Central Noble Community School Corporation

Master Contract Between CNCSC & CNEA

2025-2026

Collective Bargaining Hearing Date: Thursday, September 11, 2025
Tentative Agreement Posted on the CNCSC Website: Thursday, October 30, 2025
Tentative Agreement Hearing Completed: Monday, November 3, 2025
Ratification Process Completed: Monday, November 10, 2025

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 teacher 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

2025-2026 School Year
At the beginning of the 2025-2026 school year, not including increases, the base salaries of returning full-time teachers were between $43,419.00 and $74,555.12
After salary increases have been awarded through the compensation plan (see Appendix A), the base salary range for full-time teachers is $45,000 to $74,555.12, in compliance with IC 20-28-9-26.

*Salary adjustments will be made beginning on December 10, 2025 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 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: 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 the Friday prior to the pay day. 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: Annual Days and Sick Bank Accumulation

Each teacher shall be entitled to be absent from work, without loss of compensation, 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 of service to the School Corporation and nine (9) days in each succeeding year; teachers who may leave the employment of the School Corporation and return at a later date do not meet the definition of first year of service. Teachers beginning their first year of service to the School Corporation with a contract of less than one-hundred twenty (120) days, but at least sixty (60) days, will be allocated six (6) Annual days; Annual days allocated to teachers beginning their first year of service to the School Corporation with a contract of less than sixty (60) days will be decided by the Superintendent.

If in any one (1) school year the teacher shall use less than the prescribed number of Annual days, the remaining days shall accumulate in a bank as Sick days 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 or for appointments associated with illness or preventative health of the teacher or his/her immediate family. (Immediate family is defined in Section 11 of this article.)

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

Teachers employed during the summer months may take Annual days 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.

(a) Annual Day Sell-Back Option

Beginning at the close of the 2021-2022 school year and following school years, any teacher who has accumulated Sick days as of June 30th of each year will have the option to sell back any of their unused allotted Annual days to the School Corporation, at a rate of one-hundred dollars ($100) per day, based on the following criteria: any teacher who has banked a minimum of twenty-five (25) and a maximum forty-nine (49) Sick days is eligible to sell back up to five (5) of the unused Annual days; any teacher who has banked fifty (50) or more Sick days is eligible to sell back up to nine (9) of the unused Annual days. Any unused Annual days that are not sold back to the School Corporation will become Sick days.

(b) Sick Bank Buy-Back

Any school year in which the teacher's Sick bank accumulation has exceeded the maximum as defined above, that excess accumulation shall be designated as Buy-Back days and will be compensated to the teacher at the rate of sixty dollars ($60) per each day in excess of the maximum. Such compensation for Buy-Back days shall be paid first to the teacher's 401(a) account; if the teacher does not have a 401(a) account, compensation for Buy-Back days shall be paid through direct deposit. These payments shall be made on or before August 1st each year.

Section 2: Injury Received on the Job

Any teacher who is absent from work because of injury received on the job will receive regular pay from his/her accumulated Sick bank for the first seven (7) days of absence; if the teacher has no accumulated Sick days, Annual days will be utilized for this purpose. Upon determination that the injury is covered under Worker's Compensation and was not caused due to the teacher's own negligence, horseplay, or intentional acts, the leave time used to cover the first seven (7) days of absence will be credited back to the teacher and no additional leave time will be used for the duration of leave due to injury.

After the first seven (7) days of absence due to injury, if the injury is covered by Worker's Compensation, and was not caused due to the teacher's own negligence, horseplay, or intentional acts, 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 the teacher's regular pay, not to exceed the total dollar value of his/her seven (7) Sick days. If the absence continues beyond twenty (20) days, is covered by Worker's Compensation, and the teacher's Sick days are exhausted, the teacher shall be eligible for Reserve Leave on a prorated basis.

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:

A. 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.
B. 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.
C. A teacher who is qualified for and is receiving Worker's Compensation because of injury received on the job may apply for Reserve Leave to be effective on the twenty-first (21st) school day of absence caused by injury. Upon approval of the Superintendent, a regular teacher 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) days as mentioned in #1 above.
D. A teacher who is absent because of personal physical illness or injury, but 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. Upon approval of the Superintendent, a regular teacher may receive up to twenty-eight (28) days of Reserve Leave per year.
E. Teachers who are on a Leave of Absence, other than Sick leave, shall not be eligible for Reserve Leave.
F. 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 the compensation paid to the substitute teacher(s) 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.
G. 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.

H. 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:

A. Require a teacher to verify and/or certify any information which an employer may require under the FMLA; or
B. 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 an FMLA leave, even though that is an option afforded to employers under the FMLA.

Any teacher who is granted FMLA leave will not be permitted to report for any duties that result in compensation from the School Corporation until such time that the teacher has returned to full duty; this includes teachers who are dual-employed or teachers who are receiving a salary for extra duties or responsibilities. (Ex. A teacher who is also a paid athletic coach may not take leave from their instructional duties and continue to coach an athletic team in the evenings or on weekends; a leave from regular duties is a leave from all duties.)

Section 5: Funeral Leave

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

Funeral leave will be granted for time off, without loss of pay, due to the death of a relative. All of the Bereavement days must be used within twenty (20) calendar days of the death and are granted in the following increments:

Immediate Family - Up to five (5) days of absence without loss of pay.
Immediate family is defined as: an employee's current spouse, child, sibling, or parent; the parent of an employee's current or deceased spouse; an employee's son-in-law or daughter-in-law.

Extended Family - Up to three (3) days of absence without loss of pay.

Extended family is defined as: an employee's grandparent, grandchild, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, or first cousin; the grandparent of an employee's current or deceased spouse; the parent of an employee's child.

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

Employees are required to fill out and return a Bereavement leave form approved by their supervisor for payroll and attendance purposes. Annual or Sick days will be applied to absences due to Bereavement until such time that a Bereavement form approving the leave is returned to Central Office; if no Bereavement form is received by the last day of the agreement year, the Annual or Sick day used will remain in place.

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 days shall not accumulate as accumulated Sick days for a school year when the teacher did not teach.
B. For teachers who do not teach the entire school year:
Credit for Annual days shall be based on the following formula: one (1) Annual day credit for each fifteen (15) days that the teacher is paid until the teacher has so secured that year's maximum Annual day allotment. Annual days will not be credited for a teacher who happens to be drawing paid Annual or Sick 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 school year. If a teacher does not complete the school year and has not fully accumulated credit for annual leave, as contemplated in subparagraph B 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.

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

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 Section 6 of this Article shall mean: a teacher's current spouse, child, sibling or parent; the parent of a teacher's current or deceased spouse; or a teacher's 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 70, 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 School Corporation, at its expense, will pay One Hundred Percent (100%) of the premium on Long Term Disability (LTD) Insurance for each teacher with a maximum monthly benefit value of Five Thousand Dollars ($5,000).

Section 6: Section 125 Plan

The School Corporation shall maintain a Section 125 Flexible Benefit Plan for all teachers in accordance with the Internal Revenue Code, which allows eligible employees to elect to have certain qualified benefit premiums deducted from their salary on a pre-tax basis.

Section 7: Maintaining Benefits During Unpaid Leave

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 : 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:

A. 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
B. 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, 2025 and shall continue in effect through June 30, 2026 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 11, 2025 in compliance with IC 20-29-6-1(b), and electronic participation from the parties and public was permitted.

A public meeting was held on November 3, 2025 in compliance with IC 20-29-6-19 to discuss the tentative agreement and electronic participation from the governing body and public was permitted.

A public meeting to ratify this agreement was on November 10, 2025 and electronic participation from the governing body and public was 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

11/13/25
Date

SCHOOL BOARD OF THE
CENTRAL NOBLE SCHOOL
CORPORATION

Amanda Lock

Amanda Lock, Board President

Jason Schoeff, Board Vice President

Tyler Schuller, Board Secretary

Robby Morgan, Superintendent

11/13/2025
Date

Appendix A
2025-2026 Central Noble Employee Compensation Plan

I. Salary Range

The current salary range is $42,000 to $73,136.12, not including the increases for the 2025-2026 SY. The starting wage for full-time teachers for the 2025-2026 SY will be $45,000.

II. Base Salary Increases

A. Available Funds

Amount available for base salary increases for all members of the collective bargaining unit in the 2025-2026 school year is $52,688.04, to be distributed as described in subparagraph C below.

B. Factors and Definitions

1. Academic Needs
   - i. The need to retain teachers whose salary is less than the statutory minimum of $45,000 per IC 20-28-9-26.
   - ii. The need to retain teachers whose salary is less in comparison to the starting base salaries of new teachers according to the "New Hire Placement Schedule." (See Appendix B)
2. Instructional Leadership - Any teacher who has attained a teaching license with a Literacy Endorsement, as of October 30, 2025.

C. Distribution

1. Academic Needs 1: For the 2025-2026 school year, a total of $28,962.04 shall first be dispersed to the base salaries of Twenty-One (21) teachers currently employed by the School Corporation who, as of August 1, 2025, were below the new $45,000 minimum starting wage.
   - i. The need to retain Employee #9196 by giving an increase of $3,000.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.
   - ii. The need to retain Employee #9157 by giving an increase of $1,581.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.
   - iii. The need to retain Employee #9122 by giving an increase of $1,581.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.
   - iv. The need to retain Employee #9139 by giving an increase of $1,581.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.
   - v. The need to retain Employee #9081 by giving an increase of $1,581.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.
   - vi. The need to retain Employee #9173 by giving an increase of $1,581.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.
   - vii. The need to retain Employee #9140 by giving an increase of $1,581.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.
   - viii. The need to retain Employee #9158 by giving an increase of $1,581.00 to

meet the statutory minimum wage requirement according to IC 20-28-9-26.

ix. The need to retain Employee #9124 by giving an increase of $1,581.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

x. The need to retain Employee #9035 by giving an increase of $1,581.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xi. The need to retain Employee #9042 by giving an increase of $1,381.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xii. The need to retain Employee #9046 by giving an increase of $1,381.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xiii. The need to retain Employee #9013 by giving an increase of $1,381.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xiv. The need to retain Employee #9047 by giving an increase of $1,381.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xv. The need to retain Employee #5505 by giving an increase of $1,381.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xvi. The need to retain Employee #8919 by giving an increase of $1,381.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xvii. The need to retain Employee #9056 by giving an increase of $1,100.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xviii. The need to retain Employee #8934 by giving an increase of $781.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xix. The need to retain Employee #9000 by giving an increase of $781.00 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xx. The need to retain Employee #8911 by giving an increase of $733.64 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

xxi. The need to retain Employee #5480 by giving an increase of $51.40 to meet the statutory minimum wage requirement according to IC 20-28-9-26.

2. Instructional Leadership: A total of $1,000.00 was allocated to add to the base of the Three (3) teachers who currently hold a Literacy Endorsement on their teaching license, as of October 30, 2025.

   i. For attaining the Literacy Endorsement per IC 20-28-5-19.7, Employee #9122 is provided an additional $250.00 increase to the base salary.
   ii. For attaining the Literacy Endorsement per IC 20-28-5-19.7, Employee #8919 is provided an additional $250.00 increase to the base salary.
   iii. For attaining the Literacy Endorsement per IC 20-28-5-19.7, Employee #8994 is provided a $250.00 increase to the base salary.
   iv. For attaining the Literacy Endorsement per IC 20-28-5-19.7, Employee #5016 is provided a $250.00 increase to the base salary.

3. Academic Needs 2: The remaining $22,726.00 will be applied to the base salaries of Twenty-Five (25) teachers currently employed by the School Corporation to be used for teacher retention catch-up salary increases in order to adjust base salaries in comparison to the starting base salaries of new teachers with similar years of experience and educational attainment, based on the "New Hire Placement Schedule." (See Appendix B)

   i. The need to retain and catch-up Employee #9056 by giving an additional increase of $772.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

ii. The need to retain and catch-up Employee #8934 by giving an additional increase of $197.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

iii. The need to retain and catch-up Employee #9000 by giving an additional increase of $197.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

iv. The need to retain and catch-up Employee #8911 by giving an additional increase of $536.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

v. The need to retain and catch-up Employee #5480 by giving an additional increase of $536.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

vi. The need to retain and catch-up Employee #5521 by giving an increase of $1,048.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

vii. The need to retain and catch-up Employee #5470 by giving an increase of $1,048.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

viii. The need to retain and catch-up Employee #8902 by giving an increase of $666.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

ix. The need to retain and catch-up Employee #9071 by giving an increase of $1,005.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

x. The need to retain and catch-up Employee #5492 by giving an increase of $1,338.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xi. The need to retain and catch-up Employee #8961 by giving an increase of $789.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xii. The need to retain and catch-up Employee #3021 by giving an increase of $1,206.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xiii. The need to retain and catch-up Employee #8958 by giving an increase of $942.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xiv. The need to retain and catch-up Employee #5450 by giving an increase of $1,661.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xv. The need to retain and catch-up Employee #5051 by giving an increase of $1,488.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xvi. The need to retain and catch-up Employee #5114 by giving an increase of $1,315.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xvii. The need to retain and catch-up Employee #4038 by giving an increase of $1,685.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xviii. The need to retain and catch-up Employee #9110 by giving an increase of

$1,061.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xix. The need to retain and catch-up Employee #8917 by giving an increase of $709.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xx. The need to retain and catch-up Employee #5016 by giving an increase of $1,485.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xxi. The need to retain and catch-up Employee #5326 by giving an increase of $1,101.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xxii. The need to retain and catch-up Employee #1032 by giving an increase of $1,101.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xxiii. The need to retain and catch-up Employee #4081 by giving an increase of $249.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xxiv. The need to retain and catch-up Employee #3025 by giving an increase of $497.50 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

xxv. The need to retain and catch-up Employee #2037 by giving an increase of $37.00 in comparison to the starting base salary of newly hired teachers with similar years of experience and educational attainment.

4. Base increases will begin on the December 10, 2025 payroll for the 2025-2026 school year.

III. Stipends

At this time, there will be no stipends distributed.

IV. Starting Teacher Pay-For All Teachers Hired On or After October 30, 2025

A. Teachers hired to Central Noble with no previous teaching experience will be compensated at level 0, under the appropriate column corresponding to attained education status, according to the "New Hire Placement Schedule." (See Appendix B)

B. New teachers hired with previous teaching experience and documentation of compensation from their previous school may be placed at the level which most closely 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.

a. 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.

D. The starting base salary for retired teachers hired to Central Noble shall be set at $50,000.

E. Teachers hired to Central Noble who attain a Literacy Endorsement must present a current teaching license printed with a Literacy Endorsement by August 1 of each new school year in order to receive the Literacy Endorsement base increase for that school year.

Appendix B
New Hire Placement Schedule

	BA	MA
0	45,000.00	47,000.00
1	45,000.00	47,000.00
2	45,619.23	47,793.28
3	46,238.46	48,586.56
4	46,857.69	49,379.84
5	47,476.92	50,173.12
6	48,096.15	50,966.40
7	48,715.38	51,759.68
8	49,334.61	52,552.96
9	49,953.84	53,346.24
10	50,573.07	54,139.52
11	51,192.30	54,932.80
12	51,811.53	55,726.08
13	52,430.76	56,519.36
14	53,049.99	57,312.64
15	53,669.22	58,105.92
16	54,288.45	58,899.20
17	54,907.68	59,692.48
18	55,526.91	60,485.76
19	56,146.14	61,279.04
20	56,765.37	62,072.32
21	57,384.60	62,865.60
22	58,003.83	63,658.88

23	58,623.06	64,452.16
24	59,242.29	65,245.44
25	59,861.52	66,038.72
26	60,480.75	66,832.00
27	61,099.98	67,625.28
28	61,719.21	68,418.56
29	62,338.44	69,211.84
30	62,957.67	70,005.12
31	63,576.90	70,798.40
32	64,196.13	71,591.68
33	64,815.36	72,384.96
34	65,434.59	73,178.24
35	66,053.82	73,971.52
36	66,673.05	74,764.80
37	67,292.28	75,558.08
38	67,911.51	76,351.36
39	68,530.74	77,144.64
40	69,150.00	77,938.00

Appendix C
Extra-Curricular Compensation

Extra-Curricular Compensation
(Any information in the ECA schedule beyond wages was not bargained and is included for informational purposes only.)

Non-Athletic Annual Extra-Curricular Assignments	2025-2026
Academic Teams	
Math Club Sponsor	$900
Science Club Sponsor	$900
Science Club-Central Noble Primary	$900
Speech & Debate	$900
Class Sponsors	
First Senior Class Sponsor	$1,000
Second Senior Class Sponsor	$1,000
First Junior Class Sponsor	$900
Second Junior Class Sponsor	$900
FFA	
Junior-Senior High School FFA Advisor 1	$1,200
Junior-Senior High School FFA Advisor 2	$1,200
Music	
Junior-Senior High School Music Director	$6,200
Junior-Senior High School Vocal Music Director	$1,800
Show Choir	$500
Student Council	
First High School Student Council Sponsor	$750
Second High School Student Council Sponsor	$750
First Junior High Student Council Sponsor	$600
Theater	

High School Dramatic Play Director	$1,200
First High School Music Play Director	$1,300
Second High School Music Play Director	$1,300
Auditorium Coordinator	$350
Yearbook	
Junior-Senior High School Yearbook Advisor	$1,000
Junior-Senior High School Yearbook Assistant	$545
Elementary Yearbook Advisor-Central Noble Primary	$545
Elementary Yearbook Advisor-Central Noble Elementary	$545
Miscellaneous	
Canstruction	$750
High School National Honor Society Sponsor	$274
Junior-Senior High School eSports Sponsor	$200
P.U.L.S.E. Advisor	$500
Seasonal Athletic Extra-Curricular Assignments	
Baseball	
Varsity Baseball Coach	$2,504
Baseball-Senior High Staff	$2,280
Basketball	
Varsity Boys Basketball Coach	$7,788
Boys Basketball-Junior & Senior High Staff	$12,435
Varsity Girls Basketball Coach	$7,788
Girls Basketball-Junior & Senior High Staff	$12,435
Cheerleading	
Varsity/Junior Varsity Cheerleader Sponsor-FALL	$1,500
Varsity/Junior Varsity Cheerleader Assistant-FALL	$800

Varsity/Junior Varsity Cheerleader Sponsor-WINTER	$1,500
Varsity/Junior Varsity Cheerleader Assistant-WINTER	$800
Junior High Cheerleader Sponsor-FALL	$373
Junior High Cheerleader Sponsor-WINTER	$373
Cross Country	
Varsity Boys & Girls Cross Country Coach	$2,000
Junior High Boys & Girls Cross Country Coach	$1,115
Football	
Varsity Football Coach	$7,788
Football-Junior & Senior High Staff	$15,187
Golf	
Varsity Boys Golf Coach	$1,423
Varsity Girls Golf Coach	$1,423
Junior High Boys Golf Coach	$850
Soccer	
Varsity Boys Soccer Coach	$1,950
Junior Varsity Boys Soccer Coach	$1,300
Varsity Girls Soccer Coach	$1,950
Junior Varsity Girls Soccer Coach	$1,300
Junior High Soccer Coach	$1,183
Junior High Assistant Soccer Coach	$850
Softball	
Varsity Softball Coach	$2,504
Softball-Senior High Staff	$2,280
Tennis	
Varsity Boys Tennis Coach	$1,500

Varsity Boys Assistant Tennis Coach	$850
Varsity Girls Tennis Coach	$1,500
Varsity Girls Assistant Tennis Coach	$850
Junior High Tennis Coach	$500
Track	
Varsity Boys Track Coach	$2,389
Boys Track-Junior & Senior High Staff	$3,456
Varsity Girls Track Coach	$2,389
Girls Track-Junior & Senior High Staff	$3,456
Volleyball	
Varsity Volleyball Coach	$3,115
Volleyball-Junior & Senior High Staff	$5,747
Wrestling	
Varsity Boys Wrestling Coach	$2,515
Varsity Girls Wrestling Coach	$2,515
Jr. High Wrestling Coach	$600
Wrestling-Junior & Senior High Staff	$2,915
Unified Sports	
Unified Sports Coordinator	$728
Summer Athletics	
Summer Conditioning Coach	$750