

# Negotiated Contract

*Between the*

# Noble Board of Education

*and the*

# Noble Association of Classroom Teachers

20198-202019

*Building Better Education Together*

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In accordance with the School Board Policy of Noble Public Schools, the Noble Association of Classroom Teachers will abide by all pertinent state and federal laws, and all applicable EEOC regulations.

### Foreword

Realizing that the education of students in Noble Public Schools is paramount, the Noble Board of Education and the Noble Association of Classroom Teachers hereby agree that professional relations in the District will be conducted in a manner that recognizes the worth and dignity of the individual. The Board and the Association further agree to comply with State and Federal Laws dealing with the operation of the school, including but not limited to laws dealing with Privacy and Equal Employment Opportunity.

# **I. GENERAL CONTRACT PROVISIONS**

## **Article I-1**

### **PROCEDURAL AGREEMENT FOR NEGOTIATIONS**

#### **A. Recognition**

The Board recognizes the Noble Association of Classroom Teachers as the exclusive bargaining representative for licensed and certified teaching personnel employed by Noble Public Schools, whether under contract, on Board approved leave, or on a per diem or class rate basis. Such recognition shall be stated in 70 O.S. Section 509.2.

#### **B. Scope of Bargaining**

The Board and the Association agree to bargain in good faith on wages, hours, fringe benefits, and other terms and conditions of employment.

#### **C. Bargaining Teams**

The bargaining will take place exclusively between the designated representatives of the Board and the Association. Bargaining will be comprised of not more than six (6) members for each team. Each team shall be allowed to bring two (2) resource persons in addition to the members of the team. Alternates may be designated; however, alternates will attend meetings only when serving in the place of a regular team member. All bargaining will take place exclusively between the designated representatives of the Board and the Association. Bargaining will be conducted in closed sessions. Representatives for the Board and for the Association shall have the authority to make proposals, counterproposals, to compromise, and to make agreements subject to the ratification by both parties.

#### **D. Initiating and Concluding Bargaining**

Either party seeking to begin contract bargaining for a school year shall submit a written request from its President or designee to the President or designee of the other party on or before March 15. Upon receipt of the written request, the spokespersons for the respective teams shall select a mutually agreeable date, time, and place for an initial meeting. The initial meeting shall be held on or before April 1, unless postponed by mutual agreement of the respective spokespersons. After the initial meeting the parties agree to try to schedule meetings as often as needed to reach conclusion on non-money items prior to the last teacher day for the current school year.

Excluding proposals and/or counterproposals on which tentative agreement has been reached and proposals and/or counterproposals that have been voluntarily withdrawn by the initiating party, all other items still unresolved shall automatically be declared an impasse on the first day of school. Either party may make a written declaration that a state of impasse exists at any time. When a state of impasse is declared, the items causing the impasse will be subject to impasse resolution procedures hereinafter provided. Time lines stated herein may be extended by mutual agreement of the parties.

Should a special session of the state legislature necessitate bargaining, such bargaining shall begin as dictated by the end of the special session and will be conducted in accordance with this procedure.

#### **E. Bargaining Procedure**

At the initial bargaining meeting, representatives of the Board and of the Association will present to each other their proposed items to be bargained. Except by mutual consent of the spokespersons of both teams, no additional new items for bargaining may be introduced in a subsequent bargaining meeting for that particular contract year.

Bargaining meetings will be held at times and places mutually acceptable to both teams. The spokesperson for each team will speak for his/her team; however, by mutual agreement at the table, any team member may speak to any item. During bargaining meetings, either team is free to caucus at any time. Other meeting ground rules shall be set by agreement of the team members.

**F. Tentative Agreements**

Tentative agreements reached through bargaining between the representatives of the parties shall be reduced to writing, signed by the spokesperson or chairperson of each team, and shall have conditional approval pending ratification by the Board and the Association.

**G. Impasse Resolution**

Upon declaration of impasse, the items causing the impasse shall be submitted to impasse resolution procedures as provided in 70 O.S., 1992, Section 509.7.

**H. Savings Clause**

If any provision herein or application of said provision shall be found to be contrary to law, such provision or applications shall have affect only to extent permitted by law, and all other provisions or applications of this agreement shall continue in full force and effect. Said invalid provision shall be renegotiated at the request of either party beginning not later than thirty (30) school days subsequent to the request.

**Article I-2  
PREPARATION OF NEGOTIATED AGREEMENT**

Within seven (7) working days of the Board’s ratification of negotiations, the NACT President or his/her designees will prepare the final copy of the negotiated agreement. The Noble Board of Education or their designees will review such final copy before it is printed. Preparation will be done within seven (7) working days from time of review.

**Article I-3  
BOARD AGENDA/MINUTES**

The Board Clerk shall make available to the NACT President the official Board packet (online access) for each meeting of the Noble Board of Education on the same day such access is made available to Board members with the exceptions of new personnel and other confidential matters

**II. CONDITIONS OF EMPLOYMENT**

**Article II-1  
ACCESS TO BUILDINGS AND CLASSROOMS**

During the school year, certified staff will have access to his/her classroom and a copy machine. This does not apply when the building is closed for maintenance or special circumstances. Keys will be checked in at the end of the school year. The principal at each site will develop a procedure for monitoring teacher access. Teachers will be responsible for any guests who may accompany them. Any teacher who is negligent in securing the building may lose his/her building access and pay for any additional security charges.

**Article II-2  
BUDGETS**

Budgets appropriated to each school building shall be distributed in a fair and equitable manner. The principal and the department heads/grade level chairs shall plan and implement the distribution of department budgets. All program areas, including special services, shall be included in the building budget. Requests for purchases from the aforementioned budgets must be completed no later than May 1 of each school year.

**Article II-3  
CERTIFICATE OF HEALTH**

The Noble Public Schools will pay for costs for a reasonable and customary physical and the CDL license for all certified employees whose duties include driving for the Noble district.

**Article II-4  
CLASSROOM ASSIGNMENTS**

After the principal has designated an area for a grade level or department, seniority within that grade level or department will be considered in making specific room assignments. Other considerations shall include special equipment related to the subject and special needs of students and/or teachers.

**Article II-5  
CLASS SIZE AND DISTRIBUTION**

Class size for the Noble Public Schools shall be as follows:

Pre-K classes + \* shall be limited to a maximum of twenty (20) students.

All Kindergarten classes through fifth grade + \* shall be limited to a maximum of twenty-one (21) students.

All classes, + \* 6-12 shall be limited to a maximum of thirty (30) students per class period or one hundred forty (140) students per day.

\* Classes in the following subjects shall not be subject to limitation on number of students per class:

- A. Physical Education
- B. Band, chorus, orchestra, and other similar music classes

+ The District may adjust class size limitations in accordance with the appropriate provisions of HB 1017.

The principals and counselors will be encouraged to hold all classes to the maximum as stated above and will make every effort to balance the class sizes within the grade/department. If the maximum must be exceeded, then the principals must submit written justification to the superintendent.

Schedule and class changes should be limited to the first two weeks of school and during the first week after a new course is begun, either at the nine-weeks or semester. Schedule and class changes after this time shall be done only after consulting with the counselor and teachers affected.

The placement of students with problems which affect their classroom performance will be determined by a specific plan devised by the building principal with input from previous teachers, counselors, and resource people. Special programs shall be excluded.

Principals will make every effort to balance the number of preparations in the core classes in the secondary schools. Core teachers shall be defined as regular classroom teachers in the elementary schools and as teachers of language arts, social studies, mathematics, and science in secondary schools.

**Article II-6  
COMMITTEE ROTATION**

The following committees will be required to rotate members every three years: Professional Development, Health and Wellness/Safe School- and Curriculum.

**Article II-7  
CONFERENCE DAYS**

One conference day will be scheduled for students each semester. The length of the conference day will be the same as regular school days except that teachers may schedule conferences outside the regular school day during the week which includes the conference day. All effort should be made to restrict scheduling of extra-curricular activities during scheduled conference times.

**Article II-8  
GRADE INPUT**

All teachers are required to input an average of 2 (two) grades per week.

**Article II-9  
NOTIFICATION OF FAILING STUDENTS**

Teachers will be required to notify parents each week when their student is failing. Contact can be made by telephone, mail, or e-mail. A record of the contact and method will be kept and turned in to the site administrator as needed.

**Article II-10  
CONFERENCES – UNSCHEDULED PARENT / TEACHER**

Teachers will have the responsibility to make arrangements for unscheduled parent/teacher conferences at a mutually convenient time to both parent and teacher.

Administrators will not require teachers to leave their teaching duties for unscheduled conferences except in the case of emergencies.

**Article II-11  
CONTRACTED SPONSORSHIPS**

Compensation for board approved sponsorships will be applied after recommendations from Central Office Administration and upon approval by the Noble Board of Education have been completed. Acceptance of contracted sponsorships shall be strictly voluntary.

Prior to June 1<sup>st</sup>, NACT shall be allowed to make salary recommendations for said sponsorship positions to the Superintendent's Office. Salary schedules for newly created positions will be set by the Central Office Administration and approved by the Noble Board of Education. The Board shall determine the compensation to be paid to the teachers for extra duties within the ranges set forth in the Extra Duty Salary Schedule. Assignments to extra duty shall only be made by the Board on a fiscal year basis. The presence of an extra duty position on the compensation schedule does not obligate the Board to fill such position. Any teacher may apply for posted positions in writing. Teachers currently holding the position are required to apply for the position in order to be considered for it.

All Sponsors will complete an End of the Year Review to their site administrator as a part of the checkout process. This review will list all activities and events that were held by the group, club, department or team. This information may be considered when determining placement on the Extra Duty Salary Scale.

**Article II-12  
DISCIPLINE POLICY**

The Board shall, in accordance with state law, adopt a discipline policy for the control and discipline of school children in their district.

The Board, administrators, and the teachers hereby agree to abide by the adopted discipline policy of the district.

**Article II-13**

**DUTY-FREE LUNCH TIME**

Noble Public Schools shall provide a duty-free lunch period of thirty (30) consecutive minutes for all full-time licensed/certified personnel.

**Article II-14**

**DUTY-FREE PLANNING TIME**

A teacher's instructional workday shall consist of eight (8) hours including lunch and planning time. Planning periods will be assigned during the student day unless extenuating circumstances exist as determined by site administration and final approval by the superintendent or their designee. Planning periods are to be used for individual planning, and or preparation and consultation.

**Article II-16**

**EVALUATION PROCEDURE**

The Noble Public Schools agree to evaluate certified personnel in accordance with current Oklahoma law and current Board policy. Teachers shall be evaluated according to the requirements of the Tulsa Teacher and Leader Effectiveness Model (TLE). All certified personnel will be evaluated by certified administrative personnel designated by the Board. In accordance with HB 2957, a Professional Learning Focus (PLF) will be developed by all teachers and completed online. (2018-2019)

**Teacher Evaluation Policy Regulations – Section A**

The evaluation shall be reviewed by the staff member and the evaluator. The teacher may attach written and signed comments to the evaluation instrument within two weeks of the evaluation, provided that no additional statements or comments shall be attached without the teacher's knowledge. The teacher's signature on the evaluation instrument shall serve only to reflect the teacher's acknowledgment that an evaluation was conducted. A copy of the completed evaluation instrument will be provided to the teacher.

Except by order of a court of competent jurisdiction, evaluation documents and the responses thereto shall be made available only to the evaluated person, the board of education, the administrative staff making the evaluation, the board and administrative staff of any school to which the evaluated person applies for employment, and such other persons given consent by the teacher in writing, and shall be subject to disclosure at a hearing or trial de novo.

If the evaluation discloses any area(s) in which improvement can be reasonably expected and desired, the principal shall discuss such area(s) with the teacher and offer suggestions and recommendations as to how improvement may be achieved. Such recommendations shall be recorded on the evaluation instrument.

When the evaluating administrator identifies poor performance or conduct that the administrator believes may lead to a recommendation for the career teacher's dismissal or non-reemployment, the administrator will admonish the teacher in writing and make reasonable effort to assist the teacher in correcting the poor performance or conduct; and establish a reasonable time for improvement, not to exceed two months.

If the career teacher does not correct the poor performance or conduct cited in the admonishment within the time specified, the administrator shall make a recommendation to the superintendent for the dismissal or non-reemployment of the teacher. A probationary teacher will receive a plan of improvement if inadequate teaching performance exists.

Data shall be collected by the evaluator on an ongoing basis in compliance with the system of evaluation selected by the board of education. The data shall be maintained in an evaluation file for the teacher.



**Article II-17**  
**MENTOR TEACHERS**

Each mentor teacher, appointed to fulfill the requirements of HB 1706, may be provided with a substitute for one full school day each semester to enable the mentor teacher to observe and consult with his/her resident teacher.

**Article II-18**  
**MULTIPLE TEACHING SITE ASSIGNMENTS**

Teachers, who begin and end their teaching day at different school sites, will do duties at only one site.

**Article II-19**  
**PAY DAY**

All teachers will be paid bi-monthly, on the 15<sup>th</sup>, and again on the last day of the month excluding weekends and federally mandated Holidays. All deductions shall be specified on the check stub. All employees will be paid via direct deposit.

**Article II-20**  
**PERSONNEL FILE**

There shall be only one (1) personnel file kept for each licensed/certified teacher. Said teacher shall be notified with whom it is to be kept and the location of the file. Copies of materials related to discipline or re-employment of the teacher will be given to the teacher at the time they are placed in the file.

The personnel file shall contain the following items:

- A. Current evaluation reports and responses
- B. Current contracts
- C. Current official transcripts
- D. Current teaching certificates and/or license
- E. Annual summary of staff development points
- F. Annual summary of leave accumulation
- G. Application for employment (if available)

The personnel file may also contain:

- H. Letters of commendation and criticism
- I. Official personnel documents, including letters of reprimand and/or admonishment.
- J. Other materials mutually agreed upon by the teacher and the superintendent or his designee. A teacher shall have the right to review and respond to any item placed in the personnel file.

Upon mutual agreement of the teacher and the superintendent or his/her designee, any materials related to discipline or re-employment or any other negative materials may be removed from the personnel file, but in no manner shall these materials be maintained in the file beyond four (4) years from the date of issue.

**Article II-21**  
**POSTING OF VACANCIES**

The Board will cause to be posted a notice of vacancies in current positions or new positions that are to be filled by certified/licensed personnel, including vacancies in all extra duty positions listed in the appendix of this contract (Article VI-3). Said notice will be posted on the Central Office bulletin board and at each site at the time the vacancy occurs. A copy of vacancies posted shall be emailed to the district at the time it is posted. During the time from April 10 to ten (10) days prior to the reporting date for teachers, this notice shall be posted for a minimum of five (5) working days before the vacancy is filled. From ten (10) days prior to the reporting date for teachers until the completion of the fifth day of classes, the vacancies may be filled without delay. For the remainder of the school year, this notice shall be posted on the Central Office bulletin board and at each site for a minimum of three (3) working days before the position is filled.

Teachers currently employed by Noble Public Schools who desire to be considered for vacancies that occur during the summer months when school is not in session may so state in a letter to the superintendent. Said letter shall specify the vacancy the person would be interested in and must give an address and telephone number where he/she may be reached during those months. This letter shall be filed with the superintendent on or before the last day of classes of the school year.

If a new position is created after bargaining is completed, representatives from the Association and the Board will meet to discuss salary for the position prior to Board consideration of the position.

#### **Article II-22**

#### **REDUCTION IN FORCE**

The Board will maintain a comprehensive plan of program needs for the District. When, due to declining student enrollment, insufficient funds, or change in program, the Board determines that a reduction in staff is necessary, said reduction will be implemented in the following order:

A. A hiring freeze will be placed on the affected subject area

B. By natural attrition

C. If further reductions are necessary, the administration and Board of Education would determine positions to be eliminated, taking into consideration the following items:

1. If a career teacher holding a position being eliminated is certified to teach in a position held by a licensed or probationary teacher, the licensed or probationary teacher will be terminated.

If a career teacher holding a position being eliminated is certified to teach in a position held by another career teacher, the following criteria will be used, in order, to determine who will fill the position.

- a. The teacher having the greatest seniority in the school district. (For the purpose of this policy, seniority will be computed from the date the employee first reported to work for the district. Leaves of absence granted by the Board of Education do not count as service or interruption of service.)
- b. The teacher having the greatest total years of teaching experience.
- c. Academic degrees.
- d. Hours above degrees held.

2. If a probationary teacher holding a position being eliminated is certified to teach in a position occupied by a licensed teacher, the licensed teacher will be terminated. If a probationary teacher holding a position being eliminated is certified to teach in a position held by another probationary teacher, the criteria listed above (1. a-d) will be used to determine who will fill the position.

3. If a licensed teacher holding a position being eliminated is licensed to teach in a position held by another licensed teacher, the criteria listed above (1. a-d) will be used to determine who will fill the position.

Teachers who are laid off shall be offered recall in reverse order of lay off to vacant positions which they are certified to fill.

Teachers who were previously assigned to full-time positions shall be recalled to full-time positions provided that such teachers shall have the option of accepting any part-time position that may exist without jeopardizing their recall status for any full-time position.

The district shall give written notice of recall from lay off by sending a certified letter to said teacher, at his/her last known address. It shall be the responsibility of said teacher to notify the Board of any change of address.

Any teacher so notified shall respond within two (2) week days from receipt of said notice whether he/she accepts or rejects the position. If said teacher rejects the position for which he/she is certified to teach and such position offered is consistent with the aforementioned provisions of this article, said teacher shall be considered to have resigned from the employ of the district and all his/her benefits shall cease.

No new or temporary appointments shall be made by the district while there are laid off teachers available who are certified to fill the vacancies unless said teachers refuse the appointments because they have secured other employment which has a longer duration than the new or temporary appointments. Said refusal shall not jeopardize their recall rights.

The district shall annually provide the Association with a current list of those teachers who have retained recall rights. The Association shall have the right to file a grievance for teachers who are not recalled if it appears that their re-employment rights have been violated. All benefits, to which teachers were entitled at the time of their layoffs, including seniority, will be restored to teachers upon their return to active employment, and such teachers will be placed on the proper step of the salary schedule for the teacher's current position according to the teacher's experience and education. The above criteria are applicable to any teacher occupying a federally funded position.

**Article II-23  
REMOVAL OF STUDENTS**

In the event that a student is to be removed from one assigned teacher's class to a different teacher's class other than scheduling changes, the administrator and teachers affected will confer before such a change is made.

**Article II-24  
RIGHTS – ASSOCIATION**

- A. The NACT shall be allowed to use school facilities and equipment in accordance with applicable Board policy governing the non-school use of school facilities as they apply to all community groups.
- B. The NACT shall be allowed to use teachers' mailboxes for communication.
- C. The NACT shall be allowed to post and maintain a bulletin board in each school building. The NACT President shall be provided with a copy of agendas and unofficial minutes of previous meetings when such materials are sent to the members of the Board.

**Article II-25  
RIGHTS – TEACHER**

- A. Realizing that the education of students in Noble Public Schools is paramount, the Noble Board of Education and The Noble Association of Classroom Teachers hereby agree that professional relations in the district will be conducted in a manner that recognizes the worth and dignity of the individual. The Board and the Association further agree to comply with state and federal laws dealing with non-discrimination, confidentiality and privacy rights of the individual, equal employment opportunity, and those laws dealing with the operation of the school district.
- B. The Board and the Association agree to strive to develop a climate at each school site that will produce optimum performance, morale, and safety.
- C. When a conference is scheduled between a teacher and an administrator for the purpose of dealing with a discipline matter or the continued employment of the teacher with the intent that the proceedings will be documented and placed in the teacher's personnel file, the administrator shall:
  - 1. give reasonable notice of said conference;
  - 2. inform the teacher of the subject to be discussed;
  - 3. inform the teacher of his/her right to representation.
- D. Assault or abuse of a school employee shall be reported by the employee to the building principal. The employee may also report the incident to the police without fear of repercussion.
- E. Employees must report on the job inquiry within 24 (twenty four) hours to be covered under the school's workmen's compensation injury policy.

**Article II-26  
SALARY DEDUCTIONS AND INFORMATION**

All teachers shall complete and sign a payroll deduction form at the beginning of each school year. A copy of said form will be given to the teacher at the time it is presented to the payroll clerk. If any payroll adjustment is to be made after the authorization form has been submitted, the affected teacher(s) will be notified prior to the time the adjustment is made. Since United Teaching Profession dues deduction information is not available at the time the payroll deduction form is signed, this information will not appear on the deduction form, but the deduction will be made on the basis of the authorization form(s) and/or list provided by NACT.

**Article II-27  
SUBSTITUTES**

In the event that it is necessary for a teacher to be absent from assigned duties, the teacher shall make every reasonable effort to contact their respective building principal or designated person. In the event of the absence of a school employee to whom a class is assigned, reasonable efforts will be made to hire a qualified substitute teacher. Students will not be left unsupervised.

**Article II-28  
TEACHER REASSIGNMENT**

No teacher shall be subject to involuntary assignment, either during the school year or for the following school year, unless it is for just cause and he/she has been consulted by the building principal. Teachers in the Noble Public School System shall be given first consideration over outside applicants in assignment or reassignment of teaching duties. "First Consideration" is defined as "The currently employed teacher's application shall be reviewed and the teacher interviewed prior to considering outside applicants." If a currently employed applicant is not available for interview at the selected time, the principal may proceed to interview outside applicants.

The principal shall consider qualifications and teaching experience in Noble as a primary factor in determining assignment or reassignment of teachers.

Any teacher wishing a change in teaching assignment must make a written request for transfer to the Superintendent by certified mail with return receipt requested.

Any teacher who is reassigned without his/her concurrence shall have the opportunity to resign without penalty.

**Article II-29  
TEACHERS' DUTY DAY DEFINED**

Teachers' duty day in Noble Public Schools will be eight (8) hours in length. The site administrator will have discretion for the allocation and/or use of this time, with teacher input. Each school site will have the option to set arrival and departure times for teachers.

Teachers will not be required to take part in extracurricular activities beyond regular teaching hours without compensation. This does not include meetings called by the administration.

**Article II-30  
TEACHERS' WORK YEAR DEFINED**

Teachers' work year in Noble Public Schools will be nine (9) Professional Development days, two (2) work days, and a minimum of 1,050 instructional hours, inclusive of two (2) Conference Days. A minimum of three (3) hours will be allocated to teachers to work in their rooms on each of the two work days.

**Article II-31  
TRANSFER OF TEACHERS' CHILDREN**

Employees of the Noble School District will have the option to transfer their children into the district.

### **III. COMPENSATION**

#### **Article III-1**

#### **COMPENSATION FOR SUBSTITUTING**

All licensed/certified personnel who substitute for others at the request of the principal during their planning time will be compensated \$10.00 per class period. When a substitute teacher cannot be obtained and other teachers are assigned additional students during their regular teaching time, said teachers shall be compensated a prorated portion of the additional class assigned to the teacher, which shall not be less than \$2.50 per period.

All assignments of licensed/certified personnel to substitute during their planning time or to take on larger than their normal class load during their regular teaching time shall be voluntary, except in emergency situations.

Request for payment must be made on the proper form and submitted within three working days to the Superintendent's office.

#### **Article III-2**

#### **PROFESSIONAL COMPENSATION**

The basic salaries of teacher covered by this Agreement are set forth in VI-2 Compensation Schedule which is attached to and incorporated in this Agreement. Except where noted, this salary schedule shall remain in effect during the term of this Agreement.

The Noble Public Schools will administer a payroll system ensuring accurate compensation and withholding based on information supplied by the employee. Should an error be brought forth by the employee or the school within five (5) years, a correction will be made. In no circumstance will interest, penalties or double compensation be added or reduced from the corrected amount.

All teachers shall be given full credit on this salary schedule set for in VI-2 for full years of outside teaching experience in any school district accredited by the State of Oklahoma.

No teacher shall be granted credit for more than five (5) years active duty in the military service, or out-of-state teaching experience as a certified teacher. Additional out of state teaching experience may be granted on a case by case basis by the Superintendent/School Board.

Placement on the salary schedule shall be in accordance with the teacher's approved years of experience, highest degree held, and the number of credits earned beyond said degree as reflected in the salary schedule. Salary adjustments, due to increased experience or higher degree or additional credit hours shall be made once a year. Said adjustments will be made at the beginning of each school year and will be effective on the first pay period of that school year. Official transcripts showing the completed course work must be on file in the office of the Superintendent no later than September 15. Failure to submit the required documents will result in the loss of the increment requested for that full school year. The responsibility for submission of the proper documents at the proper place and time is that of the teacher. The salary schedule is based on the regular teacher contracted work year. Teachers who are on an extended year contract shall be paid a pro rata daily rate for those days contracted for above the regular contract year. Teachers who are on a reduced year contract shall have a pro rata daily rate deducted from their contract salary for each day reduced from the regular contract year.

Teachers involved in extra duty assignments shall be compensated in accordance with the provisions of this Agreement, except for those persons paid according to a previous increment scale. Those persons' increments shall not be reduced as long as said persons continue to be assigned to the same extra duty. In the event a new extra duty position is created during the term of this Agreement, consultation regarding the salary for said position shall occur and said salary made an addendum to this Agreement.

## **IV. LEAVE PROVISIONS**

### **Article IV-1**

#### **ASSOCIATION LEAVE**

The NACT shall be granted a pool of ten (10) days association leave per year to be used by members designated by the Association. Such leave requests must be approved by the Superintendent and must be made at least twenty-four (24) hours before the leave is to take place. NACT will pay the cost for substitutes.

### **Article IV-2**

#### **BEREAVEMENT LEAVE**

Teachers shall be provided up to three (3) days bereavement leave each year. Bereavement leaves may be taken in the event of the death of a member of the immediate family. One day of bereavement leave may be taken in the event of the death of a person other than the immediate family. The administration, at their discretion, may extend bereavement leave days for extraordinary circumstances. Allowance of bereavement leave will be granted through the Superintendent's office. Bereavement leave is non-cumulative. Bereavement leave may be approved for less than a full day.

For the purposes of bereavement leave, "immediate family" is defined as "spouse, children, parents and step-parents, grandparents, sisters, brothers, grandchildren, aunts, uncles, nieces, nephews of the teacher or the teacher's spouse". Additionally, any other family member who lives with and/or is the responsibility of the teacher will be included.

### **Article IV-3**

#### **RETIREMENT INCENTIVE BONUS**

Upon qualifying for retirement with the Oklahoma Teachers' Retirement System or upon death, an employee who has been with the Noble School District for a minimum of five (5) years shall be paid a Retirement Incentive Bonus based on one of the following formula:

1. If the teacher uses 120 (one hundred and twenty) days of accumulated sick leave to count toward retirement, the number of accumulated sick leave days above 120 (one hundred and twenty) days during employment with Noble Public Schools will be paid at \$30.00 per day.

Such payment shall be made at the same time the final check is issued.

### **Article IV-4**

#### **EMERGENCY LEAVE**

This policy provides three (3) days per year of non-cumulative emergency leave not chargeable to sick leave. Emergency leave is granted with full pay for unforeseen circumstances which reasonably keep a teacher from performing his/her duties. The term "emergency" may apply to leave within the following categories:

- A. Emergencies involving personal or family property that require immediate attention.
- B. Other reasons are subject to administrative approval.

Emergency leave may be approved for less than a full day.

Allowance for emergency leave will be granted through the Superintendent's office.

For the purposes of emergency leave, the "immediate family" is defined as "spouse, children, parents or step-parents, grandparents, sister, or brother of the teacher or the teacher's spouse or any other relative who lives with and is the responsibility of the teacher."

**Article IV-5  
LEAVE DAY DEFINED**

Sick leave may only be taken in increments of one-half (1/2) day and full day. If the teacher is able to arrange their schedule so as not to require a substitute, one-quarter (1/4) day may be used. One-fourth (1/4) day is limited to one class period or one hour or less, depending on whether it is at a secondary or elementary site. Three and one-half (3 and ½) hours or less will be considered a half day. Above 3½ hours will be a full day. Site administrators will have the option to allow teachers to exchange planning periods to cover brief periods of absence.

**Article IV-6  
LEAVE OF ABSENCE WITHOUT PAY FOR CERTIFIED PERSONNEL**

Leaves of absence without pay shall be granted only for reasons A – F and only after the certified employee has worked in the Noble School District for at least one full year as a full-time contract employee, except for involuntary military service. A leave of absence may be granted by the school board for one school year or less. Extended leaves of absence may be granted by the school board for more than the current school year. Leave of absence may be taken for the following reasons:

- A. Maternity, adoption of a child, or care of preschool child
- B. Personal illness
- C. Caring for sick member of immediate family
- D. Military service; may be extended for duration of involuntary obligation
- E. Further study, which is directly related to improve teaching performance and student learning
- F. Acquiring an office that will require full-time service. These positions must be education related and have the ability to improve teaching performance and student learning.

Employees failing to meet the provision of a specific leave shall not be entitled to reinstatement.

The teacher must notify the Board of Education by certified mail of his/her intent for the following school year by April 25. This notification must address one of the following:

- 1. Request for extension of leave of absence into the next school year
- 2. Intent to return for the next school year
- 3. Resignation

Accumulated sick leave may be used in conjunction with this leave. Unused accumulated sick leave will be available to the employee upon return to teaching service. Any absence not covered by accumulated sick leave or extended sick leave shall be without pay.

Teachers who qualify for leave time in accordance with the current Family and Medical Leave Act shall make application for that leave to the central office administration.

- A. Family and Medical Leave – The Board agrees to abide by the terms of the Family and Medical Leave Act of 1993. The Board reserves unto itself all rights, powers, and elections accruing to it under the act.
- B. Personal Illness – Request for leaves of absence for personal illness, requests to return from such leaves, or request to extend such leaves must be accompanied by a physician’s statement. Teachers on leave of absence for personal illness will not be permitted to do substitute teaching.
- C. Caring for Sick or Incapacitated Member of Immediate Family – Requests for leaves of absence to care for a sick or incapacitated member of immediate family must be accompanied by a physician’s statement.
- D. Military Service – Requests for leaves of absence for military service must be accompanied by a copy of the military orders that require the employee to report for an active duty assignment.
- E. Sabbatical Leave – Sabbatical leave may be granted to any full-time certified personnel for approved courses of study for not less than 15 hours of credit for the school year. Teachers failing to comply with this requirement will not be entitled to leave of absence benefits. Courses of study must be approved in advance by the college in which the person is enrolled and the Superintendent.
- F. Public or Professional Office – Employees may be granted a leave of absence of up to one year in order to run for public office. If elected, the employee may return to the Noble Public Schools after his/her term

of office and be reinstated at the salary step to which he/she was entitled when the leave was granted.

Employees failing to meet the provision of a specific leave shall not be entitled to reinstatement.

G. When a regular teacher is placed on leave of absence, a "replacement" may be assigned to the position at the regular salary to which he/she would be entitled as a regular contract teacher during the year for which the leave is granted, the remainder of a school year, or for whatever portion of that time needed to replace the regular teacher. The contract services of the "replacement" will be designated in each such assignment for termination as of the date the regular is able to return. If such leave is extended by approval of written request into the following school year, the above provision shall remain in effect one calendar year from the effective date of the original leave, after which a permanent teacher may be assigned to the position. If, at any time during the calendar year of leave, the position of the teacher should be eliminated, he/she shall be returned to a substantially equivalent position for which he/she may be qualified, if such a position exists. If replacements are satisfactory, they will be given first priority to vacant positions for which they are qualified.

H. An employee on leave of absence granted by the Board will retain all those privileges of employment attained prior to the leave period upon their return, except that leave period shall not be applied to "time in service" as is applicable to the provisions of Title 70, Oklahoma Statutes, Section 6 – 122.

I. If an employee must request leave to commence during the course of a school year, only that "time in service so completed will be applied to the employee's record.

J. An employee, whose absences from work, for whatever reason, have become excessive on a continuing basis, may be placed on automatic leave of absence, without pay, by the Board upon proper notice, and a hearing, if requested in writing by the employee in question, will be held before the Noble Board of Education.

A teacher returning from a leave of absence in the same school year shall be assigned to the same position he/she held before commencing leave if that position exists. If the position of the teacher should be eliminated or if the leave continues into another school year, then he/she shall be returned to a substantially equivalent position to which he/she may be qualified if such a position exists.

If replacements are satisfactory, they will be given first priority to vacant positions for which they are qualified.

This policy does not apply to any extra-duty assignment.

#### **Article IV-7**

##### **LEGAL LEAVE**

Certified personnel employed by the Noble School District shall be granted leave for jury duty or for service as a witness subpoenaed in a criminal, civil, or juvenile proceeding and shall pay the teacher during such service the full contract salary. (Note: Pay received for serving as a juror or witness will be paid to the District, or an equal amount will be deducted from the teacher's salary.) Personal legal leave matters requires the use of a personal day.

#### **Article IV-8**

##### **PERSONAL BUSINESS LEAVE**

The Noble School District provides for each licensed/certified teacher three (3) days for personal business leave, upon request of the teacher, without loss of salary. Individuals utilizing this leave must give formal written request to the building administrator at least 24 hours prior to commencement of leave. The Building Principal will respond in a timely fashion, and personal leave will be granted unless extenuating circumstances exist.

At the end of each school year, up to three (3) days of personal business leave not used by an individual shall convert automatically to accumulated sick leave.

#### **Article IV-9**

##### **PROFESSIONAL LEAVE**

Each licensed/certified teacher shall be granted one (1) day professional leave per school year to attend professional meetings and/or workshops without loss of salary. Unused professional leave may accumulate to a maximum of three days.



Individuals utilizing this leave must make a formal written request to the principal's office stating the purpose of the meeting/workshop at least two (2) days prior to commencement of the leave. Professional leave will be granted if it is directly related to the teacher's current teaching or extra-duty assignment.

A teacher may request additional professional leave paid by the district. This additional leave may be taken upon approval of the administration after review of supporting documentation.

**Article IV-10  
SICK AND/OR DISABILITY LEAVE**

The plan shall provide that teachers may be absent from their duties due to personal illness, accidental injuries, maternity, or illness in the immediate family, without the loss of salary, for a period not to exceed their accumulated sick leave. Leave will accrue at a rate of ten (10) days per school year and shall vest the first employee work day of the school year. In the case of a teacher who begins after the first day of school, sick leave shall be prorated on a 180-day basis.

Members must first use statutory twenty (20) days of extended sick leave for which only the standard amount of Board approved certified substitute pay shall be deducted from member's salary before asking for sick leave donation through the sick leave bank.

**SUMMARY-**

**Step 1.** District employees exhaust all accumulated leave.

**Step 2.** Twenty (20) days statutory in which only the standard amount of Board approved certified substitute pay will be deducted from district employee's check.

**Step 3.** District employee may request an additional thirty (30) days upon approval of the sick leave sharing plan leave committee (Must be donated from another district employee). Any District employee can donate up to five (5) days per event.

Each teacher is entitled to sick leave of ten (10) working days at full pay for each school year of service in the Noble Public Schools and shall have the right to accumulate unlimited sick leave without loss of salary. An employee may use his/her accumulated sick leave because of personal illness or illness in his/her immediate family. Each employee, upon request, shall receive notice of their accrued sick leave.

If an employee is believed to have taken unfair advantage of sick leave benefits, their case will be taken before the Sick Leave Committee to determine if action should be taken. The findings by the committee will then be submitted to the administration for appropriate action. An employee who takes unfair advantage of sick leave benefits will be subject to disciplinary action ranging from a forfeiture of a day's pay to potential termination of employment. Any employee may be required to submit appropriate evidence upon request by the school administration, concerning the cause of his/her absence in order to qualify for sick leave benefits.

If, because of sickness or other reasons, a teacher is temporarily unable to perform his/her regular duties, a substitute teacher for that position may be employed for the time of such absence. A substitute teacher shall be paid in accordance with the regulations of the Board.

Accumulated sick leave may be transferred into the Noble Public Schools in accordance with state law and the policies and procedures adopted by the State Board of Education.

\*NOTE: Teachers who are contracted for 220 work days will be entitled to eleven (11) sick leave days, and teachers who are contracted for 240 work days will be entitled to twelve (12) sick leave days.

**Article IV-11  
SICK LEAVE SHARING PLAN**

A. When a certified employee has exhausted his/her sick leave in accordance with district policy including statutory twenty (20) days at replacement rate reduction pay, that employee may apply for one up to thirty (30) days of donated sick leave. The application form for Donation of Sick Leave must be filled out, signed and turned in to Central Office within ten (10) days of the time that the employee is requesting the donated leave. The application must include medical information from a licensed physician or health care practitioner verifying the severe or extraordinary nature and expected duration of the condition. The forms

required will be posted on the school website. The maximum amount of donated sick leave days an individual may receive during a school calendar year is 30 days.

B. The Noble Public Schools Board of Education or their designee will approve all request for Shared Sick Leave.

C. The board or their designee will approve or deny all requests within (10) days of receipt of the request. All requests for donated leave will remain confidential.

D. Upon approval, an email will be sent to all employees. Donations will be accepted on a first-come, first-served basis until the number of requested days is reached. The employee is not able to make a profit from his/her illness by receiving additional compensation while using donated sick leave.

E. A district employee may donate Sick Leave to another district employee when the receiving employee has exhausted or will exhaust all accumulated Sick Leave, including the statutory twenty (20) days Sick Leave provision, due to pregnancy or recovery from childbirth, or any injury, illness, impairment, physical condition, or mental condition which is of a severe or extraordinary nature involving the employee, a relative of the employee or a household member, and the condition has caused or is likely to cause the employee to go on leave without pay or terminate employment. District employee may donate up to five (5) days of their sick leave as long as their donation will not reduce their sick leave balance to less than thirty (30) days remaining,

As used in this section:

1. "Relative of the employee" means a spouse, child, stepchild, grandchild, grandparent, step-parent, or parent of the employee.
- 1.1 "Household members" means those persons who reside in the same home who have reciprocal duties to and do provide financial support for one another. This term shall include foster children and legal wards even if they do not live in the household. The term does not include persons sharing the same general house when the living style is primarily that of dormitory or commune.
- 1.2 "Severe" or "extraordinary" means serious, extreme, or life threatening; and
- 1.3 "District employee" means a teacher or any full-time employee of the school district.

H. Any shared Sick Leave not used by the recipient during each occurrence as determined by the Negotiated Agreement shall be returned to the donors. The shared Sick Leave remaining will be divided among the donors on a prorated basis on the original donated value and returned at its original value and reinstated to the annual leave balance of each donor.

I. All donated Sick Leave must be given voluntarily. No employee shall be coerced, threatened, intimidated, or financially induced into donating Sick Leave for the purpose of the leave sharing program.

## **V. GRIEVANCE PROCEDURE**

### **Article V**

#### **GRIEVANCE PROCEDURE**

##### Definitions

A. A "grievant" shall mean a teacher or group of teachers or their Association representative filing a grievance.

B. A "grievance" shall mean a claim by a grievant that a dispute or disagreement of any kind involving interpretation or application of the terms of this contract agreement, or of an existing Board rule, policy or practice, or that an employee has been treated inequitably, or that there exists a condition which jeopardizes employee health or safety.

C. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

D. "Days" shall mean teacher employment days, except as otherwise indicated. If the stipulated time limits are not met by the Board, the grievant shall have the right to appeal the grievance to the next level of the procedure. If the grievant fails to meet time limits, his grievance is dropped.

#### Individual Rights

A. Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter via administrative channels and to have the problem adjusted without the intervention of the Association, (as long as such disposition is not inconsistent with the terms of this Agreement.)

B. A grievant may be represented at all stages of the grievance procedure by himself, or at his option, by an Association representative selected by the Association. At least one Association representative shall be present for any meetings, hearings, appeals, or other proceedings relating to a grievance which has been formally presented. If, in the judgment of the Association, a grievance affects a group of teachers or the Association, the Association may initiate and submit such grievance in writing to the Superintendent directly, and the processing of such grievance shall be commenced at Step II. The Association may process a class grievance through all levels of the procedure, even though there is no individual aggrieved person who wishes to do so. In matters dealing with alleged violations of Association rights, the grievance shall be initiated at Step II.

C. Any grievance shall be submitted not later than fifteen (15) school days after the grievant knew or should have known of the incident or happening.

Procedure: It is usually most desirable for an employee and his immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, the building representative may intervene to assist in this resolution. However, should such informal processes fail to satisfy the teacher, then a grievance may be processed as follows:

A. Step I – The employee or the Association may present the grievance in writing to the employee's supervisor who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The supervisor must provide the aggrieved teacher and the Association with a written answer on the grievance within two (2) days after the meeting.

B. Step II – If the grievant is not satisfied with the disposition of his/her grievance at Step I, or if no decision has been rendered within seven (7) school days after the presentation of the grievance, the grievant may appeal to the superintendent. Such appeal must be filed with the superintendent within seven (7) days after completion of Step I, using the form in appendix VI. The superintendent shall arrange for a hearing with the grievant and/or the Association, to take place within ten (10) days of his receipt of the appeal. The parties in interest shall have the right to include in the representation such witnesses and counselors as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing the superintendent will have four (4) days to provide his/her written decision, together with the reasons for the decision, to the grievant and/or the Association.

Step III – If the grievant is not satisfied with the decision at Step II, or if no decision has been rendered within ten (10) days, then the grievance may be appealed to the Board of Education. Such appeal must be filed with The clerk of the Board of Education within seven (7) days of the completion of Step II, using the form in Appendix VI. The Board will arrange for a hearing with the grievant and/or the Association to take place within ten (10) days of the receipt of an appeal. The Board and/or the grievant may request that the hearing be held in executive session. Within five (5) school days after the conclusion of the hearing, the Board shall render a decision in writing on the grievance.

#### No Reprisals

No reprisals will be taken against any teacher because of his/her participation in this grievance procedure.

#### Cooperation of Board and Administration

The Board and the Administration will cooperate with the Association in its investigation of any grievance, and further, will furnish the Association such information as is necessary for the processing of any grievance.

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**Release Time**

Should it be agreed by Board and Association investigation or processing of any grievance required that a teacher or an Association representative be released from his regular assignment, he shall be released without loss of pay or benefits. Payment of substitute shall be paid by the Board or Association determined by which party asks for release time.

**Grievance Forms**

The form for filing a grievance is appended as Article VI-1 in the appendix of this contract.

**VI. APPENDICES**  
**Article VI-1**  
**GRIEVANCE REPORT FORM**

Date \_\_\_\_\_

Teacher(s) or Organization \_\_\_\_\_ / Signature \_\_\_\_\_

School \_\_\_\_\_

Principal or Supervisor \_\_\_\_\_

Nature of Grievance: (be specific)

-----

Step I Date \_\_\_\_\_

School \_\_\_\_\_

Principal \_\_\_\_\_

Recommendation:

Resolved? Yes No

Initials \_\_\_\_\_  
Principal / Teacher(s)

-----

Step II Date \_\_\_\_\_

Superintendent \_\_\_\_\_

Recommendation:

Resolved? Yes No

Initials \_\_\_\_\_  
Superintendent / Teacher(s)

-----

Step III Date \_\_\_\_\_

Board Rep. \_\_\_\_\_

Recommendation:



25	56,724	58,224	59,985	61,485	62,985	64,485	66,314
26	58,723	60,223	62,020	63,520	65,020	66,520	68,394

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YEARS	Bachelors	Bachelors +15	Masters	Masters +15	Masters+ 30	Master +45	Doctorate
0	38501	40001	41691	43191	44691	46191	47881
1	39060	40560	42250	43750	45250	46750	48440
2	39619	41119	42809	44309	45809	47309	48999
3	40179	41679	43369	44869	46369	47869	49559
4	40738	42238	43928	45428	46928	48428	50118
5	41810	43310	45000	46500	48000	49500	51190
6	42373	43873	45563	47063	48563	50063	51754
7	42937	44437	46127	47627	49127	50627	52317
8	43500	45000	46690	48190	49690	51190	52880
9	44063	45563	47254	48754	50254	51754	53444
10	45234	46734	48493	49993	51493	52993	54820
11	45802	47302	49061	50561	52061	53561	55388
12	46370	47870	49629	51129	52629	54129	55956
13	46937	48437	50197	51697	53197	54697	56524
14	47505	49005	50764	52264	53764	55264	57091
15	48592	50092	51852	53352	54852	56352	58180
16	49160	50660	52420	53920	55420	56920	58748
17	49728	51228	52988	54488	55988	57488	59316
18	50296	51796	53556	55056	56556	58056	59884
19	50864	52364	54124	55624	57124	58624	60452
20	51952	53452	55213	56713	58213	59713	61542
21	52520	54020	55781	57281	58781	60281	62110
22	53089	54589	56349	57849	59349	60849	62678
23	53657	55157	56918	58418	59918	61418	63247
24	54225	55725	57486	58986	60486	61986	63815
25	56224	57724	59521	61021	62521	64021	65895

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**EXTRA DUTY SALARY SCHEDULE  
2019-2020**

**Athletics NOBLE HIGH SCHOOL**

Head Varsity Football ----- \$7,000 \$15,000

Assistant Varsity Football	\$3,500 \$ 7,000
9 <sup>th</sup> Head Football	\$2,000 \$ 4,000
9 <sup>th</sup> Asst. Football	\$2,000 \$ 4,000

Head Varsity Boys and or Girls Basketball	\$5,000 \$10,000
Assistant Varsity Boys and or Girls Basketball	\$2,500 \$ 5,000
9 <sup>th</sup> Head Boys and or Girls Basketball	\$2,000 \$ 4,000

Head Wrestling	\$5,000 \$10,000
Assistant Wrestling	\$2,500 \$ 5,000

Head Varsity Baseball	\$4,000 \$ 8,000
Assistant Varsity Baseball	\$2,500 \$ 4,000

Head Varsity Fast Pitch Softball	\$4,000 \$ 8,000
Assistant Varsity Fast Pitch Softball	\$2,500 \$ 4,000

Head Boys and or Girls Track	\$2,000 \$ 4,000
Assistant Boys and or Girls Track	\$1,000 \$ 2,000

Head Cross Country	\$2,000 \$ 4,000
Assistant Cross Country	\$1,000 \$ 2,000

Athletic extra duty compensation will be determined by the superintendent from a pool of money with a maximum of \$250,000.

	\$2,000 \$ 4,000
Assistant Boys and or Girls Golf	\$1,000 \$ 2,000

Head Boys and or Girls Soccer	\$2,500 \$ 5,000
Assistant Boys and or Girls Soccer	\$1,250 \$ 2,500

Head Volleyball	\$2,000 \$ 5,000
Assistant Volleyball	\$1,250 \$ 2,500

Varsity Cheerleading	\$2,500 \$ 7,000
Assistant Cheerleading	\$1,500 \$ 3,500

**CURTIS INGE MIDDLE SCHOOL**

Head 7 <sup>th</sup> and or 8 <sup>th</sup> Football	\$1,000 \$ 3,500
Assistant 7 <sup>th</sup> and or 8 <sup>th</sup> Football	\$1,000 \$ 2,000

Head 7 <sup>th</sup> and or 8 <sup>th</sup> Basketball	\$2,000 \$ 4,000
Assistant 7 <sup>th</sup> and or 8 <sup>th</sup> Basketball	\$1,000 \$ 2,000

Head Wrestling	\$2,000 \$ 4,000
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Assistant Wrestling	\$1,500 \$ 2,500
Head Boys and or Girls Track	\$1,000 \$ 2,000
Assistant Boys and or Girls Track	\$ 500 \$ 1,000
Head Boys and or Girls Cross Country	\$1,000 \$ 2,000
Assistant Boys or Girls Cross Country	\$ 500 \$ 1,000
Head Baseball	\$2,000 \$ 4,000
Assistant Baseball	\$1,000 \$ 2,000
Head Fast Pitch Softball	\$2,000 \$ 4,000
Assistant Fast Pitch Softball	\$1,000 \$ 2,000
Head Boys and or Girls Golf	\$1,000 \$ 2000
Assistant Boys and or Girls Golf	\$ 500 \$ 1000
Head Volleyball	\$2,000 \$ 4,000
Assistant Volleyball	\$1,000 \$ 2,000
Head Boys and or Girls Soccer	\$1,000 \$ 1,000
Assistant Boys and or Girls Soccer	\$ 500 \$ 1,000
Head Cheerleading Coach	\$1,500 \$ 3,000
Assistant Cheerleading Coach	\$ 750 \$ 1,500

### **NOBLE HIGH SCHOOL**

Head Band Director	\$4,000-\$ 8,000
Assistant Band Director	\$2,000-\$ 4,000
Vocal Music	\$1,000-\$ 5,000
Yearbook	\$1,500-\$ 3,000
Newspaper	\$ 500-\$ 1,000
Speech and Drama	\$1,000-\$ 3,000
Student Council	\$2,000-\$ 5,000
Honor Society	\$ 500-\$ 1,000
Senior Class (2)	\$ 500-\$ 1,000

Junior Class (2)	\$ 1,500-\$ 3,000
GT	\$ 500-\$ 1,000
Department Heads	\$ 500-\$ 800
Education Technology Coordinator	\$ 1,000-\$ 2,000
Robotics	\$ 500-\$ 1,000

**CURTIS INGE MIDDLE SCHOOL**

Band Director	\$ 2,000-\$ 4,000
Assistant Band Director	\$ 1,000-\$ 2,000
Vocal	\$ 500-\$ 1,000
Yearbook	\$ 500-\$ 1,000
Speech and Drama	\$ 500-\$ 1,000
Student Council	\$ 500-\$ 1,000
Honor Society	\$ 500-\$ 1,000
Department Heads	\$ 500-\$ 1,000
Education Technology Coordinator	\$ 1,000-\$ 2,000
GT	\$ 500-\$ 1,000

**PIONEER INTERMEDIATE**

Vocal	\$ 500-\$ 1,000
Grade Level Chairs	\$ 500-\$ 1,000
Education Technology Coordinator	\$1,000-\$ 2,000

**JK HUBBARD**

Vocal	\$ 500-\$ 1,000
-------	-----------------

Grade Level Chairs	\$ 500-\$ 1,000
Education Technology Coordinator	\$1,000-\$ 2,000

**KID**

Vocal	\$ 500-\$ 1,000
Grade Level Chairs	\$ 500-\$ 1,000
Education Technology Coordinator	\$1,000-\$ 2,000

**DISTRICT WIDE**

Assistant Transportation Director	\$2,500-\$ 5,000
District Web Site Master	\$1,000-\$ 3,000
Indian Education Coordinator	\$1,000-\$ 2,000
Multi Media Coordinator	\$1,000-\$ 2,000
Special Olympics Coordinator	\$ 500-\$ 1,000
Administrative Intern	\$1,000-\$ 3,000
Power School Coordinator	\$5,000-\$10,000
Athletic Coordinator (per season)	\$4,000-\$ 8,000
FASST Coordinator	\$1,250-\$ 2,500
Mentor Teacher	\$ 500-\$ 1,000

**I. DURATION**  
**Article VII-1**  
**DURATION**

The Negotiated Agreement shall take effect and shall be in full force and effect except as otherwise noted within the individual negotiated items until a successor Agreement has been negotiated and ratified.

\_\_\_\_\_  
President, Noble Board of Education                      Date

\_\_\_\_\_  
President, Noble Association of Classroom Teachers

\_\_\_\_\_  
Clerk, Noble Board of Education

\_\_\_\_\_  
Chief Spokesperson    Date

\_\_\_\_\_  
Chief Spokesperson

