

**Request to
East Carolina University Board of Trustees
December 12, 2018**

2018-19 ECU Athletics Department Staff
Non-Salary Compensation – New 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

SPECIAL PROVISIONS REGARDING NON-SALARY COMPENSATION: Some or all of the non-salary compensation benefits described herein are considered salary for tax purposes and are subject to all applicable State and federal taxes. In addition, payment of all non-salary compensation must be in accordance with applicable ECU, UNC, and State policies and procedures, and is contingent upon approvals as required by applicable ECU and UNC.

Non-Salary Bonus Compensation:

1. Moving Expenses, Housing, Cell Phone, and Automobile

- (i) Moving Expenses: Reimbursement for documented personal moving expenses of up to \$10,000 reasonably incurred within twelve months of the effective date of the agreement, in accordance with standard procedures and applicable policies of the University.

- (ii) Housing: Temporary housing will be made available for you up to 30 days.
- (iii) Cell Phone: University will pay a cell phone allowance in an amount of \$60/month for a total of \$720 per twelve (12) months.
- (iv) Automobile: ECU shall make arrangements for and provide one (1) courtesy or leased vehicle for the employee to use, contingent upon and while performing the employee's duties. ECU shall be responsible for maintaining collision and comprehensive liability insurance on the vehicle. Alternatively, if a courtesy car or leased vehicle is unavailable, ECU may provide the employee an annual automobile allowance, which may be adjusted annually consistent with University policy. The employee is responsible for providing maintenance on any vehicle.

Employees who are eligible are:

Offensive Coordinator – Donald Kirkpatrick
 Defensive Coordinator – Robert Troll
 Special Teams Coordinator – Roy Tesh
 Assistant Coach, Outside Receivers – Drew Dudzik
 Assistant Coach, Defensive Line – Jeffri Hanson
 Assistant Coach, Tight Ends – Fontel Mines
 Assistant Coach, Offensive Line – Steven Shankweiler
 Assistant Coach, Running Backs – Joseph De’Rail Sims
 Director of Football Administration – Philip Dale Steele
 Director of Strength and Conditioning – John Williams, Jr

Potential Non-Salary Bonus Compensation:

Payment of all non-salary bonus compensation is contingent upon the availability of non-State appropriated funds, the varsity Football 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 Football program, or relating to academic matters or conduct of any person who is a part of the varsity Football 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, Director of Football Administration and Director of Strength and Conditioning

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:

Offensive Coordinator – Donald Kirkpatrick
 Defensive Coordinator – Robert Troll
 Special Teams Coordinator – Roy Tesh
 Assistant Coach, Outside Receivers – Drew Dudzik
 Assistant Coach, Defensive Line – Jeffri Hanson
 Assistant Coach, Tight Ends – Fontel Mines
 Assistant Coach, Offensive Line – Steven Shankweiler
 Assistant Coach, Running Backs – Joseph De’Rail Sims
 Director of Strength and Conditioning – John Williams, Jr

2. Football Assistant Coaches and Director of Strength and Conditioning

Competitive Bonus –

A competitive Bonus of up to 1/24 of your annual salary (equivalent to 1/2 of one month) for the Team’s participation in a bowl game or up to 1/12 of annual salary (equivalent to one month) if the Team wins a bowl game. These payments are not cumulative. The employee must actively participate as a member of the ECU coaching staff in the bowl game to be eligible for either bonus (i.e., the employee is ineligible for this bonus while reassigned, suspended, or on leave). The amount of such bonus shall be determined by the Director of Athletics after consultation with the Head Coach.

Employees who may be eligible for this bonus:

Offensive Coordinator – Donald Kirkpatrick
 Defensive Coordinator – Robert Troll
 Special Teams Coordinator – Roy Tesh
 Assistant Coach, Outside Receivers – Drew Dudzik
 Assistant Coach, Defensive Line – Jeffri Hanson
 Assistant Coach, Tight Ends – Fontel Mines
 Assistant Coach, Offensive Line – Steven Shankweiler
 Assistant Coach, Running Backs – Joseph De’Rail Sims
 Director of Strength and Conditioning – John Williams, Jr

3. Director of Football Administration

Competitive Bonus –

Competitive Bonuses of up to \$5,000 for the Team’s participation in a bowl game and payment of up to \$5,000 if the Team wins a bowl game. The amount of such bonuses shall be determined by the Director after consultation with the Head Coach. You must actively participate as a member of the ECU football staff in the bowl game to be eligible for this bonus (i.e., you are ineligible for this bonus while reassigned, suspended, or on leave). Said bonuses shall be further contingent upon the varsity football program being in compliance with all NCAA, Conference, UNC and ECU policies, regulations, bylaws, and constitutional provisions and the team achieving all minimum APR standards; and there being no

pending or active NCAA, Conference, UNC or ECU investigations of major, serious, or repetitive violations and conduct of any person who is a part of involving the varsity football program. Employees who may be eligible for this bonus:

Director of Football Administration - Philip Dale Steele

4. Camps

Subject to approval of the Chancellor and the Director of Athletics and such restrictions as they may impose, the head coach of each Olympic Sport, the Director of Strength and Conditioning, and the head coaches for Cheerleading and Dance Team may be eligible to conduct one or more camps directly related to the sport or activity for which they are responsible and may earn compensation through said camps using East Carolina University facilities, provided that the camps are established and operated consistent with applicable policies, rules, regulations and standard operating procedures that may be established by East Carolina University. Employees who may be eligible to operate camps under this provision:

Director of Strength and Conditioning – John Williams, Jr