. Meetings and Hearings: All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated or selected representatives, heretofore referred to in this article.

ARTICLE V: ASSOCIATION RIGHTS

- A. Use of Facilities: The Association and its members shall have the right to make use of school buildings and facilities at all reasonable hours for meetings and any equipment when it is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incidental to use. The principal of the building shall be given one (1) day advanced notification of all Association meetings.
- B. Communications: The Association shall have the right to post notices of activities and matter of Association concern on employee bulletin boards, at least one of which shall be provided in each teachers' workroom. The Association may use the district mail service and employee mail boxes for communication to employees.
- C. Access to Members: Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- D. Board Meetings: The Board shall place on the agenda of each regular meeting for consideration under "New Business" any matters brought to its consideration by the Association provided such matters are made known to the Superintendent or the Board Secretary twenty-four (24) hours prior to said meeting.

ARTICLE VI: EMPLOYEE RIGHTS

- A. Just Cause Provision: No employee shall be dismissed, disciplined, reprimanded, reduced in rank or compensation, or given an adverse evaluation of his professional services without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.
- B. Evaluation of Students: The employee shall have the responsibility to determine grades and other evaluations of students within the grading policies of the Clarksville School District based upon his or her professional judgment of available criteria pertinent to any given subject area or activity to which he/she is responsible. If a grade or evaluation should ever be challenged by a parent and a student, the principal shall determine the correct grade or evaluation based upon documentation.

ARTICLE VII: MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers or authority of the public employee pursuant to Section 20.7, Code of Iowa, are reserved by the Board of Education, including but not limited to the right to hire, promote, demote, transfer, assign, suspend or discharge employees for proper cause, unless such rights are specifically limited by the express language of this agreement. No such right shall be exercised so as to violate any of the specific provisions of law or of this agreement.

ARTICLE VIII: NO STRIKE - NO LOCKOUT

- A. The Board shall not lock out its employees.
- B. No employee covered by this agreement, not the Association, nor any person acting on behalf of the Association shall ever or at any time engage in, encourage, authorize, or instigate any picketing, any recognition or any picket line at the School District's premises, any strike, slowdown, or other refusal to render full, proper, and complete services to the Board.
- C. Any violation or violations of any provision of this article by the Association, its members or representatives, or by any employee shall result in immediate discipline or discharge as determined appropriate by the Board.

ARTICLE IX: EMPLOYEE LOAD

- A. Teaching Load: The daily teaching load in the junior and senior high school shall be limited to seven (7) teaching periods per day unless the limitation is waived in writing. Assignment to a supervised study period or non-compensated extra-curricular activity during school hours shall be considered a teaching period for the purpose of this article.
- B. Preparation Time:
 - 1. Classroom employees shall have daily preparation time during which they shall not be assigned to any other duties as follows:
 - a. Elementary School - Their lunch period and specials period per day.
 - b. Junior and Senior High School one period per day.
 - 2. When a teacher is asked to provide coverage for said teachers entire prep period that is outside of their assigned classes/duties, or said teacher is not provided their duty-free lunch, said teacher shall be compensated in the amount of \$20.00 per period. The teacher shall submit a timesheet for said services to include date, times, and for which staff member they were covering.

ARTICLE X: EMPLOYEE HOURS

A. Work Day

Length of Day: The total in-school work day shall consist of not more than eight hours and twenty, except where extra-curricular activities require the presence of an employee. The normal time shall be between 7:30 a.m. to 3:50 p.m. or 7:40 a.m. to 4:00 p.m. to coincide with the 2025-26 trial school calendar.

- A. Hours when students are not in the building shall not exceed 8:00 a.m. – 2:30 p.m. except the 3 days at the beginning of school and the 1 day after school ends.
- B. Quitting time shall be 3:45 p.m. on Fridays and the last school day before breaks.
- C. Any other exceptions to the normal starting and quitting times being made only with prior notice to the Association. The work day shall include a duty-free lunch period as provided to employees under Section B of this article.

Lunch Periods

Grade Level and Other: Employees shall have a daily, uninterrupted, duty-free lunch period of at least twenty (20) minutes.

Leaving the Building: Employees may leave the building with permission during their scheduled duty-free lunch periods and during their preparation times.

Meetings

Staff meetings will be held on Mondays, except in periods of emergency.

D. Field Trips

Field trips shall be scheduled and implemented in a manner which shall be mutually agreed upon by the employee and building principal. Permission for field trips shall be obtained from the principal to guarantee insurance coverage as a school-sponsored activity. Field trips may be taken on Mondays, which are not professional development days, and students will be encouraged to attend field trips if they are in the class/group taking the field trip. Students will not be required to attend and staff will not receive extra pay.

E. Employee Attendance

On work days, when because of bad weather or other emergency closing, students are not required to be in attendance, the employees shall not be required to be present. If students are dismissed early for such reason, employees shall not be required to stay after the departure of the busses. Exception: In the event students are dismissed early due to heat, then teachers will remain on duty for the duration of their daily contracted hours.

ARTICLE XI: EMPLOYEE WORK YEAR

A. In-School Work Year

1. Regular Contract: The in-school work year for employees contracted on a nine (9) month basis (other than new personnel who may be required to attend an additional one (1) day of orientation) shall not exceed one hundred seventy-eight (178) days to coincide with the 2025-26 trial school calendar.
2. Definition of In-School Work Year: The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which employee attendance is required.

B. School Calendar: The school calendar effective during this Agreement shall be as set forth in Schedule 3. Changes in the school calendar shall be made only after agreement between the Association and the Board. The Board will welcome input from the Clarksville Education Association into the school calendar prior to its adoption.

ARTICLE XVII: HOLIDAYS

A. Holidays: The regular and extended contract of employees shall include six (6) paid holidays. Such holidays shall include Labor Day, Thanksgiving, Christmas, New Year's Day, Good Friday, and Memorial Day. No employee shall be required to perform duties on any of the above holidays. Exceptions to this policy shall be negotiated with the Association.

ARTICLE XVIII: HEALTH AND SAFETY PROVISIONS

Facilities:

1. A serviceable desk, chair, and lockable storage area for the use of the employee shall be maintained by the school.
2. Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

ARTICLE XIX: SALARIES

A. Schedule: The salary of each employee covered by the regular salary schedule is set forth in Schedule 1, which is attached and made a part of this agreement.

B. Placement on the Salary Schedule:

1. Adjustment to Salary Schedule: Each employee shall be placed on their proper step on the salary schedule as of the effective date of this agreement and in accordance with paragraph two (2) below. Any employee that serves for one semester of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year.
2. Credit for Experience: Credit for experience on any salary level on the employee salary schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment.

C. Advancement on Salary Schedule:

1. Increments: Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their education classification is reached. A year of service consists of employment in the Clarksville District for one semester or more in the school year.
2. Educational Lanes: Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he/she shall file suitable evidence (such as an official grade transcript) of additional credit with the Superintendent no later than thirty (30) days after the beginning of each semester and pay adjustments shall be retroactive to the beginning of the same semester. Such additional credit meets any one of the following criteria:
 - a. The credit shall be graduate credit in any area the employee is presently certificated to teach.
 - b. The credit will be accepted if course is mandated by the Iowa Department of Education or Iowa law, e.g. Human Relations.
 - c. The credit shall be approved in advance by the Superintendent if it is not in an area the

employee is presently certificated to teach.

D. Method of Payment:

1. Pay periods: Each employee shall be paid in 12 equal installments on the 20th of each month.
 - a. First-year teachers have the option of 13 equal installments on the 20th of each month.
2. Each employee shall be paid in 12 equal installments on the 20th of each month through electronic deposit. When pay-day falls on a weekend, holiday, or vacation period, the deposit will be sent on the work day immediately preceding.
3. Summer Direct Deposit Slips: Summer direct deposit slips shall be emailed to the address designated by the employee.

E. Extended Contract: The salary schedule is based upon the regular school calendar and normal teaching load as set forth in this agreement. Any employee whose classroom teaching assignment exceeds the regular work year will be additionally compensated as follows:

1. The extended work year shall be a per diem rate based on the salary of that individual.
2. The position of guidance counselor may receive an extended contract for up to 10 days. The extra days are to be mutually agreed upon by the counselor and the administration. The extra days are to be paid at the employee's per diem rate.

F. Driver education is to be on a separate contract and will be reimbursed at the rate of two hundred five dollars (\$205) per pupil in the program.

G. Less than full time: Any teacher employed on a less than full time contract will be compensated at the same fraction of employment at the appropriate level and step.

ARTICLE XX: SUPPLEMENTAL PAY

A. Extra-Curricular Activities:

1. The Board and the Association agree that the extra-curricular activities listed in Schedule 2 are the official school sponsored activities.
2. Employee participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be compensated according to the rate of pay in Schedule 2, which is attached hereto and made a part thereof.
3. The employee shall have the choice of taking payment either in equal installments as per payment of the employees' teaching salary (12 payments), or may request one payment upon completion of the contracted extra-curricular duty. If payment is to be made in a single installment, request for payment must be submitted to the Board Secretary upon completion of the extra-curricular activity. The choice of extra-curricular payment will be indicated on the contract. The Association recognizes the right of the Board to pay non-bargaining unit activity sponsors and coaches under a different installment plan.
4. Ticket Sellers/Takers. Employees will not be required to sign up for ticket selling/taking duties and will not be assigned ticket selling/taking duties.

B. Extra Duty Assignments:

1. Extra duty assignments for which specialized training or Iowa certification is not required shall be first awarded to those employees who voluntarily request the assignment. In the event that two or more employees volunteer for the same assignment, that employee with the greatest accrual of district seniority shall be awarded the assignment. In the event that no employee volunteers for such assignments, the district will distribute the available work evenly among the available employees with those employees with the greatest accrued district seniority being chosen last. Payment for extra duties will be in accordance with Schedule 2.
2. Employees volunteering for extra duties and who are assigned extra duties outside the regular school day (including, but not limited to, morning study hall, school mandated detention, study table(s), and Saturday school) will be compensated at a rate of \$15 per hour.
3. Employees who attend IEP meetings during their prep period, prior to 7:30 a.m. or after 4:00 p.m. shall be compensated at a flat rate of \$20.00. The principal shall verify a form necessary to receive payment.

ARTICLE XXI: SALARY REOPENER

If new monies are made available by the state legislature in addition to the current state finance plan, 60% of that additional money shall be applied equally as a bonus. The bonus shall be paid within two months after additional money is received. If a teacher does not fulfill his/her contract, then the amount of the bonus may be deducted from his/her final check.

ARTICLE XXV: OTHER PAYROLL DEDUCTIONS

Upon appropriate written authorization from the employee, the Board may deduct from the salary of an employee and make appropriate remittance for annuities, credit union, or any other plans for programs jointly approved by the Association and the Board.

ARTICLE XXVI: TEACHER SALARY SUPPLEMENT (TSS) FUNDS

Base Generator 2 represents the teacher salary supplement (TSS) funds as determined or allocated by the school district's aid & levy worksheet (line 4.30 for the 2012-13 fiscal year). If there is any legislative action, any action by the Governor, or any action by the Iowa Department of Education that would allow Iowa Code Section 8.31 budget reductions or an increase to affect the level of teach salary supplement funding during the contract year, the portion of the funding used to create Base Generator 2 will automatically be reduced (dollar for dollar) to reflect the reduced teacher salary supplement funding for all salary payments following said budget reduction. Any reduction or increase in TSS funds (as stipulated above) that are to be received by the Clarksville Community School District will be a dollar for dollar change mutually agreed upon between the Superintendent and the Clarksville Education Association. Unspent TSS funds will be distributed to all certified staff prior to the end of the fiscal year except for a 5% carryover.

ARTICLE XXVII: COMPLIANCE CLAUSES AND DURATION

- A. Separability: If any provision of this agreement or any application of this agreement to any employee or group of employees is ruled by the courts to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, and the Board and the Association shall enter into immediate negotiations to replace said provisions, full force and effect.
- B. Compliance: Except to the extent expressly modified or governed by the terms of this Agreement, level of benefits in the following areas in effect at the execution of this Agreement shall be maintained at their present level during the term of this Agreement: (1) wages; (2) hours; (3) vacations; (4) insurance; (5) holidays; (6) leaves of absence; (7) shift differentials; (8) overtime compensation; (9) supplemental pay; (10) seniority; (11) health and safety matters; (14) evaluation procedures; (15) procedures for staff reduction; and (16) in-service training.
- C. Printing Agreement: Cost of printing this Agreement shall be shared equally by the Association and the Board. Printing shall be within thirty (30) days after the agreement is signed. The Agreement shall be presented to all employees now employed, hereafter employed, and shall be made accessible to those considered for employment by the Board. Thirty additional copies shall be printed - fifteen made available to the Association and fifteen to the Board.
- D. Notices: Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or letter at the following designated addresses or at such other address as may be designated by a pay in written notification to the other party.
1. If the Association, to the Board at:
Clarksville School Board
318 N. Mather
Clarksville, IA 50619
 2. If the Board, to the Association at:
Clarksville Education Association
318 N. Mather
Clarksville, IA 50619
- E. Duration Period: This Agreement shall remain in full force and effect for a period of two (2) years commencing on July 1, 2025 through June 30, 2027, salaries to be negotiated to for the 2026-27 school year.

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, on the 5th day of May, 2025.

Clarksville Community Schools
Board of Education

By 
Board President

By 
Chief Negotiator

Clarksville Education Association

By 
CEA President

By 
CEA Chief Negotiator

Appendix A

GRIEVANCE FORM

Date of Alleged Grievance: _____

Date of Filing: _____

Party Filing: _____

Subject of Grievance: _____

SCHEDULE 1
CLARKSVILLE COMMUNITY SCHOOL DISTRICT
COMBINED SALARY SCHEDULE
2025-26

\$ 31,400 Base Generator 1
\$ 4,700 Base Generator 2

STEP ↓	LANE →	BA	BA12	BA24	MA	
0	Total	\$ 36,100.00	\$ 36,760.00	\$ 37,560.00	\$ 38,760.00	1
1	Total	\$ 37,544.00	\$ 38,230.40	\$ 39,062.40	\$ 40,310.40	1.04
2	Total	\$ 38,988.00	\$ 39,700.80	\$ 40,564.80	\$ 41,860.80	1.08
3	Total	\$ 40,432.00	\$ 41,171.20	\$ 42,067.20	\$ 43,411.20	1.12
4	Total	\$ 41,876.00	\$ 42,641.60	\$ 43,569.60	\$ 44,961.60	1.16
5	Total	\$ 43,320.00	\$ 44,112.00	\$ 45,072.00	\$ 46,512.00	1.2
6	Total	\$ 44,764.00	\$ 45,582.40	\$ 46,574.40	\$ 48,062.40	1.24
7	Total	\$ 46,208.00	\$ 47,052.80	\$ 48,076.80	\$ 49,612.80	1.28
8	Total	\$ 47,652.00	\$ 48,523.20	\$ 49,579.20	\$ 51,163.20	1.32
9	Total	\$ 49,096.00	\$ 49,993.60	\$ 51,081.60	\$ 52,713.60	1.36
10	Total	\$ 50,540.00	\$ 51,464.00	\$ 52,584.00	\$ 54,264.00	1.4
11	Total	\$ 51,984.00	\$ 52,934.40	\$ 54,086.40	\$ 55,814.40	1.44
12	Total	\$ 53,428.00	\$ 54,404.80	\$ 55,588.80	\$ 57,364.80	1.48
13	Total	\$ 54,872.00	\$ 55,875.20	\$ 57,091.20	\$ 58,915.20	1.52
14	Total	\$ 56,316.00	\$ 57,345.60	\$ 58,593.60	\$ 60,465.60	1.56

Career Increment - 8.5% of Base Generator 1 - Step 0 + \$1,250 beginning with 2025-26

For the 2020-21 school year those who have been previously on the career increment will receive an additional \$1,000. This additional \$1,000 increment is only for those that were currently on career increment prior to the 2020-21 school year. The \$1,000 becomes part of those staff members career increment going forward.

SCHEDULE 2**2025-2026 EXTRA-CURRICULAR PAY SCHEDULE**

Gen Base										
\$31,400	2.50%	3.50%	4.00%	4.50%	5.00%	6.00%	7.00%	9.00%	11.00%	14.50%
0	\$785	\$1,099	\$1,256	\$1,413	\$1,570	\$1,884	\$2,198	\$2,826	\$3,454	\$4,553
1	\$816	\$1,143	\$1,306	\$1,470	\$1,633	\$1,959	\$2,286	\$2,939	\$3,592	\$4,735
2	\$848	\$1,187	\$1,356	\$1,526	\$1,696	\$2,035	\$2,374	\$3,052	\$3,730	\$4,917
3	\$879	\$1,231	\$1,407	\$1,583	\$1,758	\$2,110	\$2,462	\$3,165	\$3,868	\$5,099
4	\$911	\$1,275	\$1,457	\$1,639	\$1,821	\$2,185	\$2,550	\$3,278	\$4,007	\$5,281
5	\$942	\$1,319	\$1,507	\$1,696	\$1,884	\$2,261	\$2,638	\$3,391	\$4,145	\$5,464
6	\$981	\$1,374	\$1,570	\$1,766	\$1,963	\$2,355	\$2,748	\$3,533	\$4,318	\$5,691
7	\$1,021	\$1,429	\$1,633	\$1,837	\$2,041	\$2,449	\$2,857	\$3,674	\$4,490	\$5,919
8	\$1,060	\$1,484	\$1,696	\$1,908	\$2,120	\$2,543	\$2,967	\$3,815	\$4,663	\$6,147

14.5% Athletic Director; Weight/Strength/Conditioning

11% Head Wrestling; Head Varsity Football; Head Boys/Girls Varsity Basketball; Head Volleyball; Head Summer Softball; Head Summer Baseball; Instrumental Music; Vocal Music

9% Head Co-Ed Track; Head Cross Country; Ass't Varsity Football; Asst. Boys/Girls Basketball; Head Boys/Girls Track; Ass't Wrestling; Asst. Volleyball; Ass't Summer Baseball; Ass't Summer Softball

7% Ass't Co-Ed Track; Varsity Co-ed Golf; Yearbook; Newspaper, Concessions

6% JH Football; JH Wrestling; JH Boys/Girls Basketball; Fall Play; Spring Musical; Lg. Group Speech; Individual Speech; JH Boys/Girls Track; JH Volleyball; JH Baseball/ Softball, Student Council

5% Weight Room; Flag Girls, Prom

4.5% Varsity Boys Golf; Varsity Girls Golf; Ass't Co-ed Golf; Ass't JH Football; Ass't JH Track; Ass't Co-ed Varsity Golf Coach;

4% Cheerleaders

3.5% Ass't JH Baseball, Ass't Play Director

2.5% NHS Sponsor

Official team scorekeeper/timekeeper for varsity sports will be paid \$15.00 per game/date. Keeper must sign official book before payment is made. This position must be offered first to any certified on-staff employees. If two or more employees desire the same position, determination will be decided by **seniority**.