

**BUSINESS AFFAIRS AND HUMAN RESOURCES  
FEBRUARY 15, 2017**

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<b>TAB</b>	<b>DESCRIPTION</b>	<b>ACTION</b>
<b>BOISE STATE UNIVERSITY</b>		
<b>1</b>	Multi-Year Coach Contract for Women's Gymnastics Co-Head Coach - Neil Resnick	Motion to approve

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**BOISE STATE UNIVERSITY**

**SUBJECT**

Multi-year contract for Neil Resnick, Co-Head Coach Women's Gymnastics

**REFERENCE**

October 2015                      The Idaho State Board of Education (Board) approved a three year employment agreement with Co-Head Gymnastics Coach Neil Resnick

**APPLICABLE STATUTE, RULE, OR POLICY**

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

**BACKGROUND/DISCUSSION**

In October 2015, the Board approved a three (3) year contract with Neil Resnick as the Co-Head Gymnastics Coach terminating on June 30, 2018. Boise State University (BSU) is requesting approval of an extension of the multi-year contract for its Co-Head Coach of Women's Gymnastics. The contract includes an automatic extension clause extending one year after each season the team has a top 20 national ranking at the end of the season.

**IMPACT**

The new contract will be for two (2) years and four (4) months, February 17, 2017 – June 30, 2019. The salary is \$81,800, with incentives as follows:

**Academic Achievement**

Academic Incentive Pay may be earned if the team Academic Progress Rate (APR) is as follows:

National Score Within Sport		
50% – 59.9%	=	\$1,400
60% – 69.9%	=	\$1,600
70% – 79.9%	=	\$1,800
80% or higher	=	\$2,000

**Athletic Achievement**

Athletic Incentive Pay may be earned as follows:

– Conference Tournament Championships	\$2,000
– or –	(Only one)
– Qualify Team for NCAA Regionals	\$1,500
– Qualify Team for NCAA Nationals	\$3,000
– Conference Coach of the Year	\$2,000
– NCAA Regional Coach of the Year	\$3,000
– NCAA National Coach of the Year	\$5,000

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- Top 25 National Ranking at End of Season      \$2,000  
    - or -      (Only one)
- Top 12 National Ranking at End of Season      \$4,000  
    - or -      (Only one)
- Top 6 National Ranking at End of Season      \$5,000

In the event Neil Resnick terminates the agreement for convenience, the following liquidated damages shall be due:

- If agreement is terminated on or before June 30, 2017, the sum of \$20,000.
- If agreement is terminated on or before June 30, 2018, the sum of \$10,000

**ATTACHMENTS**

Attachment 1 – Proposed Contract	Page 3
Attachment 2 – Redline from Model	Page 19
Attachment 3 – Redline from Current Contract	Page 39
Attachment 4 – APR Summary	Page 55
Attachment 5 – Liquidated Damages	Page 56
Attachment 6 – Salary and Incentive Chart	Page 57
Attachment 7 – Max Compensation Calculation	Page 58
Attachment 8 – Coach Contract Checklist	Page 59

**STAFF COMMENTS AND RECOMMENDATIONS**

This employment agreement is being submitted for Board approval because the term of the contract could potentially exceed three years if the incentive condition, which automatically adds a one-year extension for seasons in which the team earns a top 20 national ranking, is achieved. Total maximum annual compensation is \$103,800 for the first year of the contract, and \$106,800 thereafter. The employment agreement conforms to the Board’s model coach contract.

Staff recommends approval.

**BOARD ACTION**

I move to approve the request by Boise State University to enter into a two year four month multi-year agreement as proposed with Neil Resnick as its Co-Head Coach of Women’s Gymnastics, commencing on February 17, 2017 and terminating on June 30, 2019, at a base salary of \$81,800 and supplemental compensation provisions, as submitted.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_