

Special report: Coaches' salaries

Assistants' deals contain novel clauses

Bonuses tied to grades, more

Assistant football coaches' contracts with NCAA Football Bowl Subdivision schools can be more than a matter of salary. Some of the more unusual provisions of current deals:

► **Call of duty:** Air Force assistant coach Lt. Col. Darryl Sumrall and Army assistant coach Capt. Clarence Holmes are on active duty. Two Air Force coaches, Charlton Warren and Jemal Singleton, are classified as administratively determined employees, making them federal civil service workers.

As such, the U.S. Military Academy reports Holmes as having no coaching salary. The Air Force assistants are reported as having salaries, but they are not eligible for incentive bonuses, as is the rest of the Falcons staff.

► **Job security:** Alabama offensive line coach Joe Pendry, 62, has a provision in his contract that will guarantee his employment until age 65 as a "regular part-time employee, at the then prevailing federal minimum wage" if his contract is terminated without cause.

► **Come on back:** Georgia coaches can get a retention bonus of up to \$50,000 if they stay on staff for certain periods of time, the term of which varies by coach.

► **A reason to stay:** Tennessee defensive coordinator Monte Kiffin will earn a \$300,000 bonus if he coaches in the Volunteers' final regular-season game, an amount that decreases by \$100,000 each season through 2011. Kiffin also has the potential to make \$100,000 in performance bonuses each season and will receive his seven-figure salary if he's terminated without cause.

Well paid, secure

More than five dozen assistant football coaches at major football-playing colleges are making at least \$300,000, and almost one in four have the security of multiyear contracts, USA TODAY finds. Among the 893 assistants for whom contract and compensation information was obtained:

Salary	Coaches
\$600,000 or more	5
\$400,000 or more	13
\$300,000 or more	66
\$250,000 or more	106
\$200,000 or more	217
Contract length	Coaches
5 years	6
4 or more years	12
3 or more years	56
2 or more years	209

Source: USA TODAY research

► **Not just the big boys:** Western Michigan is a rarity among schools in conferences that lack automatic BCS bids: The school's assistants each get retention bonuses. The payouts range from \$5,000 to \$7,500 and are paid no later than March 31 each year.

► **Talent fee:** UCLA offensive coordinator Norm Chow is scheduled to have his annual "talent fee" increase from \$50,000 to \$140,000 on Feb. 15. He will also get a \$250,000 retention bonus if he's still at the school for the 2010 spring practice, although he would have to repay it if he's fired for cause or if he leaves without cause before the end of the 2010 season.

► **In the classroom:** Assistants at Central Michigan are classified as full-time instructors and could be assigned by the athletics director to teach courses.

► **Not just a coach:** Virginia



Big money: Washington defensive coordinator Nick Holt, hugging player Mason Foster, will make a guaranteed \$650,004 next season.

considers its assistants non-tenured lecturers in the department of athletics, according to letters of appointment sent to each coach.

► **Filling the seats:** Each East Carolina assistant gets \$2 for each full-season ticket package sold after the first 15,000.

► **Taking it in stride:** A clause in the contracts of Fresno State's assistants calls for them to "downplay defeats by not dwelling excessively on them." Assistants also are instructed not to make direct contact with university officers and members of the school's board of trustees.

► **Keeping track:** Assistants at many FBS schools are eligible for courtesy vehicles or car stipends, but those at Houston have to comply with some strict requirements. They have to document their mileage and submit a report monthly for mileage reimbursement and are limited to 20,000 miles a year if they use a courtesy car.

► **TV time:** Oregon State defensive coordinator Mark Banker earns \$10,000 a game under the Pacific-10's TV contract after a fourth game, a provision that could be worth up to \$80,000. Banker can also earn bonuses based on the Beavers' statistical rankings, a clause similar to what other assistants at Oregon State have in their contracts.

► **For a price:** Maryland offensive coordinator James Franklin and defensive coordinator Don Brown each had buyouts from their respective contracts at their prior schools paid by Maryland — \$51,500 to Kansas State for Franklin, \$25,000 to Massachusetts for Brown.

► **Max bonus:** Seven of Oregon's nine assistants are working under a bonus structure that could mean an extra \$274,208-\$324,000 if every target is hit. The laundry list of bonuses includes \$750 for being in the top three in the Pacific-10 in kickoff

coverage and \$4,000 for having the best third-down conversion defense in the Pac-10. In total, there are 70 incentives for defense/special-teams coaches and 59 for offense.

► **Grades matter:** San Diego State assistants get no bonus money — even for a national title — unless the team's scholarship players' average GPA is at least 2.3, at least 75% of the scholarship players have at least a 2.2 GPA and the team's APR is at least 925. The coaches also wouldn't get bonuses if the football team exceeds its expense budget.

► **Quick money:** Washington defensive coordinator Nick Holt received a \$200,000 "one-time retention incentive," payable 30 days after he signed his contract. He also is scheduled to get a raise next season of \$50,004, which would boost his guaranteed annual earnings to \$650,004.

► **Thinking long term:** Of the six assistants in the nation with

five-year deals, half are employed by Oklahoma State: co-offensive coordinators Gunter Brewer and Joe Wickline, and associate head coach Joseph DeForest. (West Virginia associate head coach John "Doc" Holliday, Wisconsin offensive coordinator Paul Chryst and Illinois running backs coach Reggie Mitchell are the other assistants with five-year deals.) Every coach at Oklahoma State is working under a multiyear deal, with running backs coach Robert Gillespie possessing the shortest contract (two years).

► **Rocket security:** Toledo is the only non-BCS school to have all nine assistant coaches under multiyear deals. Each Rockets assistant is working under a two-year contract with the Mid-American Conference school. The Sun Belt's Florida International has eight of its coaches under multiyear contracts.

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