



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 Career-Technical Education

**APPROVED MINUTES
IDAHO STATE BOARD OF EDUCATION**

**November 14, 2016
Office of the State Board of Education
Len B. Jordan Building, 3rd Floor
Boise, Idaho**

A special meeting of the State Board of Education was held November 14, 2016 in the large conference room of the Office of the State Board of education, Len B. Jordan Building, in Boise, Idaho. Board President Emma Atchley presided and called the meeting to order at 9:00 am Mountain Time. A roll call of members was taken.

Present:

Emma Atchley, President	Richard Westerberg
Debbie Critchfield, Secretary	Dave Hill
Andy Scoggin	Don Soltman
Sherri Ybarra, State Superintendent	

Absent:

Linda Clark, Vice President

BUSINESS AFFAIRS & HUMAN RESOURCES (BAHR)

Section I – Human Resources

1. Board Policy Section II.F. – Policies Regarding Non-Classified Employees

M/S (Westerberg/Hill): To approve the second reading of the proposed amendment to Board Policy Section II.F. “Policies Regarding Non-Classified Employees – Annual

Leave,” subsections 2 and 3, as provided in Attachment 1. The motion carried unanimously 7-0.

Mr. Westerberg introduced the item indicating that this is the second reading to the proposed amendment to Board Policy II.F. intended to minimize the negative impact on non-classified employees who will become overtime-eligible (but may or may not be permitted to work overtime) and who would be required to accrue leave at a lesser rate under the current policy. He pointed out there have been no changes between the first and second reading.

He clarified that under the proposed amendment, the protection of these employees' current leave accrual rate would be limited to their time in the specific position. “Grandfather” protection would end if the employee departs or moves to a new position. The proposed amendment would not increase the current costs to the institutions for the leave accrued by the affected individuals—they would continue to accrue leave at a rate based on two (2) days per month for full-time employees. The proposed amendment would result in the institutions and agencies forgoing any immediate leave accrual savings, which would not be available until the “grandfather” protection lapsed for the affected positions.

Dr. Hill asked if this was a complete solution or a temporary solution that would further evolve. Mr. Westerberg responded it is an imperfect solution that will help resolve itself through time. Mr. Scoggin also commented on the need for the Board to remain open to what the impacts are to the institutions with the understanding that if there are changes which could improve situations for the institutions, the Board should explore and be open to suggestions.

Ms. Critchfield asked about the timeline if this item were revisited. Mr. Westerberg responded that board policy could be amended at the Board's discretion to make the situation better.

OTHER BUSINESS

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

M/S (Scoggin/Critchfield): To adjourn the meeting at 9:15 a.m. The motion carried unanimously.