2025-2027

MASTER AGREEMENT

BETWEEN

HANOVER ORGANIZATION OF PROFESSIONAL EDUCATORS

AND

HANOVER COMMUNITY SCHOOL CORPORATION

JULY 1, 2025 TO JUNE 30, 2027

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SECTION I -- RECOGNITION

A. The Board of School Trustees of the Hanover Community School Corporation ("Board") recognizes the Hanover Organization of Professional Educators ("Organization") as the exclusive representative of certificated employees.

B. The bargaining unit shall consist of all certificated employees of the corporation except the Superintendent, Principals, Assistant Principals, Technology Coordinator, and Athletic Director.

C. The Board agrees not to negotiate with any teacher organization, other than the Organization, for the duration of this agreement.

SECTION II -- GRIEVANCE PROCEDURE

A. Generally

1. GRIEVANCE - A claim by a teacher or the Organization that there has been an alleged violation of a specific section of this master agreement.
2. GROUP GRIEVANCE - If, in the judgment of the Organization, a grievance affects a group or class of teachers, the Organization may submit such grievance in writing to the Superintendent or his designee directly and the processing of such grievance shall be commenced at Step Two of the grievance procedure.
3. DAYS - A "day" for the purposes of this grievance procedure shall during the period of time covered by the official school calendar mean the actual days the teachers are in session. During the period of time not covered by the official school calendar, a day shall mean a weekday and shall exclude Saturdays, Sundays, and legal holidays.
4. Any formal written grievance submitted to Step Two of this grievance procedure shall have the signature of the Organization. Only the Organization shall have the right to submit a grievance to arbitration.
5. All time limits contained herein shall be strictly adhered to unless the Board and the Organization agree in writing to an extension of time limits. If the grievant or the Organization fails to act within the time limits set forth herein, the grievance shall be deemed waived.
6. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
7. At any step of this grievance procedure, if the Board or arbitrator schedules a meeting or hearing during the working hours of the teacher or Organization representative(s) and their presence or testimony is necessary to the presentation of the grievance, the teacher and Organization representative(s) shall suffer no loss of pay.
8. All meetings and hearings under this procedure shall be closed to the public and shall include only the interested parties, representatives and any necessary witnesses except by agreement of the parties.
9. In any claim for back pay the school employer shall not be required to pay back wages for more than the agreement year in which the grievance is filed.

B. Procedure

STEP ONE

In the event that a teacher believes that there is a basis for a grievance, he/she shall, within ten (10) days of the alleged violation or within ten (10) days after he/she knew of or had reason to know of the violation, request of his/her principal a meeting at which time an informal presentation of the grievance shall take place. The meeting request shall be in writing and submitted directly to the principal. The principal shall acknowledge the meeting request in writing and shall meet with the grievant/Organization at the earliest mutually agreeable time. Any aggrieved teacher may elect to be accompanied and represented at Step One of the grievance process by a representative(s) of the Organization. The principal shall have a maximum of five (5) days following the date of the meeting during which he/she may attempt to resolve the grievance.

STEP TWO

If the grievance is not resolved to the satisfaction of the Organization at Step One, the Organization may submit the formal written grievance to the Superintendent or his/her designee. The formal written grievance must be submitted within ten (10) days after receipt of the principal's disposition at Step One. The formal written grievance shall cite the section(s) of the Agreement alleged to have been violated and state the remedy sought. The Superintendent or his/her designee shall meet with the Organization and/or grievant for the purpose of attempting to resolve the grievance. He/she shall indicate his/her disposition of the grievance, in writing, within five (5) days of the meeting. A copy of the written disposition shall be furnished to the grievant and the Organization.

STEP THREE

If the Organization is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, the Organization may submit the grievance to arbitration. The Organization shall submit the grievance to arbitration by giving notice in writing to the Federal Mediation and Conciliation Service (FMCS) with a copy to the Superintendent within ten (10) days after receipt of the Superintendent's written disposition.

Either party may request, no less than twenty (20) days prior to the arbitration hearing, a conference which shall be scheduled by agreement of the parties not less than ten (10) days prior to the arbitration hearing, the purpose of which shall be:

a. To stipulate to as many facts as possible;
b. To identify which facts and/or issues, theories and contentions remain unresolved;
c. To exchange lists of witnesses, the nature of their testimony and exhibits; and,
d. To resolve the grievance if possible, at this conference.

Neither party shall be permitted to assert in the arbitration hearing any grounds or to argue any theory or contention, or to introduce into evidence any testimony or exhibits, not previously disclosed to the other party.

C. Arbitration Provisions

1. The decision of the arbitrator shall be binding on both parties.
2. The arbitrator shall have no power to substitute his/her judgment for that of the school employer as to the reasonableness of any practice, policy, rule, or action taken by the school employer not in violation of this agreement.
3. The arbitrator shall have no power to make any decision or recommendations inconsistent with the law or the terms and conditions of this Agreement.
4. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement.
5. The fee and expenses of the arbitrator shall be shared equally by the parties. Each party shall assume the cost of presenting his/her case before the arbitrator.
6. STEP THREE of the grievance process does not apply to teacher discipline or dismissal proceedings.

SECTION III -- TIME BEYOND THE ESTABLISHED DAY

A. Regular School Year

Teachers may be required to attend events, meetings, etc. that extend beyond their normal agreement day. The first six (6) hours of extended work time shall be paid at the rate of $0.00 per hour. All time beyond the first six (6) hours shall be compensated at the teacher's individual daily rate of pay.

B. Summer School

A teacher of summer school shall be issued a Supplemental Service Teacher's Contract and shall be paid according to I.C. 20-28-6-7

SECTION IV -- COMPENSATION

A. Teachers shall be paid on alternating Friday's over twenty-six (26) equal pays distributed over the entire calendar year. The first pay under this agreement will occur on August 29, 2025.

B. Professional Compensation
   a. The base salary range for 2024-2025 was $48,000.00 to $80,662.00.
   b. After salary increases are awarded the base salary range for 2025-2026 is $48,000.00 to $81,833.72
   c. After salary increases are awarded the base salary range for 2026-2027 is $48,000.00 to $83,333.72
   d. Base Salary – The Superintendent will evaluate the experience, training, degrees and effectiveness of the teacher and the Superintendent shall have the sole discretion to determine where the teacher will be placed within the salary range at the time of the initial hiring of the teacher. (The Organization President will be notified of a base salary decision different from the salary schedule grid in Appendix A.)
   e. Teachers assigned to the ancillary duty of covering a class period for another teacher
      1. Will receive a stipend of $30.00 to cover a traditional class period.
      2. Will receive a stipend of $60.00 to cover a "block schedule" period (90) minutes.

See attached Teacher Compensation Plan (Appendix A) incorporated herein by reference.

C. A teacher, who dies, retires or who resigns from employment during the school year will receive their remaining pay, and if eligible, their severance pay in the pay check for the pay period immediately following the pay period in which the teacher died or had their last paid day. Any teacher whose agreement is not renewed or cancelled upon the end of the school year, their election continues without revocation. Payment may be made to the remaining spouse, or if there be no remaining spouse, then to the individual's estate, in accordance with Indiana law, rulings and regulations.

It is intended that the foregoing provisions will comply with the provisions of 409A so as to prevent the inclusion in gross income of any benefit accrued hereunder in a taxable year that is prior to the taxable year in which such amount would otherwise be actually distributed or made available to the teacher.

D. Teachers who are compensated on the Additional Duties Pay Schedule shall be paid as follows:
   1. Those receiving more than $3,500 shall receive their compensation divided equally over the bi-weekly checks commencing within two pays of the beginning of the assignment.
   2. Those receiving $3,500 and less shall receive their compensation in a lump sum within two pays of the conclusion of their assignment.

See attached Additional Duties Pay Schedule (Appendix B) incorporated herein by reference.

SECTION V -- LEAVES

A. Sick and family illness leave-Each teacher shall be entitled to be absent from work on account of personal or family illness or quarantine for a total of ten (10) days the first year of employment and ten (10) days in each succeeding year without loss of compensation. Sick and family illness leave shall be cumulative to an unlimited total.

If a teacher with accumulated sick leave days earned in another public school corporation in Indiana signs an agreement with this school corporation, he/she is entitled to the ten (10) days sick leave for the first year of employment. For each year employed thereafter in this school system, he/she is entitled to the ten (10) days plus three (3) of the days accumulated in the former school until all such accumulated leave is exhausted.

Other leave shall be in compliance with the Family Medical Leave Act of 1993 and revisions that follow as well as Board Policy 3430.01.

B. Personal Leave - A teacher shall be granted up to three (3) days leave per school year for personal reasons. Unused personal leave days can be accumulated separately up to but not to exceed six (6) days per school year, and all additional days will accumulate as sick days. The parties agree that such days should not be used for the purpose of extending school vacations or holidays or for the last days of school.

C. Jury Duty - A teacher serving on jury duty or subpoenaed as a witness at a trial will receive the regular earnings less the amount received for serving as a juror or witness.

D. Religious Observance Day - One day of leave per year shall be granted upon request to a teacher (who is a member of a nationally recognized body) for the celebration of a religious holiday when the ritual or observance is required of all its members by a nationally recognized body and such observance requires time during the regular school day.

E. Maternity Leave - A teacher who is pregnant shall be entitled upon request to a leave to begin at any time between

the commencement of her pregnancy and one year after a child is born. Said teacher shall notify the Superintendent in writing of her desire to take such leave, and except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. A pregnant teacher may continue in her contracted capacity as long as permitted by her physician.

The statement from the physician, as to how long she may work, shall be filed in the office of the Superintendent prior to the beginning of the sixth month of pregnancy.

All or any portion of a leave taken by a teacher because of a medical disability connected with or resulting from her pregnancy may, at the teacher's option, be charged to her available sick leave.

Other leave shall be in compliance with the Family Medical Leave Act of 1993 and revisions that follow as well as Board Policy 3430.01.

F. Family Illness

A leave of absence without pay of up to one (1) year shall be granted for the purpose of caring for a sick member of the teacher's family. "Family" shall be interpreted the same as "immediate family" as described under bereavement.

G. Paternity Leave- Upon the birth of a child, the father is entitled to five consecutive days of paternity leave. Said teacher shall notify the Superintendent in writing of his desire to take such leave, and except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which his leave is to begin. All or any portion of a leave taken by the teacher may, at the teacher's option, be charged to his available sick leave.

Other leave shall be in compliance with the Family Medical Leave Act of 1993 and revisions that follow as well as Board Policy 3430.01.

H. Bereavement - In case of death within his/her immediate family, the teacher shall receive full compensation for a period extending not more than five (5) school days beyond the date of the death. Immediate family shall be interpreted as spouse, child, sister, brother, mother, father, parent-in-law, sister-in-law, brother-in-law, child-in-law, grandchild, grandparent, grandparent-in-law, and/or any person living in the same household no matter what degree of relationship. If the funeral or memorial service is not held within the five (5) consecutive school day period, two (2) of the bereavement days may be utilized to attend the funeral or memorial service and must be used before the end of the school year. In the case of death within his/her immediate family, teachers teaching summer school shall be entitled to one (1) bereavement day which must be used during the summer school session.

Under the following conditions and stipulations, each teacher shall be entitled to one day of bereavement leave each school year for the day of the funeral for someone other than the immediate family.

1. Written notice, when possible must be submitted to the building principal at least 24 hours prior to the day the leave is to occur.
2. Bereavement leave for other than the immediate family is to be deducted from sick leave.

I. Each teacher shall be notified in writing of the number of sick/personal leave days accumulated as of September 1 of each year.

J. Organization Business Leave - The Organization president and/or his designee shall be entitled to three (3) days per school year for Organization business without loss of compensation. Additional leave days up to seven (7) will be granted if the Organization pays the cost of the substitute teacher.

K. Professional Leave - Teachers authorized by the Superintendent to represent the school system at educational meetings and conferences and on State Department of Education committees will be allowed mileage and/or expenses as finances allow.

Employees other than those selected as official representatives may be allowed by the Superintendent to attend recognized educational meetings and conferences with no loss of salary but without allowance for expense.

L. General Leave Provisions

1. Insurance premiums shall be continued during the teacher's approved compensable leave. When a teacher is on an approved unpaid leave, he/she may continue membership in the group and pay the total premium individually on an advanced monthly basis
2. All leaves must be used in full day or half-day allotments.

SECTION VI -- INSURANCE

A. The Board shall provide life insurance for each active teacher in the amount of $50,000 through age 65. The life insurance policy value for active teachers will reduce by 25% at age 66, 50% at age 67, and 75% at age 68.
B. The Board shall pay eighty percent (80%) of the total premium for the teacher-chosen Porter County School Employees' Insurance Trust plan for a family membership or single membership in the corporation's group health and dental insurance program.
C. The Board shall pay one hundred percent (100%) of the premium for the teacher-chosen single or family membership in the corporation's group vision insurance program.
D. Any reductions, within the control of the Board, in policy benefits, plans or procedures shall be made only through the voluntary, mutual consent of both parties to this agreement.
E. Each contracted teacher shall be covered by a long term disability insurance program paid for by the Board that provides for a minimum benefit of 66 2/3% of the teacher's present salary to age 65 for the first 5 continuing years of disability and 90% of salary thereafter to age 65.
F. The Board's contributions for teachers who teach less than full time shall be on a pro-rata basis.
G. Health, dental, and vision insurance is provided to teachers on a fiscal year that runs from October 1 to September 30. The Board shall provide to teachers that have completed their annual teacher contribution to the plan and whose employment is terminated after the conclusion of the school year, the teacher's health insurance to September 30.
H. Teachers are eligible to enroll in the Porter County School Employees Insurance Trust within 30 days of their start date. Insurance coverage becomes effective the first day of the month 30 days after their start date. After that time, entry into the plan cannot occur unless the teacher/dependent incurs a HIPAA Special Enrollment event. If a HIPAA Special Enrollment event occurs, coverage will be effective on the event date as long as the enrollment form is received within 30 days of the event.

SECTION VII --RETIREMENT SEVERANCE BENEFIT

An individual who was employed prior to June 30, 2004 and is a bargaining unit member at the time of retirement will be eligible for the following retirement benefits provided the teacher has otherwise satisfied the requirements and conditions described below.

A. Insurance

1. Group Health Insurance

Immediately following retirement, the teacher and his/her spouse, if any, shall have the option of participating in the Board's current group health, dental and vision insurance plans, hereinafter referred to as group health plan, if all of the following conditions are met as of the date of retirement and thereafter:

a. While the retired teacher and spouse, if any, are enrolled in the group health plan, the retired teacher and spouse shall pay the entire insurance premium to the school corporation applicable to the insurance coverage, with the annual payment to be made on or before the 1st day of October for the succeeding year or make arrangements for monthly payment of the premium; and
b. Within ninety (90) days of the retirement severance date, the teacher has provided a written request to the school corporation for participation in the group health plan coverage for the teacher and spouse, if any.

When a retired teacher first becomes eligible for full Medicare, the teacher's eligibility to continue to participate in the Board's group health plan shall terminate, if not earlier terminated according to applicable law. (The same termination of eligibility shall also apply when a retired teacher's spouse first becomes eligible for Medicare.) It is acknowledged that the parties intend these provisions to comply with applicable federal and state laws that establish an eligible teacher's right to continue health insurance for the teacher and spouse, including if otherwise applicable, Indiana Code 5-10-8-2.6. Therefore, this right to extended coverage shall not override any rights to continuing health care coverage as required by COBRA.

2. Term Life Insurance

If an individual was employed as a Hanover Community School Corporation bargaining unit member for at least fifteen (15) consecutive years at the time of retirement, and the retired teacher otherwise qualifies under the eligible class for retirement as defined by the school corporation's term life insurance carrier, the retired teacher may continue to participate in the school corporation's term life insurance

coverage program until age 65. To continue this coverage, the retired teacher must pay the entire insurance premium applicable to the term life insurance coverage. Such premium payment shall be made annually on or before the 1st day of May each year.

B. Buy Out of Retirement Benefits

1. Entitlement to Retirement Benefits and Vesting Requirements

Upon retirement from the Hanover Community School Corporation, a teacher who was employed prior to June 30, 2004, shall be fully vested in the retirement severance benefits described in this Section if the retiring teacher has satisfied the following requirements:

a. The teacher was last employed prior to June 30, 2004.
b. The teacher will attain the age of fifty-five (55) before the first day of the next agreement year.
c. The teacher has been employed for at least fifteen (15) years in the Hanover Community School Corporation.
d. The retiring teacher must notify the Superintendent in writing prior to May 1 of the year when retirement is to begin. However, in the event a teacher is unable to give the required notice because of an accident, ill health, or for another unforeseen reason, the teacher may appeal to the Board and the Board may accept the teacher's late letter of resignation.

2. Buy Out Contributions.

a. VEBA. The Board contributed to a voluntary employees' beneficiary association ("VEBA") as described in section 501(c)(9) of the Internal Revenue Code, an amount representing the present value of the group health insurance benefits and term life insurance as calculated for all teachers under subsection B of this section. The vendor administering the VEBA has been mutually determined by the Organization and the Board and serves as the single investment vendor for the VEBA. The terms and conditions for the administration and operations of the VEBA shall be as follows:

i. The amount calculated for each teacher has been invested in a separate account. There will be no commingling of accounts and each teacher may determine how his or her account shall be invested among the investment options made available by the vendor for the VEBA.
ii. Until such time that a teacher has retired and satisfied the eligibility requirements set forth in subsection B of this section, the teacher shall have no access to the assets held in his or her separate VEBA account. At no time may a participant borrow from his or her VEBA plan account.
iii. Following retirement and the satisfaction of the requirements set forth in subsection B of this section, a retired teacher may use the amounts held in his/her separate VEBA account to pay health insurance premiums, term life insurance premiums, and to be reimbursed for unreimbursed medical expenses of the teacher, spouse, and dependents. Furthermore, following the death of a teacher who had otherwise satisfied the requirements of subsection B of this section, any amounts remaining in the deceased teacher's VEBA account may continue to be used to pay these premiums and expenses of the teacher's spouse and dependents.

b. 401(a) Plan

i. Until such time that an teacher has retired and satisfied the eligibility requirements set forth in subsection B of this section, the teacher shall have no access to the assets held in his or her separate 401(a) plan account. At no time may a participant borrow from his or her 401(a) plan account.
ii. If a teacher retires or otherwise terminates employment before satisfaction of the requirements set forth in subsection B of this section, the terminated teacher's 401(a) plan account shall be forfeited.
iii. The forfeited amounts shall be reallocated at the end of each plan year only among the then remaining separate 401(a) plan accounts in a manner similar to that used in initially determining the present value calculations. Therefore, the 401(a) plan accounts of the following teachers will not share in the reallocation of a forfeiture of a 401(a) plan account:

a) Employees who forfeited their 401(a) plan accounts in the same year;
b) Employees who previously forfeited their 401(a) plan accounts; and

c) Employees who have attained age of sixty (60) and terminated employment in or before the year of the reallocated forfeiture.

Furthermore, 401(a) plan accounts of teachers who have attained the age of sixty (60), but have not terminated employment may share in the reallocated forfeiture, but on a reduced basis.

iv. Following retirement and the satisfaction of the requirements set forth in subsection B of this section, a retired teacher may elect to commence distributions from his 401(a) plan account. If a teacher dies after having satisfied the requirements of subsection B of this section, the deceased teacher's 401(a) plan account shall be distributable to the decedent's designated beneficiary or to his/her estate if no beneficiary designation has been made. At no time may a participant borrow from his 401(a) plan account.

SECTION VIII - DEFERRED COMPENSATION MATCHING PLAN

The Hanover Community School Corporation shall match 1% of a voluntary teacher contribution of 1%.

SECTION IX -- ANNUAL SICK DAY BUYOUT

A. This Section applies to all teachers who were employed by Hanover Community School Corporation before November 1, 2007, and who have remained continuously employed at Hanover. Any teacher hired after November 1, 2007, shall not be eligible for the annual sick day buyout.

B. During the term of this contract for each school year beginning with the 2021-2022 school year when a teacher is employed as of June 30th and has accumulated more than 105 sick leave days, the School Corporation will buyout accumulated unused sick leave days above the 105-day limit under the following conditions:

1. The teacher chooses to be compensated for days above 105 sick leave days.
2. A limit of thirty (30) unused sick days per school year shall be available for buyout.
3. The buyout shall be at a rate of $40.00 per day.
4. The buyout will be paid out in the first pay period after June 30th.
5. The sick days bought out by Hanover shall reduce the number of sick days of the teacher and will not be available for use as sick days.

SECTION X – PUBLIC HEARING/PUBLIC MEETING

On September 4, 2025, at 3:30 p.m. a public hearing as described in I.C. 20-29-6-1(b) was held at the Hanover Community School Corporation Administration Building.

On October 28, 2025, at 4:55 p.m. a public meeting as described in I.C. 20-29-6-19 was held at the Hanover Community School Corporation Administration Building.

During the public hearing held on September 4, 2025, at 3:30 pm governing body members were not allowed to participate in the public hearing by means of electronic communication. During the public hearing held on September 4, 2025, at 3:30 pm members of the public were not allowed to participate in the public hearing by means of electronic communication.

During the public meeting held on October 28, 2025, at 4:55 p.m., governing body members were not allowed to participate in the public hearing by means of electronic communication. During the public meeting held on October 28, 2025, at 4:55 p.m., members of the public were not allowed to participate in the public hearing by means of electronic communication.

The terms and conditions of this agreement shall become effective on July 1, 2025, and shall continue in effect through June 30, 2027, with all issues having been considered and agreed upon.

Therefore, this agreement is made and entered into this 11th day of November, 2025, by and between the Board and the Association, as defined herein, and is attested to by the representatives whose signatures appear below. The Board

ratified the CBA on November 11, 2025, and the Association ratified the CBA on November 11, 2025, and is attested to by the respective representatives whose signatures appear below.

Section X is attested to by the Board and Association representatives whose signatures appear below.

SECTION XI -- TERM OF AGREEMENT

This agreement shall be effective as of July 1, 2025, and shall continue in effect through June 30, 2027.

SECTION XII - SIGNATURES

This Agreement is made and entered into on the dates set-forth below at Cedar Lake, Indiana, by and between the Hanover Community School Corporation, Lake County, Indiana referred to as the "Board" and the Hanover Organization of Professional Educators referred to as the "Organization", an affiliate of the Indiana State Teachers Organization and the National Education Organization.

The agreement is so attested to by the parties whose officers' signatures appear below.

Hanover Organization of Professional Educators

President

Co-President

Vice President

Secretary

Date: Nov. 2025

Board of School Trustees
Hanover Community School Corporation

President

Vice President

Secretary

Date: 11/11/25

Appendix A

2025-2026 Compensation Plan

General Eligibility:

a. To receive any increase in compensation, a teacher must meet the two factors listed below and, during the 2025-26 school year only, must be employed at the time the increase is distributed.

Factors and Definitions:

a. Experience is defined as working at least 120 days of contractual service in the prior school year.
b. Academic Needs is defined as the need to retain a highly qualified professional teaching staff. This factor will be met by a teacher having received a rating of "highly effective" or "effective" on the evaluation in the prior school year.

Distribution:

a. The maximum increase for 2025-2026 is $1,500.
b. The factor of experience shall be 50% of the increase available.
c. The factor of Academic Needs shall be 50% of the increase available.

A teacher who meets the requirements for an early literacy endorsement and has applied for said endorsement by November 1 will receive $100 added to their base pay. This will be a one-time addition to base pay.

2026–2027 Compensation Plan

General Eligibility:

a. To receive any increase in compensation, a teacher must meet the two factors listed below.

Factors and Definitions:

c. Experience is defined as working at least 120 days of contractual service in the prior school year.
d. Academic Needs is defined as the need to retain a highly qualified professional teaching staff. This factor will be met by a teacher having received a rating of "highly effective" or "effective" on the evaluation in the prior school year.

Distribution:

b. The maximum increase for 2026-2027 is $1,500.
c. The factor of experience shall be 50% of the increase available.
d. The factor of Academic Needs shall be 50% of the increase available.

A teacher who meets the requirements for an early literacy endorsement and has applied or attained for said endorsement by November 1 will receive $100 added to their base pay. This will be a one-time addition to base pay.

Appendix A (continued)

New Teacher Starting Salary Scale 2025-2027

YEARS	Bachelors SALARY	Bachelors +15 SALARY	Masters or Bachelors +36 SALARY	Masters+15 or Bachelors +51 SALARY	Masters+30 or Bachelors +66 SALARY
0	$48,000	$48,500	$49,500	$50,000	$50,500
1	$48,250	$48,750	$49,750	$50,250	$50,750
2	$48,500	$49,000	$50,000	$50,500	$51,000
3	$48,750	$49,250	$50,500	$51,000	$51,500
4	$49,000	$49,500	$51,500	$52,000	$52,500
5	$49,250	$49,750	$52,500	$53,000	$53,500
6	$49,500	$50,000	$53,500	$54,000	$54,500
7	$49,750	$50,250	$54,500	$55,000	$55,500
8	$50,000	$50.500	$55,500	$56,000	$56,500
9	$50,250	$51,000	$56,500	$57,000	$57,500
10	$50,500	$51,500	$57,500	$58,000	$58,500
11	$50,750	$52,000	$58,500	$59,000	$59,500
12	$51,000	$52,500	$59,500	$60,000	$60,500
13	$51,250	$53,000	$60,500	$61,000	$61,500
14	$51,500	$53,500	$61,500	$62,000	$62,500
15	$51,750	$54,000	$62,500	$63,000	$63,500
16	$52,000	$54,500	$63,500	$64,000	$64,500
17	$52,250	$55,000	$64,500	$65,000	$65,500
18	$52,500	$55,500	$65,500	$66,000	$66,500
19	$52,750	$56,000	$66,500	$67,000	$67,500
20	$53,000	$56,500	$67,500	$68,000	$68,500
21	$53,500	$57,000	$68,500	$69,000	$69,500
22	$54,000	$57,500	$69,500	$70,000	$70,500
23	$54,500	$58,000	$70,500	$71,000	$71,500
24	$55,000	$58,500	$71,500	$72,000	$72,500
25+	$55,500	$59,000	$72,500	$73,000	$73,500

This document is used exclusively to place new teachers at Hanover

Professional Extra Duty

District Wide	Stipend
HS Department Chairperson (9): Fine Arts, Business, CTE, English, Foreign Language, Health/PE, Math, Science, Social Studies	$144.30/per teacher
MS Department Chairperson	$598
MS Team Leader	$598
Grade Level Chairperson	$144.30 per teacher
Mentoring for beginning teacher (max of two)	$520 per teacher
AP Coordinator	$520
Dual Credit Stipend	$312
Before and After School Detention	$14.39/hr.
Homebound Teaching	$47.06/hr

District Wide	Stipend
Textbook adoption w/ Department Chair	$52
Award Ceremony Coordinator	$82
Secondary Bus Duty (PM)	$635
EL. Bus Duty (maximum of 4) PM Only the number of bus duty positions is for informational purposes and not bargained between parties	$635
Extended Counselor Time	summer rate
Outdoor Lab (Lincoln)	$1,560
STEM Lead (K-2/per building)	$433
Auditorium Director	$2,000
Dean of Students	$6,240
Middle School Athletic Director	$4,000

Grant Funded Program	Stipend
Summer School Teaching Position	$40.00/hr
Curriculum Writing	$25.58/hr
School Remediation	$45.25/hr
Programming	$25.58/hr

2025-2027 Master Schedule

Extra-Duty Pay Schedule - These figures reflect a 1.5% increase

Board Responsibility:

It is the sole responsibility of the Board, upon recommendation of the superintendent, to determine which positions on this schedule are to be assigned and how many of each are to be assigned. Job sharing may be allowed as approved by the Superintendent and agreed upon by the shared members. The number of extra-duty positions listed below is included for reference only and is not a subject of bargaining.

Academic Teams

High School Academic Coach	Stipend
HS Math Academic Coach	$871
HS Science Academic Coach	$871
HS Language Arts Academic Coach	$871
HS Fine Arts Academic Coach	$871
HS History Academic Coach	$871
HS Interdisciplinary Academic Coach	$871
HS Science Olympiad Coach	$871

Middle School Academic Coach	Stipend
MS Science Olympiad Coach	$871
MS Robotics Coach	$871
MS Junior Quiz Bowl Coach	$871
MS Junior Academic Bowl Coach - Language Arts	$871
MS Junior Academic Bowl Coach - Science	$871
MS Junior Academic Bowl Coach - Social Studies	$871
MS Junior Academic Bowl Coach - Math	$871

HS Debate Team Coach	$871
HS Robotics Coach	$871
HS Spell Bowl	$871
Red Cedars Academic Coach	***Stipend***
RC Math Academic Coach	$871
RC Science Academic Olympiad Coach	$871
RC Lego Robotics Coach	$871
RC Spell Bowl Coach	$871

MS Junior Academic Bowl Coach – Interdisciplinary Academic Coach	$871
MS Spell Bowl Coach	$784

Performing Arts

Band	***Stipend***
Marching Band Director	$3,642
Marching Band Coach (4)	$1,821
Concert Band Director (including. Pep Band)	$3,810
Jazz Band Director	$1,821
MS Band Director	$2,630
MS. Asst. Band Director	$1,171
Choral	***Stipend***
HS Choral Director	$3,642
HS Spring Spectacular Director	$988
MS Choral Director	$2,428
MS Choir Asst.	$988
RC Choir Director	$1,892
EL. Choir Director	$946

Drama	***Stipend***
HS Drama Director (per production)	$2,246
HS Musical Production Director	$1,485
MS Drama Director	$2,246
RC. Drama/Musical Director (one per year)	$2,246
EL. Drama/Musical Director (one per year)	$2,246
Asst. Drama Middle School	$508
Art	***Stipend***
HS Art Show Sponsor (2 per year)	$667/show
MS Art Show Sponsor (2 per year)	$512/show
RC Art Show Sponsor (2 per year)	$512/show
EL. Art Show Sponsor (2 per year)	$512/show

Athletic Clubs

Cheerleading	***Stipend***
HS Varsity Coach (Fall)	$3,147
HS Varsity Coach (Winter)	$3,147
HS JV Coach (Fall)	$1,584
HS JV Coach (Winter)	$1,584
MS Head Coach (Fall)	$1,827
MS Head Coach (Winter)	$1,827
Trap and Skeet	***Stipend***
Head Coach (Fall)	$1,669
Asst Coach (Fall)	$1,232
Head Coach (Spring)	$1,669
Asst. Coach (Spring)	$1,232

Poms/Pons Dance	***Stipend***
HS Varsity Coach (Fall)	$2,605
HS Varsity Coach (Winter)	$2,605
HS JV Coach (Fall)	$1,827
HS JV Coach (Winter)	$1,827
MS Head Coach (Fall)	$1,669
MS Head Coach (Winter)	$1,669

Clubs

High School Clubs	Stipend
HS Class Sponsor - 9th	$883
HS Class Sponsor - 10th	$883
HS Class Sponsor - 11th	$1,472
HS Class Sponsor - 12th	$1,472
HS Honor Society Sponsor	$667
HS Student Council Sponsor	$1,458
HS Yearbook Sponsor	$2,572
HS Gay/Straight Alliance Sponsor	$667
HS Spanish Club Sponsor	$667
HS Art Club Sponsor	$667
HS Environmental/Garden Club Sponsor	$667
HS Key Club Sponsor	$667
HS Drama Club Sponsor	$667
HS DECA Club Sponsor	$667
HS FCCLA Club Sponsor	$667
HS Operation Snowball Sponsor	$667
HS ESports Sponsor (2 per season)	$667
HS Club Sponsor	$667
Strength and Conditioning HS Sponsor (Fall)	$1,056
Strength and Conditioning HS Sponsor (Winter)	$1,056
Strength and Conditioning HS Sponsor (Spring)	$1,056
Strength and Conditioning HS Sponsor (Summer)	$1,056
HS Debate Club Sponsor	$667
HS Book Club Sponsor	$667
HS Sports Marketing Club Sponsor	$667
HS Girls Who Code Sponsor	$667
HS German Club Sponsor	$667
Elementary School Clubs	**Stipend**
EL Art Club Sponsor	$667
EL Tree Huggers /Recycling Club	$667
EL Intramurals	$667/activity/season
EL Student Council	$359/per teacher
EL Club Sponsor	$667
EL Yearbook Sponsor	$667

Middle School Clubs	Stipend
MS Class Sponsor - 6th	$512
MS Class Sponsor - 7th	$512
MS Class Sponsor - 8th	$667
MS Junior National Honor Society Sponsor	$667
MS Art Club Sponsor	$667
MS Builders Club Sponsor	$667
MS Yearbook Sponsor	$1,266
MS Student Council Sponsor	$728
MS Chess Club Sponsor	$667
MS Game and Card Sponsor	$667
MS Science Club Sponsor	$667
MS Environmental/Recycling Club	$667
MS STAND Sponsor	$667
MS ESports Sponsor	$667
MS Operation Snowball Sponsor	$667
MS Club Sponsor	$667
MS Publication Sponsor	$730
MS Dungeon and Dragons Club Sponsor	$667
MS Yearbook Club Sponsor	$667
Red Cedars School Club	**Stipend**
RC Student Council Sponsor	$365/per teacher
RC Yearbook Sponsor	$667
RC Science Seekers Sponsor	$686/season
RC Environmental/Recycling Club	$667
RC Art Club Sponsor	$667
RC Operation Snowball Sponsor	$667
RC Club Sponsor	$667
RC Intramurals	$667/activity/season
RC Girl Power Club Sponsor	$667
RC Improv Club Sponsor	$667
RC Running Club Sponsor	$667
RC ASL Club Sponsor	$667
RC Girls on the Run Club Sponsor	$667

2025-2026 Master Schedule

Athletics

All coaches will be expected to coordinate off-season conditioning and skill development.

Baseball	Stipend
HS Varsity	$5,683
HS Varsity Asst. Coach	$2,960
HS JV Coach	$2,960
HS JV Asst. Coach	$2,960
HS Freshman Coach	$2,960
MS Head Coach	$1,262
MS Asst. Coach	$681

Volleyball	Stipend
HS Varsity Head Coach (B/G)	$5,683
HS Varsity Asst. Coach (B/G)	$2,960
HS JV Coach (B/G)	$2,960
HS Freshman Coach	$2,960
8th Grade Coach	$1,841
7th Grade Coach	$1,841
6th Grade Coach	$1,841

Cross Country	Stipend
HS Varsity Head Coach	$3,559
HS Varsity Coach (BOTH)	$5,683
HS Varsity Asst. Coach	$1,262
MS Head Coach	$2,045
MS Asst. Coach - boys	$1,201
MS Asst. Coach – girls	$1,201

Soccer	Stipend
HS Varsity Head Coach (B/G)	$5,683
HS Asst. Coach (B/G)	$2,960
HS JV. Coach (B/G)	$2,960
MS Head Coach (B/G)	$1,262

Basketball	Stipend
HS Varsity Head Coach (B/G)	$9,084
HS Varsity Asst. Coach (B/G)	$4,677
HS JV Coach (B/G)	$4,677
HS Freshman Coach (B/G)	$4,677
8th Grade Head Coach (B/G)	$2,963
8th Grade Assistant (B/G)	$1,700
7th Grade Head Coach (B/G)	$2,963
7th Grade Assistant (B/G)	$1,700
6th Grade Head Coach (B/G)	$1,262

Softball	Stipend
HS Varsity Head Coach	$5,683
HS Varsity Asst. Coach	$2,960
HS JV Coach	$2,960
HS JV Asst. Coach	$2,960
MS Coach	$1,262
MS Asst. Coach	$681

Football	Stipend
HS Varsity Head Coach	$9,084
HS Varsity Asst. Coach	$4,677
HS Freshman Head Coach	$4,677
MS Fall Head Coach	$2,963
MS Fall Asst. Coach	$1,725
MS Head Spring	$1,055
MS Asst. Spring	$1,055
Flag Football Head Coach	$2,500
Asst. Flag Football	$1,500

Track	Stipend
HS Varsity Head Coach (B/G)	$5,683
HS Varsity Asst. Coach (B/G)	$2,960
MS Head Coach (B/G)	$2,208
MS Asst. Coach (B/G)	$1,523

Wrestling	Stipend
HS Varsity Head Coach (B/G)	$5,683
HS Varsity Asst. Coach (B/G)	$2,960
MS Head Coach	$2,288
MS Asst. Coach	$1,201

Tennis	Stipend
HS Varsity Head Coach (B/G)	$3,559
HS Asst. Coach (B/G)	$2,128
MS Grade Coach	$1,262

Golf	Stipend
HS Varsity Head Coach (B/G)	$3,559

2026-2027 Master Schedule

Athletics - These figures reflect a 1.5% increase

All coaches will be expected to coordinate off-season conditioning and skill development.

Baseball	Stipend
HS Varsity	$5,768
HS Varsity Asst. Coach	$3,004
HS JV Coach	$3,004
HS JV Asst. Coach	$3,004
HS Freshman Coach	$3,004
MS Head Coach	$1,281
MS Asst. Coach	$691

Volleyball	Stipend
HS Varsity Head Coach (B/G)	$5,768
HS Varsity Asst. Coach (B/G)	$3,004
HS JV Coach (B/G)	$3,004
HS Freshman Coach	$3,004
8th Grade Coach	$1,869
7th Grade Coach	$1,869
6th Grade Coach	$1,869

Cross Country	Stipend
HS Varsity Head Coach	$3,612
HS Varsity Coach (BOTH)	$5,768
HS Varsity Asst. Coach	$1,281
MS Head Coach	$2,076
MS Asst. Coach - boys	$1,219
MS Asst. Coach – girls	$1,219

Soccer	Stipend
HS Varsity Head Coach (B/G)	$5,768
HS Asst. Coach (B/G)	$3,004
HS JV. Coach (B/G)	$3,004
MS Head Coach (B/G)	$1,281

Basketball	Stipend
HS Varsity Head Coach (B/G)	$9,084
HS Varsity Asst. Coach (B/G)	$4,747
HS JV Coach (B/G)	$4,747
HS Freshman Coach (B/G)	$4,747
8th Grade Head Coach (B/G)	$3,006
8th Grade Assistant (B/G)	$1,726
7th Grade Head Coach (B/G)	$3,006
7th Grade Assistant (B/G)	$1,726
6th Grade Head Coach (B/G)	$1,281

Softball	Stipend
HS Varsity Head Coach	$5,768
HS Varsity Asst. Coach	$3,004
HS JV Coach	$3,004
HS JV Asst. Coach	$3,004
MS Coach	$1,281
MS Asst. Coach	$691

Football	Stipend
HS Varsity Head Coach	$9,084
HS Varsity Asst. Coach	$4,747
HS Freshman Head Coach	$4,747
MS Fall Head Coach	$3,006
MS Fall Asst. Coach	$1,751
MS Head Spring	$1,071
MS Asst. Spring	$1,071
Flag Football Head Coach	$2,538
Asst. Flag Football	$1,523

Track	Stipend
HS Varsity Head Coach (B/G)	$5,768
HS Varsity Asst. Coach (B/G)	$2,960
MS Head Coach (B/G)	$2,241
MS Asst. Coach (B/G)	$1,546

Wrestling	Stipend
HS Varsity Head Coach (B/G)	$5,768
HS Varsity Asst. Coach (B/G)	$3,004
MS Head Coach	$2,322
MS Asst. Coach	$1,219

Tennis	Stipend
HS Varsity Head Coach (B/G)	$3,612
HS Asst. Coach (B/G)	$2,160
MS Grade Coach	$1,281

Golf	Stipend
HS Varsity Head Coach (B/G)	$3,612