MASTER CONTRACT

BETWEEN

THE WEST NOBLE CLASSROOM TEACHERS' ASSOCIATION

AND

THE WEST NOBLE BOARD OF EDUCATION

EFFECTIVE July 1, 2026 to June 30, 2027

MASTER CONTRACT INDEX

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This Master Contract by and between the Board of School Trustees of the West Noble School Corporation of Noble County, hereinafter called the "Board", and the West Noble Classroom Teachers Association, an affiliate of the Indiana State Teachers Association and the National Education Association, hereinafter called the "Association" was ratified by the Association on November 2, 2026, and by the School Board on November 9, 2026. All terms stated will exist for the contract term, from July 1, 2026 through June 30, 2027 or until altered or omitted by mutual agreement of the parties.

ARTICLE I
Recognition and Definition

Section 1

The Board hereby recognizes the West Noble Classroom Teachers Association as the exclusive representative of all teachers in the School Corporation.

Section 2 - Definitions

A. The term "teacher", when used in this Contract, shall refer to all certified personnel employed by the Board except: Superintendent and Assistant Superintendent; the Elementary, Middle School, and High School Principals; the Elementary, Middle School, and High School Assistant Principals; the Elementary, Middle School, and High School Directors of Student Activities; Director of Athletics; School Psychologists; Speech Language Pathologists (SLP & SLPA); Special Education Director; CTE Director; Retired Teachers; Curriculum Director; Transportation Director; Technology Director; and Chief Finance and Operations Officer.

B. The term "Local Association" shall mean the West Noble CTA.

C. The terms "Board" and "Association" shall include authorized officers, representatives and agents.

D. The term "School Corporation", when used in this Contract, shall refer to the West Noble School Corporation of Noble County of the State of Indiana.

E. The term "retired teacher" shall be defined as any teacher currently drawing a benefit from Teachers Retirement Fund based on their personal years of service.

F. The term "Evaluator" shall be defined as the administrative personnel who have been trained in the evaluation process. *It is recommended that evaluators co-observe with other evaluators multiple times each year in order to maintain a high level of rating inter-reliability. *This is for information purposes only and is not bargained.

ARTICLE II
Compensation and Expenses

Section 1

A. For the school year 2026-2027, the FTE salary range before increases is $42,000 to $86,100. After increases, the FTE base salary range is $45,000 - $86,100. Should a teacher's base compensation exceed the maximum, the excess dollars will be paid as a one-time stipend.

B. Compensation Plan - The following plan will be used for school year 2026-2027:

1. This base pay increase for all full-time teachers under $45,000 is retroactive to the beginning of the school year.
    a. General Increase Eligibility - Teachers whose base salary before increases is $45,000 or higher are ineligible for any increase for 2026-2027.
    b. Increase Factors & Distribution
        i. Evaluation - Teacher received an evaluation the prior year. Teachers who satisfy this factor receive a $400 increase.
        ii. Academic Needs - the need to retain all full-time teachers whose salary is below $45,000. After receiving the increase for evaluation, teachers will receive an additional increase in the amount necessary to bring the teachers' total base salary to $45,000. As a result, the increase range for academic needs is $0 to $2,600.
        iii. Education - The need to retain teachers who possess a content area master's degree and whose salary remains below $46,000 after receipt of the increases described in subsections i and ii, above. After receiving the increases for evaluation and academic needs, teachers will receive a third increase in the amount necessary to bring the teacher's total base salary to $46,000, in comparison to the starting salary of new hires who possess a master's degree. (The increase for education ranges from $0 to $1,000.)
        Note: The increase for education is not subject to the 50% cap on education and experience as it is implementing a teacher retention catch-up.

2. Salary Schedule Transition & Movement
    a. Teachers are placed on the new salary schedule on the same row and column as the prior year. As a result, they receive a differential increase of $0-$3,000 reflecting the factor increases described in 3 b above.
    b. If the placement of an ineligible teacher onto the new salary schedule in the same row and column as the prior year results in a salary value less than the teacher's prior year's salary, the teacher's salary will not decrease, but remain the same as the prior year.

3. Teachers will receive an evaluation rating if they attended 120 or more days. This is not a bargainable item. This is for informational purposes only.

Section 2 Literacy Endorsement

1. The base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $100 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).
2. Teachers completing the literacy endorsement will be moved to the Literacy Endorsement scale in Appendix B.
    a. Teachers must provide proof of course completion and satisfactory test score and/or state license.
    b. They will be moved to the same column, same line as previously occupied on the Salary Scale in appendix B. As a result of this movement, the salary is differentiated by 100 dollars.

Section 3

A. In addition to base salary, the Board will pay the 3% teacher contribution to the Teachers Retirement Fund (INPRS)

B. West Noble Community School Corporation will contribute 1% of each regular contracted teacher's gross salary to a 401(a) account.

C. If the School Corporation requires the teacher to attend a conference, seminar or workshop the Corporation will pay the following expenses: registration, mileage at the IRS standard rate then in effect, room and meals. Any seminar or workshop where credit is given, the teacher will pay that particular part of the cost.

D. A teacher who is required to use his/her personal vehicle in the course of employment and qualifies for reimbursement will be paid for the miles driven at the IRS standard rate then in effect.

E. A teacher who covers a room lacking a substitute shall receive paid compensation for loss of their prep period. This period must occur during the school day in which students are in the building. Teachers will receive $25 for one (1) period of coverage added to their paycheck within four (4) weeks.

F. A rate of $25 per hour will be available for certified staff for professional development provided by or sponsored by West Noble School Corporation outside of the school day hours.

Section 4 - Salary Payments

Regular salary payments will be made in twenty-six (26) installments. All part-time personnel would be given the option of receiving their pay in twenty (20) installments. In the years that have a 3 week pay period, the 3 week pay period will occur in the last half of the year in the month that would have had 3 pays. The Corporation shall provide written and/or electronic notification to every teacher no less than 90 days in advance of any 3 week pay period.

Section 5

A. The current extra-curricular salary schedules are set forth in Appendix C. Any information in the ECA schedules, beyond wages, was not bargained but included for informational purposes only.

B. A teacher may submit in writing to the Superintendent a request to work on curriculum development. The request must designate the amount of hours and include an outline of the work to be accomplished. This request must receive the approval of the Building Principal and the Superintendent of Schools. One of the criteria for granting approval will be based on the inability to accomplish this task by giving released time during the teacher's day. The teacher requesting to write curriculum during the textbook adoption cycle will receive preference. The pay rate for curriculum writing will be twenty dollars ($20) per hour for those hours approved. Teachers who are approved to do tutoring or work with students outside the regular teacher's day will be paid the higher of either $32.50/hour if the teacher has a Bachelor's degree or $35.00/hour if they have a Masters degree. Volunteer workshops, seminars, and other in-service sessions may qualify for the professional pay rate at twenty ($20) per hour. Any information in Section B beyond wages was not bargained but included for informational purposes only.

Section 6 - Summer School Benefits

A. Teachers of summer school shall be paid at their hourly professional rate of $32.50 with a Bachelor's Degree or $35.00 with a Master's Degree.
B. Teachers of summer school may use one PTO day, and shall only be charged one half PTO day. This is school policy but not bargainable.
C. Teachers of summer school are allowed to use bereavement days.
D. Teachers shall have a minimum of thirty minutes for preparation daily.

Section 7 - Safe Work Environment

A. Any teacher who misses school because of an assault by a student shall not have that time deducted from sick leave until such time as the teacher qualifies for disability benefits. The School Corporation shall reimburse the teacher for all medical expenses the teacher incurs in such a situation, which are not covered by another source (such as insurance) up to, but not to exceed, medical insurance co-pays and deductibles which will be based solely on West Noble's group health policy. With respect to property damage, reimbursement or

payment shall be limited to the teacher's deductible amount or the sum of one thousand dollars ($1,000), whichever is less, if the damage occurs off school premises. If the damage occurs on school premises the payment shall be limited to the teacher's deductible or the sum of one thousand dollars ($1,000), whichever is less.

B. Classroom conditions shall be maintained in the areas of temperature, lighting, ventilation, and space. This is not bargained and is for informational purposes only.
C. Teachers shall have a duty-free lunch period of at least 30 consecutive minutes each day. This provision was not bargained but is included to reflect the current statutory requirement.
D. Lactation stations or areas shall be provided: a private place other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, with locking doors. This is to reflect the current statutory requirements from Indiana Codes 5-10-6-2, 22-2-14-2, and 16-35-6.

Section 8 - Sick Day Payout

Each year, certified employees are granted twelve (12) PTO days. At the close of the 2026-2027, any teacher who has a combined forty-five (45) days of accumulated sick days and has not used their allotted twelve (12) PTO days for that school year is eligible to be compensated for up to five (5) days of the unused leave days at the lower of the substitute rates per day. The teacher must have an accumulated sick day count of 45 days as of June 30, 2027 to be eligible. Notification to opt out of the sick day payout will be sent via email to staff by May 1st of each year. If an employee has more than five (5) days of PTO days remaining as of June 30th of any given year, those days over five (5) will be added to their accumulated sick day total. If a teacher borrows from the accumulated sick day bank at any time during the year, no additional compensation will be awarded. If deduct days are used, then the number of PTO pay-out days will be reduced by the number of deduct days that school year.

ARTICLE III
Leaves

Section 1 – Immediate Family

Immediate Family - Immediate family shall include: current spouse, child, sibling, parent, grandparent, or grandchild. Family members named include teacher and/or the teacher's spouse. Immediate Family also shall include any other person who qualifies by IRS regulation as a dependent or person placed in the household by the court. For bereavement only, the definition of the immediate family shall also include siblings of the teacher's current spouse, son-in-law, daughter-in-law, brother-in-law, sister-in-law and grandchildren of the spouse.

Section 2 – Paid Time Off (PTO)

Teachers will be given twelve (12) leave days to use for personal business, personal illness, family illness, or for funerals.

PTO Days awarded based on hire date

12 Days --> Hired in June - September
10 Days --> Hired in October - November
8 Days --> Hired in December - January
6 Days --> Hired in February - March
4 Days --> Hired in April - May

PTO days will be prorated for part-time employees on the following schedule.

80% = 10 PTO days
60% = 7 PTO days
50% = 6 PTO days

PTO Days will not require a written request or prior permission from the superintendent.

Note: The following is not bargained but is for informational purposes only. Please inform your principal in advance of extended leaves (3+ days) during the school year and work with him or her to make sure you have coverage for your PTO leave.

PTO days may be used to extend bereavement leave.

Teachers will schedule absences in the substitute system 48 hours in advance whenever possible.

Principals will conference with individuals who have missed nine (9) days. If poor attendance choices are indicated, the employee will receive a written notice that continued poor attendance is likely to result in a one point deduction for core professionalism. This statement has been included for informational purposes only

Unused PTO days roll over to sick days the following year. Previously accumulated sick days will remain as sick days and cannot be used as PTO days.

In the event that a teacher finds it necessary to leave for one and one-half (1 1/2) hours or less during the school day for any of these reasons he/she shall be charged in one-fourth (1/4) day increments. A leave time when a teacher has no direct responsibility for students shall not count.

If an extended illness occurs in which a teacher uses multiple sick days, the PTO days would be used until the teacher reaches ten (10); at that point two (2) days would be reserved for personal affairs and accumulated sick days would be used if still needed for the illness.

Any deviation from this policy must be submitted in writing in advance to the principal and the superintendent.

FMLA (Family Medical Leave of Absence)
In accordance with Federal law, the provisions of the Federal Family and Medical Leave Act (FMLA), 29 CFR, shall be incorporated by reference into this handbook. The operative language implementing the FMLA shall conform to the FMLA and shall not reduce an employees' entitlement to leave, fringe benefits, or reinstatement provided by the Agreement or by the FMLA. The first twelve (12) weeks of any qualifying leave will be recorded as FMLA leave provided the employee has FMLA leave remaining to cover this time period. The employee shall use their accrued paid leave (PTO and/or accumulated sick leave) concurrently with FMLA leave.

The employee will meet with the superintendent and/or their supervisor prior to the leave to determine an appropriate plan for paid and unpaid leave.

Section 3 – Accumulated Sick Leave

The maximum accumulation of sick leave is unlimited.

Sick leave days accumulated by a teacher prior to a leave of absence shall be credited to the teacher upon return.

Maternity/Paternity Leave

A Maternity/Paternity leave utilizes the teacher's available PTO and accumulated sick days while under a doctor's care. Such a leave commences the day following the birth, or adoption, of the child and continues for twelve (12) weeks. During this twelve (12) week period, the teacher may use up to sixty (60) available PTO and accumulated sick days. If the teacher has fewer than sixty (60) available accumulated sick days, the teacher may choose to take the remainder of the twelve (12) week period as an uncompensated leave.

If the birth, or adoption, of the child occurs over the summer break, the provisions will not be granted if the leave is set to expire prior to the first day of the school year. If the provision has not expired over the summer break, then the teacher may use any/all of the residual days, beginning with the first day of the new school year and continuing consecutively.

If the teacher is medically disabled, as verified by a physician's statement, beyond the provisions cited here within, the teacher may use more of his/her available sick days to cover the time period of the disability.

Uncompensated leave may continue for up to one (1) year following the birth, or adoption, of the child. The teacher granted such a leave shall have the right to maintain, at his/her sole expense during the leave, all insurance benefits in which

he/she was enrolled at the time of the request. A teacher on uncompensated leave is required to return within one (1) year following the birth, or adoption, of the child, except the return date may be adjusted beyond the child's first birthday to the first day of the next grading period. The teacher granted such a leave will be returned to the same assignment or one that is comparable and equal in benefits as determined by the Administration.

Section 4 – Accumulated Sick Day Transfer

Accumulated sick days from a previous school corporation shall transfer.

Sick or Personal Leave Accumulation

Sick and personal leave shall not accumulate for a school year when the teacher did not teach. For teachers who do not teach the entire school year, credit for personal or sick leave shall be credited on a twenty-five (25) percent basis for every forty-five (45) teacher contract days. Recognizing that sick and personal leave are "credited" to the teacher as of the first day of the Fall Semester, if this policy necessitates "deducting" sick or personal days, such adjustment shall be made in the school year of the teacher's return to teaching at the School Corporation. Each situation will be unique and FMLA laws shall fully apply.

Section 5 – Sick Leave Bank

The Board will recognize a sick leave bank to be administered by the Association subject to the limitations specified below:

A. Any teacher may elect to donate one (1) day of his/her annual sick leave credit to the sick leave bank. A teacher's election shall be irrevocable. A list of those teachers electing to donate one day of sick leave to the Sick Leave Bank shall be submitted by the Association to the Superintendent's office by December 1 of each year. Upon retirement, an individual may donate up to ten (10) accumulated sick days to the Certified Sick Bank.

B. Any teacher who is otherwise entitled to sick leave with pay, who elected to participate, and who has exhausted all leave accumulation because of personal illness (including family illness days or physical disability), shall be eligible for Sick Leave Bank credits until he/she has fulfilled the qualifying period for long term disability insurance.

C. The Association shall have the full responsibility in granting, denying or suspending grants of sick days from the bank. The Association may not grant more than the days necessary to fulfill the waiting period for Long Term Disability of the days granted for teacher illness.

D. Administrative provisions to implement this Article shall be mutually agreed to

between the Board and the Association. They are as follows:

1. Purpose: The general purpose of the Sick Leave Bank is to help those members of the Sick Leave Bank who have used all their own sick leave to meet emergency, illness, injury or hospitalization of the teacher or a member of the teacher's household as defined by the IRS. The Sick Leave Bank may not be used for routine doctor's appointments.

2. Responsibility: A standing committee of West Noble teachers, representing all the buildings in the corporation shall be appointed by the Executive Committee of the West Noble Classroom Teachers Association. They shall have the responsibility for granting, denying, or suspending grants of sick days from the bank. Their decision shall be final. The secretary of this committee will keep records and report to the Superintendent's Office. It shall be the responsibility of the Superintendent's Office to notify the Sick Bank Committee when a participating teacher has exhausted his/her sick and family illness days.

3. General Procedure: As per Master Contract Article VIII, Section 3, any teacher may donate three (3) days to the bank at the rate of one (1) day each year for three years. When the accumulated days in the bank drop below two-hundred fifty (250) days, the teachers will be required to donate another day each. Failure to donate when requested will terminate the teacher's right to participate in the bank. Those who borrow from the bank shall continue to donate two (2) days a year until their donation is equal to the number they have personally drawn. They can voluntarily pay back more days if they desire. Upon leaving the West Noble School Corporation, the borrower must repay the Sick Leave Bank any accumulated sick days up to the number he/she has previously drawn if at the point of severance the borrower has any accumulation.

4. Procedure for Borrowing: The applicant, or a member of the applicant's family, will contact his/her building's Sick Bank representative. The representative will call a Sick Bank Committee meeting. The applicant will be notified of the decision. The Sick Bank application form will be filled out in triplicate. One copy will go to the Superintendent's Office, one will be kept on file with the committee, and the applicant will retain the third.

5. If for any reason, repayment of the loan of the Sick Bank cannot be made by the borrowing teacher set forth in Article 3 Section 5 Paragraph D subsection 3, then the said teacher shall repay West Noble in cash for the sick leave days borrowed and not repaid in an amount equal to the daily rate of the teacher who borrowed for each sick leave day borrowed and not repaid. Such a repayment shall be at a daily rate of pay in effect at the time of each sick day that was borrowed and shall be due and payable when the teacher is no longer employed by West Noble. For each sick leave day repaid in cash as

herein provided, West Noble, as to the time of said repayment, will contribute one sick leave day to said Sick Leave Bank; subject, however, to the limitations set forth in this Article 3. A member of this Association who passes away, is placed on permanent disability, or retires from West Noble is exempt from repaying the outstanding balance of Sick Bank days owed.

Section 6 – Jury Duty

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 an excuse from jury duty when, in the opinion of the School Corporation, the teacher's absence would create a hardship on the educational program.

When requested, a teacher may serve on an election board. The Board shall pay the teacher his/her full salary less any remuneration granted by the election board.

Section 7 – Bereavement and Funeral Leave

Up to five (5) consecutive school days of absence, without loss of pay, commencing with the first day requested by the teacher, shall be granted to a teacher for a death in the immediate family, including miscarriage.

Up to three (3) consecutive school days of absence, without loss of pay, commencing with the first day requested by the teacher shall be granted to a teacher for the death of a niece, nephew, aunt, or uncle.

PTO days may be used to extend bereavement without limitations.

If attendance for the visitation and/or funeral requires extended travel or if the teacher is involved in funeral arrangements for someone other than immediate family, the teacher may request additional leave from the Superintendent.

One (1) funeral day without loss of pay may be granted to a teacher for the death of someone outside of the above listed criteria with Superintendent approval.

Section 8 – Worker's Compensation

A teacher who is absent from work because of injury received on the job shall not be charged for use of sick leave days taken in connection with the injury as long as it is in compliance with the Indiana State Workers Compensation Law. The teacher will be paid by the School Corporation the difference between Workman's Compensation and his regular pay not to exceed the total dollar value of his total accumulated sick leave.

Section 9 – Professional Leave

Portions of Section 10 include Board Policy. The inclusion of any nonbargainable information is for informational purposes only and was not bargained.

Teachers may use two (2) professional leave days with pay may used for board approved purposes:

Attending and/or participating in professional meetings relating to educational workshops, seminars, or conferences sponsored by industry, professional associations, colleges, universities or governmental agencies concerned with public school matters.

Sitting for a Praxis exam, that completes an endorsement or certification related to a teacher's current employment at West Noble School Corporation.

The visitation to other school corporations or educational institutions for the purpose of observing instructional techniques or other instructionally-oriented programs.

For special education staff, an additional two (2) days may be granted for the purposes of writing/completing IEPs.

West Noble School Corporation will pay mileage, at the IRS standard rate which is incurred in connection with the above mentioned professional leaves within the boundaries of the State of Indiana or a two-hundred fifty (250) mile radius of the Corporation. Requests for other professional leave expenses may be paid by the School Corporation if a request for such additional expenses is made to the Superintendent or his designee prior to the use of the professional day leave. Teachers shall be expected to give adequate notification to the office of the Superintendent on the proper form.

Forms are available from the building principal, the personnel office, or the Association. Further, teachers may be requested to report the nature of the professional meetings attended and to give a resume of the program. The School Corporation has the right to limit the use of professional leave days to fifteen (15) percent of the teachers on any one (1) school day. In the event that the School Corporation exercises the right to limit the use of professional leave, the School Corporation shall limit the use of professional leave to the first fifteen (15) percent of the teachers who request professional leave for that day.

This section would not jeopardize any of the other provisions of the professional leave.

Section 10 – Association Leave

A total of five (5) days may be used by teachers for Association business. These days must be approved by the Association Presidents. Three additional days are available if approved by the Association Presidents and the Superintendent. No one person shall use more than four (4) Association days in the one school year.

Section 11 – Notification of Teacher's Intent

Notification will be given to the Board of Education, through the Superintendent of Schools, by April 1 of the teacher's intention for the forthcoming school year in order to reduce RIFs and to aid in planning for staff. This will apply to all teachers who have been granted a leave by the Board of Education and to retiring teachers. A statement of this condition will be given to the teacher who is granted a leave.

Article IV
Retirement /Severance Benefit

Section 1 – Insurance

A teacher, as defined in Article 1 Section 2A, who is employed by the Board at the time of retirement or severance from employment, will be eligible for the following benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

Group Health Insurance - Immediately following severance, the teacher and his/her spouse, if any, shall have the option of participating in the Corporation's current group health insurance plan if all of the following conditions are met as of the date of severance and thereafter:

1. While the retired teacher and spouse, if any, are enrolled in the health insurance plan, the retired teacher and spouse shall pay the entire insurance premium applicable to the insurance coverage, with the monthly payment to be made on or before the first day of each month.

2. Within ninety (90) days of the severance date, the teacher has provided a written request to the School Corporation for continuing insurance coverage of the teacher and spouse, if any. When a retired teacher first becomes eligible for Medicare, the teacher's eligibility to continue to participate in the Corporation's group health insurance plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6.

3. In the event that there is a death of a current employee on the West Noble insurance plan, the corporation agrees to continue coverage and pay the employer portion of the insurance plan for up to sixty (60) days following the date of death, provided the individual is on the family plan.

Term Life Insurance - The retired teacher may convert the School Corporations term policy into a whole life policy to continue coverage. To continue this coverage, the retired teacher must pay the entire insurance premium applicable to the insurance coverage according to the payment schedule of the new policy.

Section 2 – On Going Contributions to Severance Benefits

The Corporation shall contribute 1% of each certified teacher's base salary annually into a 401(a) account in the individual teacher's name for the remainder of their contracted time at West Noble School Corporation. The base salary does not include extracurricular assignments, extended contracts, and/or other assignments above and beyond the base salary. For this calculation, base salary does include professional growth. This contribution will be made on a regular basis, no less than quarterly.

ARTICLE V
403 (b) ANNUITY PLAN

Each teacher may elect to make a salary reduction election and make tax deferred contributions, to a plan described in section 403 (b) of the Internal Revenue Code (the "Code") to the maximum limits allowed by the Code. The Board shall forward salary reduction money to the appropriate vendor monthly.

The School Corporation will provide a list of approved investment vendors for the salary reduction contributions made to the 403 (b) Plan.

ARTICLE VI
Insurance

Section 1

Teachers whose first day of work is/was prior to July 1, 2008 are eligible for a corporation contribution on both single and family health insurance should they choose to participate, provided they are contracted for 50% or more full-time equivalency (FTE) per week. Teachers whose first day of work is/was on or after July 1, 2008 are eligible for a corporation contribution to the single plan, provided they are contracted for 50% or more FTE per week. They are also eligible for a corporation contribution on the family plan if they are contracted at least 90% FTE or greater.

Section 2

Plan 1: Traditional

The Board agrees to pay eight thousand, eighty-four dollars ($8,084) towards a single plan and nineteen thousand, seven hundred and twenty-six dollars ($19,726) towards a family plan for medical and hospitalization insurance effective upon ratification by the West Noble CTA and the West Noble School Board. The teacher electing to be covered may select either the single plan or family plan and shall pay any necessary difference for the premium. If there is/are an increase(s) in premium prior to the expiration of this contract, the Board agrees to pay sixty percent (60%) of all premium increases.

Plan 2 High Deductible Health Plan (H.S.A. Qualified):

b. The Board agrees to pay $6,525 toward the single High Deductible Health Plan and contribute $1000 toward the employee's Health Savings Account.

c. The Board agrees to pay $15,583 toward the family High Deductible Health Plan and contribute $2000 toward the employee's Health Savings Account.

Plan 3 (High Deductible Plan without H.S.A)

d. The Board agrees to pay six thousand, six hundred sixty-five dollars, ($6,665) toward the single high deductible plan

e. The Board agrees to pay sixteen thousand, thirteen dollars ($16,013) toward the cost of the high deductible family plan. This high deductible family plan includes the spouse only if the spouse is not eligible for any other employer offered health insurance coverage.

** This amount may increase but not decrease due to changes in premiums.

f. Should both a husband and wife be entitled to the benefit of this section, such persons may, as group insurance participants, elect either to enroll in separate single plans or combine their individual monthly entitlements so that both such monthly entitlements for a single plan are applied toward payment of one family plan.

g. Any employee who does not carry the medical insurance provided by the corporation will be offered the opportunity to participate in the "wellness" program. The corporation will pay $300 toward a yearly physical as described in the current medical insurance policy.

Section 3 – Medicare Language

In lieu of Health Insurance, the Board shall pay full premium cost of a Medicare supplemental health insurance program for all members of the bargaining unit age sixty-five (65) and over and still teaching.

Section 4 – Life Insurance

The Board will pay the full amount of the group term life insurance policy in the face amount of $50,000 with double indemnity for accidental death until such time as the contract with the subject carrier reduces such benefit amount according to that contract's "Reduction Formulas" at which time, the employee's life benefit amount provided by the West Noble School Corporation will be reduced by the amount provided within such reduction schedules.

Section 5 – Long Term Disability Insurance

The Board will pay one-hundred (100%) percent of the annual premium of the Long Term Disability insurance plan with a ninety (90) calendar day waiting period and sixty-six and two-thirds percent (66 2/3%) benefit level.

Teachers on long-term disability may collect retirement benefits when they qualify. If they collect such, they cease eligibility for Long-term Disability payments on the date of their receipt of the first retirement payment.

Section 6 – Vision Insurance

The Board will pay the full cost of a vision insurance program for all employees and their eligible dependents. The plan shall provide one exam and new frames and lenses (with no deductible) for each family member every twelve (12) months. With our current

vendor (VSP), this coverage ends for dependents at the age of 25.

Section 7

In the event of any refund by insurance companies made on teacher-related policies, such refunds shall either be returned and paid to the teacher who paid the premiums on a pro rata basis or be applied to adjusting future premium payments in such insurance plan.

Section 8

Subject to any applicable rules of the insurance carriers, 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, or at least one (1) month in advance, 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. This does not apply to the Family Medical Leave Act of 1993.

Section 9 – Section 125

The Board shall provide, without cost to participants, a Section 125 Plan (Generation I and II).

ARTICLE VII
Grievance Procedure

Section 1 – Definitions

A. A "Grievance" is an alleged violation or claimed misinterpretation or misapplication of a specified Article or Section of this Agreement.

B. The terms "teacher" and "grievant" include any individual or group of individuals in the bargaining unit.

C. The term "day" when used in this Article shall mean teacher days (as that term is used in the school calendar of 184 days). During the summer recess, the term shall mean weekdays (Monday through Friday). The number of contract days was not bargained but included for informational purposes only.

D. The term "building principal" includes regular licensed Principal or Assistant Principal at each educational institution in the system.

Section 2 – Grievant and Representation

A. An individual teacher or group of teachers may present a grievance and may do so with the aid of the exclusive representative. The exclusive representative will thus be given an opportunity to be present at all stages of the grievance machinery. The adjustment of any grievance shall not be inconsistent with the terms of this Contract. The purpose of the grievance procedure is to settle grievances which may arise at the lowest possible administrative level.

B. The Association shall have the right to file system-wide grievances at Step Three, subject to the time limits of Step Two, paragraph 3.

Section 3 – Procedure

Step One. A grievance may be initiated in one (1) of the following ways.

1. The teacher may approach the building principal concerned and discuss the matter on his/her own behalf.

2. The teacher may request that a representative of the Association accompany the teacher and in such case the building principal shall not initiate any consultation with the grievant prior to any scheduled meeting at which the representative is to be present.

3. The teacher may bypass this step of the procedure if the grievance is of a personal nature.

Step Two. In the event the grievance is not resolved in Step One, the grievant may file a formal grievance in writing with the building principal on the form shown in the Appendix.

1. The grievance form shall be filed in quadruplicate with one (1) copy for the Association, the grievant, the building principal, and the Superintendent's office.

2. The grievance shall (a) name the other teacher(s) involved, if any; (b) state the facts giving rise to the grievance; (c) identify the specific provisions of this agreement alleged to have been violated or misinterpreted; (d) state the contention of the grievant with respect to the grievance; (e) indicate the specific relief requested; and (f) be signed by the grievant (s). In the case of an Association grievance under Section 2B, the grievance shall be signed by the President(s) of the Association.

3. The grievance should be filed as soon as possible, but any grievance not presented in writing in Step Two within twenty (20) days of the time the grievant knew, or reasonably should have known, of the grievance shall be deemed waived and shall not be processed.

4. The teacher may request a meeting with the building principal, and the Association representative may accompany the grievant. In any event, within three (3) workdays after receiving the written grievance, the building principal shall communicate his/her answer, in writing to the grievant and the Association representative, and said answer shall be attached to the grievance.

Step Three. If the grievance is not settled in Step Two, it may be appealed to the Superintendent of Schools by filing a written notice with the Superintendent. The statement of grievance should be submitted within three (3) work days from the time the employee has received a reply from the immediate supervisor concerning his/her original statement of grievance. The Superintendent shall give the answer in writing no later than three (3) work days after the receipt of the written grievance. A copy of this answer will be sent to the employee submitting the grievance as well as the President(s) of the Classroom Teachers' Association of the West Noble School Corporation.

Step Four.

1. If the grievance is not resolved in Step Three, the teacher may, within three (3) work days of receipt of the Superintendent's answer, appeal to the Board by filing the grievance and the building principal's answer, along with a written response of the teacher, if desired, with the office of the Superintendent who signs a receipt. Any such response by the grievant shall be attached to the grievance.

2. A meeting with the Board or its designated members shall be held within ten (10) work days following the receipt of such notice, and the Superintendent shall promptly notify the grievant and the Association of the date, the time, and the place where the appeal shall be heard. The Board's written answer shall be transmitted to the grievant and the Association within five (5) work days after the informal hearing.

Step Five. Within twenty (20) days after receipt of the decision in Step Four, the Association, upon written notice to the School Board, may submit the grievance to advisory arbitration under and in accordance with the rules of the American Arbitration Association pursuant to the following procedure:

1. The two (2) parties, the School board and the Association, shall attempt to select an arbitrator by mutual agreement. If the two (2) parties cannot agree on the arbitrator, within ten (10) work days after notification is given, the arbitrator shall be selected in accordance with the rules of the American Arbitration Association.

2. The parties agree that neither party shall be permitted to present matters outside the scope of the grievance and its attachments.

Section 4 – Powers of Arbitrator

A. The role of the arbitrator is advisory only. The arbitrator shall have no power:

1. To add to, subtract from, disregard, alter, or modify any of the terms of this agreement;

2. To rule on the termination of services or failure to re-employ any teacher.

3. To rule in regard to any claim or complaint for which there is another remedial procedure or course established by law or by regulation having the force of law, including but not limited to any matter subject to the procedures specified in the Equal Employment Opportunity Act, or other legislation, addressed to race, religious origin, sex, or age discrimination;

4. To advise on any practice, policy, or rule of the Board unless such practice, policy, or rule shall be in conflict with this Agreement.

B. The decision of the arbitrator shall be advisory and not binding on the Association, the Board, or the School Corporation.

C. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them.

Section 5 – Other Provisions Relating to the Grievance Procedure

A. No reprisal of any kind shall be taken by or against any participant in the grievance procedure by reason of such participation.

B. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participant (s) and are not valid basis for evaluations.

C. Time limits herein may extend only by mutual written agreement, signed by the parties.

D. Time limits herein apply to teachers on leave of absence, other than sick leave, as if such teachers were present and working.

E. All steps of the grievance procedure shall be conducted during mutually agreed to times.

F. If there is a failure at Step One or Two to communicate the decision on a grievance within the specified time limit, the grievant shall then have the right to appeal at the next step of the procedure.

G. Any grievance not advanced from one step to the next within the time limits and if not processed by the teacher or his/her representative shall be deemed resolved by the answer at the previous step. Any answer not received from the Board or its representative as outlined previously in this Article shall cause the implementation of the remedy sought by the grievant.

H. Any grievance which arose prior to the effective date of this Agreement shall not be processed.

J. No teacher shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is pursuant to any order of or compromise agreement with any State or Federal regulatory commission or agency.

K. This step is the last appeal.

APPENDIX A

July 1, 2026 – June 30, 2027 Salary Schedule

New Hires Starting Salaries

The Superintendent will make a beginning base salary recommendation to the School Board based on the following:

Category 1 - Teachers with 0 years of experience with a bachelor's degree will receive a beginning salary of $45,000 FTE. Teachers with 0 years of experience with a master's degree will receive a beginning salary of $46,000 FTE for the 2026-2027 school year.

Category 2 - Experienced teachers with classroom teaching experience with an accredited public or private school will be placed on the same level as WN teachers with the same experience and qualifications. See Appendix B.

Category 3 - In the situation where there are 2 or less qualified applicants, a stipend up to $4,500 may be offered in addition to the base salary listed in Category 1 or 2.

APPENDIX B

Salary Schedule for 2026-2027

Teachers' increases for evaluation and academic needs transition to the same row and level. The amount in the cell below reflects the factor increase in Article II Section 1.

New Hire Only		Bachelors	Masters
Years of Experience	Levels	2026 - 2027	2026 - 2027
0	a	$45,000.00	$46,000.00
1	b	$45,000.00	$46,000.00
2	c	$45,000.00	$46,000.00
3	d	$45,000.00	$46,600.00
4	e	$45,000.00	$46,600.00
5	f	$45,600.00	$47,600.00
6	g	$46,600.00	$48,600.00
7	h	$47,600.00	$49,600.00
8	i	$48,600.00	$50,600.00
9	j	$49,600.00	$51,600.00
10	k	$50,600.00	$52,600.00
11	l	$51,600.00	$53,600.00
12	m	$52,600.00	$54,600.00
13	n	$53,600.00	$55,600.00
14	o	$54,600.00	$56,600.00
15	p	$55,600.00	$57,600.00
16	q	$56,600.00	$58,600.00
17	r	$57,600.00	$59,600.00
18	s	$58,600.00	$60,600.00
19	t	$59,600.00	$61,600.00
20	u	$60,600.00	$62,600.00
21	v	$61,600.00	$63,600.00
22	w	$62,600.00	$64,600.00
23	x	$63,600.00	$65,600.00
24	y	$64,600.00	$66,600.00
25	z	$65,600.00	$67,600.00
26	aa	$66,600.00	$68,600.00

27	bb	$67,600.00	$69,600.00
28	cc	$68,600.00	$70,600.00
29	dd	$69,600.00	$71,600.00
30	ee	$70,600.00	$72,600.00
31	ff	$71,600.00	$73,600.00
32	gg	$72,600.00	$74,600.00
33	hh	$73,600.00	$75,600.00
34	ii	$74,600.00	$76,600.00
35	jj	$75,600.00	$77,600.00
36	kk	$76,600.00	$78,600.00
37	ll	$77,600.00	$79,600.00
38	mm	$78,600.00	$80,600.00
39	nn	$79,600.00	$81,600.00
40	oo	$80,600.00	$82,600.00
41	pp	$81,600.00	$83,600.00
42	qq	$82,600.00	$84,600.00
43	rr	$83,600.00	$85,600.00

Literacy Endorsement Scale

The base salary of teachers who possess a literacy endorsement will be adjusted, as needed, to reflect a $100 differential (in comparison to the base salary of teachers who otherwise have the same credentials but do not possess the literacy endorsement).

New Hire Only		Bachelors	Masters
Years of Experience	Levels	2026 - 2027	2026 - 2027
0	a	$45,100.00	$46,100.00
1	b	$45,100.00	$46,100.00
2	c	$45,100.00	$46,100.00
3	d	$45,100.00	$46,700.00
4	e	$45,100.00	$46,700.00
5	f	$45,700.00	$47,700.00
6	g	$46,700.00	$48,700.00
7	h	$47,700.00	$49,700.00
8	i	$48,700.00	$50,700.00
9	j	$49,700.00	$51,700.00

10	k	$50,700.00	$52,700.00
11	l	$51,700.00	$53,700.00
12	m	$52,700.00	$54,700.00
13	n	$53,700.00	$55,700.00
14	o	$54,700.00	$56,700.00
15	p	$55,700.00	$57,700.00
16	q	$56,700.00	$58,700.00
17	r	$57,700.00	$59,700.00
18	s	$58,700.00	$60,700.00
19	t	$59,700.00	$61,700.00
20	u	$60,700.00	$62,700.00
21	v	$61,700.00	$63,700.00
22	w	$62,700.00	$64,700.00
23	x	$63,700.00	$65,700.00
24	y	$64,700.00	$66,700.00
25	z	$65,700.00	$67,700.00
26	aa	$66,700.00	$68,700.00
27	bb	$67,700.00	$69,700.00
28	cc	$68,700.00	$70,700.00
29	dd	$69,700.00	$71,700.00
30	ee	$70,700.00	$72,700.00
31	ff	$71,700.00	$73,700.00
32	gg	$72,700.00	$74,700.00
33	hh	$73,700.00	$75,700.00
34	ii	$74,700.00	$76,700.00
35	jj	$75,700.00	$77,700.00
36	kk	$76,700.00	$78,700.00
37	ll	$77,700.00	$79,700.00
38	mm	$78,700.00	$80,700.00
39	nn	$79,700.00	$81,700.00
40	oo	$80,700.00	$82,700.00
41	pp	$81,700.00	$83,700.00
42	qq	$82,700.00	$84,700.00
43	rr	$83,700.00	$85,700.00

Appendix C 2026-2027 Extracurricular Schedule

Any information in the ECA Schedule beyond wages was not bargained and is included for informational purposes only.

Non-Athletic Activity	Title	# of Positions	Amount
Pep Band	High School	1	$1000
Marching Band Director	High School	1	$1800
Marching Band Assistant	High School	1	$1300
Marching Band Percussion	High School	1	$1,000
Color Guard	High School	1	$1200
Music Concerts	All Levels – Per Show	1	$125
Yearbook	High School	1	$1,800
Yearbook	Middle School	1	$1,200
Class Advisors	High School – senior	2	$500
Class Advisors	Junior Magazine Sales	1	$400
Class Advisors	Junior Class Advisor	1	$600
Class Advisors	High School – Other	2	$250
Student Council	High School	1	$1,500
Student Council	Middle School	1	$1,500
Plays	High School – Spring	1	$1,200
Plays	High School – Fall	1	$1,200
Plays	High School – Musical	1	$1,200
Plays	High School – Assistant	4	$700
Musical Accompanist	High School	1	$500
Clubs/Organizations	High School	6	$600
Clubs/Organizations	Middle School	10	$600
Athletic Leadership Council	High School	1	$500
BPA	High School	2	$1000
FFA	High School	1	$1000
Team Leaders	High School	8	$1,050
Team Leaders	Middle School	11	$1,050
Team Leaders	Elementary/Primary	12	$1,050
Dual Credit/AP Teachers	High School	As Assigned	$500/sem per class
Art Show Outside School Day	All Levels – Per Show	1	$125
Concessions Coordinator	High School	1	$2400
Concessions Coordinator	Middle School	1	$1300
*High Ability Liaison	All Levels	6	$800
*High Ability Coordinator	All Levels	1	$2000
*EL Professional Dev. Team	All Levels	8	$950
EL License	All Levels		$1,000

*Denotes that the positions are available only if the funding grants are available

Appendix C 2026-2027 Extracurricular Schedule
Any information in the ECA Schedule beyond wages was not bargained and is included for informational purposes only.

ATHLETIC ACTIVITY	TITLE	# OF POSITIONS	AMOUNT
Athletic Director Assistant	Fall	1	$2400
Athletic Director Assistant	Winter	1	$2700
Athletic Director Assistant	Spring	1	$1700
Athletic Director Assistant	Middle School (year)	1	$1500
Baseball/Softball	High School	2	$4000
Baseball/Softball	High School Assistant	4	$2300
Basketball	Varsity	2	$7500
Basketball	High School Var. Assist.	2	$2500
Basketball	Junior Varsity	2	$3,542
Basketball	Freshman	2	$2500
Basketball	8th Grade	2	$2000
Basketball	7th Grade	2	$2000
Basketball	6th Grade	4	$1200
Cheerleading	High School Var. Head	1	$2600
Cheerleading	High School Var. Asst.	1	$1400
Cheerleading	Middle School Head Coach	1	$1400
Cross Country	High School	2	$3500
Cross Country	Middle School	2	$1400
Cross Country	Middle School Assistant	1	$1000
Football	High School	1	$7500
Football	High School Assistant	4	$3200
Football	Middle School	1	$2100
Football	Middle School Assistant	3	$1400
Golf	High School	2	$3000
Golf	Middle School	2	$1400
Soccer	High School	2	$4000
Soccer	High School Assistant	2	$2000
Soccer	JV High School	2	$2000
Soccer	Middle School	2	$1400
Soccer	Middle School Assistant	2	$1000
Tennis	High School	2	$3000
Tennis	High School Assistant	2	$1211
Tennis	Middle School Head	2	$1400
Tennis	Middle School Assist.	2	$700
Track	High School	2	$4000
Track	High School Assistant	4	$2000
Unified Track	High School	2	$1211
Track	Middle School	2	$1400
Track	Middle School Assistant	2	$1000
Volleyball	High School	1	$4000
Volleyball	High School Assistant	1	$2217
Volleyball	JV High School	1	$2217
Volleyball	Freshman	1	$1,211
Volleyball	8th Grade	1	$1400
Volleyball	7th Grade	1	$1400
Volleyball	6th Grade	2	$1000
Wrestling	High School	2	$4000
Wrestling	High School Assistant	4	$2000
Wrestling	Middle School Head	1	$1400
Wrestling	Middle School Assistant	1	$1000
Open Gym Supervisor	HS – not to exceed 100 hours	1	$16 per hour
Weight Training	Each Semester	1	$1050
Additional High School Assistants		As Needed	$1,211
Additional Middle School Assistants		As Needed	$826

If the principal, AD and head coach are in agreement, any position may be held by more than one person, sharing the compensation. All parties must come to agreement as to how the pay will be divided.

Appendix D

2026-2027 Extended Contracts

By state law, the number of days worked is set by the Corporation. Extended contract duration was not bargained and is listed here for reference only. For 2026-2027 school years, West Noble intends to extend these contracts. Extended contracts are paid at negotiated professional rates.

EXTENDED CONTRACTS	TIME
CTE Agriculture	10 days
Work Based Learning Coordinator– High School	5 days
Industrial Arts Coordinator – High School	2 days
Marching Band– HS	20 days
Marching Band – MS	5 days
School Counselors	
HS (3)	25 days
MS (2)	10 days
Elem (1)	5 days
Primary (1)	5 days
Media Specialist (WNSC)	5 days
Instructional Coach (3)	10 days
Tech/Test Coordinator WNES	5 days

Appendix E

GRIEVANCE FORM

WEST NOBLE SCHOOL CORPORATION

Name of Aggrieved Teacher Seeking Relief:

Date of Alleged Violation:

Name of Other Employee (s) Involved, if Any:

_____

Identification of Specific Provisions of Agreement Violated or Misinterpreted:

_____

Statement of Facts Giving Rise to the Grievance:_____

_____

_____

Specific Relief Requested:

_____

Signature of Teacher Seeking Relief

Received By:_____Date:_____

Level of Process and Referral Date:

( ) Principal ( ) Superintendent

Received Date: _____ Received Date: _____

Decision Date: _____ Decision Date: _____

By:_____ By:_____

( ) Board ( ) Arbitrator

Received Date: _____ Received Date: _____

Decision Date: _____ Decision Date: _____

By:_____ By:_____

Appendix F

IC 20-29-6-6 (b) - Public Hearing/Public Meeting

This subsection applies to a collective bargaining agreement ratified after June 30, 2024. A *ratified collective bargaining agreement shall include a provision specifying the date on which the public hearing described in section 1(b) of* this *chapter and the public meeting described in section* 19 *of this chapter occurred as well as an attestation signed by both parties attesting* that *the public hearing described in section 1(b) of this chapter and the public meeting described* in *section 19 of this chapter occurred on the dates specified in the ratified collective bargaining agreement. The governing body shall indicate as part of the attestation whether governing body members* or *members of the public were allowed to participate in the public hearing or public meeting* by *means of electronic communication.*

Article 1

On the 14th **day of September 2026** at ***7:00 p.m.*** , a public hearing as described in IC 20-29-6-1 **(b)** was held at **West Noble, Central Office, Board Room 5050 US 33 Ligonier IN.**

Article 2

During the public hearing held on the 14th **day of September 2026** at **7:00pm,** governing body members **were not** allowed to participate in the public hearing by means of electronic communication. During the public hearing held on 14th **day of September 2026** at **7:00pm** the members of the public **were not** allowed to participate in the public hearing by means of electronic communication.

A public meeting in compliance with I.C. § 20–29–6–19 was held on October 12, 2026, to discuss the tentative agreement and electronic participation from the governing body and public was not permitted.

Therefore, this agreement is made and entered into on **November 9 , 2026** between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The Board ratified the CBA on **November 9, 2026** and the Association ratified the CBA on **November 2 , 2026** and is attested to by the respective representatives whose signatures appear below. *Article 1 is attested to by the Board and Association representatives whose signatures appear below. Article 2 is attested to by the Board representatives whose signatures appear below.*

Attested on **November 9 , 2026**

Board President

Board Member

Board Secretary

Board Member

Board Member

Association Bargaining Spokesperson

Association Bargaining Team Member

Association Bargaining Team Member

Association Bargaining Team Member

Association Bargaining Team Member