

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Retirement with Severance Agreement Request for Superintendent Thurman and Proposal for Task Force/IBSSS
Date: July 26, 2004

- Recommended Action:**
1. Approve the retirement with severance agreement request of Superintendent Dennis Thurman.
 2. Refer the proposed study to the Education and Student Affairs Committee to develop a study committee, a work plan and undertake the study.

Executive Summary:

Superintendent Dennis Thurman has submitted a retirement with severance agreement request to the Board and has proposed a study to examine the future needs and solutions of all blind and visually impaired students.

Superintendent Thurman has requested Board approval of his retirement and severance agreement effective June 30, 2005. Superintendent Thurman has been at the Iowa Braille and Sight Saving School since 1987 and will have completed 18 years as head of the school when he retires next year. The proposed severance agreement would include payment of health care benefits and retirement contributions through age 65, which he will reach in August of 2007. Under this agreement, the President of the Board of Regents would have the option to request additional consulting services from Superintendent Thurman after July 1, 2005.

The Iowa Braille and Sight Saving School, which was established in 1852, has a very long history of quality service to the blind and visually impaired of Iowa, including those with additional disabilities. In recent years, this service has been provided to those who attend the residential program in Vinton and, increasingly, to those who attend their community schools across the state. Under the governance of the Board of Regents, State of Iowa, the school has become a national model of service to the blind and visually impaired by a firm commitment to being a partner in a 'circle of support' for all.

The Board of Regents, State of Iowa, commissions this Task Force/IBSSS to examine the future needs and solutions for all students who are blind or visually impaired, including those with additional disabilities. The Task Force/IBSSS will encourage knowledgeable involvement from all stakeholders to these ends.

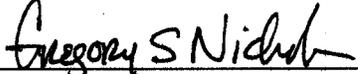
Specifically:

- Are there services or learning experiences the Iowa Braille School can offer or develop to further support the education and growth of all students who are blind or visually impaired, including those with additional disabilities?
- Are there possible collaborations with other Regent institutions which will further the mission of all? Are there other organizations with whom collaborations would be of benefit?
- Are existing services provided in the most effective and efficient manner?

The Board of Regents, State of Iowa, remains committed to quality educational experiences for all students served by the Iowa Braille School. This Task Force/IBSSS will shape and focus the future services of the Iowa Braille School, in partnership with others, for the common good of all identified students.

It is proposed that the Task Force will be asked to complete its report by the end of March 2005.


Robert Barak

Approved: 
Gregory S. Nichols

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