

ARTICLE 7 — TEACHER COMPENSATION

When supplemental contracts are due for renewal or continuation, the Board shall list all supplemental contract positions as open positions and shall post all supplemental contract positions for a period of no less than 10 working days. The Board shall issue all supplemental contracts in compliance with the rank order specified in Article 7 Section O.1.c. of this Negotiated Agreement and shall comply with all other features of the applicable state laws specifically ORC 3313.53.

For athletic supplemental contracts, the written job descriptions will be used to determine if candidates are “sufficiently qualified” as termed in this Section. Revised job descriptions will be approved by the Board and the Union prior recommendations under such revised job descriptions.

1. **Supplementals - *Supplementals are multiples of* ($X = .08 \times BA \text{ Minimum}$)**

(X = .08x BA Minimum)		
Category	Multiplier	Effective 7/1/2025
A	2.2	\$ 8,672
B	1.5	\$ 5,913
C	1.0	\$ 3,942
D	0.8	\$ 3,154
E	0.7	\$ 2,759
F	0.6	\$ 2,365
G	0.4	\$ 1,577
H	0.3	\$ 1,183
I	0.2	\$ 788

(X = .08x BA Minimum)		
Category	Multiplier	Effective 7/1/2026
A	2.2	\$ 8,954
B	1.5	\$ 6,105
C	1.0	\$ 4,070
D	0.8	\$ 3,256
E	0.7	\$ 2,849
F	0.6	\$ 2,442
G	0.4	\$ 1,628
H	0.3	\$ 1,221
I	0.2	\$ 814

ARTICLE 7 — TEACHER COMPENSATION

(X=.08x BA Multiplier)		
Category	Multiplier	Effective 7/1/2027
A	2.2	\$ 9,247
B	1.5	\$ 6,305
C	1.0	\$ 4,203
D	0.8	\$ 3,362
E	0.7	\$ 2,942
F	0.6	\$ 2,522
G	0.4	\$ 1,681
H	0.3	\$ 1,261
I	0.2	\$ 841

Codes: H = High School; M = Middle School; E = Elementary School
 HC = Head Coach(es); AC = Assistant Coach(es)

Category	Level	Supplemental
A	H	Freshman Faculty Manager plus \$1000, Faculty Manager plus \$500 each; HC Football, Basketball, Track (with indoor); Vocal Music, Musical and Theatre Choreographer, Marching Band (all games).
A	M	Faculty Manager
B	H	HC Baseball, Lacrosse, Swimming, Wrestling, Soccer, Ice Hockey, Softball, Field Hockey, Volleyball, Bowling AC Basketball, Track (with indoor), Concessions, Musical Director Project Build C Football
	M	HC Basketball(Gr.8), HC Basketball (Gr.7); AC Basketball
	EMH	Lead Mentor (w/LPDC); CHAMPS Teacher Leader, Before & After School Program Lead
C	H	Intramurals, Forensics, Newspaper Advisor, Annual Advisor, Music Instrumental and Vocal, Cheerleaders, Department Liaison (elected by department members); HC Cross Country, Tennis, Golf, Gymnastics, Conditioning; AC Track, Baseball, Soccer, Wrestling, Swimming, Softball, Field Hockey, Ice Hockey, Volleyball, Lacrosse, Bowling, Gospel Choir; Robotics, TV Production Supervisor, Audio Engineering; C Freshman Football, Rugby, Career Tech Student Organization (CTSO)
	M	M HC Wrestling, HC Football (Gr.8), HC Football (Gr.7), Robotics, Bowling HC
	EMH	Lead Mentor (w/o LPDC), Resident Program Mentor (2 Residents). , Mentor Facilitator (2-Mentees)

ARTICLE 7 — TEACHER COMPENSATION

Category	Level	Supplemental
D	H	AC Tennis, Cross Country, Publications Business Manager (no homeroom); Team Leader grades 9 and 10, AC Football, Music Orchestra Director (2 Weekends), Marching Band Asst. (1), Senior Class Advisor, Flag Football
	M	Intramurals, HC Baseball, Soccer, Track, Tennis, Volleyball, Softball, Field Hockey, Lacrosse, Team Leader, Swim Team
	E	Grade Level Team Leader
E	H	H Dramatics (2 plays), Multi-Cultural Center Advisor, Student Council Advisor, Swim Cadets, Footsteps, Unity, Student Council, TV Production, Japanese (Asian) Culture Club, National Honor Society, Improvisation Team, Jewish Students' Union, Gender Sexuality Alliance Club, Musical Orchestra Director, Leading Ladies, Students Against Destructive Decisions, National Technical Honor Society, Spanish Club
	M	Intramurals, HC Baseball, Soccer, Track, Tennis, Volleyball, Softball, Field Hockey, Lacrosse, Bowling HC, Team Leader, Gender Sexuality Alliance Club, Spanish Club
	EMH	Resident Program Mentor (1 Resident), LPDC Member, Data Liaison, Master Teacher Committee Liaison, Member of Leadership Training Team, Mentor Facilitator (1-Mentee)
F	H	H Educators Rising, MSAN, Musical Stage Director, Diving Coach
	M	Vocal Concert (2 evening concerts per year per presenter), Instrumental Concert (2 evening concerts per year per presenter) AC Track, Field Hockey, Softball, Baseball, Soccer, Volleyball, AC Lacrosse, Free Book Inventory, Honors Choir Director, Challenge Choir, Student Council, Wire Choir, Jazz Ensemble
	EMH	Conflict Mediation Advisor
G	H	Chess, Hall of Fame, Literary Magazine, Project Support, AFS, Drill Team, Dance Squad, Majorettes, Knitting Club, Science Olympiad, Tri-M Honorary Music Society, Musical Staff Musician, Theater Designer
	M	Assemblies and Dramatics, Cheerleaders, Drill Team, Educators Rising, Newspaper, Social Director, Stage, Ticket Manager, Science Olympiad, OMEA Music Director, National Junior Honor Society; MSAN
	E	School Crossing Guard Supervisor, Student Council, Vocal Concert (2 evening concerts per school year), Foreign Language Travel (Boulevard), Intramurals, Honors Choir
	EMH	Intervention Support Coach, Member of Master Teacher Committee
H	H	Academic Challenge, Academic Decathlon, Key Club, Pep Band; AC Forensics Sr. Ohio Model United Nations, Technology
	M	Chess, Yearbook; Mock Trial, Environmental Club, Technology, Coding Club, Builder's Club

ARTICLE 7 — TEACHER COMPENSATION

Category	Level	Supplemental
	E	Choreographer, Technology, K-Club
	EMH	Conflict Mediation Assistant; TAP, BLT Team Member, PBIS (up to five members per school)
I	MH	Power of Pen (2), Art Club, Academic Challenge (middle schools)
	E	Young Men of Noble
	EMH	Ski Club
0.5 of H	EMH	Student Teacher supervision
0.5 of I	EMH	Instrumental Concert (1 evening concert per school per person)

a. Time Schedule of Supplemental Contract Payment

Personnel holding supplemental contracts that require year-long activities will be paid on the regular teacher pay dates. This payment will be included in the regular paycheck.

Personnel holding supplemental contracts requiring seasonal activities will be paid at the end of the season if all the responsibilities of the contract-holder have been fulfilled.

The high school football coaches who work during the month of August will be paid 1/2 of the supplemental contract salary on the first regular teacher pay date in October. The remainder of the salary will be paid at the close of the football season.

b. Before employment under supplemental contracts is offered to individuals who are not employees of the District, the Board will offer supplemental contracts to those individuals who the Board determines are sufficiently qualified, according to the following rank order:

First: Certificated/licensed employees

Second: Non-certificated/licensed employees

Third: Certificated/licensed applicants who are not employed by the District

Fourth: Non-certificated/licensed applicants who are not employed by the District.

c. Supplemental coaching salaries shall not be divided unless mutually agreed upon by the Board, the coaches involved, and the Union. Such divisions of coaching supplemental salaries shall be in two equal halves.

d. A certified/licensed staff member may receive compensation for supervision of a school sponsored activity recommended by the principal and approved in advance by the Superintendent, when such service is for