Approved by the Board of Trustees

January 26, 2023

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Board Meeting

January 26, 2023

# AMEND MULTIYEAR CONTRACT WITH

# HEAD VARSITY COACH, FOOTBALL, DIVISION OF INTERCOLLEGIATE ATHLETICS, URBANA

**Action:** Amend Multiyear Contract with Head Varsity Coach, Football, Division of Intercollegiate Athletics

**Funding:** Non-Appropriated Institutional Funds in the Division of Intercollegiate Athletics Operating Budget

On January 21, 2021, the Board of Trustees approved the appointment of Bret Arnold Bielema as Head Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign. The initial appointment was for a term of approximately six years, beginning on December 19, 2020, and ending on January 31, 2027. The Board also approved Mr. Bielema’s anticipated compensation for each year of the term, including a description of Mr. Bielema’s base salary and an annual increment for television, radio, public relations, and promotional activities. The Board also approved the ability for Mr. Bielema to earn additional performance incentive compensation for achieving specific academic, athletic, and administrative performance goals as determined in advance by the Director of the Division of Intercollegiate Athletics. Full standard benefits on the same terms as provided by the University to all professional employees, with contributions and benefit amount based upon the base salary where relevant, were provided to Mr. Bielema.

The Chancellor, University of Illinois Urbana-Champaign, and Vice President, University of Illinois System now recommends an amendment to Mr. Bielema’s employment contract, to extend the term by two additional years, through January 31, 2029. Mr. Bielema’s compensation schedule through such term is outlined below:

| Contract Year | Base Salary | Additional Compensation | Total Compensation |
| --- | --- | --- | --- |
| Contract Year 1 (Effective Date - January 31, 2024) | $862,500 | $5,137,500 | $6,000,000 |
| Contract Year 2 (February 1, 2024 - January 31, 2025) | $887,500 | $5,262,500 | $6,150,000 |
| Contract Year 3 (February 1, 2025 - January 31, 2026) | $912,500 | $5,387,500 | $6,300,000 |
| Contract Year 4 (February 1, 2026 - January 31, 2027) | $937,500 | $5,512,500 | $6,450,000 |
| Contract Year 5 (February 1, 2027 - January 31, 2028) | $962,500 | $5,637,500 | $6,600,000 |
| Contract Year 6 February 1, 2028 - January 31, 2029) | $987,500 | $5,762,500 | $6,750,000 |

In addition to the “base” term extension contemplated above, Mr. Bielema will have the opportunity for additional one-year contract extensions, contingent on the football team winning six or more regular-season games in a contract year, with the term not extending beyond January 31, 2033. Mr. Bielema’s total compensation during the additional one-year contract extensions will not increase beyond the prior year’s amount, unless the football team has a winning percentage of greater than 50 percent in the season giving rise to such contingent extension year, in which event the total compensation will increase by $150,000.

Mr. Bielema’s amended employment agreement will also provide for additional retention incentive compensation payments of $500,000, in each contract year, based on continuous employment by the University through July 1 of each contract year. Similarly, Mr. Bielema will pay to the University liquidated damages in the event he resigns his employment prior to the conclusion of his term.

Other significant terms and conditions of Mr. Bielema’s original employment agreement will remain in effect or will be appropriately amended to reflect the extension of the term. These include setting forth instances in which he may be terminated for cause, including, but not limited to, failure to perform his responsibilities; conduct that brings the University into disrepute; or violations of laws, policies, or governing rules. The amended employment agreement will also continue to provide for the payment of liquidated damages throughout the term of employment in the event Mr. Bielema is terminated without cause, subject to mitigation and offset if he obtains other employment following termination.

Funding is provided from non-appropriated institutional funds in the Division of Intercollegiate Athletics operating budget.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of *Illinois Statutes, The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The President of the University of Illinois System concurs.