Approved by the Board of Trustees

November 14, 2024

**04**

Board Meeting

November 14, 2024

# AMEND MULTIYEAR CONTRACT WITH HEAD COACH,

# WOMEN’S BASKETBALL, URBANA

**Action:** Amend Multiyear Contract with Head Coach, Women’s Basketball

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

On May 19, 2022, the Board of Trustees approved the appointment of Shauna Lee Green as head varsity coach, Women’s Basketball, Division of Intercollegiate Athletics, Urbana. The initial appointment was for approximately a six-year term, beginning on March 22, 2022, and ending on June 30, 2028. The Board also approved Ms. Green’s anticipated compensation for each year of the term, including a description of Ms. Green’s base salary and an annual increment for television, radio, public relations, and promotional activities. The Board also approved the ability for Ms. Green to earn additional performance incentive compensation for achieving specific academic and athletic performance goals as determined in advance by the director of athletics. Full standard benefits on the same terms as provided by the University to all professional employees, with contributions and benefit amounts based upon the base salary where relevant, were provided to Ms. Green.

The chancellor, University of Illinois Urbana-Champaign, and vice president, University of Illinois System, now recommends an amendment to Ms. Green’s employment contract, to extend the term by two additional years, through June 30, 2030. Ms. Green’s compensation schedule through such term is outlined below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Base Salary** | **Additional Compensation** | **Total Compensation** |
| 07/01/2024-06/30/2025 | $410,000 | $490,000 | $900,000 |
| 07/01/2025-06/30/2026 | $420,000 | $505,000 | $925,000 |
| 07/01/2026-06/30/2027 | $430,000 | $520,000 | $950,000 |
| 07/01/2027-06/30/2028 | $440,000 | $535,000 | $975,000 |
| 07/01/2028-06/30/2029 | $450,000 | $550,000 | $1,000,000 |
| 07/01/2029-06/30/2030 | $460,000 | $565,000 | $1,025,000 |

In addition to the base term extension outlined above, Ms. Green will have the opportunity for additional one-year contract extensions, contingent on the women’s basketball team being invited to the National Collegiate Athletic Association (NCAA) Women’s Basketball Tournament, with the term not extending beyond June 30, 2034. In any contingent contract extension years, Ms. Green’s total compensation shall increase by $25,000.

The chancellor and vice president also recommends an amendment to Ms. Green’s retention bonus structure to provide retention incentive compensation payments of $200,000 in each contract year, based on continuous employment by the university through the end of each contract year. Similarly, Ms. Green will pay to the university liquidated damages in the event she resigns her employment prior to the conclusion of her term.

Other significant terms and conditions of Ms. Green’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 she may be terminated for cause, including, but not limited to, failure to perform her 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 Ms. Green is terminated without cause, subject to mitigation if she 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.