Summary of Contract Provisions Negotiated for the Benefit of Coaches

• Providing that initial appointments for Assistant coaches may be up to 3 years.
  ➢ Currently the contract is silent on initial appointments for assistant coaches, which may have led university administration to limit initial Assistant coaches’ appointments to one year.

• Providing that head coaches are offered initial appointments between 3 and 10 years.
  ➢ Currently the contract allows a head coach to be offered a 2-year initial appointment, and this has been increased to a minimum 3-year initial appointment.

• Increasing the salary supplement from $120,000 to $160,000.
  ➢ Increasing the supplement will allow some head coaches to receive market salaries.

• Adding one step to the top of the salary schedule.
  ➢ Adding one step will enhance some head coach’s abilities to obtain market salaries.

• Adding “coaching manuals and/or playbooks” to the list of types of evidence considered appropriate to address criterion 2 in Appendix G.
  ➢ Article 22 provides for evaluation of coaches and faculty that is based on 5 criteria, and Appendix G provides guidance regarding the types of evidence appropriate for addressing each criterion. The newly negotiated language in Appendix G ensures that Athletic Directors and administration recognize that authoring coaching manuals and creating playbooks is evidence of achievement in Criterion 2: Scholarly or Creative Achievement or Research.

• Salary enhancements across the board for all coaches.
  ➢ In FY18, a 1.6% salary schedule enhancements for coaches on the salary schedule and 1.6% increase in adjunct pay for coaches compensated at the adjunct rate.
  ➢ In FY19, a 2.4% salary schedule enhancements for coaches on the salary schedule and 2.4% increase in adjunct pay for coaches compensated at the adjunct rate.

• Beginning in FY19, accelerated Career Steps will provide coaches who are on the salary schedule a 2 step increase in their 18th and 26th year of service (currently the mid and final career steps occur in the 21st and 31st year of service; the current career step in the 11th year remains the same).