REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-18-2-22.

This regular teacher contract ("Contract") is by and between the governing body of the CENTRAL NOBLE SCHOOL CORP. ("Corporation") and DAVID C BREMER ("Teacher"). DAVID C BREMER is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2020 and ending on June 30, 2021. Ind. Code 20-28-6-2(a) (3) (A)

2. The school term described in paragraph 1 immediately above for services under this Contract consists of 225.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The number of hours per day the Teacher is expected to work under this Contract is 8.00. Ind. Code 20-28-6-2(a) (3) (E)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $68,982.33 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

5. The Corporation shall pay this amount in 24 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)

6. This Contract may be canceled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

7. This Contract is a public record pursuant to ind. Code 20-28-6-2(d) and ind. Code 5-14-3.

Agreed this 3rd day of November, 2020.

Teacher:

[Signature]

School Corporation by:

[Signature]

President

Attested:

Superintendent

[Signature]

Secretary

Regular teacher contract updated August 2015
ADDENDUM TO THE CONTRACT BETWEEN
CENTRAL NOBLE COMMUNITY SCHOOL CORPORATION
AND
DAVID BREMER

1. ADDENDUM TO THE CONTRACT between the Central Noble Community
School Corporation of Noble County, Indiana (EMPLOYER) and David Bremer
(EMPLOYEE), identified in the "REGULAR TEACHER'S CONTRACT" to which
this addendum is attached. The terms noted below become part of the contract
between Central Noble Community School Corporation and David Bremer.

2. This addendum is governed by the laws of the State of Indiana, and shall be
subject to the provisions of any applicable state law. If, during the term of this
addendum, any specific clause or provision thereof is determined to be illegal or
in conflict with state or federal law, the illegal or conflicting provision shall be
deemed void. The remainder of the addendum shall not be affected and shall
remain in full force and effect.

3. David Bremer is contracted to serve as Athletic Director of the Central Noble
Community School Corporation for a one-year period beginning July 1, 2020
through June 30, 2021.

4. Prior to March 1 of each contract year, the Superintendent and Athletic Director
shall review and the Superintendent shall evaluate the Athletic Director’s
professional performance based on established goals, standards, and criteria.

5. Without written notification to the contrary, prior to March 1 of the final contract
year, the contract for David Bremer shall be automatically extended one year as
per I.C. 20-28-8-3.

6. Employer may terminate this contract and the underlying teacher’s contract at
any time for cause as provided at I.C. 20-28-7.5-1, et seq. Employee shall be
entitled to liquidated damages equal to six (6) months’ wages and benefits in lieu
of any and all other damages.

7. Central Noble Community School Corporation shall employ David Bremer at a
salary of $67,982.33 for the 2020-2021 contract year (July 1, 2020 through June
30, 2021). The annual salary for each succeeding year is negotiable, but shall
not be less than $67,982.33. The school corporation may unilaterally adjust the
salary upward at any time during the length of the contract.

8. The school corporation shall pay the employee’s total share of the contribution to
the Indiana State Teachers Retirement Fund.
9. The contract year shall consist of 225 days.

10. The employee shall be entitled to be absent from work because of personal business, personal illness, quarantine or illness of a member of the immediate family of the employee for a total of eleven (11) days each year of the employment contract.

In addition to this annual entitlement, up to one-third of accumulated sick leave days from the employee's prior School Corporation shall be transferred per contract year as accumulated sick leave days.

If in any one year the employee shall use less than the prescribed number of Annual Paid Leave days, the remaining days shall accumulate as sick leave to a total of 120 days. Excess accumulated sick days will be designated as annual buy-back days and will be compensated at the rate of sixty dollars ($60) for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the employee's 401(a) account on or before August 1.

11. The school corporation shall provide the employee with a family medical health insurance plan. The school corporation shall pay the total premium, less one dollar ($1.00).

12. The school corporation shall pay up to $20.00 per month toward the single or family vision care plan.

13. The school corporation shall provide the employee with group life and accidental death and dismemberment insurance with a face value of $50,000.00.

14. The school corporation shall pay one hundred percent (100%) of the premium of a family dental insurance plan.

15. The school corporation shall provide the employee with an annual 401(a) of $2,500 paid in monthly installments to be vested at fifty percent (50%) after one full year of employment and at one hundred percent (100%) after two or more full years of employment.

16. The school corporation shall reimburse the employee at the rate of the IRS mileage deduction in effect at the start of that school year for school-related travel when using his personal automobile.

17. In addition to benefits noted in this addendum, the employee shall be accorded any and all fringe benefits available to other certified employees except the superintendent at the time of this contract is executed.
18. As per Board Minutes of July 11, 2006, vesting language was approved for Administrators hired after June 1, 2004 to qualify for payout of sick day benefit when retiring from the Indiana State Teachers’ Retirement Fund after working at Central Noble for two (2) years. Also, your 401(a) retirement plan is based exclusively on the $2,500 per year, not the percentages mentioned in the teachers’ contract.

19. The school corporation agrees to defend David Bremer in any suit arising out of the performance of his duties for, or employment with, the school corporation, providing the governing body by resolution determines that such action was taken in good faith; and to save David Bremer harmless from any liability, cost, or damage in connection therewith, including but not limited to the payment of any legal fees except where such liability, cost, or damage is predicated on, or arises out of the bad faith of David Bremer, or is a claim or judgment based on his malfeasance in office or employment.

Executed in duplicate this 1st day of July, 2020.

Central Noble Community School Corporation
Board of Education (Employer)

By: [Signature]
President

By: [Signature]
Vice-President

By: [Signature]
Secretary

By: [Signature]
Member

By: [Signature]
Member

Approved: [Signature]
Superintendent

Athenic Director
(Employee)

By: [Signature]
David Bremer
Athletic Director
REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the CENTRAL NOBLE SCHOOL CORP. ("Corporation") and SHAWN A HOOVER ("Teacher"). SHAWN A HOOVER is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2020 and ending on June 30, 2021. Ind. Code 20-28-6-2(a) (3) (A)

2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The number of hours per day the Teacher is expected to work under this Contract is 7.00. Ind. Code 20-28-6-2(a) (3) (E)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $82,540.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

5. The Corporation shall pay this amount in 24 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)

6. This Contract may be canceled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2020.

Teacher:

[Signature]

Attested:

[Signature]

Superintendent

School Corporation by:

[Signature]

President

[Signature]

Secretary

Regular teacher contract updated August 2015
ADDENDUM TO THE CONTRACT BETWEEN
CENTRAL NOBLE COMMUNITY SCHOOL CORPORATION
AND
SHAWN A. HOOVER

1. ADDENDUM TO THE CONTRACT between the Central Noble Community School Corporation of Noble County, Indiana (EMPLOYER) and Shawn Hoover (EMPLOYEE), identified in the "REGULAR TEACHER'S CONTRACT" to which this addendum is attached. The terms noted below become part of the contract between Central Noble Community School Corporation and Shawn Hoover.

2. This addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law. If, during the term of this addendum, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the addendum shall not be affected and shall remain in full force and effect.

3. Shawn Hoover is contracted to serve as Junior/Senior High School Principal of Student Support Services & Program Development of the Central Noble Community School Corporation for a period of one (1) year beginning July 1, 2020 through June 30, 2021.

4. Prior to March 1 of each contract year, the Superintendent and Junior/Senior High School Principal of Student Support Services & Program Development shall review and the Superintendent shall evaluate the Junior/Senior High School Principal of Student Support Services & Program Development's professional performance based on established goals, standards, and criteria.

5. Without written notification to the contrary, prior to March 1 of the final contract year, the contract for Shawn Hoover shall be automatically extended one year as per I.C. 20-28-8-3.

6. Employer may terminate this contract and the underlying teacher’s contract at any time for cause as provided at I.C. 20-28-7.5-1, et seq. Employee shall be entitled to liquidated damages equal to six (6) months' wages and benefits in lieu of any and all other damages.

7. Central Noble Community School Corporation shall employ Shawn Hoover at a base salary of $81,540.00 for the 2020-2021 contract year (July 1, 2020 through June 30, 2021).

8. The school corporation shall pay the employee’s total share of the contribution to the Indiana State Teachers Retirement Fund.
9. The contract year shall consist of 220 days.

10. The employee shall be entitled to be absent from work because of personal business, personal illness, quarantine or illness of a member of the immediate family of the employee for a total of ten (10) days each year of the employment contract.

In addition to this annual entitlement, up to one-third of accumulated sick leave days per year from the employee's prior School Corporation shall be transferred per contract year as accumulated sick leave days.

If in any one year the employee shall use less than the prescribed number of Annual Paid Leave days, the remaining days shall accumulate as sick leave to a total of 120 days. Excess accumulated sick days will be designated as annual buy-back days and will be compensated at the rate of sixty dollars ($60) for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the employee's 401(a) account on or before August 1.

11. The school corporation shall provide the employee with a family medical health insurance plan. The school corporation shall pay the total premium, less one dollar ($1.00).

12. The school corporation shall pay up to $20.00 per month toward the single or family vision care plan.

13. The school corporation shall provide the employee with group life and accidental death and dismemberment insurance with a face value of $50,000.00.

14. The school corporation shall pay one hundred percent (100%) of the premium of a family dental insurance plan.

15. The school corporation shall provide the employee with an annual 401(a) of $2,500 paid in monthly installments to be vested at fifty percent (50%) after one full year of employment and at one hundred percent (100%) after two or more full years of employment.

16. The school corporation shall reimburse the employee at the rate of the IRS mileage deduction in effect at the start of that school year for school-related travel when using his/her personal automobile.

17. In addition to benefits noted in this addendum, the employee shall be accorded any and all fringe benefits available to other certified employees except the superintendent at the time of this contract is executed.
Addendum to Contract – Shawn Hoover

18. As per Board Minutes of July 11, 2006, vesting language was approved for Administrators hired after June 1, 2004 to qualify for payout of sick day benefit when retiring from the Indiana State Teacher’s Retirement Fund after working at Central Noble for two (2) years. Also, your 401(a) retirement plan is based exclusively on the $2,500 per year, not the percentages mentioned in the teacher’s contract.

19. The school corporation agrees to defend Shawn Hoover in any suit arising out of the performance of her duties for, or employment with, the school corporation, providing the governing body by resolution determines that such action was taken in good faith; and to save Shawn Hoover harmless from any liability, cost, or damage in connection therewith, including but not limited to the payment of any legal fees except where such liability, cost, or damage is predicated on, or arises out of the bad faith of Shawn Hoover, or is a claim or judgment based on his malfeasance in office or employment.

Executed in duplicate this 1st day of July, 2020.

Central Noble Community School Corporation
Board of Education (Employer)

By: [Signature]
President

By: [Signature] John Fitzpatrick
Vice President

By: [Signature] [Signature]
Secretary

By: [Signature] [Signature]
Member

By: [Signature] [Signature]
Member

Approved: [Signature]
Superintendent

(Junior/Senior High School Principal of Student Support Services & Program Development

(Employee)

By: [Signature]
Shawn Hoover

White - Employee
Yellow - Personnel File
Pink - Payroll
REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the CENTRAL NOBLE SCHOOL CORP. ("Corporation") and JARED JAMES KNIPPER ("Teacher"). JARED JAMES KNIPPER is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2020 and ending on June 30, 2021. Ind. Code 20-28-6-2(a) (3) (A)

2. The school term described in paragraph 1 immediately above for services under this Contract consists of 205.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The number of hours per day the Teacher is expected to work under this Contract is 7.00. Ind. Code 20-28-6-2(a) (3) (E)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $78,380.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

5. The Corporation shall pay this amount in 24 instalments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)

6. This Contract may be canceled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2020.

Teacher:

[Signature]

Attested:

[Signature]

Superintendent

School Corporation by:

[Signature]

President

Secretary
ADDENDUM TO THE CONTRACT BETWEEN
CENTRAL NOBLE COMMUNITY SCHOOL CORPORATION
AND
JARED J KNIPPER

1. ADDENDUM TO THE CONTRACT between the Central Noble Community School Corporation of Noble County, Indiana (EMPLOYER) and Jared Knipper (EMPLOYEE), identified in the "REGULAR TEACHER'S CONTRACT" to which this addendum is attached. The terms noted below become part of the contract between Central Noble Community School Corporation and Jared Knipper.

2. This addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law. If, during the term of this addendum, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the addendum shall not be affected and shall remain in full force and effect.

3. Jared Knipper is contracted to serve as Elementary Principal of the Central Noble Community School Corporation for a period of one (1) year beginning July 1, 2020 through June 30, 2021.

4. Prior to March 1 of each contract year, the Superintendent and Elementary Principal shall review and the Superintendent shall evaluate the Elementary Principal’s professional performance based on established goals, standards, and criteria.

5. Without written notification to the contrary, prior to March 1 of the final contract year, the contract for Jared Knipper shall be automatically extended one year as per I.C. 20-28-8-3.

6. Employer may terminate this contract and the underlying teacher’s contract at any time for cause as provided at I.C. 20-28-7.5-1, et seq. Employee shall be entitled to liquidated damages equal to six (6) months’ wages and benefits in lieu of any and all other damages.

7. Central Noble Community School Corporation shall employ Jared Knipper at a base salary of $75,380.00 for the 2020-2021 contract year (July 1, 2020 through June 30, 2021).

8. In addition, Central Noble Community School Corporation shall employ Jared Knipper as Title I District-Wide Administrator for an additional annual stipend of $2,000 per year for a total salary of $77,380.00 for the 2020-2021 contract year (July 1, 2020 through June 30, 2021).
9. The school corporation shall pay the employee's total share of the contribution to the Indiana State Teachers Retirement Fund.

10. The contract year shall consist of 205 days.

11. The employee shall be entitled to be absent from work because of personal business, personal illness, quarantine or illness of a member of the immediate family of the employee for a total of ten (10) annual leave days each year of the employment contract.

In addition to this annual entitlement, up to one-third of accumulated sick leave days from the employee's prior School Corporation shall be transferred per contract year as accumulated sick leave days.

If in any one year the employee shall use less than the prescribed number of annual paid leave days, the remaining days shall accumulate as sick leave to a total of 120 days. Excess accumulated sick days will be designated as annual buy-back days and will be compensated at the rate of sixty dollars ($60) for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the employee's 401(a) account on or before August 1.

12. The school corporation shall provide the employee with a family medical health insurance plan. The school corporation shall pay the total premium, less one dollar ($1.00).

13. The school corporation shall pay up to $20.00 per month toward the single or family vision care plan.

14. The school corporation shall provide the employee with group life and accidental death and dismemberment insurance with a face value of $50,000.00.

15. The school corporation shall pay one hundred percent (100%) of the premium of a family dental insurance plan.

16. The school corporation shall provide the employee with an annual 401(a) of $2500 paid in monthly installments to be vested at fifty percent (50%) after one full year of employment and at one hundred percent (100%) after two or more full years of employment.

17. The school corporation shall reimburse the employee at the rate of the IRS mileage deduction in effect at the start of that school year for school-related travel when using his personal automobile.
18. In addition to benefits noted in this addendum, the employee shall be accorded any and all fringe benefits available to other certified employees except the superintendent at the time of this contract is executed.

19. As per Board Minutes of July 11, 2006, vesting language was approved for Administrators hired after June 1, 2004 to qualify for payout of sick day benefit when retiring from the Indiana State Teachers' Retirement Fund after working at Central Noble for two (2) years. Also, your 401(a) retirement plan is based exclusively on the $2500 per year, not the percentages mentioned in the teachers' contract.

20. The school corporation agrees to defend Jared Knipper in any suit arising out of the performance of his duties for, or employment with, the school corporation, providing the governing body by resolution determines that such action was taken in good faith; and to save Jared Knipper harmless from any liability, cost, or damage in connection therewith, including but not limited to the payment of any legal fees except where such liability, cost, or damage is predicated on, or arises out of the bad faith of Jared Knipper, or is a claim or judgment based on his malfeasance in office or employment.

Executed in duplicate this 1st day of July, 2020.

Central Noble Community School Corporation
Board of Education (Employer)

By: [Signature]
President

By: John Fitzgerald
Vice President

By: [Signature]
Secretary

By: [Signature]
Member

By: [Signature]
Member

Approved: [Signature]
Superintendent

Elementary Principal
(Employee)

By: [Signature]
Jared Knipper
Elementary Principal
REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the CENTRAL NOBLE SCHOOL CORP. ("Corporation") and GREGORY G MOE ("Teacher"). GREGORY G MOE is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2020 and ending on June 30, 2021. Ind. Code 20-28-6-2(a) (3) (A)

2. The school term described in paragraph 1 immediately above for services under this Contract consists of 220.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The number of hours per day the Teacher is expected to work under this Contract is 7.00. Ind. Code 20-28-6-2(a) (3) (E)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $82,540.00 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

5. The Corporation shall pay this amount in 24 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)

6. This Contract may be canceled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2020.

Teacher:  

[Signature]

School Corporation by:

[Signature]

President

Attested:

[Signature]

Superintendent

[Signature]

Secretary

Regular teacher contract updated August 2015
ADDENDUM TO THE CONTRACT BETWEEN
CENTRAL NOBLE COMMUNITY SCHOOL CORPORATION
AND
GREGORY MOE

1. ADDENDUM TO THE CONTRACT between the Central Noble Community School Corporation of Noble County, Indiana (EMPLOYER) and Gregory Moe (EMPLOYEE), identified in the "REGULAR TEACHER'S CONTRACT" to which this addendum is attached. The terms noted below become part of the contract between Central Noble Community School Corporation and Gregory Moe.

2. This addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law. If, during the term of this addendum, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the addendum shall not be affected and shall remain in full force and effect.

3. Gregory Moe is contracted to serve as Junior/Senior High School Principal of Curriculum/Instruction & Campus Development of the Central Noble Community School Corporation for a period of one (1) years beginning July 1, 2020 through June 30, 2021.

4. Prior to March 1 of each contract year, the Superintendent and Junior/Senior High School Principal of Curriculum/Instruction & Campus Development shall review and the Superintendent shall evaluate the Junior/Senior High School Principal of Curriculum/Instruction & Campus Development’s professional performance based on established goals, standards, and criteria.

5. Without written notification to the contrary, prior to March 1 of the final contract year, the contract for Gregory Moe shall be automatically extended one year as per I.C. 20-28-8-3.

6. Employer may terminate this contract and the underlying teacher’s contract at any time for cause as provided at I.C. 20-28-7.5-1, et seq. Employee shall be entitled to liquidated damages equal to six (6) months' wages and benefits in lieu of any and all other damages.

7. Central Noble Community School Corporation shall employ Gregory Moe at a base salary of $81,540.00 for the 2020-2021 contract year (July 1, 2020 through June 30, 2021).

8. Gregory Moe, who is retired from the Indiana Teachers' Retirement Fund, is not eligible for contributions by the School Corporation.
9. The contract year shall consist of 220 days.

10. The employee shall be entitled to be absent from work because of personal business, personal illness, quarantine or illness of a member of the immediate family of the employee for a total of ten (10) annual leave days each year of the employment contract.

In addition to this annual entitlement, up to one-third of accumulated sick leave days per year from the employee’s prior School Corporation shall be transferred per contract year as accumulated sick leave days.

If in any one year the employee shall use less than the prescribed number of annual paid leave days, the remaining days shall accumulate as sick leave to a total of 120 days. Excess accumulated sick days will be designated as annual buy-back days and will be compensated at the rate of sixty dollars ($60) for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the employee’s 401(a) account on or before August 1.

11. The school corporation shall provide the employee with a family medical health insurance plan. The school corporation shall pay the total premium, less one dollar ($1.00).

12. The school corporation shall pay up to $20.00 per month toward the single or family vision care plan.

13. The school corporation shall provide the employee with group life and accidental death and dismemberment insurance with a face value of $50,000.00.

14. The school corporation shall pay one hundred percent (100%) of the premium of a family dental insurance plan.

15. The school corporation shall provide the employee with an annual 401(a) of $2,500 paid in monthly installments to be vested at fifty percent (50%) after one full year of employment and at one hundred percent (100%) after two or more full years of employment.

16. The school corporation shall reimburse the employee at the rate of the IRS mileage deduction in effect at the start of that school year for school-related travel when using his personal automobile.

17. In addition to benefits noted in this addendum, the employee shall be accorded any and all fringe benefits available to other certified employees except the superintendent at the time of this contract is executed.
Addendum to Contract – Gregory Moe

18. As per Board Minutes of July 11, 2006, vesting language was approved for Administrators hired after June 1, 2004 to qualify for payout of sick day benefit when retiring from the Indiana State Teacher’s Retirement Fund after working at Central Noble for two (2) years. Also, your 401(a) retirement plan is based exclusively on the $2,500 per year, not the percentages mentioned in the teacher’s contract.

19. The school corporation agrees to defend Gregory Moe in any suit arising out of the performance of his duties for, or employment with, the school corporation, providing the governing body by resolution determines that such action was taken in good faith; and to save Gregory Moe harmless from any liability, cost, or damage in connection therewith, including but not limited to the payment of any legal fees except where such liability, cost, or damage is predicated on, or arises out of the bad faith of Gregory Moe, or is a claim or judgment based on his malfeasance in office or employment.

Executed in duplicate this 1st day of July, 2020.

Central Noble Community School Corporation
Board of Education (Employer)

By: __________________________
President

By: __________________________
Vice President

By: __________________________
Secretary

By: __________________________
Member

By: __________________________
Member

Approved: __________________________
Superintendent

Junior/Senior High School
Principal of Curriculum/
Instruction & Campus
Development

By: __________________________
( Employee)

Gregory Moe
Junior/Senior High
School Principal of
Curriculum/
Instruction &
Campus
Development

WHITE – EMPLOYEE
YELLOW – PERSONNEL FILE
PINK – PAYROLL
REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the CENTRAL NOBLE SCHOOL CORP. ("Corporation") and ROBERT C MORGAN ("Teacher"). ROBERT C MORGAN is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2020 and ending on June 30, 2021. Ind. Code 20-28-6-2(a) (3) (A)

2. The school term described in paragraph 1 immediately above for services under this Contract consists of 205.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The number of hours per day the Teacher is expected to work under this Contract is 7.00. Ind. Code 20-28-6-2(a) (3) (E)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $80,076.24 during the school year. Ind. Code 20-28-6-2(a) (3) (C)

5. The Corporation shall pay this amount in 24 installments on a Biweekly basis. Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)

6. This Contract may be canceled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2020.

Teacher: 

[Signature]

Attested: 

[Signature]

Superintendent

School Corporation by:

[Signature]

President

[Signature]

Secretary

Regular teacher contract updated August 2015
ADDENDUM TO THE CONTRACT BETWEEN
CENTRAL NOBLE COMMUNITY SCHOOL CORPORATION
AND
ROBERT MORGAN

1. ADDENDUM TO THE CONTRACT between the Central Noble Community School Corporation of Noble County, Indiana (EMPLOYER) and Robert Morgan (EMPLOYEE), identified in the "REGULAR TEACHER'S CONTRACT" to which this addendum is attached. The terms noted below become part of the contract between Central Noble Community School Corporation and Robert Morgan.

2. This addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law. If, during the term of this addendum, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the addendum shall not be affected and shall remain in full force and effect.

3. Robert Morgan is contracted to serve as Elementary Principal of the Central Noble Community School Corporation for a period of one (1) year beginning July 1, 2020 through June 30, 2021.

4. Prior to March 1 of each contract year, the Superintendent and Elementary Principal shall review and the Superintendent shall evaluate the Elementary Principal's professional performance based on established goals, standards, and criteria.

5. Without written notification to the contrary, prior to March 1 of the final contract year, the contract for Robert Morgan shall be automatically extended one year as per I.C. 20-28-8-3

6. Employer may terminate this contract and the underlying teacher's contract at any time for cause as provided at I.C. 20-28-7.5-1, et seq. Employee shall be entitled to liquidated damages equal to six (6) months' wages and benefits in lieu of any and all other damages.

7. Central Noble Community School Corporation shall employ Robert Morgan at a base salary of $78,076.24 for the 2020 - 2021 contract year (July 1, 2020 through June 30, 2021).

8. In addition, Central Noble Community School Corporation shall employ Robert Morgan as High Ability Coordinator for an additional stipend of $1,000 per year for a total salary of $79,076.24 for the 2020 - 2021 contract year (July 1, 2020 through June 30, 2021).
9. The school corporation shall pay the employee’s total share of the contribution to the Indiana State Teachers Retirement Fund.

10. The contract year shall consist of 205 days.

11. The employee shall be entitled to be absent from work because of personal business, personal illness, quarantine, or illness of a member of the immediate family of the employee for a total of ten (10) annual leave days each year of the employment contract.

In addition to this annual entitlement, up to one-third of accumulated sick leave days from the employee’s prior School Corporation shall be transferred per contract year as accumulated sick leave days.

If in any one year the employee shall use less than the prescribed number of annual paid leave days, the remaining days shall accumulate as sick leave to a total of 120 days. Excess accumulated sick days will be designated as annual buy-back days and will be compensated at the rate of sixty dollars ($60) for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the employee’s 401(a) account on or before August 1.

12. The school corporation shall provide the employee with a family medical health insurance plan. The school corporation shall pay the total premium, less one dollar ($1.00).

13. The school corporation shall pay up to $20.00 per month toward the single or family vision care plan.

14. The school corporation shall provide the employee with group life and accidental death and dismemberment insurance with a face value of $50,000.00.

15. The school corporation shall pay one hundred percent (100%) of the premium of a family dental insurance plan.

16. The school corporation shall provide the employee with an annual 401(a) of $2,500 paid in monthly installments to be vested at fifty percent (50%) after one full year of employment and at one hundred percent (100%) after two or more full years of employment.

17. The school corporation shall reimburse the employee at the rate of the IRS mileage deduction in effect at the start of that school year for school-related travel when using his personal automobile.
Addendum to Contract – Robert Morgan

18. In addition to benefits noted in this addendum, the employee shall be accorded any and all fringe benefits available to other certified employees except the superintendent at the time this contract is executed.

19. As per Board Minutes of July 11, 2006, vesting language was approved for Administrators hired after June 1, 2004 to qualify for payout of sick day benefit when retiring from the Indiana State Teachers’ Retirement Fund after working at Central Noble for two (2) years. Also, your 401(a) retirement plan is based exclusively on the $2,500 per year, not the percentages mentioned in the teachers’ contract.

20. The school corporation agrees to defend Robert Morgan in any suit arising out of the performance of his duties for, or employment with, the school corporation, providing the governing body by resolution determines that such action was taken in good faith; and to save Robert Morgan harmless from any liability, cost, or damage in connection therewith, including but not limited to the payment of any legal fees except where such liability, cost, or damage is predicated on, or arises out of the bad faith of Robert Morgan, or is a claim or judgment based on his malfeasance in office or employment.

Executed in duplicate this 1st day of July, 2020.

Central Noble Community School Corporation
Board of Education (Employer)

By: __________________________
   President

By: __________________________
   Vice-President

By: __________________________
   Secretary

By: __________________________
   Member

By: __________________________
   Member

Approved: _______________________
   Superintendent

Elementary Principal
(Employee)

By: __________________________
   Robert Morgan
   Elementary Principal
REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract
for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

This regular teacher contract ("Contract") is by and between the governing body of the CENTRAL NOBLE SCHOOL
CORP. ("Corporation") and ASHLEY R VICE ("Teacher"). ASHLEY R VICE is a teacher as defined in Ind. Code 20-18-2-22.

In exchange for the Teacher's services described below, the Corporation and the Teacher agree that:

1. The Teacher shall teach in the schools of the Corporation for the school term beginning July 01, 2020 and
   ending on June 30, 2021. Ind. Code 20-28-6-2(a) (3) (A)

2. The school term described in paragraph 1 immediately above for services under this Contract consists of
   205.00 days. Ind. Code 20-28-6-2(a) (3) (B)

3. The number of hours per day the Teacher is expected to work under this Contract is 7.00.
   Ind. Code 20-28-6-2(a) (3) (E)

4. The Corporation shall pay the Teacher for services under this Contract the total salary of $62,780.00 during
   the school year. Ind. Code 20-28-6-2(a) (3) (C)

5. The Corporation shall pay this amount in 24 installments on a Biweekly basis.
   Ind. Code 20-28-6-2(a) (3) (D) Ind. Code 20-28-6-5(1)

6. This Contract may be canceled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-1(b)

7. This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.

Agreed this 3rd day of November, 2020.

Teacher:

[Signature]

School Corporation by:

[Signature]

President

Attested:

[Signature]

Superintendent

Secretary

Regular teacher contract updated August 2015
ADDENDUM TO THE CONTRACT BETWEEN
CENTRAL NOBLE COMMUNITY SCHOOL CORPORATION
AND
Ashley R. Vice

1. ADDENDUM TO THE CONTRACT between the Central Noble Community School Corporation of Noble County, Indiana (EMPLOYER) and Ashley Vice (EMPLOYEE), identified in the "REGULAR TEACHER'S CONTRACT" to which this addendum is attached. The terms noted below become part of the contract between Central Noble Community School Corporation and Ashley Vice.

2. This addendum is governed by the laws of the State of Indiana, and shall be subject to the provisions of any applicable state law. If, during the term of this addendum, any specific clause or provision thereof is determined to be illegal or in conflict with state or federal law, the illegal or conflicting provision shall be deemed void. The remainder of the addendum shall not be affected and shall remain in full force and effect.

3. Ashley Vice is contracted to serve as Junior/Senior High School Dean of Students and Associate Athletic Director of the Central Noble Community School Corporation for a period of one (1) year beginning August 1, 2020 through June 30, 2021.

4. Prior to March 1 of each contract year, the Superintendent and Junior/Senior High School Dean of Students and Associate Athletic Director shall review and the Superintendent shall evaluate the Junior/Senior High School Dean of Students and Associate Athletic Director's professional performance based on established goals, standards, and criteria.

5. Without written notification to the contrary, prior to March 1 of the final contract year, the contract for Ashley Vice shall be automatically extended one year as per I.C. 20-28-8-3.

6. Employer may terminate this contract and the underlying teacher's contract at any time for cause as provided at I.C. 20-28-7.5-1, et seq. Employee shall be entitled to liquidated damages equal to six (6) months' wages and benefits in lieu of any and all other damages.

7. Central Noble Community School Corporation shall employ Ashley Vice at a base salary of $61,780.00 for the 2020-2021 contract year (August 1, 2020 through June 30, 2021).

8. The school corporation shall pay the employee's total share of the contribution to the Indiana State Teachers Retirement Fund.
9. The contract year shall consist of 205 days.

10. The employee shall be entitled to be absent from work because of personal business, personal illness, quarantine or illness of a member of the immediate family of the employee for a total of ten (10) days each year of the employment contract.

In addition to this annual entitlement, up to one-third of accumulated sick leave days per year from the employee's prior School Corporation shall be transferred per contract year as accumulated sick leave days.

If in any one year the employee shall use less than the prescribed number of Annual Paid Leave days, the remaining days shall accumulate as sick leave to a total of 120 days. Excess accumulated sick days will be designated as annual buy-back days and will be compensated at the rate of sixty dollars ($60) for each day in excess of the maximum. Such compensation for annual buy-back days shall be paid first to the employee's 401(a) account on or before August 1.

11. The school corporation shall provide the employee with a family medical health insurance plan. The school corporation shall pay the total premium, less one dollar ($1.00).

12. The school corporation shall pay up to $20.00 per month toward the single or family vision care plan.

13. The school corporation shall provide the employee with group life and accidental death and dismemberment insurance with a face value of $50,000.00.

14. The school corporation shall pay one hundred percent (100%) of the premium of a family dental insurance plan.

15. The school corporation shall provide the employee with an annual 401(a) of $2,500 paid in monthly installments to be vested at fifty percent (50%) after one full year of employment and at one hundred percent (100%) after two or more full years of employment.

16. The school corporation shall reimburse the employee at the rate of the IRS mileage deduction in effect at the start of that school year for school-related travel when using his/her personal automobile.

17. In addition to benefits noted in this addendum, the employee shall be accorded any and all fringe benefits available to other certified employees except the superintendent at the time of this contract is executed.
18. As per Board Minutes of July 11, 2006, vesting language was approved for Administrators hired after June 1, 2004 to qualify for payout of sick day benefit when retiring from the Indiana State Teacher’s Retirement Fund after working at Central Noble for two (2) years. Also, your 401(a) retirement plan is based exclusively on the $2,500 per year, not the percentages mentioned in the teacher’s contract.

19. The school corporation agrees to defend Ashley Vice in any suit arising out of the performance of her duties for, or employment with, the school corporation, providing the governing body by resolution determines that such action was taken in good faith; and to save Ashley Vice harmless from any liability, cost, or damage in connection therewith, including but not limited to the payment of any legal fees except where such liability, cost, or damage is predicated on, or arises out of the bad faith of Ashley Vice, or is a claim or judgment based on his malfeasance in office or employment.

Executed in duplicate this 1st day of July 2020.

Central Noble Community School Corporation
Board of Education (Employer)

By: [Signature]
President

By: [Signature]
Vice-President

By: [Signature]
Secretary

By: [Signature]
Member

By: [Signature]
Member

Approved: [Signature]
Superintendent

By: [Signature]
Ashley Vice
Junior/Senior High School Dean of Students and Associate Athletic Director

Junior/Senior High School Dean of Students and Associate Athletic Director (Employee)