



AMENDED EMPLOYMENT AGREEMENT

This agreement, made and entered into the 25TH day of June, 2013, between the College of Southern Idaho, hereinafter called "College" and Jeremy Cox, Head Coach Men's Basketball, hereinafter called "Employee", is hereby amended in paragraph one as follows:

WITNESSETH

IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

1. The College hereby contracts to and does employ the Employee as Head Coach Men's Basketball (non-faculty) for a period from July 1, 2013, to and including June 30, 2015. Prior to June 30 of each year, Employer shall conduct an evaluation of Employee's performance. Upon determination of satisfactory performance, the Employee's contract shall be extended for two years. If Employee receives an offer which would allow him to improve his professional position, he will be allowed to breach this contract without penalty.
2. The Employee Contract is based on a non-faculty 209 day (11 month) schedule. A calendar indicating days scheduled off must be submitted for approval to the Athletic Director by August 1st each year. No vacation or Holidays are paid per Section 2.14 of the CSI Policies and Procedures Manual. This is an Exempt position as outlined by Section 2.22 of the CSI Policies and Procedures Manual.
3. The College shall pay the Employee an annual salary of \$78,000.00 payable in 12 monthly installments on the regularly scheduled College paydays. The first payment being made on the regular payday of July 2012. To comply with IRS regulations on non-accountable fringe benefits, the contract amount includes an adjustment of \$840.00 for your yearly cell phone reimbursement.
4. Salary increases for the Employee shall be the general percentage given to all employees at a minimum for the duration of this contract based upon receipt of a satisfactory yearly evaluation.
5. District agrees to continue to keep in full force all medical, disability, group life insurance, retirement and all other fringe benefits provided to the academic staff for the Employee under said plan.
6. The Employee agrees that he will faithfully discharge and satisfactorily perform the duties of his office as outlined in the attached job description and as directed by the Athletic Director of the College of Southern Idaho.

7. It is specifically agreed that the College reserves the right to terminate this agreement in the event the Employee fails or refuses to perform his duties, improperly performs such duties, or violates any league, SWAC, or NJCAA rules or regulations
8. The College shall hold the Employee harmless and shall indemnify him from any claim or cause of action which may arise out of his employment with the College, provided, however, that this obligation of indemnity shall not apply to an act of the Employee outside the scope of his employment with the College.
9. The employee shall abide by the following rules and regulations:
 - Employee and all assistant coaches must be knowledgeable of and abide by all policies and procedures outlined in the CSI Policies and Procedures Manual and the CSI Coaches Manual.
 - Employee must be knowledgeable concerning all fiscal guidelines and is responsible for the integrity of his teams' budget.
 - Employee must have written approval from the Athletic Director and the President before hiring new personnel.
 - Employee and all assistant coaches must be knowledgeable of and abide by all Scenic West Athletic Conference and National Junior College Athletic Association rules & regulations.
 - Employee must work to maintain academic responsibility and integrity with graduation as a goal for the student-athlete.
 - Employee must maintain a file on each student athlete that contains all pertinent data, including admission forms, letter of intent, all recruiting and travel documentation, and all information relating to the student's academic records at CSI.
 - Employee will be expected to attend CSI Booster meetings when he is in town.
 - Athlete's personal (Christmas) airplane/bus tickets must be ordered, purchased, and paid for by the athlete.

10. Head Coach Incentives

- Incentive package will be paid only if:
 - Total team GPA for fall and spring semesters is 2.0 or higher at the end of the second semester (limited to one (1) activity class per semester per student-athlete).
 - AND the program is within current budget guidelines.
- Incentive Amounts
 - Team GPA (only one level will be paid)
 - 3.0 to 3.24 Accumulative \$1,000.00
 - 3.25 to 4.0 Accumulative \$2,000.00
 - 80% Graduation Rate (by end of eligibility) \$1,000.00
 - League Championship \$2,000.00
 - Regional Championship \$2,000.00

- o National Championship \$5,000.00*

**based on national participation of total teams in each sport and will be reviewed annually. (Men's Basketball 209 teams)*

- All incentives will be paid in the June pay period after GPA's are calculated by the records office and verified by the academic advisor and athletic director. All incentives are subject to applicable withholdings as required by law and deductions requested by head coach.

11. The following incentives may be awarded in addition to the original contract.

- The College will work with local car dealers or the CSI motor pool to provide Employee a courtesy car when available and according to IRS Rules and Regulations.

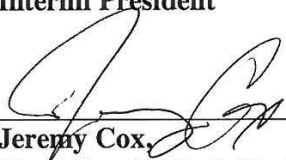
12. The head coach may offer to run sports camps and use CSI facilities as long as the camps are run through the school. The head coaches and AD will decide how the camps will be run in terms of expected revenue that will go back to the school to cover the costs of insurance, facility and bookkeeping costs. Coaches will have the ability to pay staff and themselves through normal time sheet protocol. All expenses, dorm and food costs will be run through the CSI business office through camp accounts associated with each individual program.

IN WITNESS WHEREOF, the College has caused this instrument to be executed in its name by its proper officials first duly authorized by its Board of Trustees and the Administrator has executed the same on the day and year first above written.

COLLEGE OF SOUTHERN IDAHO

By  _____
Curtis H. Eaton,
Interim President

11-26-13
Date

By  _____
Jeremy Cox,
Head Coach Men's Basketball

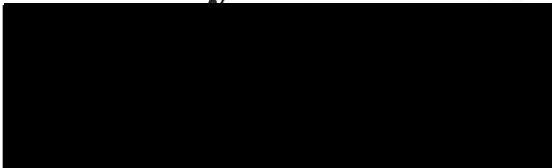
12-2-13
Date



Final Pay-Employee Termed

Jeremy Lee Cox

356438



01-0011-5280

~~**\$ 74,657.70**~~

1099

\$ 146,607.72

01-1655-5290

Marty J. A.
Jellyn A. A.

3-17-14

3-17-14

Kim Fultz

Kim Fultz

3/17/14
Date

Taxes and Net Pay

03/01/2014 - 03/31/2014

Employee #	Employee Name	Gross Pay	Cox		State Tax	Deductions	Taxable Adjust	Net Pay	Weeks
			Federal Tax	Employer FICA					
356438	Cox, Jeremy Lee	146,607.72	52,688.80	8,624.19	10,637.03	.00	.00	74,657.70	3
Totals: CSI REGULAR EMPLOYEES		146,607.72	52,688.80	8,624.19	10,637.03	.00	.00	74,657.70	0
Final Totals:		146,607.72	52,688.80	8,624.19	10,637.03	.00	.00	74,657.70	0

VENDOR# 356438

3.17.14 31714 FINAL PAY-EMPLOYEE TERMED 146607.72

3.17.14 HD 1294 146607.72

THE FACE OF THIS DOCUMENT HAS A COLORED BACKGROUND ON WHITE PAPER



College of Southern Idaho
(208) 733-9554
315 Falls Ave.
P.O. Box 1238
Twin Falls ID 83303-1238

U.S. BANK
TWIN FALLS, ID 83301

92-372/1231

1294

Pay

ONE HUNDRED FORTY SIX THOUSAND SIX HUNDRED SEVEN DOLLARS AND 72/100

<i>Date</i>	<i>Check No.</i>	<i>Amount</i>
3.17.14	HD 1294	***** 146607.72

JEREMY LEE COX

To
The
Order
Of



RUB RED IMAGE
FADING WITH HEAT

SECURITY FEATURES INCLUDED. DETAILS ON BACK.

College of Southern Idaho

1294