

AGENDA

Board of Trustees

Jan Mittleider, Chair
Laird Stone
Jack Nelsen
Anna Scholes
Scott McClure

CSI Mission Statement:

To provide quality educational, social, cultural, economic, and workforce development opportunities that meet the diverse needs of the communities we serve.

Board Mission Statement:

The mission of the Board of Trustees of the College of Southern Idaho is to lead in the constant definition, interpretation, articulation, implementation and evaluation of the College mission.

I. CALL TO ORDER

Chairman Mittleider
3:00PM/President's Board Room

A. Pursuant to Idaho Code 74-206, the Board will convene to:

- ◆ Deliberate regarding an acquisition of interest in real property [Idaho Code § 74-206(1)(c)]

II. ADJOURNMENT

Chairman Mittleider

CALL TO ORDER: 3:00p.m.

EXECUTIVE SESSION: 3:13p.m.

EXECUTIVE SESSION ATTENDEES:

Trustees:

Jan Mittleider, Chairman
Laird Stone, Vice Chairman
Jack Nelsen, Clerk
Anna Scholes, Trustee
Scott McClure, Trustee

College Administration:

Dr. Jeff Fox, President
Kristy Carpenter, Controller
Lisa Schoettger, Board Attorney

Pursuant to Idaho Code § 77-206 the Board agreed to convene in Executive Session to Consider:

- ◆ Deliberate regarding an acquisition of interest in real property
[Idaho Code § 74-206(1)(c)]

Jan Mittleider moved to go into Executive Session.

The vote to do so by roll call:

- Jan Mittleider Aye
- Laird Stone Aye
- Jack Nelsen Aye
- Anna Scholes Aye
- Scott McClure Aye

The Board returned to public session at 3:52p.m.

BOARD MEETING ATTENDEES:

Trustees:

Jan Mittleider, Chairman
Laird Stone, Vice Chairman
Jack Nelsen, Clerk
Anna Scholes, Trustee
Scott McClure, Trustee

College Administration:

Dr. Jeff Fox, President
Kristy Carpenter, Controller
Dr. Michelle Schutt, Vice President of Student Services

Employees, visitors and media:

Attached List

APPROVAL OF AGENDA: The agenda was approved on MOTION by Laird Stone. Affirmative vote was unanimous.

BOARD MINUTES: The following Board of Trustee meeting minutes were accepted as written on MOTION by Anna Scholes. Affirmative vote was unanimous.

February 21, 2019 – Special Session

February 25, 2019 – Regular Meeting

TREASURER'S REPORT: The Treasurer's report was accepted on MOTION by Jack Nelsen. Affirmative vote was unanimous.

HEAD START/EARLY HEAD START REPORT: The Board approved the Head Start/Early Head Start monthly fiscal and operational reports on MOTION by Jack Nelsen. Affirmative vote was unanimous.

OPEN FORUM: None

UNFINISHED BUSINESS: None

NEW BUSINESS:

Action Items

1. Kristy Carpenter, Controller, presented a proposed Dual Credit Fee Adjustment from \$65 to \$75/credit. The Board approved the recommendation of increasing the amount CSI charges for Dual Credit to \$75 per credit on MOTION by Jan Mittleider. Affirmative vote was unanimous.
2. Kristy Carpenter, Controller, presented a recommendation for housing rates at Eagle Hall, North View Apartments, and Eagle View Apartments remain the same as 2018-2019. She also presented a request to allow CSI Administration to negotiate adjustments to amounts of flex dollars allotted to each student resident meal plan and to negotiate the adjustment of the cost of meal plans accordingly with an increase for inflation. The Board approved housing rates at Eagle Hall, North View Apartments, and Eagle View Apartments remain the same as 2018-2019, as well as CSI Administration to move forward with negotiation for meal plan adjustments with Sodexo on MOTION by Scott McClure. Affirmative vote was unanimous.
3. Kristy Carpenter, Controller, presented a request and the Board approved CSI Administration to continue refining and negotiating employee health insurance coverage plans and offerings to maintain quality employee health insurance for FY20 on motion by Jack Nelsen. Affirmative vote was unanimous.

4. Kristy Carpenter, Controller, presented and the Board authorized CSI President Jeff Fox to begin the process of issuing contracts for the 2019-2020 academic year, allowing the President to give between two and three percent raises to employees along with rank, degree, increases for changes in duties, and one-time merit increases on motion by Laird Stone. Affirmative vote was unanimous.

Information Items

1. Chris Bragg, Associate Dean of Institutional Effectiveness, presented a Spring 2019 Snapshot Report that reflects college enrollment numbers as of March 15th. He noted overall, there are 8,722 students taking credit-bearing courses at CSI which is up for the third straight year. He stated there has been significant growth in Early College enrollment students.
2. Jennifer Zimmers, Financial Aid Director, reported on the financial aid default rate. Her report included CSI's rate is slightly lower than other colleges in Idaho, largely in part because CSI partners with Utah Higher Education Assistance Authority (UHEAA), who provides financial literacy to help students stay out of default.
3. Cesar Perez, CSI Jerome and Gooding Center Director, presented an update on the CSI Jerome and Gooding Centers. Highlights of his report include:
 - CSI was the first college in the nation to launch a National Alliance of Concurrent Enrollment Partnerships (NACEP) pilot program to run a dual credit course in partnership with the Jerome and Gooding High School Latinos in Action organization.
 - Jerome and Gooding Centers offer Community Education classes, College and Career Readiness (ABE) classes, Dual Credit, and Over 60 and Getting Fit classes.
 - CSI's Hispanic student demographic is at 24.2%.

PRESIDENT'S REPORT

REMARKS FOR THE GOOD OF THE ORDER

ADJOURNMENT DECLARED: 5:40 p.m.

CSI Trustees

Monday, March 18, 2019

Page 4



Jeffrey M. Harmon, Secretary Treasurer

Approved: April 15, 2019



Jan Mittleider, Chairman

**COLLEGE OF SOUTHERN IDAHO
COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES MEETING MINUTES**

Monday, March 18, 2019 – 3:00p.m.

315 Falls Ave. – Twin Falls, ID 83301

Monthly Board Meeting List of Additional Attendees

Employees

Michelle Schutt, VP of Student Services
Kevin Mark, Chief Technology Officer
Kristy Carpenter, Controller
Chris Bragg, Associate Dean of Institutional Effectiveness
Heidi Adams, Associate Dean of STEM
Cesar Perez, Director Jerome/Gooding Centers and Hispanic Community Liaison
Eric Nielson, Director of Human Resources
Jayson Lloyd, Dean of Instruction
Jennifer Zimmers, Director of Financial Aid
Spencer Cutler, Director of Physical Plant
Kim LaPray, Director of Public Information
Ed Ditlefsen, Director IT Application and Data
Larisa Alexander, IT Service Owner/Business Operations
Ginger Nukaya, Executive Administrative Assistant to the President
Teri Fattig, Director, Library and Museum Department Chair, Information Science
Candace Boesiger, Assistant Professor Accounting
Heidi McCall, Student Financial Aid Advisor
Andy Williams, IT Service Owner
Karrie Hornbacher, Early College Senior Coordinator
Heidi Hawkins, Professor, Biology
Brianna Ridgeway, Student Financial Aid Advisor
Maria Rodriguez-Diaz, Financial Aid Advisor
Katie Packer, Financial Aid Advisor
Jentri King, Financial Aid Advisor
Curtis Eaton, Special Assistant to the President

Media and Visitors

Julie Wootton, Times News
Carolina Zamudio, ASCSI Student Body President
Sammi Sanchez, CSI Student



General Fund Board Report

As of February 28, 2019

	Prior Year	Current Year	Budget	Remaining	Remaining %
Revenue					
Tuition & Fees	(\$10,764,053)	(\$10,841,544)	(\$11,276,000)	(\$434,456)	3.85%
County Tuition	(\$1,724,750)	(\$1,860,350)	(\$1,720,000)	\$140,350	(8.16)%
State Funds	(\$21,737,379)	(\$21,357,965)	(\$21,824,000)	(\$466,035)	2.14%
County Property Tax	(\$4,340,592)	(\$4,722,352)	(\$7,530,000)	(\$2,807,648)	37.29%
Grant Management Fees	(\$339,235)	(\$335,593)	(\$520,000)	(\$184,407)	35.46%
Other	(\$561,685)	(\$724,322)	(\$375,000)	\$349,322	(93.15)%
Unallocated Tuition	(\$508,269)	(\$700,262)	\$0	\$700,262	-
Departmental Revenues	(\$522,626)	(\$687,793)	(\$655,800)	\$31,993	(4.88)%
Total Revenue	(\$40,498,588)	(\$41,230,181)	(\$43,900,800)	(\$2,670,619)	6.08%
Expenses					
Personnel Expense					
Salaries	\$14,389,679	\$14,553,999	\$22,940,000	\$8,386,001	36.56%
Variable Fringe	\$2,955,098	\$2,993,378	\$4,923,600	\$1,930,222	39.20%
Health Insurance	\$3,015,424	\$2,908,410	\$4,668,600	\$1,760,190	37.70%
Total Personnel Expense	\$20,360,201	\$20,455,787	\$32,532,200	\$12,076,413	37.12%
Operating Expense					
Services	\$2,604,761	\$2,530,594	\$3,825,300	\$1,294,706	33.85%
Supplies	\$995,870	\$1,103,734	\$1,395,600	\$291,866	20.91%
Other	\$395	(\$76,191)	\$0	\$76,191	-
Capital	\$368,122	\$323,090	\$624,300	\$301,210	48.25%
Institutional Support	\$4,465,438	\$4,707,351	\$5,493,400	\$786,049	14.31%
Transfers	\$299	\$31,200	\$30,000	(\$1,200)	(4.00)%
Total Operating Expense	\$8,434,885	\$8,619,778	\$11,368,600	\$2,748,822	24.18%
Total Expense	\$28,795,086	\$29,075,565	\$43,900,800	\$14,825,235	33.77%
Rev/Expense Total	(\$11,703,502)	(\$12,154,617)	\$0	\$12,154,617	-



College of Southern Idaho
Head Start/Early Head Start

Program Summary for February 2019



Enrollment

Head Start ACF Federal Funded	457
Head Start TANF	12
Early Head Start	92
Total	561

Program Options

Center Based (PD/PY; FD/PY), Early Head Start -Home Based, Early Head Start Toddler Combo.

Head Start Attendance

February Head Start Overall Attendance	81%
February Head Start Self Transport Attendance	81%
February EHS Toddler Combo Attendance	77%
February IEP/IFSP Totals	46
February Over Income Enrollment	4%

Meals and Snacks

Total meals served for February	7131
Total snacks served for February	4289

Program Notes

***The federal monitoring of the Head Start/Early Head Start program, FOCUS Area 2 (FA2) review, will take place the week of April 8, 2019**

USDA-CACFP

The state agency received the hard copy of the CAP and reviewed the documents. The state agency is accepting the CAP and will issue a Temporarily Deferred Serious Deficiency and Proposed Termination Notice.

Education

The program received its CLASS scores. The results will be explained during the board meeting.

Fiscal

The Annual TANF review will take place on March 25, 2019

Documents for Board Review and Approval: Financial Reports; CLASS monitoring review results (*Not for approval just review)

CATEGORY	TOTAL APPROVED	TOTAL THIS MONTH	CASH OUTLAY TO DATE	BALANCE OF BUDGET	REMAINING BUDGET %
SALARIES	\$ 2,716,492.00	\$ 226,034.21	\$ 295,368.64	\$ 2,421,123.36	89.1%
BENEFITS	\$ 1,841,622.00	\$ 124,972.16	\$ 157,109.73	\$ 1,684,512.27	91.5%
EQUIPMENT		\$ -	\$ -	\$ -	
CONTRACTUAL	\$ 13,000.00	\$ 2,203.56	\$ 2,890.52	\$ 10,109.48	77.8%
SUPPLIES	\$ 106,517.00	\$ 6,875.20	\$ 12,924.50	\$ 93,592.50	87.9%
FACILITIES/CONST.			\$ -		
OTHER	\$ 476,608.00	\$ 44,891.85	\$ 70,792.77	\$ 405,815.23	85.1%
TOTAL DIRECT COSTS	\$ 5,154,239.00	\$ 404,976.98	\$ 539,086.16	\$ 4,615,152.84	89.5%
ADMIN COSTS (9.0%)	\$ 410,231.00	\$ 20,993.63	\$ 31,865.32	\$ 378,365.68	92.2%
GRAND TOTAL	\$ 5,564,470.00	\$ 425,970.61	\$ 570,951.48	\$ 4,993,518.52	89.7%
IN KIND NEEDED	\$ 1,407,761.00				
IN KIND GENERATED	\$ 124,780.69				
IN KIND (SHORT)/LONG	\$ (1,282,980.31)				
PROCUREMENT CARD EXPENSE	\$ 8,601.82	2% of Total Expense. Detailed report available upon request.			

CACFP	Repair/Maint	Food	Non-Food	Total for Month	YTD Expense
Total All Centers	537.70	15,784.83	3,081.23	19,403.76	34,236.67

HEAD START T/TA

CATEGORY	TOTAL APPROVED	TOTAL THIS MONTH	CASH OUTLAY TO DATE	BALANCE	REMAINING BUDGET %
OUT OF AREA TRAVEL	\$ 37,454.00	\$ 255.78	\$ 255.78	\$ 37,198.22	\$ 0.99
SUPPLIES	\$ 2,903.00	\$ -	\$ 29.26	\$ 2,873.74	\$ 0.99
OTHER	\$ 26,217.00	\$ 1,081.60	\$ 1,568.81	\$ 24,648.19	\$ 0.94
GRAND TOTAL	\$ 66,574.00	\$ 1,337.38	\$ 1,853.85	\$ 64,720.15	97.2%
IN KIND NEEDED	\$ 16,644.00				
IN KIND GENERATED	\$ -				
IN KIND (SHORT)/LONG	\$ (16,644.00)				

CATEGORY	TOTAL APPROVED	TOTAL THIS MONTH	CASH OUTLAY TO DATE	BALANCE OF BUDGET	REMAINING BUDGET %
SALARIES	\$ 630,298.00	\$ 52,506.15	\$ 102,969.35	\$ 527,328.65	83.7%
BENEFITS	\$ 372,582.00	\$ 27,120.95	\$ 53,593.35	\$ 318,988.65	85.6%
EQUIPMENT		\$ -	\$ -	\$ -	
CONTRACTUAL	\$ 47,773.00	\$ 4,461.11	\$ 4,461.11	\$ 43,311.89	90.7%
SUPPLIES	\$ 20,562.00	\$ 3,483.25	\$ 4,342.49	\$ 16,219.51	78.9%
FACILITIES/CONST.					
OTHER	\$ 59,134.00	\$ 6,483.63	\$ 8,023.80	\$ 51,110.20	86.4%
TOTAL DIRECT COSTS	\$ 1,130,349.00	\$ 94,055.09	\$ 173,390.10	\$ 956,958.90	84.7%
ADMIN COSTS (9.0%)	\$ 90,259.00	\$ 7,126.91	\$ 14,051.10	\$ 76,207.90	84.4%
GRAND TOTAL	\$ 1,220,608.00	\$ 101,182.00	\$ 187,441.20	\$ 1,033,166.80	84.6%
IN KIND NEEDED	\$ 312,384.00				
IN KIND GENERATED	\$ 54,371.06				
IN KIND (SHORT)/LONG	\$ (258,012.94)				

CACFP	Repair/Maint	Food	Non-Food	Total for Month	YTD Expense
Total All Centers	\$ 57.34	\$ 964.89	\$ 111.98	\$ 1,134.21	\$ 1,849.78

EARLY HEAD START T/TA

CATEGORY	TOTAL APPROVED	TOTAL THIS MONTH	CASH OUTLAY TO DATE	BALANCE	REMAINING BUDGET %
OUT OF AREA TRAVEL	\$ 15,925.00	\$ -	\$ -	\$ 15,925.00	100%
SUPPLIES	\$ 1,479.00	\$ -	\$ -	\$ 1,479.00	100%
OTHER	\$ 11,523.00	\$ 200.00	\$ 300.00	\$ 11,223.00	97%
GRAND TOTAL	\$ 28,927.00	\$ 200.00	\$ 300.00	\$ 28,627.00	99.0%

IN KIND NEEDED	\$ 7,232.00
IN KIND GENERATED	\$ -
IN KIND (SHORT)/LONG	\$ (7,232.00)



ADMINISTRATION FOR CHILDREN & FAMILIES

Office of Head Start 4th Floor – Switzer Memorial Building, 330 C Street SW, Washington DC 20024 eclkc.ohs.acf.hhs.gov

To: Board Chairperson
Mr. Bob Keegan, Board Chairperson
College of Southern Idaho
998 Washington St N
Twin Falls, ID 83301

From: Responsible HHS Official

Date: 02/22/2019
Dr. Deborah Bergeron
Director, Office of Head Start

Results from CLASS® Observations

Thank you for your support during the recent Office of Head Start onsite CLASS® review conducted from 12/03/2018 to 12/07/2018 of your Head Start program. Grant 10CH010422.

Observations were conducted in preschool center-based classrooms using the Pre-K Classroom Assessment Scoring System (CLASS®). The CLASS® tool looks at three domains and ten dimensions of teacher-child interactions and measures those observed interactions on a seven point scale. Please share these results with the appropriate governing board, policy council, management, staff and stakeholders.

DOMAIN	Score	DOMAIN	Score	DOMAIN	Score
Emotional Support	6.1500	Classroom Organization	5.7500	Instructional Support	2.4750

DIMENSIONS					
Positive Climate	5.93	Behavior Management	5.80	Concept Development	2.15
Negative Climate*	1.05	Productivity	5.95	Quality of Feedback	2.33
Teacher Sensitivity	5.98	Instructional Learning Formats	5.50	Language Modeling	2.95
Regard for Student Perspectives	5.75				

*Note: To calculate the Emotional Support domain, subtract the Negative Climate score from 8, add the Positive Climate, Teacher Sensitivity, and Regard for Student Perspective scores, then divide by 4.

For more information on CLASS® domains and dimensions, please see the attached description and visit the Early Childhood Learning and Knowledge Center, National Center on Quality Teaching and Learning at <http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/teaching>.

If you have any questions, please contact your Regional Office.

cc: *Mr. Tadeo Sanez, Regional Program Manager*
Mr. Corina Gittins, Policy Council Chairperson
Mr. Jeff Harmon, CEO/Executive Director
Mr. Mancole Fedder, Head Start Director

About CLASS®

The Improving Head Start for School Readiness Act of 2007 requires that the Office of Head Start (OHS) include in the monitoring reviews of Head Start agencies a valid and reliable research-based observational instrument that assesses classroom quality, including the assessment of multiple dimensions of teacher-child interactions that are linked to positive child outcomes and later achievement.

CLASS® assesses interactions between children and teachers in three broad domains of classroom quality: Emotional Support, Classroom Organization, and Instructional Support. The Office of Head Start believes that the domains of quality measured by CLASS® remain central to its approach to child development and education and serve as important indicators of the future school readiness of all Head Start children.

For all dimensions*, the scoring principles are as follows:

Low range score

1-The low range description of the CLASS® dimension fits the classroom and/or teacher very well. All, or almost all, relevant indicators in the low range are present.

2-The low range description of the CLASS® dimension mostly fits the classroom and/or teacher, but there are one or two indicators that are in the middle range.

Middle range score

3-The middle range description of the CLASS® dimension mostly fits the classroom and/or teacher, but there are one or two indicators in the low range.

4-The middle range description of the CLASS® dimension fits the classroom and/or teacher very well. All, or almost all, relevant indicators in the middle range are present.

5-The middle range description of the CLASS® dimension mostly fits the classroom and/or teacher, but there are one or two indicators in the high range.

High range score

6-The high range description of the CLASS® dimension mostly fits the classroom and/or teacher, but there are one or two indicators in the low range.

7-The high range description of the CLASS® dimension fits the classroom and/or teacher very well. All, or almost all, relevant indicators in the high range are present.

*Note: The Negative Climate dimension is inversely scored with a higher score indicating lower quality. For all other dimensions and domains, a higher score indicates higher quality.

The scores from each class observation are averaged across the grantee to result in grantee-level dimension scores. The grantee dimension scores are then used to calculate the grantee-level domain scores.

The scores from CLASS® observations can be used for a variety of purposes, including professional development, program improvement, policy, goal-setting and monitoring. The Office of Head Start began using the CLASS® for monitoring purposes in FY2010 to collect information on the experiences of children at each grantee.

In FY2012, OHS refined the use of the CLASS® in monitoring to include the use of a randomly selected sample of center-based preschool classes for observations, a clearly articulated methodology followed by CLASS® reviewers, and additional support for the CLASS® reviewer pool. For each preschool class selected in the sample, trained and certified CLASS® reviewers conduct two 20 minute observations and score at the dimension level using a 7-point scale at the end of each observation cycle.

March 18, 2019

To: President Fox and the College of Southern Idaho Board of Trustees

From: Jeffrey M. Harmon 

Re: Dual Credit Tuition Increase

The college has experience enrollment increase in our Early College unit. The most significant increase is a result of our highly successful offering of Dual Credits. CSI has established the Dual Credit tuition charge at \$65 per credit. This charge is paid through the Idaho State Department of Education Advanced Opportunities program. Students attending public schools in Idaho are eligible for (\$4,125) four thousand one hundred twenty-five dollars to be use toward dual credit, post-secondary credit-bearing examinations and career technical certificates examinations. Students may access these funds in grade 7 through 12. Idaho Code §33-4602b allows a maximum reimbursement rate of \$75 per credit. To be eligible the course must be a credit-bearing 100 level course or higher. In FY18 the college awarded 28,333 credits to high school student taking eligible college level classes in their high school. Increasing the per credit charge using Advanced Opportunities funds would have provided an additional \$283,300 in General Fund Revenue for the 2017-2018 academic year.

I respectfully request that the Board approve administrations recommendation to increase the amount CSI charges for Dual Credit to \$75 per credit which is the amount allowed by Idaho code section §33-4602b.

March 18, 2019

To: President Fox and the College of Southern Idaho Board of Trustees

From: Jeffrey M. Harmon 

Re: Dormitory Housing and Meal Plan Pricing

The college has been transitioning to yearlong housing contracts and working to establish a more robust student engaged residence experience. To attract students to live on campus, remain financially competitive and return to full occupancy in our housing units, we are recommending that housing rates for Eagle Hall, North View Apartments and Eagle View Apartments remain the same as 2018-2019.

We are in the fifth year of our contract with our food service provider SODEXO. Our contract stipulates annual adjustments calculated on the "Producer Price Index, Food Manufacturing Series ID: PCU311" index. The producer Price index for this category in 2018 was an increase of .66%. Relocating the kitchen to the first floor of the Taylor Building will require the current Eagles Nest to be off line and options for grab and go items will be limited through the construction phase. We are working with SODEXO administration to continue providing options during construction to our students and employees.

Based on the input from SODEXO and the Student Service office, we are recommending adjusting the amounts of flex dollars allotted to each of our resident meal plans and adjusting the cost of the meal plans accordingly with an increase for inflation.

The Dormitory Housing Commission approved our recommendation at their meeting on February 20, 2019. I respectfully request Board approval to establish room rates for Eagle Hall, North View Apartments and Eagle View Apartments and to negotiate the residence hall meal plan fees with SODEXO for FY20.

March 18, 2019

To: President Fox and the College of Southern Idaho Board of Trustees

From: Jeffrey M. Harmon 

Re: FY20 Employee Benefits

We continue to request input from our Health Insurance advisory group comprised of representatives from the following groups:

Select Health	Human Resources	Maintenance Department
HUB International	Payroll Office	Faculty Staff Connections
Board of Trustees	Faculty Senate	Professional & Classified Employees
President's Office	Administration	

Our committee met to review our current Health Insurance coverage and future cost adjustments. Based on prior year utilization Select Health has established our FY20 premium increase of 6.9% with no change to coverage in our benefit plan. We recommend the cost allocation between our employees and CSI to remain the same as FY19 with the CSI covering 85% of the insurance cost for the employee and 70% of the cost to cover the employee's family.

Last year the college introduced an alternate insurance option in addition to our traditional health insurance plan. We introduced a High Deductible Health Plan (HDHP) combined with a Health Savings Account (HSA). Because of the savings experienced with the HDHP, we would like to increase the college contribution to the Health Saving Account from \$500 per year to \$750 per year. To provide employee additional insurance options in FY20 we intend in unbundling our Health, Vision and Dental offering to allow employees to choose which coverage is right for their family situation.

I respectfully request that the Board authorize me to continue to refine and negotiate the coverage and plan offerings to maintain quality Health Insurance for FY20.

March 18, 2019

To: President Fox and the College of Southern Idaho Board of Trustees

From: Jeffrey M. Harmon 

Re: Change in Employee Compensation and Contracts

The Governor's Office and the Joint Finance Appropriations Committee recommend providing partial funding for changes in employee compensation for FY20. The State of Idaho provides funding for approximately forty percent of our General Fund employees with the remaining sixty percent coming from property tax revenue, student tuition and other operating revenues.

To allow the President to begin the process of issuing contracts for the 2019-2020 academic year, I respectfully request Board approval to allow the President to give between two and three percent raises to employees along with rank, degree, increases for changes in duties and some one-time merit increases.