



IDAHO

STATE DEPARTMENT OF EDUCATION

SHERRI YBARRA, ED.S.
SUPERINTENDENT OF PUBLIC INSTRUCTION

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July 25, 2018

William A. Goodman
Delivered via electronic mail

Dear Will,

The State Department of Education is pleased to have you rejoin us as Chief Policy Advisor. We trust that your knowledge, skills and experience will be among our most valuable assets. This letter is to outline and confirm details of your employment with the Department.

The following are conditions of employment:

- Full-time position with a starting wage of \$48.08 hourly (\$100,006 annually). Calculations are based on a 40-hour work week. Pay is on a biweekly schedule. (\$48.08/hour X 80 hours/pay X 26 pays/year)
- Start date of Monday, September 17, 2018.
- Accrual of vacation and sick leave at a rate of 7.7 hours/pay vacation leave (approximately 25 days/year) and 3.7 hours/pay sick leave (approximately 12 days/year), depending upon number of compensable hours per pay. Sick and vacation pay cannot be used until it is accrued. We will request a transfer of accrued unused sick leave you may have at Mountain Home School District #193, as provided in Idaho Code.
- Per the Fair Labor Standards Act (FLSA), you will be considered "Executive" status and therefore ineligible to accrue compensatory (comp) time for hours worked in excess of 40 per week.
- Eligibility for ten (10) paid State holidays (see Overview of Benefits handout attached for list of dates).
- Eligibility for comprehensive benefits (see Overview of Benefits handout attached), including medical/dental/vision insurance, life insurance, and PERSI retirement plan, effective October 1, 2018, contingent upon enrollment within 29-days of hire.
- Eligibility for university fee waiver program.
- This is an appointment serving at the pleasure of the Superintendent of Public Instruction. Your employment with the State Department of Education is at-will and either party can terminate the relationship at any time, with or without cause, and with or without notice.

This is to confirm you have accepted the position. If you are in agreement with the above outline, please sign below. We look forward to welcoming you back to the Department.

Sincerely,

Peter J. McPherson
Chief Deputy Superintendent of Public Instruction

Accept Job Offer

By signing and dating this letter below, I, William A. Goodman, accept this job offer of Chief Policy Advisor at the Idaho State Department of Education.

Signature: Date: 7/30/18