

HANOVER COMMUNITY SCHOOL CORPORATION SUPERINTENDENT'S CONTRACT OF EMPLOYMENT

This Superintendent's Contract of Employment (hereafter "Contract") alters the basic teaching contract of Philip Misecko as Superintendent by the Board of School Trustees of the Hanover Community School Corporation by consent of the parties in the manner permitted by Indiana Code 20-28-8-6.

1. Parties to this Contract and Definition of Terms

The parties to this Contract are the:

- A. "Superintendent" meaning Philip Misecko; and
- B. "Board" meaning the Board of School Trustees acting as the governing body of the Hanover Community School Corporation.
- C. "Hanover" or "School Corporation" meaning the Hanover Community School Corporation
- D. The term "school year" as used in this Contract means a period beginning on July 1 of one calendar year and concluding on June 30 of the following calendar year.

2. Employment of Superintendent & Terms of Employment

A. Employment Relationship and Length of this Contract

The Superintendent accepts employment by the Board in the position of "Superintendent of Schools" and agrees he will serve as the chief executive officer of the School Corporation under this contract for a period and term beginning on July 1, 2026 and concluding on June 30, 2029, unless amended by the parties. Thereafter, this Addendum shall be automatically extended an additional year unless the Superintendent or the Employer notifies the other party to the contrary by January 1 of each calendar year. However, this Addendum may be extended no more than five (5) years beyond the initial ending date of June 30, 2029.

B. Work Days per School Year and the Schedule of Work Days

The parties agree that the Superintendent's contract is for employment/a work year constituting two hundred sixty (260) days during each school year. Work days shall be provided in accordance with a schedule of work days established by

the Superintendent so as to insure the full and competent performance of the duties established in Paragraph 3 of this Contract. The two hundred sixty (260) work year shall include paid sick and personal leave days pursuant to Paragraph 5-C of this Contract, paid vacation days pursuant to Paragraph 5-E of this Contract, paid holidays, and other paid leave provided by Paragraph 5-F of this Contract. The Superintendent shall devote the Superintendent's full time, attention, and energy to the business of the School Corporation.

The Superintendent is generally expected to devote full attention to the duties with the Employer, but the Superintendent may undertake consulting work, speaking engagements, writing, lecturing or other professional duties and obligations provided that such activities do not interfere or conflict with meeting the responsibilities as a superintendent. The Superintendent shall notify the Board or its designee prior to the performance of these activities that involve attention during normal working hours. The Superintendent shall provide notice to the Board of all other such activities preventing full attention to the duties of superintendent. If outside activities take place during normal working hours, Superintendent may keep the compensation for such activities provided the Superintendent is using a vacation or personal leave day; otherwise, any fees earned shall be assigned to and transferred to Employer.

3. Duties of the Superintendent

The Superintendent is responsible for and shall perform those functions as specified in the job description for the position for which the Superintendent is hereby employed, as such may be amended from time to time by the Board. The Superintendent shall be responsible to, and shall be subject to, the direct supervision and evaluation of the Board. The Superintendent is also responsible for complying with all directives of the Board which are authorized by official Board action. In addition, the Superintendent shall, during the term of this Addendum, hold and maintain such state licenses and certifications as may be applicable or required, and shall devote his/ her full working time to the performance of his/her duties as Superintendent.

4. Evaluation of the Superintendent

The Board will review the Superintendent's performance no less than once each school year. The Superintendent must receive a school year evaluation rating of Effective or Highly Effective to be eligible to receive any salary raise or increment for the following school year. The Superintendent shall not be eligible to receive any salary increase or increment or any performance incentive pay in any school year following receipt of an evaluation rating of Ineffective or Improvement Necessary.

5. Salary & Benefits

A. Salary

The Superintendent shall be paid a base salary of One Hundred Fifty-Four Thousand Dollars (\$154,000) for the annual period of July 1, 2026-June 30, 2027. The Superintendent shall be paid in twenty-six (26) equal bi-weekly installments on a schedule fixed for all employees of the school corporation.

Beginning with the 2027-2028 school year, if the Superintendent is evaluated as highly effective or effective for the preceding school year, then the Board may in its sole discretion increase the Superintendent's then-existing base salary during each year of the term of this Addendum by 0-5% of the Superintendent's base salary that is in effect at the time the increase is granted. The Board will consider, but is not required to entirely rely on, the following, when determining the amount for each annual salary increase:

1. The Superintendent's evaluation rating;
2. Salary or stipend payments made to teachers pursuant to the Master Teacher's Contract;

The Board may also, in its sole discretion, grant a salary increase as a flat dollar amount rather than a percentage increase, but any such flat dollar increase will be within the 0-5% range established above. The Superintendent shall not be eligible to receive any salary increase in any school year following receipt of an evaluation rating of Ineffective or Improvement Necessary.

Upon approval by the Board, any adjustment in the Superintendent's salary that occurs in accordance with the terms of this Agreement becomes part of this Agreement and shall not be considered a new agreement.

B. Performance Grants

The Board will review the Superintendent's performance no less than once each school year. If the Superintendent is evaluated as effective or highly effective for the preceding year, the Superintendent will be deemed eligible for a performance payment equivalent to the amount awarded to Hanover teachers with the same performance evaluation rating under performance grant statutes and/or similar programs. This provision only applies to years in which Hanover receives a teacher performance grant or similar performance award.

C. Paid Sick and Personal Leave

1. Sick Leave. The Superintendent shall receive twelve (12) Sick Leave

days per school year.

2. Personal Leave. The Superintendent shall be granted three (3) days of Personal Leave per school year without loss of pay.

D. Vacation Days

The Superintendent will receive twenty (20) days of paid vacation each school year of this Contract. Upon the Superintendent's termination of employment with the School Corporation (whether for retirement or any other reason), the Superintendent shall not receive compensation for any unused and accumulated paid vacation days. Should the Superintendent have any unused vacation days at the end of the school year, those vacation days may accumulate. The Superintendent may accumulate up to a total of thirty (30) vacation days.

E. Paid Holidays

The Superintendent will be compensated for the same paid holidays as are provided to other full-year administrators.

F. Insurance Coverage and Contribution

1. Health Insurance. Superintendent may participate in the Employer's health insurance plans under the same terms and conditions applicable to all other full-time administrators employed by Employer. The Board shall contribute all of the health insurance premium per year for the Superintendent.
2. Dental Insurance. The Board shall make Dental Insurance available to the Superintendent and shall contribute all of the family premium per year.
3. Vision Insurance. The Board shall make Vision Insurance available to the Superintendent and shall contribute all of the family premium per year.
4. Long-Term Disability Insurance. The Board shall make Long-Term Disability Insurance available to the Superintendent and shall contribute all but one dollar (\$1.00) of the premium per year for such insurance.
5. Term Life Insurance. The Board agrees to provide the Superintendent a term life insurance policy with a face value equal to two times the Superintendent's basic salary in effect at the time of execution of this

Contract with the insurer who provides life insurance to the Board's administrators with a maximum benefit of \$250,000.

G. Section 403(b) Contribution

A Section 403(b) shall be offered to the Superintendent. The Superintendent will receive a 4% administrator benefit match from the Board. The Superintendent shall also receive an additional 4% superintendent benefit match from the Board.

H. INPRS Employee Contribution

In addition to the other considerations provided to the Superintendent by this paragraph of this Contract, the Board shall make any contribution to the Indiana Public Retirement System that would otherwise be required to be paid by the Superintendent in accordance with his/her date of hire. The Superintendent's date of hire is when the Superintendent was assigned an INPRS retirement number.

All payments to the Superintendent coming within the definition of "annual compensation" as defined in Ind. Code 5-10.2-4-3(d) as of the Effective Date shall be included in the Superintendent's compensation reported to the Indiana State Teacher's Retirement Fund ("ISTRF") for purposes of the calculation of the Superintendent's "average of annual compensation" as defined at Ind. Code 5-10.2-4-3(b) as of the Effective Date.

I. Dues/Membership Fees for Professional Organizations

The Board agrees to pay the cost of memberships for the Superintendent in professional organizations, including, but not limited to the Indiana Association of School Business Officials, the Indiana Association of Public School Superintendents, and the Association of Curriculum Development each school year in an amount not to exceed the amount included in the annual budget.

J. State and National Conferences

The Board agrees to pay all reasonable expenses (which is determined in the sole discretion of the Board) for the Superintendent to attend state and national conferences each school year as necessary to enhance his/her professional skills and knowledge in an amount not to exceed the amount included in the annual budget.

K. Other Benefits

The Superintendent shall be entitled to all other benefits established by the Board for all full-year administrators employed by the Board.

6. Professional Liability

To the extent permitted by Indiana law, the School Corporation agrees that it shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his/her individual capacity, or in his/her official capacity as agent and employee of the School Corporation, provided the incident arose while the Superintendent was acting within the scope of his/her employment and excluding criminal litigation. This indemnification comes from the School Corporation only and no individual board member is to be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings. The School Corporation will provide liability insurance to support this duty of indemnification.

7. Contract Termination/Cancellation

This Contract may be terminated at any time prior to the end of the Contract Term for cause, including the reasons for cancellation of a teacher contract contained in IC 20-28-7.5-1(b); immediately upon receipt by the Board of written notice from the Division of Professional Standards that the Superintendent no longer holds a license required for the position of Superintendent of Schools from the Division of Professional Standards of the Indiana Department of Education or receives a certified copy of a court document indicating that the Superintendent was convicted of an offense listed in Indiana Code 20-28-5-8(c); and immediately upon the occurrence of the death or certification of the total disability of the Superintendent, as "total disability" is first certified by the carrier for the School Corporation's disability insurance policy, the Indiana State Teachers Retirement Fund, or Social Security; and this Contract may be terminated without cause as permitted by applicable law of the State of Indiana.

If the Superintendent requests that the Contract be cancelled, the Superintendent must give the Board at least sixty (60) days written notice prior to the effective date when such cancellation would become effective, unless such notice is not practicable.

8. Entire Contract of Parties

This Contract contains all the agreed terms of employment of the Superintendent by the Board and will not be modified except in a written document making specific reference to this Contract and the specific provision to be modified. Modifications to this Contract shall be approved by both parties in the same manner that this Contract was

approved.

If required for purposes of compliance with a standard or request of the State Board of Accounts of the State of Indiana, the parties agree that they will execute one or more one-year or multi-year standard teacher contracts to implement the terms of this Contract. The parties further agree that to the extent this Contract is inconsistent with the Superintendent's basic teacher contract it replaces, the terms of this Contract shall control.

9. Contract as a Public Record

The parties agree that this Contract is a public record under the Indiana Public Records Law, Indiana Code 5-14-3, and Indiana Code 20-28-6-2 pertaining to teacher contracts generally.

- 10. Notices.** Any notice required or permitted to be given to the Superintendent under the terms of this Contract will be sufficient if given in writing and delivered by personal service or by certified mail, return receipt requested, at the last known residence of the Superintendent or former Superintendent.

Notice may be given to the Board by written notice, addressed to the President of the Board of School Trustees of the Hanover Community School Corporation, and to the Attorney for the Hanover Community School Corporation, in two separate envelopes, by personal service or by certified mail, return receipt requested, addressed to:

President, Hanover Community School Corporation
Board of Trustees
c/o Hanover Community School Corporation
9520 West 133rd Ave.
Post Office Box 645

AND

Attorney for the Board of School Trustees
Hanover Community School Corp.
9520 West 133rd Ave.
Post Office Box 645
Cedar Lake, IN 46303

- 11. Severability and Execution in Counterparts.** If any portion or portions of this

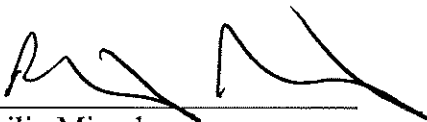
Contract shall be, for any reason, invalid or unenforceable, the remaining portions shall nevertheless be valid and enforceable and carried into effect, unless to do so would clearly violate the present legal and valid intention of the parties. This Contract shall be subject to and governed by the laws of the State of Indiana and any claims that must be litigated under this Contract shall be litigated in the venue of Lake County, Indiana.

Execution of separate but identical copies of this Contract by the Board and Superintendent shall be sufficient to establish a binding contract between the parties and shall bind the parties as if they had executed a single copy of this Contract.

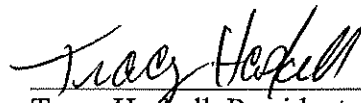
IN WITNESS WHEREOF, the Board and the Superintendent have executed this Contract on the day and year written below

Agreed this 24 day of February 2026.

Superintendent


Philip Misecko

Board of School Trustees


Tracy Haskell, President


Scott Burdan, Vice-President


Aaron Kuzma, Secretary


Tara Beilke, Member


Eric Valiska, Member