

# Boise State University

1910 University Drive  
Boise, Idaho 83725

## Employment Contract

**Robert Kustra**

**Personnel Action : NEW APPOINTMENT**

<b>PCN:</b> 5600 <b>BSUID:</b> 111727752	<b>PROPOSED APPOINTMENT</b>
<b>Department or Unit :</b>	<b>Boise State Public Radio</b>
<b>Title and Rank :</b>	<b>Senior Host for BSU Public Radio</b>
<b>Tenure :</b>	<b>No</b>
<b>Tenure Track :</b>	<b>No</b>
<b>Work Dates :</b>	<b>6/30/2019 to 6/27/2020</b>
<b>Type of Appointment :</b>	<b>12 Month</b>
<b>Annual Salary :</b>	<b>\$77,230.40                  0.5 FTE</b>
<b>Contract Period :</b>	<b>6/30/2019 to 6/27/2020</b>

The terms of employment set forth in this contract are subject to the governing policies and procedures of the State Board of Education and the policies and procedures of Boise State University including but not limited to State Board of Education Policy V.M. Intellectual Property and Boise State University Policy 109 Copyrights, Protectable Discoveries, and other Intellectual Property Rights, and as such may be amended from time to time and without notice during the term of this contract. This contract may be terminated at any time for adequate cause as defined in Section II.L. of State Board of Education policy or when the State Board of Education declares a state of financial exigency as defined in Section II.N. of State Board of Education policy. This contract is subject to renewal or no renewal pursuant to the terms of State Board of Education policy and Boise State University policy.

If the person appointed by this contract is less than a 12-month appointee and such person should fail for any reason to complete the entire contract, the employee shall be entitled to receive a pro-rated salary which would result by multiplying the number of days, or fractions thereof, actually worked by the rate per day of service. It is further agreed that should this person, as a result of the twenty-six biweekly installments method of salary payment, have already received a greater amount than this formula would produce, the employee shall return the excess payment within thirty days after interruption of service.

This contract must be signed and returned within 14 days of the date hereof. Failure to sign and return the contract by the employee is deemed a rejection of the offer of employment.

### Other Contract Conditions:

This appointment and terms of employment constitute a temporary appointment. This appointment is not entitled to notice of non-renewal and expires no later than the term stated above. Termination of this contract prior to that date may be accomplished by 30 days' notice at the will of the University.

**\*\*No Additional Contract Clauses\*\***

**I accept this contract and all the terms and conditions listed and referenced herein.**

 6/11/19

Employee's Signature

Date



Tony Roark

Interim Provost & VP for Academic Affairs

6/6/2019

Date