

**Request to
East Carolina University Board of Trustees
February 18, 2019**

**2018-19 ECU Athletics Department Staff
Non-Salary Compensation – New and Existing Employees**

In accordance with UNC Policy 300.2.14 and the *ECU Policy on Non-Salary and Deferred Compensation for Employees Exempt from the State Personnel Act*, this non-salary compensation plan for East Carolina University Athletics staff is endorsed by the Chancellor and submitted for consideration by the East Carolina University Board of Trustees.

To the extent allowed by applicable law and the policies of ECU and the University of North Carolina and subject to the approval of such entities as may be required by law and of any said policies, employees in the positions identified below would be eligible for the specified non-salary compensation based upon completion and/or achievement of the benchmark(s) established for said bonus. Payment of any such non-salary compensation is contingent upon the availability of non-State appropriated funds. These non-salary compensation items cover the 2018-19 budget year and are or will be stipulated in each eligible employee's employment agreement. Use of the words "you" and "your" refer to each employee identified below as eligible for the non-salary compensation described. Decisions concerning non-salary compensation shall not be based in whole or in part upon discriminatory factors of the employee's race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status. Employees may be eligible for additional non-salary compensation not listed below, but only to the extent allowed by applicable law and policies and expressly approved by the East Carolina University Board of Trustees and such entities as may be required by law and said policies.

2018-19 Non-Salary Compensation

Housing

Housing: Temporary housing will be made available for you up to 30 days.

Assistant Coach, Inside Linebackers – Byron Thweatt
Director of Football Operations – Nina Baloun
Director of Player Development - Tarron Williams
Director of Recruiting/Player Development - John Gunter

Housing: Temporary housing will be made available for you up to 6 days.

Assistant Coach, Strength and Conditioning-Ashton Farmer

Buyout Payment

To the extent permitted by applicable law and University of North Carolina and ECU policy, ECU agrees to pay Assistant Coach's obligation under his previous employment agreement with Marshal University

to pay a “Buyout” payment to Marshal University in an amount not to exceed \$17,500 by January 15, 2019.

Assistant Coach, Inside Linebackers – Byron Thweatt

Potential Non-Salary Bonus Compensation:

Payment of all non-salary bonus compensation is contingent upon the availability of non-State appropriated funds, the varsity sport program being in compliance with all NCAA, Conference, UNC and ECU policies, regulations, bylaws, and constitutional provisions including, but not limited to, those relating to academic matters and achieving all minimum Academic Progress Rate (“APR”) standards; the employee being actively employed in the position, and there being no pending or active NCAA, Conference, UNC or ECU investigations of violations relating to the sport program, or relating to academic matters or conduct of any person who is a part of the varsity sport program. The amount of such bonuses, if any, shall be recommended by the Director after consultation with the Head Coach. If the above-referenced contingencies are satisfied (including any and all necessary approvals), the employee may be eligible for non-salary bonus compensation.

1. Football Assistant Coaches and Football Staff

Academic Bonus

A one-time bonus of up to \$5,000 per year for the academic year ending May 2019, if calculated according to NCAA requirements, the ECU varsity intercollegiate football team (“Team”) has, with regard to single-year Academic Progress Rate (“APR”) for the Team, achieved an APR of 950 or more. The employee will be eligible to receive this bonus when the APR is reported publicly. Further, in order to receive payment of this bonus, you must be employed by and performing substantial services for ECU on the date the APR is reported publicly.

Employees who may be eligible for this bonus:

Assistant Coach, Inside Linebackers – Byron Thweatt
Director of Football Operations – Nina Baloun
Director of Player Development - Tarron Williams
Director of Recruiting/Player Development - John Gunter
Assistant Coach, Cornerbacks - Brandon Lynch

2. Olympic Sport Head Coaches (all varsity, NCAA-recognized sports other than FB, MBB, WBB, Baseball)

Competitive Bonus

In the event that the team wins the American Athletic Conference Championship or the team is selected for NCAA (post season) Championship Tournament appearance, you may be eligible for one bonus of up to 1/12 of your annual salary. The amount of such bonuses shall be determined by the Director of Athletics after consultation with the Sport Administrator. Payment of any such bonuses shall be further contingent upon the availability of non-State appropriated funds, the varsity sport

program being in compliance with all NCAA, Conference, and ECU policies, regulations, bylaws, and constitutional provisions including, but not limited to, those relating to academic matters and achieving all minimum APR standards; and there being no pending or active NCAA, Conference, or ECU investigations of significant, intentional, or repetitive violations and conduct of any person who is a part of the varsity sport program.

Head coaches who may be eligible for this bonus:

Head Soccer Coach – Jason Hamilton
Head Men's Golf Coach - Andrew Sapp
Head Women's Golf Coach - Kevin Williams
Head Lacrosse Coach - Amanda Barnes
Head Softball Coach - Courtney Oliver
Head Swimming & Diving Coach - Matt Jabs
Head Men's Tennis Coach - Shawn Heinchon
Head Women's Tennis Coach - Tom Morris
Director of Men's and Women's Track and Field/Cross Country - Curt Kraft
Head Volleyball Coach - Julie Torbett

Academic Bonus

In the event that the team earns the American Athletic Conference academic award as determined by the American Athletic Conference office, you may be eligible for an academic bonus of up to 1/12 of your annual salary. The amount of such bonus shall be determined by the Director of Athletics after consultation with the Sport Administrator. Payment of any such bonuses shall be further contingent upon the availability of non-State appropriated funds, the varsity sport program being in compliance with all NCAA, Conference, and ECU policies, regulations, bylaws, and constitutional provisions including, but not limited to, those relating to academic matters and achieving all minimum APR standards; and there being no pending or active NCAA, Conference, or ECU investigations of significant, intentional, or repetitive violations involving or relating to academic matters or conduct of any person who is a part of the varsity sport program.

Head coaches who may be eligible for this bonus:

Head Soccer Coach – Jason Hamilton
Head Men's Golf Coach - Andrew Sapp
Head Women's Golf Coach - Kevin Williams
Head Lacrosse Coach - Amanda Barnes
Head Softball Coach - Courtney Oliver
Head Swimming & Diving Coach - Matt Jabs
Head Men's Tennis Coach - Shawn Heinchon
Head Women's Tennis Coach - Tom Morris
Director of Men's and Women's Track and Field/Cross Country - Curt Kraft
Head Volleyball Coach - Julie Torbett

The maximum cumulative bonus amount (bonus payments of all types combined) that may be earned in any fiscal year (July-June) shall not exceed 25% of your annual salary.

3. Olympic Sport Assistant Coaches and Directors of Operations (sports other than FB, MBB, WBB, Baseball)

Competitive Bonus

In the event that the team wins the Conference Championship or the team is selected for NCAA (post season) Championship Tournament appearance, you may be eligible for one bonus of up to 1/12 of your annual salary. The amount of such bonuses shall be determined by the Director of Athletics after consultation with the Sport Administrator and Head Coach. Payment of any such bonuses shall be further contingent upon the availability of non- State appropriated funds, the varsity sport program being in compliance with all NCAA, Conference, and ECU policies, regulations, bylaws, and constitutional provisions including, but not limited to, those relating to academic matters and achieving all minimum APR standards; and there being no pending or active NCAA, Conference, or ECU investigations of significant, intentional, or repetitive violations and conduct of any person who is a part of the varsity sport program.

Employees who may be eligible for this bonus:

- Assistant Soccer Coach – Emily Buccilla
- Assistant Softball Coach - Ellie Cooper
- Assistant Volleyball Coach – Moneshia Simmons
- Director of Softball Operations - Maggie Hawkins
- Assistant Men's Golf Coach - Dan Ruyle
- Assistant Lacrosse Coach - Alexis Cross
- Assistant Lacrosse Coach - Emily Parros
- Assistant Soccer Coach – Brad Keller
- Assistant Softball Coach - Molly Fichtner
- Assistant Softball Coach - Jess Hirschbuhl
- Assistant Swim Coach - Jesse Lyman
- Assistant Swim Coach - Kate Moore
- Assistant Swim Coach - John Newell
- Assistant Swim Coach - Kevin Woodhull-Smith
- Assistant Men's Tennis Coach - Ian Van Cott
- Assistant Women's Tennis Coach - Kirstin Burgess
- Assistant Track Coach - Brie Berkowitz
- Assistant Track Coach - Udon Cheek
- Assistant Track Coach - Jeffrey Gray
- Assistant Track Coach - David Price
- Assistant Track Coach - Josey Weaver

Academic Bonus

In the event that the team earns the American Athletic Conference academic award as determined by the American Athletic Conference office, you may be eligible for an academic bonus of up to 1/12 of your annual salary. The amount of such bonus shall be determined by the Director of Athletics after consultation with the Sport Administrator and Head Coach. Payment of any such bonuses shall be further contingent upon the availability of non-State appropriated funds, the varsity sport program being in compliance with all NCAA, Conference, and ECU policies, regulations, bylaws, and

constitutional provisions including, but not limited to, those relating to academic matters and achieving all minimum APR standards; and there being no pending or active NCAA, Conference, or ECU investigations of significant, intentional, or repetitive violations involving or relating to academic matters or conduct of any person who is a part of the varsity sport program.

Employees who may be eligible for this bonus:

Assistant Soccer Coach – Emily Buccilla
Assistant Softball Coach - Ellie Cooper
Assistant Volleyball Coach – Moneshia Simmons
Director of Softball Operations - Maggie Hawkins
Assistant Men's Golf Coach - Dan Ruyle
Assistant Lacrosse Coach - Alexis Cross
Assistant Lacrosse Coach - Emily Parros
Assistant Soccer Coach – Brad Keller
Assistant Softball Coach - Molly Fichtner
Assistant Softball Coach - Jess Hirschbuhl
Assistant Swim Coach, Diving - Jesse Lyman
Assistant Swim Coach - Kate Moore
Assistant Swim Coach - John Newell
Assistant Swim Coach - Kevin Woodhull-Smith
Assistant Men's Tennis Coach - Ian Van Cott
Assistant Women's Tennis Coach - Kirstin Burgess
Assistant Track Coach - Brie Berkowitz
Assistant Track Coach - Udon Cheek
Assistant Track Coach - Jeffrey Gray
Assistant Track Coach - David Price
Assistant Track Coach - Josey Weaver

The maximum cumulative bonus amount (bonus payments of all types combined) that may be earned in any fiscal year (July-June) shall not exceed 25% of your annual salary.

4. Men's Basketball Assistant Coaches and Director of Operations

Retention Bonus

If you are employed continuously during the immediate preceding twelve months in the position of Assistant Basketball Coach or Director of Basketball Operations at ECU on October 1, 2018, you shall be eligible to receive a one-time retention bonus of up to one-twelfth (1/12) of your annual base salary in effect on the immediately preceding March 31 in such amount as the Director of Athletics will establish prior to the Retention Date after consultation with the Head Coach. The factors to be considered by the Director in making this determination will include competitive performance and team achievement consistent with the goals of university's department of athletics.

Employees who may be eligible for this bonus:

Assistant Coach - Ken Potosnak
Director of Basketball Operations - Kyle Robinson

5. Women's Basketball Assistant Coaches and Director of Operations

Retention Bonus

If you are employed continuously during the immediate preceding twelve months in the position of Assistant Basketball Coach or Director of Basketball Operations at ECU on October 1, 2018, you shall be eligible to receive a one-time retention bonus of up to one-twelfth (1/12) of your annual base salary in effect on the immediately preceding April 30 in such amount as the Director of Athletics will establish prior to the Retention Date after consultation with the Head Coach. The factors to be considered by the Director in making this determination will include competitive performance and team achievement consistent with the goals of university's department of athletics.

Employees who may be eligible for this bonus:

Acting Head Coach - Nicole Mealing
Assistant Coach - Chad Killinger
Assistant Coach - Celeste Stewart
Director of Basketball Operations - Hayley Hollis

6. Baseball Assistant Coaches and Director of Operations

Retention Bonus

If you are employed continuously during the immediate preceding twelve months in the position of Assistant Baseball Coach or Director of Baseball Operations at ECU on October 1, 2018, you shall be eligible to receive a one-time retention bonus of up to one-twelfth (1/12) of your annual base salary in effect on the immediately preceding June 15 in such amount as the Director of Athletics will establish prior to the Retention Date after consultation with the Head Coach. The factors to be considered by the Director in making this determination will include competitive performance and team achievement consistent with the goals of university's department of athletics. Payment of any such bonuses shall be further contingent upon the availability of non-State appropriated funds, the varsity Baseball program being in compliance with all NCAA, Conference, and ECU policies, regulations, bylaws, and constitutional provisions including, but not limited to, those relating to academic matters and achieving all minimum APR standards; and there being no pending or active NCAA, Conference, or ECU investigations of significant, intentional or repetitive violations and conduct of any person who is a part of the varsity Baseball program.

Competitive Bonus

You shall be eligible to receive a competitive Bonus in the amounts as specified in conjunction with the team's achievement below:

Conference Champion (either Regular Season or Tournament)	\$2,500
NCAA Regional Participation	\$2,500
NCAA Super Regional Participation	\$5,000

NCAA College World Series (CWS) Participation	\$10,000
National Champion (Win NCAA CWS)	\$10,000

These bonuses are cumulative.

Employees who may be eligible for this bonus:

Assistant Coach - Jeff Palumbo
Assistant Coach - Dan Roszel
Director of Baseball Operations - Pete Buscaino

Country Club Memberships

Subject to approval by the Director of Athletics, designated individuals may receive Club memberships if the membership is deemed useful to the university and is job related and the club has a policy prohibiting discrimination against groups protected by federal and North Carolina law. Employees who may be eligible to receive membership:

Sr. Associate Athletics Director/Executive Director Pirate Club - Phillip Wood
Associate Athletics Director/Associate Executive Director Pirate Club - Mark Hessert
Assistant Athletics Director/Major Gifts Officer Pirate Club- Will Chriscoe
Assistant Athletics Director/Major Gifts Pirate Club - Matt Maloney
Sr. Associate Athletics Director Internal Operations - JJ McLamb
Assistant Athletics Director Strength and Conditioning - Jeff Connors
Director of Football Administration-Dale Steele
Head Football Coach- Mike Houston
Head Women’s Golf Coach - Kevin Williams
Head Men’s Golf Coach - Andrew Sapp

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