

BUSINESS AFFAIRS AND HUMAN RESOURCES
JUNE 25, 2025

| TAB | DESCRIPTION | ACTION |
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| 1 | AGENCY HEAD COMPENSATION AND CHIEF EXECUTIVE OFFICERS CONTRACT TERMS | Action Item |

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SUBJECT

Agency Head Compensation and Chief Executive Officers Contract Terms

APPLICABLE STATUTES, RULE OR POLICY

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

Idaho Code §§ 33-102A, 33-2205, 33-2303, 33-2806, 33-3006, 33-3106, and 33-4005

BACKGROUND/DISCUSSION

On April 28, 2025, the Governor's Office communicated to Agency Heads regarding Annual Performance Evaluations. The review process was described to be two (2) parts:

- 1) A self-evaluation form for Agency Heads to review their key accomplishments during the 2024-2025 review period and propose strategic goals for the upcoming review period.
- 2) A performance evaluation form for the Governor's Office staff to evaluate the Agency Head's performance and to establish strategic goals for the upcoming review period.

The evaluation timeline was as follows:

- Self-evaluations were to be completed by May 9, 2025. Agency Heads were instructed to access the self-evaluation form and complete their key accomplishments and proposed strategic goals for the upcoming review period, in consultation with their Board chair as appropriate.
- Governor's Office staff were to review the self-evaluation forms, complete their performance evaluation, and finalize the strategic goals for the upcoming review period, in consultation with the Agency Heads by May 30, 2025.
- Governor's Office staff were to meet with the Agency Heads to deliver their final performance evaluations by no later than June 20, 2025.

Agency Heads' salaries are entered into the state payroll system based on the equivalent hourly amount. The Board's consideration of salary changes at this time will allow for any approved changes to be entered into the state payroll system prior to the start of the payroll fiscal year.

Contracts for the presidents of Boise State University, Idaho State University, Lewis-Clark State College, and the University of Idaho are established by the State Board of Education pursuant to Board Policy I.E.2.e.i, which provides that "Each chief executive officer's annual compensation shall be set and approved by the

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Board.” The Board will be conducting annual reviews of the four (4) college/university presidents on June 17, 2025.

IMPACT

Approval of the proposed salaries will allow staff to enter the salaries for FY 2026 into the state payroll system and update any presidential contracts.

STAFF COMMENTS AND RECOMMENDATIONS

Board Policy I.E.2.d. provides that “Agency Heads are evaluated by the Executive Director annually, who makes recommendations to the Board with respect to compensation and employment actions. Final decisions with respect to compensation and employment actions with regard to chief executive officers are made by the Board.”

Agency heads under the Board are evaluated and their compensation is set annually by the Governor’s Office. Agency head evaluation ratings and compensation were made available by the Governor’s office.

Institution chief executive officer annual personnel reviews were conducted on June 17th by the Board along with proposed salary increases and updated contract terms.

BOARD ACTION

I move to approve an hourly rate of **\$67.75** (annual salary of **\$140,920**) for **Jeff Tucker** as **Manager of Idaho Public Television**, retroactively effective on June 8, 2025.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

I move to approve an amendment to extend **Robert Wagner’s** contract as **President of Idaho State University** for **one (1) year**, and for the parties to execute the **second** amendment to his contract.

AND

I move to approve an amendment to extend **Cynthia Pemberton’s** contract as **President of Lewis Clark State College** for **one (1) year**, and for the parties to execute the **fourth** amendment to her contract.

AND

I move to approve an amendment to extend **C. Scott Green’s** contract as **President of University of Idaho** for **one (1) year**, and for the parties to execute the **fifth** amendment to his contract.

Moved by _____ Seconded by _____ Carried Yes _____ No _____

BAHR