

**BUSINESS AFFAIRS AND HUMAN RESOURCES
AUGUST 10, 2017**

TAB	DESCRIPTION	ACTION
1	CHIEF EXECUTIVE OFFICER EMPLOYMENT AGREEMENTS/TERMS	Motion to approve
2	IDAHO PUBLIC TELEVISION Agency Director Compensation	Motion to approve
3	BOISE STATE UNIVERSITY Multi-Year Employment Agreement – Head Women’s Basketball Coach	Motion to approve

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SUBJECT

Chief Executive Officer Contracts

APPLICABLE STATUTE, RULE, OR POLICY

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

REFERENCE

May 2017

Idaho State Board of Education (Board) conducted performance evaluations for the institutions' chief executive officers, including the presidents of Boise State University and the University of Idaho.

June 2017

Board approved salaries for the institutions' chief executive officers, including the presidents of Boise State University and the University of Idaho.

BACKGROUND/DISCUSSION

The Board approved salaries for chief executive officers and agency directors under the direct governance of the Board at the June 2017 Board meeting. The proposed contracts incorporate the approved salaries into the applicable chief executive officer employment agreements. The contracts also extend the terms of the affected presidents' employment agreements for one additional year.

IMPACT

Approval of the proposed employment agreements will implement the Board's recent decisions on salaries and duration into amended employment agreements for the affected chief executive officers.

STAFF COMMENTS AND RECOMMENDATIONS

The provisions of the proposed amended employment agreements conform to the specifications of Board Policy I.E. "Executive Officers" as updated in October 2016.

Staff recommends approval.

BOARD ACTION

I move to approve the amended employment agreement for Dr. Robert Kustra as President of Boise State University.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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I move to approve the amended employment agreement for Dr. Chuck Staben as President of the University of Idaho.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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SUBJECT

Chief Executive Officer Salaries

REFERENCE

May 2017

The Idaho State Board of Education (Board) completed performance evaluations and approved salaries for its Chief Executive Officers

June 2017

The Board approved Chief Executive Officer salaries for the majority of institution presidents and agency heads under the governance of the Board

APPLICABLE STATUTES, RULE OR POLICY

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

BACKGROUND/DISCUSSION

The Board's Executive Director has completed the annual performance evaluation for the General Manager of Idaho Public Television (IPTV). The FY2018 salary recommendation for this position is based on the incumbent's annual evaluation rating and the Change in Employee Compensation (CEC) matrix within the IPTV FY2018 compensation plan that was approved by the Division of Financial Management. Note: Agency heads' salaries are entered into the state payroll system based on the hourly rate.

IMPACT

Approval of proposed salary for the IPTV General Manager will allow staff to enter the FY2018 salary information for this position into the state payroll system.

STAFF COMMENTS AND RECOMMENDATIONS

The proposed salary would be retroactive to the start of the fiscal year. Governor's approval had not yet been rendered as of agenda production.

BOARD ACTION

I move to approve an hourly rate of \$_____ (annual salary of \$_____) for Ron Pisaneschi as General Manager of Idaho Public Television, effective June 18, 2017.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

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BOISE STATE UNIVERSITY

SUBJECT

Multi-year contract for Gordon Presnell, Head Women's Basketball Coach

REFERENCE

February 2011	The Idaho State Board of Education (Board) approved a two-year employment agreement with Head Women's Basketball Coach Gordon Presnell.
December 2014	The Board approved a five-year employment agreement with Coach Presnell.
August 2016	The Board approved a new three-year employment agreement with Coach Presnell.

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section II.H.

BACKGROUND/DISCUSSION

In August 2016, the Board approved a two (2) year and seven (7) month employment contract extension with Gordon Presnell as the Head Women's Basketball Coach terminating March 31, 2019. Boise State University (BSU) requests approval to enter into a new multi-year contract with Coach Presnell as Head Women's Basketball Coach.

After a great season of winning the Mountain West Conference Championship, playing in the first round of the NCAA tournament (which is the second time in three years and a record setting season for wins of 25-8 overall), Coach Presnell's contract has been renegotiated. The contract includes an automatic extension clause extending one year after each season the team reaches 18 wins. It also changes Coach Presnell's bonus structure and adds an incentive for scheduling away games for which a game guarantee is paid. The proposed contract additionally captures some updates made to the Board template, captures changes regarding outside income, and builds in an annual salary increase.

IMPACT

The new contract will be for four (4) years and seven (7) months - August 13, 2017 – March 31, 2022. The base salary is \$230,000 for the first year, \$240,000 for the second year, \$250,000 for the third and subsequent extension years, with incentives as follows:

Academic Achievement

Academic incentive pay may be earned if annual team APR ranks nationally

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within women's basketball above the 50th percentile as follows:

National Rank within Sport:

50th - 59.9%	\$ 5,000
60th - 69.9%	\$ 7,500
70th - 79.9%	\$10,000
80th % or above	\$12,500

Athletic Achievement

The greatest of the following:

11 conference wins	\$ 2,000
12 conference wins	\$ 3,000
13 conference wins	\$ 4,000
14+ conference wins	\$ 7,500
Conference Regular Season Champions	\$12,500

The greater of the following two:

Conference Tournament Finalist	\$ 3,000
Conference Tournament Champions	\$12,500

NCAA Tournament Appearance	\$5,000/game
WNIT Appearance	\$3,000/game
18 Wins	\$6,000

In addition, the coach may operate additional summer camps at Boise State pursuant to the proposed agreement.

In the event Gordon Presnell terminates the agreement for convenience, the following liquidated damages will be due: \$40,000 for the first year, \$20,000 for the second year, or \$10,000 for the third year.

ATTACHMENTS

Attachment 1 – Proposed Contract	Page 5
Attachment 3 – Redline from Model	Page 19
Attachment 3 – Redline from Current Contract	Page 37
Attachment 4 – APR Summary	Page 53
Attachment 5 – Liquidated Damages	Page 54
Attachment 6 – Salary and Incentive Comparison Chart	Page 55
Attachment 7 – Max Compensation Calculation	Page 57
Attachment 8 – Contract Checklist	Page 58

STAFF COMMENTS AND RECOMMENDATIONS

Board approval for the proposed head coach employment agreement is required because the maximum potential annual compensation (base salary plus possible bonus and incentive payments) exceeds \$200,000 and the term of the proposed

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contract exceeds three years. Maximum total compensation for the first year of the contract is projected at \$308,500.00 with increases of \$10,000 per each subsequent year of the agreement as a result of automatic base salary increases of that amount. Incentive payment amounts for academic and athletic achievement have not changed from the previous contract. The request package complies with the requirements specified in Board Policy II.H., the multi-year model contract for coaches, and the coach contract checklist.

Staff recommends approval.

BOARD ACTION

I move to approve the request by Boise State University to enter into a four year, seven month employment agreement with Gordon Presnell, Head Women's Basketball Coach, commencing on August 13, 2017 and terminating on March 31, 2022, at an initial base salary of \$230,000 with raises and supplemental compensation provisions, as submitted in Attachment 1.

Moved by _____ Seconded by _____ Carried Yes ___ No ___

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