

**2019 - 2020**

**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 15 day of October, 2019, 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."

**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, Psychometrist, 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.

**ARTICLE II**  
**COMPENSATION**

**SECTION 1**

The base pay for the collective bargaining unit for the 2019-2020 school year ranges from \$36636.50 and \$67496.01. This is an increase of 4% from the previous contract and an additional \$2500 base increase per employee.

Salary adjustments will be made in the November 10, 2019 payroll.

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

## **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 C. 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 **10<sup>th</sup>** and the **25<sup>th</sup>** 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 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, on a voluntary basis, 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 accounts payable clerk 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.

## **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 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 (1<sup>st</sup>) 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. Insurance premiums for employees will not increase for the 2019-2020 school year.

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 1<sup>st</sup> 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. The pay out of the teacher's pay for the last year and such compensation will be considered as salary compensation for 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, 2019 and shall continue in effect through a June 30, 2020, 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

2019 - 2020

### *Central Noble New Teacher Compensation Plan*

#### Appendix A

### Central Noble School Corporation Compensation Plan

#### I. Salary Range

\$32,824 to \$62,496, not including current year increases or TRF contributions

#### II. Base Salary Increases

##### A. Amount available for base salary increases.

2019-2020 School Year - 4% increase of the base salary for all eligible teachers in the collective bargaining unit (\$121,902).  
-In addition to the 4% increase, all eligible teachers will receive a base increase of \$2500. (\$170,000)

##### B. General Eligibility

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 who receives an evaluation rating of improvement necessary is eligible for a salary increase.

##### C. 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.

##### D. Distribution

An increase of 4% of the qualifying teacher's base salary. In addition,

##### E. Redistribution

Because no teachers were found to be ineffective or improvement necessary during the 2018-2019 school year, there will be no redistribution in 2019-2020.

#### III. Stipends

##### A. Amount of Stipend

2019-2020 – There will be no stipends paid out during this school year.

##### B. Eligibility

2019-2020 – No teachers will receive stipends during this school year

##### C. Distribution

2019-2020 – No stipends will be paid out during this school year.

**IV. Starting Teacher Pay**

**A. 2019-2020 - New Teachers Hired before October 15, 2019** - Upon the ratification of the 2019-2020 contract, the starting wage for teachers who did not teach within the district during the 2018-2019 school year will increase 4% over the initially agreed upon amount. They will also receive an additional base increase of \$2500.

**Salary Placement for Teachers Hired After October 15, 2019**

**183 Day Contract (Information only)**

0-5 Years	\$36,000 - \$45,000
6-10 Years	\$39,000 - \$50,000
11-15 Years	\$42,000 - \$55,000
16+ Years	\$45,000 - \$60,000

**Notes:**

Central Noble Community Schools reserves the right to place a new teacher hired after October 15, 2019 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.

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

EXPERIENCE	EDUCATION		
	Years	Bachelor	Masters Bachelor + 36
0	37329.60		
1	36647.36		
	36636.50		
	37329.60		
	36647.36		38900.00
2	38912.48		
	38478.42		
3	37713.53		
	37713.53		
	37713.53		
	37713.53		
4	38411.09		
	38835.97		
5		44830.07	
6			

EXPERIENCE	EDUCATION		
Years	Bachelor	Bachelor +18	Masters Bachelor + 36
7	39962.31 39962.31 41286.80 39127.48		44936.16
8	40793.25	44100.00	
9	44936.16		47223.12 45786.67
10	44405.71 42459.02	49179.78	
11	43289.95 43289.95 45180.06 43289.95		
12	45180.56 44140.56		50786.16 48283.38 51972.80
13			49531.73
14	48279.49 50782.02 45753.66 45753.66		
15			55486.62
16	53286.51		52934.80 54278.58
17	51401.35		
18	47384.49 56366.04	52440.03	57192.79
19			
20			57025.75 58294.91
21			
22	58598.33	56557.86	60768.87 60768.87 57192.79
23			
24			
25			64515.88
26			64515.88
27			
28			
29	59617.59		67496.01 66239.89
30			66936.12
31			66851.45

EXPERIENCE	EDUCATION		
Years	Bachelor	Bachelor +18	Masters Bachelor + 36
32			
33			66239.89
34			
35			67496.01
36			
37			
38			
39			
40			66239.89
41			
42			

**APPENDIX B**

**CENTRAL NOBLE COMMUNITY SCHOOL  
CORPORATION**

**EXTRA-CURRICULAR COMPENSATION**

	2019-2020
<b>Student Council</b>	
First H.S. Student Council Sponsor	600.00
Second H.S. Student Council Sponsor	600.00
First M.S. Student Council Sponsor	600.00
<b>National Honor Society</b>	
H.S. National Honor Society Sponsor	274.00
M.S. National Honor Society Sponsor	274.00
<b>FFA</b>	
FFA Advisor	1200.00
<b>Academic Teams</b>	
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
<b>Yearbook</b>	
H.S. Yearbook Advisor	1000.00
M.S. Yearbook Advisor	545.00
Elementary Yearbook Advisor – Central Noble Primary	545.00
Elementary Yearbook Advisor – Central Noble Elem	545.00
<b>Class Sponsors</b>	
First Senior Class Sponsor	850.00
Second Senior Class Sponsor	850.00
First Junior Class Sponsor	800.00
Second Junior Class Sponsor	800.00

<b>Music</b>	
H.S. and M.S. Instrumental Music Director	3115.00
Summer Instrumental Music Director	2800.00
Instrumental Music Guard Director	600.00
H.S. and M.S Vocal Music Director	1600.00
Show Choir	500.00
<b>Theater</b>	
H.S. 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
<b>Miscellaneous</b>	
MS - Chess Club Sponsor	400.00
Canstruction	400.00
P.U.L.S.E Advisor	400.00
<b>Cheerleading</b>	
Varsity/Junior Varsity Cheerleader Sponsor - FALL	1500.00
Varsity/Junior Varsity Cheerleading Sponsor -WINTER	1500.00
M.S. Fall Cheerleader Sponsor	373.00
M.S. Winter Cheerleader Sponsor	373.00
<b>Basketball</b>	
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

<b>Football</b>	
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 Middle School Football Coach	1329.00
Second Middle School Football Coach	1329.00
Third Middle School Football Coach	1329.00
<b>Volleyball</b>	
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
<b>Golf</b>	
Varsity Boys Golf Coach	1423.00
M.S. Golf Coach	850.00
<b>Tennis</b>	
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
Middle School Tennis Coach	500.00
<b>Cross Country</b>	
Varsity Boys and Girls Cross-Country Coach	2000.00
Assistant Varsity Boys and Girls Cross Country Coach	850.00
M.S. Boys and Girls Cross Country Coach	850.00
<b>Wrestling</b>	
Varsity Wrestling Coach	3115.00
Varsity Assistant Wrestling Coach	1595.00
First M.S. Wrestling Coach	600.00
Second M.S. Wrestling Coach	360.00
Third M.S. Wrestling Coach	360.00
<b>Baseball</b>	
Varsity Baseball Coach	2504.00
Varsity Assistant Coach	741.00
Jr Varsity Baseball Coach	1539.00

<b>Softball</b>	
Varsity Softball Coach	2504.00
Varsity Assistant Coach	741.00
Jr Varsity Softball Coach	1539.00
<b>Track</b>	
Varsity Boys Track Coach	2389.00
Varsity Boys Assistant Track Coach	1591.00
M.S. Boys Track Coach**	1115.00
M.S. Boys Track Assistant Coach**	750.00
Varsity Girls Track Coach	2389.00
Varsity Girls Assistant Track Coach	1591.00
M.S. Girls Track Coach	1115.00
M.S. Girls Assistant Track Coach	750.00
<b>Soccer</b>	
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
Middle School Soccer Coach	1183.00
Middle School Assistant Soccer Coach	850.00
<b>Summer Athletics</b>	
Summer Conditioning Coach	750.00