



Central Noble Community School Corporation

Master Contract Between CNCSC & CNEA

2024-2025

*Collective Bargaining Hearing Date: Wednesday, September 18, 2024

*Tentative Agreement Posted on the CNCSC Website: Thursday, October 10, 2024

*Tentative Agreement Hearing Completed: Monday, October 14, 2024

*Ratification Process Completed: Monday, October 21, 2024

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Article I: Recognition & Definition

Section 1: Recognition

The board hereby recognizes the Central Noble Education Association as the exclusive representative of all teachers in the School Corporation that are under a regular teachers' contract.

Section 2: Definitions

- A. The term "teacher", when used in this contract, shall refer to all full-time certificated personnel employed by the Board except:
 - a. Superintendent
 - b. Business Manager
 - c. Principals
 - d. Assistant Principals
 - e. Administrative Assistants
 - f. Athletic Director
 - g. Special Education Director
 - h. Director of Technology
 - i. Vocational Director
 - j. Psychometrist
 - k. Instructional Assistants
 - l. Part-Time Personnel not under regular contract.
- B. The terms "Board" and "Association" shall include authorized officers, representatives and agents.
- C. The term "School Corporation" when used in this contract shall refer to the Central Noble Community School Corporation.
- D. The term "Local Association" shall mean the Central Noble Education Association.
- E. The term "collective bargaining unit", when used in this contract, shall refer to all full-time certificated personnel employed by the Board except:
 - a. Superintendent
 - b. Business Manager
 - c. Principals
 - d. Assistant Principals
 - e. Administrative Assistants
 - f. Athletic Director
 - g. Special Education Director
 - h. Director of Technology
 - i. Vocational Director
 - j. Psychometrist
 - k. Instructional Assistants

l. Part-Time Personnel not under regular contract.

Article II: Compensation

Section 1: Compensation Plan

2024-2025 School Year

The base pay for the collective bargaining unit for the 2024-2025 school year ranges from \$42,000 and \$73,136.12, not including increases for the 2024-2025 school year. The salary range for the corporation is in the compensation plan (See Appendix A).

*Salary adjustments will be made beginning on December 10, 2024 payroll

*Teachers on an extended contract shall be paid their daily rate for days over 183.

Section 2: Professional Development

The administration reserves the right to schedule Professional Development in addition to the contracted work days for which participating teachers will be paid \$25.00 per hour.

Section 3: Additional Pay

The salaries for additional pay for extra duties and responsibilities are set forth in Appendix A. If in the opinion of the Board an emergency exists within the school year, they may add additional positions and personnel to the extra duty salary schedule.

Section 4: Employer Paid Tax Deferred Compensation

The employer paid Tax Deferred Compensation has been suspended effective January 1, 2017

Section 5: Association Business

Upon written request to the Superintendent by the Association President, two (2) days for Local Association business shall be granted to the Central Noble Education Association President or designees. Two (2) additional days will be granted, if requested by the Association with the Association paying the cost of the substitute to the School Corporation.

Section 6: Use of Private Car

If a teacher is required by the School Administration to use a private car to pursue assigned school duties, except in connection with athletic events, the teacher shall be reimbursed at the rate of the IRS mileage reimbursement rate in effect at the start of that school year.

Section 7: Pay Schedule

Each teacher will be paid an annual salary, per the regular teachers' contract, in twenty-four (24) equal installments on the 10th and the 25th of each month. If a pay day falls on a Saturday or Sunday, checks will be deposited on Friday. If a pay day falls on a legal Holiday, when school is not in

session, checks will be deposited the day prior to the Holiday.

Section 8: Separation of Service

In the event a separation from service occurs before the end of the 12-month payment period, teachers are entitled to payment for the amount they have actually earned from the beginning of the 12-month pay period until the date of separation from service, which has not yet been paid. This payment will be included in the teacher's final separation paycheck. (Generally, a "separation of service" occurs when an employee dies, retires, resigns or otherwise has a termination of employment with the employer.)

Section 9: Class Coverage

In the event when no classroom substitute is available, remuneration for the in-house teacher substitute, during his or her preparation time, shall be paid at a rate of \$15.00 per class period on the following payroll. Documentation of the events must be filed by the employee and signed by the Building Administrator. The documentation must be turned into the Deputy Treasurer at the Central Office.

Article III: Leaves

Section 1: (a) Annual Paid Leave and Annual Sick Leave Accumulation Buy-Back

Each teacher shall be entitled to be absent from work because of personal business, personal illness, quarantine or illness of a member of the immediate family of the teacher for a total of twelve (12) days the first year and nine (9) days in each succeeding year without loss of compensation.

If in any one (1) year the teacher shall use less than the prescribed number of Annual Paid Leave days, the remaining days shall accumulate as sick leave to a maximum total of one hundred twenty (120) days. The leave may be used for illness of the teacher or his/her immediate family. (Immediate family is defined in Section 11 of this article.). A teacher must use all but two days of their annual paid leave days prior to utilizing accumulated sick leave days.

The sick leave calculation will be applied at the end of each school year. At the start of each school year, a teacher will have their sick leave accumulation up to the maximum and any additional annual leave entitlement for that school year.

Any school year in which a teacher's sick leave accumulation has exceeded the maximum as defined above, that excess accumulation shall be designated as annual buy-back days and will be compensated at the rate of sixty dollars (\$60) for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the teacher's 401(a) account. These payments shall be made on or before August 1st.

NOTE: The automatic buy-back option will reinstate individuals back to the maximum for that school year prior to receiving future year sick and personal leave benefits.

Teachers shall be given a written accounting of accumulated sick leave by October 1 of each school year.

Teachers employed during the summer months may take annual leave only in the case of illness in half (1/2) day increments. This provision shall not apply to teachers on extended contracts and does not include personal business.

Section 1: (b) Annual Day Sell-Back Option

Each year, certificated employees will be granted annual leave days (12 days for Year 1 in the Corporation and 9 days for each year after). Beginning at the close of the 2021-2022 school year and following school years, any teacher who has banked a minimum of twenty-five (25) and a maximum forty-nine (49) sick bank days and has not used their allotted annual days for the school year is eligible to be compensated for up to five (5) of the unused annual days at a rate of \$100 per day. Any teacher that has banked fifty (50) or more sick days and has not used their allotted annual days for the school year are eligible to be compensated for up to nine (9) of the unused annual days at a rate of \$100 per day. The teacher has the option to choose to sell the days back to the Corporation. Days that are not sold back to the corporation will become sick days. The teacher must have accumulated sick days as of June 30th of any given year, any annual days that are not sold

back will be added as sick days.

Section 2: Injury Received on the Job

A teacher who is absent from work because of injury received on the job receives regular pay from his accumulated sick leave for the first seven (7) days (chargeable against sick leave). After the first seven (7) days, the teacher will be paid by the School Corporation for a period not to exceed ninety (90) days the different between Worker's Compensation and his or her regular pay not to exceed the total dollar value of his total seven (7) days, the teacher's sick leave will be credited to reflect the proration of use for the first seven (7) days. If the absence continues, is covered by Worker's Compensation and the teacher's sick leave is exhausted, the teacher shall be eligible for reserve leave on a prorated basis. If a teacher has no accumulated sick leave, then the covered annual leave will be utilized.

Section 3: Illness/Accident Reserve Leave

The Board agrees to pay the equivalent of what a teacher would be paid on annual leave to any teacher on regular contract, without reducing the individual's own accumulated sick or annual leave, under the following terms and conditions:

1. No teacher shall receive more than twenty-eight (28) days per year under the terms of this agreement, or for any one illness/accident except as provided for in #3 below.
2. A teacher desiring to use the Reserve Leave should notify the office of the Superintendent in writing at least five (5) days in advance of eligibility.
3. A teacher who is qualified for and is receiving worker's compensation because of injury received on the School Corporation job may apply for Reserve Leave to be effective on the twenty-first (21st) school day of absence caused by injury. A regular teacher so making application may receive up to the lesser of the remaining days for the annual limit or the number of days needed to complete the long term disability insurance waiting period even though this may be in excess of twenty-eight (28) in #1 above.
4. A teacher who is absent because of personal physical illness or injury, not eligible for worker's compensation, may apply for Reserve Leave to be effective on the thirty-eighth (38th) school day of absence caused by such physical illness or injury. A regular teacher, making an application, may receive up to twenty-eight (28) days of Reserve Leave per year.
5. Teachers who are on a leave of absence, other than sick leave, shall not be eligible for Reserve Leave.
6. Any teacher who uses Reserve Leave and who subsequently chooses not to return to active employment with the School Corporation but who could return to his/her former or comparable position shall repay the Board in cash for the Reserve Leave taken in an amount equal to that paid the substitute for the teacher employed during the time the teacher took such Reserve Leave. Such an obligation will not be enforced by the Board against the heirs or estate of a deceased teacher.
7. A physician's statement shall be provided and the Board may request the physician to renew such statement, as to the nature of the illness or incapacity and a prognosis report for returning to work. Further, the Board at its expense may have the teacher examined by a physician of its choice, whose opinion shall govern the payment of any Reserve Leave. If there is a difference of opinion between the teacher's physician and the physician selected by the Board, the two physicians shall mutually agree on a third physician and jointly render a

decision. The cost for the third opinion shall be shared equally by the parties.

8. Reserve Leave shall not be used during summer employment and shall not extend beyond the contractual year. The maximum obligation of the Board for Reserve Leave shall be seventy-five (75) days per year during the term of this Contract.

Section 4: Family and Medical Leave Act

Provisions implementing the Family and Medical Leave Act.

Teachers shall have the right to both the appropriate family and medical leave and the appropriate designated benefits provided by the Family and Medical Leave Act (FMLA). Any provision of this Contract which restricts any mandatory leave and/or mandatory benefit(s) of the FMLA will not have any effect for any teacher who has a right to a leave and/or benefit under the Act. For any leave or benefit for which a teacher qualifies under the FMLA but not this Contract, the School Corporation may:

1. Require a Teacher to verify and/or certify any information which an employer may require under the FMLA; or
2. It may elect any option available to it under the FMLA;

provided; however, the School Corporation agrees not to seek reimbursement from teachers who fail to return to work after a FMLA leave even though that is an employer option under the FMLA.

Section 5: Funeral Leave

This leave is in addition to the teacher's annual paid leave entitlement provided by Section 1 of this article.

Up to Five (5) days of absence within twenty (20) calendar days of the death, without loss of pay, shall be granted to a teacher for a death in the immediate family. Immediate family is defined as:

*Employees current spouse, child, sibling and parent, OR

*Parent of current or deceased spouse, OR

*Employees son-in-law or daughter-in-law

Up to three (3) days of absence within twenty (20) calendar days without loss of pay shall be granted to a teacher for death of:

*Employees grandparent, grandchild, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, first cousin, OR

*Grandparent of a current or deceased spouse.

One (1) day of absence without loss of pay shall be granted for the death of relatives other than those defined above.

If annual leave time has been exhausted the teacher may receive one (1) day leave to attend the funeral (deducted from sick leave accumulation) provided it has been appealed to and approved by the Superintendent.

Section 6: Major Disability Leave

This policy shall apply to leave in all cases where a teacher is unable to teach because of a disability substantial in nature or duration. Such physical disability shall include, among other items, disability arising from major surgery, physical illness, pregnancy, mental illness or severe emotional disturbance, causing a disability for more than three (3) weeks (Calendar).

- A. **ANTICIPATED DISABILITY:** Where disability can reasonably be anticipated, as in the case of a scheduled operation, the following rules shall apply: (1) the teacher requesting leave shall notify the Office of the Superintendent of the expected time of leave as soon as reasonably possible and (2) the leave of absence shall begin at the end of a grading period, except in cases of medical emergency.
- B. **TIME OF RETURN TO TEACHING DUTIES:** Subject to the notice and other requirements set out in paragraph C, the teacher may resume teaching duties at such time as in the opinion of the teacher and the teacher's physician that the teacher is able to resume teaching. The School Corporation may, at its option, require the certificate of the physician to this effect or schedule its own independent medical examination.
- C. **NOTICE OF RETURN TO TEACHING:** As soon as reasonably determinable after the commencement of the disability leave, the teacher shall notify the Office of the Superintendent of the time of return to teaching, or of the fact that the teacher does not intend to resume teaching duties, and shall, if intending to return to teaching, keep the School Corporation advised of any change in such return time. Further, in any event a teacher leaving on April 1 must, prior to April 1, notify the Superintendent whether or not the teacher intends to return for the fall semester. Unless waived by the School Corporation, the teacher shall not be entitled to return to teaching duties unless at least two (2) calendar weeks notice is given by the teacher of the intention to return to work.
- D. **POSITION TO WHICH TEACHER RETURNS:** Upon a teacher's return to work, the School Corporation shall assign the teacher to the same position held by such teacher when leave commenced or to a substantially similar position, except in the following instances: (1) Where the position and such substantially similar position have been filled by a teacher pursuant to a temporary or regular teaching contract; (2) where the return is within six (6) weeks of the end of a semester.
In either such event, the teacher shall be assigned a teaching position in the following order of preference: to any available position for which the teacher is qualified, or to a position as a full-time substitute. Such alternate assignment shall extend solely to the end of any current semester if the disability began within such semester. In any case, the teacher, if otherwise entitled to a contract at the commencement of the next school year, shall be assigned in accordance with the policies and applicable law governing reassignment as though the teacher had taken no leave, subject, however, to dismissal for reduction of staff in accordance with procedures under applicable law.
- E. **LIMITATIONS:** A leave of absence may begin at the onset of the medical emergency or with a doctor's note ordering bed rest. If the disability runs into the start of a new school year, the employee shall renew their request for leave time and provide medical documentation that necessitates the leave. For the purposes of this policy the school year is

defined as August 1 through and including July 31.

Section 7: Accumulation of Annual Leave as Accumulated Sick Leave

- A. Annual leave shall not accumulate as accumulated sick leave for a school year when the teacher did not teach.
- B. For teachers who do not teach the entire school year:

Credit for annual leave days shall be based on the following formula: one (1) day of annual leave credit for each fifteen (15) days that the teacher is paid until the teacher has so secured that year's maximum annual leave credit. Annual leave will not be credited for a teacher who happens to be drawing paid annual or sick leave days after having commenced an unpaid leave pursuant to this Article.

- C. A teacher's entire annual leave will be conditionally credited to the teacher on the first (1st) day of the fall semester. If a teacher does not complete the school year and has not fully accumulated credit for annual leave, as contemplated in subparagraph two (2) above, the teacher may still use the conditional leave and the adjustment shall be made in the school year of the teacher's return to teaching at the School Corporation.

Section 8: Use of Leave

Teachers may use leaves in one-half ($\frac{1}{2}$) day increments.

Section 9: Verification

The School Corporation reserves the right to require written verification of the reasons for all leaves.

Section 10: Jury Duty Leave

When requested, a teacher may serve on jury duty. The Board shall pay the teacher his/her full salary less any daily remuneration granted by the court. Pay for court incurred expenses shall not be considered as court pay and shall not be deducted from the teacher's salary, provided, however; the teacher will join with the School Corporation in requesting the court for excuse from jury duty when, in the opinion of the School Corporation, the teacher's absence would create a hardship on the educational program.

Section 11: Immediate Family

Immediate Family when used in Section 1 and Section 6 of this Article shall mean:

- *Employees current spouse, child, sibling and parent, OR
- *Parent of current or deceased spouse, OR
- *Employees son-in-law or daughter-in-law

Section 12: Returning from Leaves of Absence

A teacher returning from a leave of absence shall be given a position in the school system which is in keeping with the teacher's certification requirements. A teacher whose leave of absence was not

anticipated to, and did not in fact, exceed ninety (90) school days, shall be reinstated to the same teaching position if it still exists. Teachers returning from leaves of absence shall retain all of the accumulated rights and benefits to which they were entitled to at the time the leave began.

Article IV : Insurance

Section 1: Health Insurance

The Board agrees to pay for the term of this contract, sixty-nine percent (69%) of the premium for all tiers of the Central Noble Health Plan for full-time teachers health insurance coverage.

The School Corporation agrees that they will not change the basic health insurance coverage without first consulting with the CNEA.

Section 2: Life Insurance

The School Corporation, at its expense, will provide a group life insurance policy for each teacher with a face value of Fifty Thousand Dollars (\$50,000) with double indemnity. At the age of 65, the policy reduces to 50% of the face value.

Section 3: Vision Care

The School Corporation shall offer a vision care plan to employees if enough participation is supporting the plan. Employees will be responsible for One Hundred Percent (100%) of all costs regarding this plan.

Section 4: Dental Insurance

The School Corporation shall offer a dental insurance plan if enough participation is supporting the plan. Employees are responsible for One Hundred Percent (100%) of all costs regarding this plan.

Section 5: Long Term Disability

The Board will pay One Hundred Percent (100%) of the premium on Long Term Disability (LTD) Insurance for those persons currently enrolled in the program. Others wishing to participate must enroll at the beginning of the contract year, prior to September 30, to qualify for the One Hundred Percent (100%) Board contribution. Employees may join at any time after September 30 at their own expense.

Section 6: I.R.S. 125 Plan

The School Corporation at its expense will provide the I.R.S. 125 Flexible Benefit Plan, Part 1 and Part 11, for all teachers. The School Corporation at least by the plan anniversary date following notification of this contract will add retirees to the plan.

Section 7: Refund

Any teacher on a leave, who is not being compensated for such leave or whose compensation for such leave has expired, may continue his/her insurance by paying to the School Corporation an amount equal to the total sum of the monthly premiums for such insurance for the anticipated

Article V : Retirement

Section 1: Retirement

As compensation and with a teacher's final pay, the School Corporation shall pay a teacher for accumulated sick leave at the rate of Sixty Dollars (\$60) per day, provided the teacher qualifies for either of the following two (2) criteria:

1. Meets all the following:
 - a. is then qualified for benefits from the Indiana Teachers Retirement Fund (TRF) and
 - b. had taught at least ten (10) years in the Corporation and
 - c. notifies the Corporation, in writing, of their intent to retire not later than June 1 of the year preceding retirement, or
2. has Twenty (20) years of teaching experience in the Central Noble School Corporation.
These teachers shall give notice of retirement by April 1 in the final year of teaching.

All teachers may apply to the Board for emergency permission to retire at any time due to medical or family circumstances if the notification deadlines have been missed with no penalty.

A teacher meeting the above criteria (Article V, 1 or 2) and having fewer than ten (10) days of accumulated sick leave, shall receive Five Hundred Dollars (\$500).

Section 2: Payment of Benefits

Payment of benefits from Section 1

- A. Up to Two Thousand Dollars (\$2,000) will be paid to the retired teacher no later than June 30. Such compensation will be a one-time payment in the teacher's last year of employment.
- B. Any remaining retirement amount will be paid into the teacher's account with the 401(a) Plan within Thirty (30) days of the teacher receiving their last paycheck for their retiring school year.
- C. The retired teacher may apply a portion of the entire amount to the retired teacher's health premium through the Section 125 Plan including the option to purchase a family plan or second single plan for eligible persons.

Section 3: Central Noble Community School Corporation's Retirement Savings Plan

- A. The School Corporation has suspended the Central Noble Community School District's Retirement Savings Plan.
- B. All contributions to eligible teachers will not vest until being employed in the Central Noble Community School Corporation for a minimum of ten (10) years immediately prior to leaving the Corporation.
- C. A teacher meeting the above vesting requirement will become fully vested. A teacher whose employment is terminated prior to vesting or chooses to leave their position prior to vesting

will have the value of their Retirement Savings Plan forfeited to the plan and that amount will be utilized as part of the School Corporation's next required contribution to the Plan. The School Corporation will disclose and provide a written notice to the Association of the amount, if any, that has been forfeited and used to reduce the School Corporation's contribution that year.

Article VI : Terms of Agreement and Attestation

This agreement shall be effective July 1, 2024 and shall continue in effect through June 30, 2025 with the exception of those provisions, which specifically go into effect or expire by their terms at such other date.

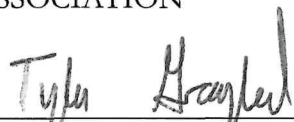
A public hearing was held on September 18, 2024 in compliance with I.C. 20-29-6-1(b), and electronic participation from the parties and public was not permitted.

A public meeting was held on October 14, 2024 in compliance with I.C. 20-29-6-29 to discuss the tentative agreement and electronic participation from the governing body and public was not permitted.

A public meeting to ratify this agreement was on October 21, 2024 and electronic participation from the governing body and public was not permitted.

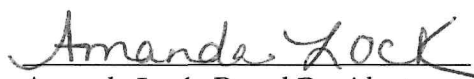
The Association and Corporation attest to this Agreement by the representatives listed below:

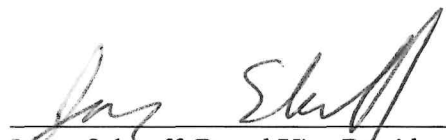
CENTRAL NOBLE
EDUCATORS
ASSOCIATION

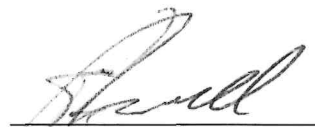

Tyler Graybeal, CNEA President

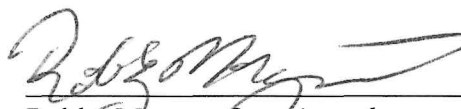

Gerrit Geurs, CNEA Vice President

SCHOOL BOARD OF THE
CENTRAL NOBLE SCHOOL
CORPORATION


Amanda Lock, Board President


Jason Schoeff, Board Vice President


Tyler Schuller, Board Secretary


Robby Morgan, Superintendent

10/21/24
Date

10/21/24
Date

<p style="text-align: center;">Appendix A 2024-2025 Central Noble Employee Compensation Plan</p>
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Appendix A: Employee Compensation Plan

I. Salary Range

The current salary range is \$42,000 to \$73,136.12, not including the increases for the 2024-2025 SY. Starting teacher wage for the 2024-2025 SY will be \$42,000.

II. Base Salary Increases

- A. Amount available for base salary increases for all eligible members of the collective bargaining unit in the 2024-2025 school year is \$105,006 to be distributed as \$1,419 per eligible member.

General Eligibility (Evaluation)

1. Except as provided in number two (2) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior salary.
2. A teacher who is in the first two full school years of instructing students at Central Noble who receives an evaluation rating of improvement necessary or ineffective is eligible for a salary increase.

General Eligibility (Experience)

1. Except as provided in number two (2) below, a teacher worked in the district for a minimum of one hundred twenty (120) days during the previous school year.
2. A teacher that was hired after October 1 of the previous school year.

B. Factors and Definitions

1. Evaluation Rating – Teacher achieves an effective or highly effective rating on the teacher evaluation from the previous school year, except for the exclusion listed above.
2. Experience – The teacher will have worked in the district for one hundred twenty (120) days during the previous school year. Except for the exclusion listed above.

C. Distribution

For the 2024-2025 school year, a pool of \$105,006 shall be divided evenly among the total teachers in the collective bargaining unit who qualify according to the criteria stated above (“General Eligibility: Evaluation” and “General Eligibility: Experience”) for an amount of \$1,419 each. Base increases will begin on the December 10, 2024 payroll for the 2024-2025 school year.

D. Redistribution

Because no teachers were found to be ineffective or improvement necessary during the 2023-2024 school year, there will be no redistribution in 2024-2025.

If teachers fail to qualify for the increases due to not meeting evaluation

requirements, then their increase will be distributed to teachers rated highly effective or effective in the bargaining unit as a one-time stipend on the December 10, 2024 payroll.

III. Stipends

At this time, there will be no stipends distributed.

IV. Starting Teacher Pay-For All Teachers Hired Prior to November 15, 2024

- A. The Superintendent reserves the right to place new hires at an appropriate salary based on academic need. If the salary range is deemed insufficient, the Superintendent shall meet with the association president to discuss the situation.

0-5 Years	\$42,000 – \$48,500
6-10 Years	\$43,500 – \$53,500
11-15 Years	\$47,500 – \$58,500
16+ Years	\$49,500 – \$63,500

- B. The salary for a retired teacher shall not exceed the six-ten (6-10) salary range.

V. Starting Teacher Pay-For All Teachers Hired On or After November 15, 2024

- A. New teachers hired to Central Noble will be compensated at level 0, under the appropriate column corresponding to attained education status, according to the “Hiring Placement Schedule” (Appendix B below)
- B. New teachers hired with previous teaching experience and documentation of compensation from their previous school may be placed at the level which closest matches their previous salary without receiving a decrease in wages.
- C. Based on the Academic Need of position, a new hire can be placed +/- 3 levels upon discussion between the Superintendent and Exclusive Representative.
- D. Should circumstances related to Academic Need to fill a position require something beyond +/- 3 levels, this also shall be discussed between the Superintendent and Exclusive Representative.

<p style="text-align: center;">Appendix B Hiring Placement Schedule</p>

	BA	MA
0	42,000	44,000
1	42,679	44,848
2	43,358	45,697
3	44,036	46,545
4	44,715	47,394
5	45,394	48,242
6	46,073	49,091
7	46,751	49,939
8	47,430	50,788
9	48,109	51,636
10	48,788	52,484
11	49,466	53,333
12	50,145	54,181
13	50,824	55,030
14	51,503	55,878
15	52,181	56,727
16	52,860	57,575
17	53,539	58,423
18	54,218	59,272
19	54,896	60,120
20	55,575	60,969
21	56,254	61,817

22	56,933	62,666
23	57,611	63,514
24	58,290	64,363
25	58,969	65,211
26	59,648	66,059
27	60,326	66,908
28	61,005	67,756
29	61,684	68,605
30	62,363	69,453
31	63,041	70,302
32	63,720	71,150
33	64,399	71,999
34	65,078	72,847
35	65,756	73,695
36	66,435	74,544
37	67,114	75,392
38	67,793	76,241
39	68,471	77,089
40	69,150	77,938

<p style="text-align: center;">Appendix C Extra-Curricular Compensation</p>

Extra-Curricular Compensation
(For Informational Purposes Only)

	2024-2025
<i>Student Council</i>	
First High School Student Council Sponsor	\$600
Second High School Student Council Sponsor	\$600
First Junior High Student Council Sponsor	\$600
<i>National Honor Society</i>	
High School National Honor Society Sponsor	\$274
Junior High National Honor Society Sponsor	\$274
<i>FFA</i>	
Junior-Senior High School FFA Advisor 1	\$1200
Junior-Senior High School FFA Advisor 2	\$1200
<i>Academic Teams</i>	
Academic Competition Team Coordinator/Coach	\$741
First Academic Competition Team Coach	\$700
Second Academic Competition Team Coach	\$700
Third Academic Competition Team Coach	\$700
Science Club/Robotics-Central Noble Primary	\$700
Science Club/Robotics-Central Noble Elementary	\$700
Science Club/Robotics-Central Noble Junior High	\$700
Science Club/Robotics-Central Noble Senior High	\$700
Speech & Debate	\$700

<i>Yearbook</i>	
Junior-Senior High School Yearbook Advisor	\$1000
Junior-Senior High School Yearbook Assistant	\$545
Elementary Yearbook Advisor-Central Noble Primary	\$545
Elementary Yearbook Advisor-Central Noble Elementary	\$545
<i>Class Sponsors</i>	
First Senior Class Sponsor	\$850
Second Senior Class Sponsor	\$850
First Junior Class Sponsor	\$800
Second Junior Class Sponsor	\$800
<i>Music</i>	
Junior-Senior High School Instrumental Music Director	\$3115
Summer Instrumental Music Director	\$2800
Instrumental Music Guard Director	\$600
Junior-Senior High School Vocal Music Director	\$1600
Show Choir	\$500
<i>Theater</i>	
High School Dramatic Play Director	\$1031
First High School Music Play Director	\$1165
Second High School Music Play Director	\$1165
Auditorium Coordinator	\$350
<i>Miscellaneous</i>	
Canstruction	\$400
P.U.L.S.E Advisor	\$400

<i>Cheerleading</i>	
Varsity/Junior Varsity Cheerleader Sponsor-FALL	\$1500
Varsity/Junior Varsity Cheerleader Assistant-FALL	\$800
Varsity/Junior Varsity Cheerleader Sponsor-WINTER	\$1500
Varsity/Junior Varsity Cheerleader Assistant-WINTER	\$800
Junior High Cheerleader Sponsor-FALL	\$373
Junior High Cheerleader Sponsor-WINTER	\$373
<i>Basketball</i>	
Varsity Boys Basketball Coach	\$7788
Boys Basketball-Junior & Senior High Staff	\$12,435
Varsity Girls Basketball Coach	\$7788
Girls Basketball-Junior & Senior High Staff	\$12,435
<i>Football</i>	
Varsity Football Coach	\$7788
Football-Junior & Senior High Staff	\$15,187
<i>Volleyball</i>	
Varsity Volleyball Coach	\$3115
Volleyball-Junior & Senior High Staff	\$5747
<i>Golf</i>	
Varsity Boys Golf Coach	\$1423
Varsity Girls Golf Coach	\$1423
Junior High Boys Golf Coach	\$850
<i>Tennis</i>	
Varsity Boys Tennis Coach	\$1500
Varsity Boys Assistant Tennis Coach	\$850

Varsity Girls Tennis Coach	\$1500
Varsity Girls Assistant Tennis Coach	\$850
Junior High Tennis Coach	\$500
<i>Cross Country</i>	
Varsity Boys & Girls Cross Country Coach	\$2000
Junior High Boys & Girls Cross Country Coach	\$1115
<i>Wrestling</i>	
Varsity Boys Wrestling Coach	\$2515
Varsity Girls Wrestling Coach	\$2515
Jr. High Wrestling Coach	\$600
Wrestling-Junior & Senior High Staff	\$2915
<i>Baseball</i>	
Varsity Baseball Coach	\$2504
Baseball-Senior High Staff	\$2280
<i>Softball</i>	
Varsity Softball Coach	\$2504
Softball-Senior High Staff	\$2280
<i>Track</i>	
Varsity Boys Track Coach	\$2389
Boys Track-Junior & Senior High Staff	\$3456
Varsity Girls Track Coach	\$2389
Girls Track-Junior & Senior High Staff	\$3456
<i>Soccer</i>	
Varsity Boys Soccer Coach	\$1950
Junior Varsity Boys Soccer Coach	\$1300

Varsity Girls Soccer Coach	\$1950
Junior Varsity Girls Soccer Coach	\$1300
Junior High Soccer Coach	\$1183
Junior High Assistant Soccer Coach	\$850
<i>Unified Sports</i>	
Unified Sports Coordinator	\$728
<i>Summer Athletics</i>	
Summer Conditioning Coach	\$750