



STATE BOARD OF EDUCATION  
TRUSTEES OF BOISE STATE UNIVERSITY  
TRUSTEES OF IDAHO STATE UNIVERSITY  
TRUSTEES OF LEWIS-CLARK STATE COLLEGE  
BOARD OF REGENTS OF THE UNIVERSITY OF IDAHO  
STATE BOARD FOR PROFESSIONAL-TECHNICAL EDUCATION

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**APPROVED MINUTES  
STATE BOARD OF EDUCATION  
December 4, 2012  
Special Board Meeting  
Boise, ID**

A special meeting of the State Board of Education was held December 4, 2012. It originated at the Office of the State Board of Education, in the Len B. Jordan Building, 650 W. State Street, 3<sup>rd</sup> Floor in Boise, Idaho. Board President Ken Edmunds presided and called the meeting to order at 3:00 p.m. MST. A roll call of members was taken for the meeting.

**Present:**

Ken Edmunds, President  
Don Soltman, Vice President  
Emma Atchley, Secretary

Bill Goesling  
Rod Lewis  
Milford Terrell

**Absent:**

Tom Luna  
Richard Westerberg

**BUSINESS AFFAIRS AND HUMAN RESOURCES**

**1. University of Idaho – Head Coach Contract**

**BOARD ACTION**

**M/S (Atchley/Soltman): To approve the request by the University of Idaho to enter into a multi-year employment contract with Paul Petrino, as Head Men’s Football Coach, for a three year rolling term expiring no later than December 31, 2017 with an annual base salary of \$175,000 and such contingent base salary increases, annual media payments, and incentive/supplemental compensation provisions as set forth in the materials presented to the Board, in substantial conformance with the terms of contract set forth in Attachment I to the Board materials. A roll call vote was taken and the motion carried unanimously.**

Ms. Atchley introduced the item and provided a summary. She indicated the University wishes to enter into a multi-year contract with Paul Petrino as the University’s Head Men’s Football Coach for an initial term of three (3) years with two (2) potential extension years based on paid home game attendance goals. The coach’s initial annual base compensation without any incentive/supplemental compensation would be \$390,000 (including media payment). The

academic incentives are adequate – the amounts being equivalent to incentive pay for conference or national coach of the year.

Mr. Freeman confirmed for Board members that the contract does follow the Board's approved model contract. Mr. Lewis asked if there was a buy-out clause. Ms. Atchley confirmed the buy-out clause on behalf of the university and summarized those details, commenting the contract contains significant payment provisions in favor of the University if the coach terminates employment for convenience. University of Idaho legal counsel Kent Nelson added that if the University terminates the contract, the University is obligated to continue the base salary and media payment for the term of the contract. Mr. Freeman indicated this clause is in line with the model contract.

### **OTHER BUSINESS**

There being no further business, a motion to adjourn was entertained.

**M/S (Terrell/Atchley): To adjourn at 3:11 p.m. MST. The motion carried unanimously.**