



2021-2023

**CONTRACT BETWEEN THE SCHOOL BOARD OF THE
CENTRAL NOBLE COMMUNITY SCHOOL CORPORATION**

AND

THE CENTRAL NOBLE TEACHERS' ASSOCIATION

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This Master Contract entered into this 1st day of November, 2021, by and between the School Board of the Central Noble Community School Corporation, hereinafter called the “Board” and the Central Noble Teachers’ Association, an affiliate of the Indiana State Teachers’ Association and the National Education Association, hereinafter called the “Association.”

Summary of Timeline

A public hearing (SEA 390) was held on September 7, 2021, at 4:00 PM. There were no public comments on the contract. Present for the meeting were Jamie Earnhart (CNTA President), Troy Gaff (CN Superintendent), Tyler Osenbaugh (CN Business Manager), and Joe McQueen (KPC MEDIA).

Formal bargaining sessions were held on September 22, 2021, September 28, 2021, October 6, 2021, and October 13, 2021. A tentative agreement was reached on October 13, 2021. The CNTA ratified the tentative agreement on October 15, 2021. The public hearing for the tentative agreement was held during the regular board meeting on October 19, 2021. The CBA was ratified on Monday, November 1, 2021.

ARTICLE I **RECOGNITION AND DEFINITIONS**

SECTION 1 **RECOGNITION**

The Board hereby recognizes the Central Noble Teachers’ Association as the exclusive representative of all teachers in the School Corporation that are under a regular teacher’s contract.

SECTION 2 **DEFINITIONS**

- A. The term “teacher”, when used in this contract shall refer to all certificated personnel employed by the Board except: the Superintendent, Business Manager, Principals, Assistant Principals, Administrative Assistants, Athletic Director, Special Education Director, Director of Technology, Vocational Director, Psychologist, Instructional Assistants and 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 Teachers’ Association.
- E. The term “Collective Bargaining Unit” shall mean all certified teaching staff and counselors. It shall exclude: the Superintendent, Business Manager, Principals, Dean of Students, Administrative Assistants, Athletic Director, Special Education Director, Director of Technology, and Instructional Assistant.

ARTICLE II
COMPENSATION
SECTION 1

2021-2022 School Year

The base pay for the collective bargaining unit for the 2021-2022 school year ranges from \$38,500 and \$69,996.01. This is an increase of \$1500 from the previous contract per employee. The salary range for the corporation is in the compensation plan.

Salary adjustments will be made beginning on the November 25, 2021 payroll.

A summary of the districts compensation plan can be found in Appendix A.

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

2022-2023 School Year

The base pay for the collective bargaining unit for the 2022-2023 school year ranges from \$40,200 and \$71,696.01. This is an increase of \$1700 from the previous contract per employee. The salary range for the corporation is in the compensation plan.

Salary adjustments will be made on the August 25, 2022 payroll.

A summary of the districts compensation plan can be found in Appendix A.

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

SECTION 2

The Administration reserves the right to schedule Professional Development in addition to the contracted workdays for which participating teachers will be paid \$25.00 an hour.

SECTION 3

The salaries for additional pay for extra duties and responsibilities are set forth in Appendix B. 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

Upon written request to the Superintendent by the Association President, two (2) days for Local Association business shall be granted to the Central Noble Teachers Association President or designee. Two 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

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 teacher's contract, in twenty-four (24) equal installments on the 10th and the 25th of each month. If a payday falls on Saturday or Sunday, checks will be deposited on Friday. If a payday 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 the 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 the employee dies, retires, resigns or otherwise has a termination of employment with the employer.)

Section 9 **Classroom 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 event must be filed by the employee and signed by the building administrator. The documentation must be turned into the Deputy Treasurer at Central Office.

ARTICLE III
LEAVES

SECTION 1
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 (1) year and nine (9) days in each succeeding year without loss of compensation.

If in any one 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 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 accumulative 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 (\$60.00) 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 (1/2) day increments. This provision shall not apply to teachers on extended contracts and does not include personal business.

Annual Day Sell Back Option
New for 2021-2022 SY

Each year, certified 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 2021-22 school year and the following school years, any teacher who has banked a minimum of twenty-five (25) and up to forty-nine (49) sick 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 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 difference between Worker's Compensation and his regular pay not to exceed the total dollar value of his total accumulated sick leave. If a teacher qualifies for Worker's Compensation pay for the first seven (7) days, the teacher's sick leave will be credited to reflect the proration of use for the first seven 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 28 outlined 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, so making 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 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 & 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**

Five (5) days of absence within twenty (20) calendar days of the death, without loss of pay, shall be granted a teacher for a death in the immediate family as defined herein. This leave is in addition to the teacher's annual paid leave entitlement provided by Section 1 of this Article.

Up to three (3) days of absence within twenty (20) calendar days without loss of pay shall be granted a teacher for death of a grandparent, grandchild, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, first cousin or grandparent of a current or deceased spouse.

In the case of death of other relatives or friends, one (1) day without loss of pay may be taken, by the teacher, from the teacher's annual paid leave time to attend the funeral.

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 it's 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 on leave 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 (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 (½) 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 6 of this Article shall mean current spouse, child, siblings, step-siblings, parent, step-parent, guardian, parent or step-parent of current or deceased spouse, 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

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 CNTA.

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 (\$50,000.00) with double indemnity.

SECTION 3 **VISION CARE INSURANCE**

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

SECTION 5 **LONG TERM DISABILITY INSURANCE**

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 anytime after September 30 at their own expense.

SECTION 6 **I.R.S. 125 BENEFIT PLAN**

The School Corporation at its expense will provide the I.R.S. 125 Flexible Benefit Plan, Part I and Part II, 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

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 length of such leave prior to such leave (or when compensated leave expires), and the School Corporation shall thereupon continue the insurance for such teacher for the duration of the leave so anticipated, if permitted by and in accordance with the policy, rules and regulations of the insurance carrier. For the purpose of this section, once a teacher has commenced the unpaid portion of leave, the teacher shall maintain such unpaid leave status in connection with insurance contributions even if the teacher is qualified for and takes sick leave within the period of the unpaid leave.

ARTICLE V

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 (\$60.00) per day, provided the teacher qualifies for either of the following two criteria:

- (1) meets all of the following:
 - (a) is then qualified for benefits from the Indiana Teachers Retirement Fund 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 (20) twenty years of teaching experience in the Central Noble School Corporation. These teachers shall give notice of retirement by April 1st 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 (\$500.00) dollars.

SECTION 2
PAYMENT OF BENEFITS

Payment of benefits from Section 1

- A. Up to Two Thousand Dollars (\$2,000.00) 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 remainder 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 pay check 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 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
TERM OF AGREEMENT

This agreement shall be effective July 1, 2021 and shall continue in effect through a June 30, 2023, with the exception of those provisions, which specifically go into effect or expire by their terms at such other date.

CENTRAL NOBLE TEACHERS
ASSOCIATION

SCHOOL BOARD OF THE
CENTRAL NOBLE SCHOOL
CORPORATION

CNTA Representative

Board Representative

Date

Date

APPENDIX A 2021 – 2023 Central Noble New Teacher Compensation Plan

**Appendix A
Central Noble School Corporation Compensation Plan**

I. Salary Range

The current salary range is \$37,000 to \$67,496.01, not including the increases for the 2021-22 SY or the 2022-23 SY. Starting teacher wage for the 2022-23 school year will be \$40,000

II. Base Salary Increases

A. Amount available for base salary increases.

2021-2022 School Year - \$1500 increase of the base salary for all eligible members of the collective bargaining unit
(District Cost for Salary increases plus associated benefits and taxes: \$134,300) (Evaluation (50%) and Experience(50%)).

2022-2023 School Year - \$1700 increase of the base salary for all eligible members of the collective bargaining unit
(District Cost for Salary increases plus associated benefits and taxes: \$152,287) (Evaluation (50%) and Experience(50%)).

General Eligibility (Evaluation)

1. Except as provided in #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 is eligible for a salary increase.

General Eligibility (Experience)

1. Except as provided in #2 below, a teacher worked in the district for a minimum of 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 120 days during the previous school year. Except for the exclusion listed above.

C. Distribution

For the 2021-2022 school year, a base increase of \$1500 for all qualifying teachers (Evaluation and Experience). Base increases will begin on the November 25, 2021 payroll for the 2021-2022 school year.

For the 2022-2023 school year, a base increase of \$1700 for all qualifying teachers (evaluation and experience). Base increases will begin on the August 25, 2022 payroll for the 2022-2023 school year.

D. Redistribution

Because no teachers were found to be ineffective or improvement necessary during the 2020-2021 school year, there will be no redistribution in 2021-2022.

If teachers fail to qualify for the increases due to not meeting evaluation requirements, then their increases will be distributed to the other staff in the bargaining unit.

III. Stipends

At this time, there will be no stipends distributed during the 2021-2022 SY or the 2022-2023 SY.

IV. Starting Teacher Pay

- A. 2021-2022- New Teachers Hired before October 15, 2021** - Upon the ratification of the 2021-2023 contract, the starting wage for teachers who did not teach within the district during the 2020-2021 school year will increase \$1500 over the initially agreed upon amount.

Salary Placement for Teachers Hired After October 15, 2021

183 Day Contract (Information only)

0-5 Years	\$38,500 - \$45,000
6-10 Years	\$40,000 - \$50,000
11-15 Years	\$44,000 - \$55,000
16+ Years	\$46,000 - \$60,000

Notes:

Central Noble Community Schools reserves the right to place a new teacher hired after November 1, 2021 on the new teacher salary placement schedule based on competitive need. Newly hired staff will not be placed at a higher rate than the existing staff the same experience and education. The salary, experience, and education for all of the certified staff is on the table below. The table will work as a guide for salary placement within the bands. However, should the school corporation feel the need exists to raise or lower the potential employee's pay beyond the allowed variance, Central Noble Community Schools will contact the Central Noble Teacher's Association to request the variance. The Central Noble Teacher's Association will convene and consider the request. A decision on the request will be given the School Corporation within 48 hours from when the request was made. The parties agree to limit any mutual agreement on new hire salaries to the bargaining timelines, and make this an item of discussion after the bargaining timeline expires.

**Current Central Noble Employee Salary,
Experience, and Education**

(Reference for placement for the 2021-2022 School Year of newly
hired staff after November 1, 2021)

2021-2022

EXPERIENCE	EDUCATION		
Years	Bachelor	Bachelor +18	Masters Bachelor + 36
0	\$38,500.00 \$38,500.00 \$38,500.00 \$38,500.00 \$38,500.00 \$38,500.00		
1	\$39,000.00 \$39,100.00 \$39,100.00 \$39,100.00 \$39,147.00		\$43,500.00 \$43,396.00
2	\$39,840.00		
3	\$39,147.36 \$39,829.60 \$39,147.36		\$41,293.92
4	\$40,200.00 \$40,978.36		
5	\$41,412.48 \$40,213.53 \$40,213.53 \$40,213.53 \$40,213.53		
6	\$40,335.97		
7			\$43,500.00
8			
9	\$42,462.31 \$43,786.80 \$41,627.48	\$42,462.31	
10	\$43,293.25 \$46,200.00	\$46,600.00	
11			\$49,723.12

			\$48,286.67
			\$47,225.05
12	\$46,905.71 \$44,959.02		
13	\$45,789.95 \$45,789.95 \$45,789.95		
14	\$47,680.56		\$50,783.38
15	\$47,680.56	\$48,000.00	\$52,031.73
16	\$50,779.49 \$53,282.02 \$48,253.66 \$48,253.66		\$55,500.00
17			
18	\$55,786.51		\$55,434.80 \$56,778.58
19	\$53,901.35	\$54,500.00	\$59,683.24
20		\$54,940.03	\$59,692.79
21			
22			\$61,500.00 \$60,794.21
23			
24		\$59,057.86	\$63,268.87 \$63,268.87 \$59,692.79
25			
26	\$61,098.33		
27			\$67,015.88
28			\$67,015.88
29			
30			
31			\$69,996.01 \$68,739.89
32			\$69,436.12
33			\$69,351.45
34			
35			\$68,739.89
36			
37			\$69,996.01
38			
39			
40			
41			

42			\$68,739.89
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Reference for placement for the 2022-2023 School Year

2022 – 2023

EXPERIENCE	EDUCATION		
	Years	Bachelor	Bachelor +18 Masters Bachelor + 36
0			
1	\$40,200.00 \$40,200.00 \$40,200.00 \$40,200.00 \$40,200.00 \$40,200.00		
2	\$40,700.00 \$40,800.00 \$40,800.00 \$40,800.00 \$40,847.00		\$45,200.00 \$45,096.00
3	\$41,540.00		
4	\$40,847.36 \$41,529.60 \$40,847.36		\$42,993.92
5	\$41,900.00 \$42,678.36		
6	\$43,112.48 \$41,913.53 \$41,913.53 \$41,913.53 \$41,913.53		
7	\$42,035.97		
8			\$45,200.00
9			
10	\$44,162.31 \$45,486.80 \$43,327.48	\$44,162.31	
11	\$44,993.25 \$47,900.00	\$48,300.00	
12			\$51,423.12 \$49,986.67 \$48,925.05
13	\$48,605.71 \$46,659.02		

14	\$47,489.95 \$47,489.95 \$47,489.95		
15	\$49,380.56		\$52,483.38
16	\$49,380.56	\$49,700.00	\$53,731.73
17	\$52,479.49 \$54,982.02 \$49,953.66 \$49,953.66		\$57,200.00
18			
19	\$57,486.51		\$57,134.80 \$58,478.58
20	\$55,601.35	\$56,200.00	\$61,383.24
21		\$56,640.03	\$61,392.79
22			
23			\$63,200.00 \$62,494.21
24			
25		\$60,757.86	\$64,968.87 \$64,968.87 \$61,392.79
26			
27	\$62,798.33		
28			\$68,715.88
29			\$68,715.88
30			
31			
32			\$71,696.01 \$70,439.89
33			\$71,136.12
34			\$71,051.45
35			
36			\$70,439.89
37			
38			\$71,696.01
39			
40			
41			
42			
43			\$70,439.89

APPENDIX B

**CENTRAL NOBLE COMMUNITY SCHOOL
CORPORATION**

EXTRA-CURRICULAR COMPENSATION

(For Informational Purposes Only)

	2021-2022 and 2022-2023
Student Council	
First High School Student Council Sponsor	600.00
Second High School Student Council Sponsor	600.00
First Junior High Student Council Sponsor	600.00
National Honor Society	
High School National Honor Society Sponsor	274.00
Junior High National Honor Society Sponsor	274.00
FFA	
Junior-Senior High School FFA Advisor 1	1200.00
Junior-Senior High School FFA Advisor 2	1200.00
Academic Teams	
Academic Competition Team Coordinator/Coach	741.00
First Academic Competition Team Coach	700.00
Second Academic Competition Team Coach	700.00
Third Academic Competition Team Coach	700.00
Science Club/Robotics – Central Noble Primary	700.00
Science Club/Robotics – Central Noble Elementary	700.00
Science Club/Robotics – Central Noble Junior High	700.00
Science Club/Robotics – Central Noble High School	700.00
Speech & Debate	700.00
Yearbook	
Junior-Senior High School Yearbook Advisor	1000.00
Junior-Senior High School Yearbook Assistant	545.00
Elementary Yearbook Advisor – Central Noble Primary	545.00
Elementary Yearbook Advisor – Central Noble Elem	545.00
Class Sponsors	
First Senior Class Sponsor	850.00
Second Senior Class Sponsor	850.00
First Junior Class Sponsor	800.00

Second Junior Class Sponsor	800.00
Music	
Junior-Senior High School Instrumental Music Director	3115.00
Summer Instrumental Music Director	2800.00
Instrumental Music Guard Director	600.00
Junior-Senior High School Vocal Music Director	1600.00
Show Choir	500.00
Theater	
High School Dramatic Play Director **	1031.00
First High School Music Play Director	1165.00
Second High School Music Play Director	1165.00
Auditorium Coordinator	350.00
Miscellaneous	
Canstruction	400.00
P.U.L.S.E Advisor	400.00
Cheerleading	
Varsity/Junior Varsity Cheerleader Sponsor - FALL	1500.00
Varsity/Junior Varsity Cheerleading Sponsor - WINTER	1500.00
Junior High Fall Cheerleader Sponsor	373.00
Junior High Winter Cheerleader Sponsor	373.00
Basketball	
Varsity Boys Basketball Coach	7788.00
Varsity Boys Assistant Basketball Coach	2691.00
Jr. Varsity Boys Basketball Coach	2800.00
Freshman Boys Basketball Coach	1950.00
8th Grade Boys Basketball Coach	1600.00
7th Grade Boys Basketball Coach	1600.00
First 6th Grade Boys Basketball Coach	897.00
Second 6th Grade Boys Basketball Coach	897.00
Varsity Girls Basketball Coach	7788.00
Varsity Girls Assistant Basketball Coach	2691.00
Jr. Varsity Girls Basketball Coach	2800.00
Freshman Girls Basketball Coach	1950.00
8th Grade Girls Basketball Coach	1600.00
7th Grade Girls Basketball Coach	1600.00
First 6th Grade Girls Basketball Coach	897.00
Second 6th Grade Girls Basketball Coach	897.00

Football	
Varsity Football Coach	7788.00
First Assistant Varsity Football Coach	2800.00
Second Assistant Varsity Football Coach	2800.00
Third Assistant Varsity Football Coach	2800.00
Fourth Assistant Varsity Football Coach	2800.00
First Junior High Football Coach	1329.00
Second Junior High Football Coach	1329.00
Third Junior High Football Coach	1329.00
Volleyball	
Varsity Volleyball Coach	3115.00
Jr. Varsity Volleyball Coach	1500.00
Freshman Volleyball Coach	1031.00
8th Grade Volleyball Coach	1183.00
7th Grade Volleyball Coach	1183.00
6th Grade Volleyball Coach	850.00
Golf	
Varsity Boys Golf Coach	1423.00
Junior High Golf Coach	850.00
Tennis	
Varsity Boys Tennis Coach	1500.00
Varsity Boys Assistant Tennis Coach	850.00
Varsity Girls Tennis Coach	1500.00
Varsity Girls Assistant Tennis Coach	850.00
Junior High Tennis Coach	500.00
Cross Country	
Varsity Boys and Girls Cross-Country Coach	2000.00
Junior High Boys and Girls Cross Country Coach	1115.00
Wrestling	
Varsity Wrestling Coach	3115.00
Varsity Assistant Wrestling Coach	1595.00
First Junior High Wrestling Coach	600.00
Second Junior High Wrestling Coach	360.00
Third Junior High Wrestling Coach	360.00
Baseball	
Varsity Baseball Coach	2504.00
Varsity Assistant Coach	741.00
Jr. Varsity Baseball Coach	1539.00

Softball	
Varsity Softball Coach	2504.00
Varsity Assistant Coach	741.00
Jr. Varsity Softball Coach	1539.00
Track	
Varsity Boys Track Coach	2389.00
Varsity Boys Assistant Track Coach	1591.00
Junior High Boys Track Coach**	1115.00
Junior High Boys Track Assistant Coach**	750.00
Varsity Girls Track Coach	2389.00
Varsity Girls Assistant Track Coach	1591.00
Junior High Girls Track Coach	1115.00
Junior High Girls Assistant Track Coach	750.00
Soccer	
Varsity Boys Soccer Coach	1950.00
Jr. Varsity Boys Soccer Coach	1300.00
Varsity Girls Soccer Coach	1950.00
Jr. Varsity Girls Soccer Coach	1300.00
Junior High Soccer Coach	1183.00
Junior High Assistant Soccer Coach	850.00
Unified Sports	
Flag Football Head Coach	1329.00
Flag Football Assistant Coach	850.00
Track Head Coach	1329.00
Track Assistant Coach	850.00
Summer Athletics	
Summer Conditioning Coach	750.00