

SECTION: 3.0 PERSONNEL

SUBJECT: AUTHORITY OF THE STATE BOARD OF EDUCATION

Background: The State Board of Education is designated by the Idaho Code Title 33 et seq. and SBOE Policy Section I as the employer for Lewis-Clark State College.

<http://www.boardofed.idaho.gov/policies/i/index.asp>

Point of Contact: Vice President for Finance and Administration.

Other LCSC offices directly involved with implementation of this policy, or significantly affected by the policy:

Date of approval by LCSC authority: 03/2009

Date of State Board Approval: N/A

Date of Most Recent Review: October, 2002; March, 2009

Summary of Major Changes incorporated in this revision to the policy: No changes were made.

Policy:

The State Board of Education is designated by the Idaho Constitution and Code as the employer for Lewis-Clark State College.

1. Delegation of Authority

The Board delegates all authority for personnel management not specifically retained to the President of Lewis-Clark State College. In fulfilling this responsibility, the President and designees may exercise their authority consistent with the policies and procedures of the State Board of Education. Provided, however, that the Board retains the authority for taking final action on any matter.

2. Specifically Reserved Board Authority

Board approval is required for some specific requests, including but not limited to:

- A. Any new position, regardless of funding source
- B. Any permanent position being deleted
- C. The initial appointment of any employee at a salary that is equal to or higher than 75% of the President's annual salary.
- D. The criteria established by the college for initial appointment to faculty rank and for promotion in rank, as well as any additional faculty ranks and criteria as may be established by the college. Any exceptions to the approved criteria also require Board approval.

SECTION: 3.0 PERSONNEL

SUBJECT: AUTHORITY OF THE STATE BOARD OF EDUCATION

- E. The procedures established for periodic performance review of tenured faculty members.

3. Policies and Procedures

Lewis-Clark State College may establish policies and procedures necessary for the management of personnel that are consistent with the Governing Policies and Procedures of the Board. In the event such policies or procedures conflict with those of the Board, then the provisions established in Board policy shall apply.