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SAN DIEGO STATE
UNIVERSITY

The Center for Human Resources
Administrative Office
San Diego State University
5500 Campanile Drive
San Diego CA 92182-1625
Tel: 619-594-0469
Fax: 619-594-1475
bfa.sdsu.edu/ps/

May 16, 2013

Stacie Terry

Dear Ms. Terry,

Congratulations on your appointment to the position of Head Women's Basketball Coach (Administrator IV) with San Diego State University, Athletics. The effective date of your appointment is May 16, 2013. Your salary will be at the rate of \$212,508 annually.

Under the terms of the Management Personnel Plan (MPP), you will serve in an important position of trust at the pleasure of the President. Your performance and merit will contribute to decisions about your future salary and responsibilities.

Also enclosed are pertinent materials describing the Management Personnel Plan. Included are MPP Policies and Programs, SDSU Management Personnel Plan Merit Evaluation Procedures, and Reconsideration Procedures for Management, Supervisory and Confidential Employees.

The University will reimburse you for State-approved actual moving expenses not to exceed \$20,000.00. As a part of this appointment, relocation benefits are being offered, per the attached Technical Letter HR 2010-15. This benefit includes actual, necessary and reasonable moving and relocation expenses incurred for packing, insurance, transportation, storage in transit (not to exceed 60 calendar days), and unpacking and installation of the employee's household goods at the new residence, when properly documented by invoices and receipts. Our Procurement Services Department will assist you with making arrangements for moving and relocation services. You will need to provide three (3) written estimates, or if you have questions on using a contracted vendor with CSU, please contact Beth Dombrose at (619)594-8962.

Subject to the approval of the Chancellor's Office, you will be provided a car stipend at \$341.67 per month. Enclosed are the CSU policies and procedures regarding eligibility for reimbursable moving expenses and a document describing the IRS requirements for the reporting and/or taxing this type of compensation.

Your supervisor will be John David Wicker, Senior Associate Athletic Director. John David will meet with you to outline performance expectations and goals within the first month of your appointment.

As a new CSU SDSU employee you will be required to sign an oath of allegiance. This oath is required of all new California State University employees by law. Information related to the oath of allegiance can be found on-line at www.calstate.edu/HRAdm/Policies/std689.pdf.

Stacie Terry
May 16, 2013
Page 2 of 2

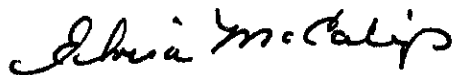
If you would like to meet or have questions regarding your medical, dental, vision and other benefits that are available to you, please contact Jennifer Acfalle, Benefits Manager at (619)594-1142.

We have scheduled you to attend the New Employee Orientation at the Center for Human Resources, on Tuesday, June 11, 2013, 8:30 a.m. to 11:30 a.m. in ESC Room 403. This is an informative mandatory orientation that will cover the history, organizational structure and services offered to employees and students at San Diego State University.

To confirm your acceptance of this employment offer, please sign and return this letter to my attention at the Center for Human Resources and retain a copy for your records.

We look forward to you joining us at San Diego State University. If I can assist in your transition, please let me know.

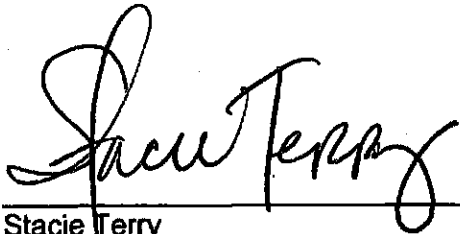
Sincerely,



Elvira McCalip, Director
The Center for Human Resources

EM:njk

Enclosures



Stacie Terry

5/24/2013

Date

- c: Jim Sterk, Director, Athletics
John David Wicker, Senior Associate Athletic Director/COO
Chuck Lang, Associate Athletic Director of Business Administration, Athletics
Jennifer Acfalle, Benefits Manager, Center for Human Resources
Payroll Services
Official Personnel File



SAN DIEGO STATE AZTECS
BUSINESS OFFICE

Contract Terms

1. **Contract Term**- 5 years , May 16, 2013-April 30, 2018
2. **Salary**-\$212,508, includes \$12,500 for expenses related to child care assistant traveling with team.
3. **Staff Salary pool**-
 - a. \$264,012 for 3 assistants (\$102,000; \$92,004; \$70,008)
 - b. \$70,008 for Director of Operations
 - c. \$33,302 for Video/Player Development Coordinator
4. **Bonus structure**-
 - a. MWC Regular Season or Tournament Championship-\$17,000
 - b. NCAA Tournament-highest of below
 - i. Appearance-\$25,000
 - ii. Final Four appearance-\$35,000
 - iii. Championship-\$50,000
 - c. WNIT Post-Season Appearance-\$17,000
 - d. MWC Coach of Year-\$5,000
 - e. National Coach of Year-\$15,000
 - f. Team cumulative GPA above 2.80-\$10,000
 - g. APR (4 year average) above 950-\$10,000
 - h. Win 20 or more games-\$10,000
5. **Use of Car**-car stipend, \$341.67 per month
6. **Moving Expenses**-\$20,000
7. **Temporary Housing**-0 days
8. **Non Retention**-65% of remaining salary if we terminate
9. **Buyout**-schedule of payments if coach leaves early for another position
 - a. Before completion of years one and two-\$225,000
 - b. Before completion of year three-\$125,000
 - c. Before completion of year four-\$75,000
 - d. Before completion of year five-\$0
10. **Final Contract and Letter of Offer to be completed and signed at the earliest possible date.**
11. **No Terms other than those that are contained in the final document will apply.**


DATED: May 15, 2013

By:


STACIE TERRY
HEAD COACH, WOMEN'S BASKETBALL


DATED: May 15, 2013

By:


JIM STERK
DIRECTOR OF ATHLETICS
SAN DIEGO STATE UNIVERSITY

DATED: May 15, 2013

By:


SALLY ROUSH
VICE PRESIDENT, BUSINESS AND FINANCIAL AFFAIRS
SAN DIEGO STATE UNIVERSITY

STAFF TRANSACTION FORM

THE CENTER FOR HUMAN RESOURCES

SAN DIEGO STATE UNIVERSITY

| | | | | | | | | | | | | | | | |
|--|------|---------------------|------|---|--|------|--------|---|---|------|-----------|--|--|--|--|
| Red ID # | | Name Last: Terry | | | First: Stacie | | M.I.: | | Desired Effective Date: 05/16/2013 | | | | | | |
| Classification: Administrator IV | | | | | Working Title (when applicable): Head Women's Basketball Coach | | | | Supervisor's Name: John David Wicker | | | | | | |
| Dept id #: 52120 | | | | Work Location Mnemonic: ATHWBK <input type="checkbox"/> Default <input type="checkbox"/> _____ (Acct. String) | | | | Work Days/Hours: varies | | | | | | | |
| Dept Name: Athletics | | | | Time Base | | CBID | | Concurrent Position | | | Time Base | | | | |
| Agency | Unit | Class | Ser. | Rg. | Time Base | CBID | Agency | Unit | Class | Ser. | Rg. | Time Base | | | |
| 250 | 701 | 3300 | | 1 | 1.00 | M80 | | | | | | | | | |
| From: Position Code | | | | Time Base | | CBID | | Concurrent Position | | | Time Base | | | | |
| Agency | Unit | Class | Ser. | Rg. | Time Base | CBID | Agency | Unit | Class | Ser. | Rg. | Time Base | | | |
| | | | | | | | | | | | | | | | |
| Effective Date | | | | | <input type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt | | | | | | | | | | |
| Month: 5 | | Day: 16 | | Year: 13 | | | | | | | | | | | |
| Transaction Is: | | | | | | | | | | | | | | | |
| <input type="checkbox"/> Permanent | | | | | <input checked="" type="checkbox"/> Management Personnel Plan | | | <input type="checkbox"/> Temporary & Expires on or before → | | | | Month: 04 Day: 30 Year: 018 | | | |
| Type of Transaction | | | | <input type="checkbox"/> Suspension <input type="checkbox"/> Going on Leave | | | | Salary Is | | | | Based On | | | |
| <input checked="" type="checkbox"/> Appointment <input checked="" type="checkbox"/> New <input type="checkbox"/> Additional <input type="checkbox"/> Reappointment <input type="checkbox"/> Promotion <input type="checkbox"/> Temp Asgnmnt to another Class <input type="checkbox"/> Transfer <input type="checkbox"/> Internal Position No. Change <input type="checkbox"/> Change in Time Base <input type="checkbox"/> Other (Explain in Remarks) | | | | (Last Day Physically Worked) Month Day Year | | | | PER: (M) <input type="checkbox"/> Month (D) <input type="checkbox"/> Day (H) <input type="checkbox"/> Hour () <input type="checkbox"/> No Change | | | | Which is Step From To of Salary Range | | | |
| Status (1) <input type="checkbox"/> Permanent in current class | | | | <input type="checkbox"/> Reinstatement (Return from Leave) <input type="checkbox"/> Demotion <input type="checkbox"/> Reclassification | | | | Month Day Year | | | | Month Day Year | | | |
| On Probation, not permanent in another Class (2) <input type="checkbox"/> 1 Year (2) <input type="checkbox"/> 2 Year On Probation, permanent in another Class (3) <input type="checkbox"/> 1 Year (3) <input type="checkbox"/> 2 Year On Probation, probationary in another class (4) <input type="checkbox"/> 1 Year (4) <input type="checkbox"/> 2 Year (5) Potential Perm Date _____ (6) <input type="checkbox"/> Q-Status - Temporary, permanent in another class (7) <input type="checkbox"/> No Change | | | | Not eligible for permanent status (0) <input type="checkbox"/> Positive Attendance (0) <input type="checkbox"/> MPP Job Code | | | | Anniversary Date Month Year <input type="checkbox"/> Not Applicable / No Change | | | | Probationary Period Ending Date Month Day Year <input type="checkbox"/> Not Applicable / No Change | | | |
| PS# - 10000317 Empl id - Empl rcd - | | | | REMARKS Revised. Replaces Beth Burns. Head Women's Basketball Coach. Based on monthly salary of \$17,709; annual salary \$212,508. Moving expenses not to exceed \$20,000. Will receive a car stipend. ATHWBK 1.00. | | | | | | | | | | | |
| THIS DOCUMENT PREPARED BY | | | | Department Head Approval (Print) Chuck Lang | | | | (Signed) <i>Charles</i> | | | | Date 5/17/13 | | | |
| PAYROLL USE ONLY | | | | Dean/Director | | | | | | | | Date | | | |
| | | | | Organization Coordinator | | | | | | | | Date | | | |
| | | | | Authorized Personnel Signature <i>[Signature]</i> | | | | | | | | Date 5/20/13 | | | |