

STATE BOARD OF EDUCATION MEETING

May 22-23, 2008
Len B Jordan Building
650 W State Street
3rd Floor Conference Room
Boise, Idaho



Thursday, May 22, 2008, 9:30 a.m., Len B. Jordan Building, 3rd Floor Conference Room, Boise Idaho

EXECUTIVE SESSION (Closed to the Public)

The State Board of Education will meet in executive session to evaluate the presidents of Idaho's state higher education institutions, its interim executive director, and its agency heads, pursuant to Idaho Code Section 67-2345(1) (b), which permits an executive session for the purposes of evaluating, dismissing or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student;

The State Board of Education will meet in executive session pursuant to Idaho code Section 67-2345(1)(a) to consider hiring a public officer, employee, staff member or individual agent in the Office of the State Board of Education.

EXECUTIVE SESSION ITEMS MAY BE DISCUSSED AND ACTED UPON, IF APPROPRIATE, IN OPEN SESSION.

OPEN MEETING

1. Compensation – Agency Heads
2. Compensation – Institution Presidents

Friday, May 23, 2007, 8:00 a.m., Len B. Jordan Building, 3rd Floor Conference Room, Boise Idaho

BOARD RETREAT – Work Session

- 8:00 am** Fiscal Accountability Tools
9:00 am Board Self-Evaluation Action Plan
9:20 am Budget Environment
10:05 am **Break**
10:20 am Board Planning Calendar
11:00 am Performance Measure
11:15 am Board Legal Responsibilities
11:30 am Parliamentary Procedures

STATE BOARD OF EDUCATION
MAY 23, 2008

SUBJECT

Compensation for Agency Heads of the State Board of Education for FY 2009

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section I.E.2.
Various appropriation bills (contained funding for respective agency salaries)

BACKGROUND

The Legislature provided state employee salary increases equivalent to 3% for FY 2009, to be allocated based upon merit after a 1% across-the-board salary increase.

The agency heads and Director of the School for the Deaf and Blind are evaluated by the Executive Director, who makes recommendations to the Board with respect to future compensation. The Board does not determine the salary for the directors of the Idaho State Historical Society or the Commission for Libraries.

DISCUSSION

Included below are individual motions regarding salary for each Agency Head, to be presented at the May 23, 2008 Board meeting.

The Board is not approving salary increases for the directors of the Commission for Library or the Idaho State Historical Society, because those individuals report to their respective boards.

IMPACT

Board action will allow the Agency Heads to receive compensation based on their performance reviews.

STAFF COMMENTS AND RECOMMENDATIONS

The Executive Director will discuss performance and recommendations for compensation of the Agency Heads.

The following motions are available for the Board's use after determining FY2009 salary amounts.

**STATE BOARD OF EDUCATION
MAY 23, 2008**

BOARD ACTION

A motion to set the annual salary for Michael Graham, Administrator for the Division of Vocational Rehabilitation, at \$_____, effective July 1, 2008.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

AND

A motion to set the annual salary for Mary Dunne, Director of the Idaho School for the Deaf and Blind, at \$_____, effective July 1, 2008.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

AND

A motion to set the annual salary for Peter Morrill, General Manager of Idaho Public Television, at \$_____, effective July 1, 2008.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

AND

A motion to set the annual salary for Mike Rush, Administrator of the Division of Professional-Technical Education, at \$_____, effective July 1, 2008.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

REFERENCE – APPLICABLE STATUTE, RULE, OR POLICY

**Idaho State Board of Education
Governing Policies and Procedures**

Section: I Governing Policies and Procedures
Subsection E: Executive Officers

April, 2002

E. Executive Officers

2. Presidents/Agency Heads/Superintendent (also referred to as chief executive officers)

(c) The agency heads and superintendent are evaluated by the Executive Director, who makes recommendations to the Board with respect to future contracts and compensation. The Presidents are evaluated by the Board. The performance evaluation is based upon the duties outlined in the policy and mutually agreed upon goals. Final decisions with respect to future contracts are made by the Board.

c. Terms and Conditions

The Board and each chief executive officer shall sign an annual letter of agreement that documents the period of appointment, salary, and any additional terms. The Board shall evaluate the performance of each chief executive officer pursuant to the Board's evaluation policy.

d. Compensation and Benefits

The chief executive officer's annual salary shall be set and approved by the Board. The chief executive officers shall not receive personal salary or benefits or supplements from institutional foundations or other affiliated organizations except as allowed for institutional presidents pursuant to topic 3, subtopic e, below and as such is specifically approved by the Board in each instance. Additionally, the chief executive officer may not receive personal salary or benefits or supplements from other outside sources without prior Board approval.

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STATE BOARD OF EDUCATION
MAY 23, 2008

SUBJECT

Compensation for Presidents of the colleges and universities of the State Board of Education for FY 2009

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section I.E.2.

BACKGROUND

The Legislature provided state employee salary increases equivalent to 3% for FY 2009, to be allocated based upon merit after a 1% across-the-board salary increase.

The Presidents are evaluated by the State Board of Education, which also determines any salary changes for the next fiscal year.

DISCUSSION

Included below are individual motions for each President, to be presented at the May 23, 2008 Board meeting.

IMPACT

Board action will allow the Presidents to receive compensation based on their performance reviews.

**STATE BOARD OF EDUCATION
MAY 23, 2008**

BOARD ACTION

A motion to set the salary for Dr. Arthur Vailas as President of Idaho State University at \$ _____, effective July 1, 2008.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

AND

A motion to set the salary for Dr. Robert Kustra as President of Boise State University at \$ _____, effective July 1, 2008.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

AND

A motion to set the salary for Dr. Dene Thomas as President of Lewis-Clark State College at \$ _____, effective July 1, 2008.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

REFERENCE – APPLICABLE STATUTE, RULE, OR POLICY

**Idaho State Board of Education
Governing Policies and Procedures**

Section: I Governing Policies and Procedures
Subsection E: Executive Officers

April, 2002

E. Executive Officers

2. Presidents/Agency Heads/Superintendent (also referred to as chief executive officers)

(c) The agency heads and superintendent are evaluated by the Executive Director, who makes recommendations to the Board with respect to future contracts and compensation. The Presidents are evaluated by the Board. The performance evaluation is based upon the duties outlined in the policy and mutually agreed upon goals. Final decisions with respect to future contracts are made by the Board.

c. Terms and Conditions

The Board and each chief executive officer shall sign an annual letter of agreement that documents the period of appointment, salary, and any additional terms. The Board shall evaluate the performance of each chief executive officer pursuant to the Board's evaluation policy.

d. Compensation and Benefits

The chief executive officer's annual salary shall be set and approved by the Board. The chief executive officers shall not receive personal salary or benefits or supplements from institutional foundations or other affiliated organizations except as allowed for institutional presidents pursuant to topic 3, subtopic e, below and as such is specifically approved by the Board in each instance. Additionally, the chief executive officer may not receive personal salary or benefits or supplements from other outside sources without prior Board approval.

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