

**BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM**

ATHLETIC COMMITTEE

April 24, 2025

Item E.9. **University of Louisiana at Lafayette's** request for approval of an amended contract with Mr. James Salgado, Assistant Football Coach/Defensive Coordinator, effective February 27, 2025.

EXECUTIVE SUMMARY

Under the proposed amendment, the University is requesting the following changes to Coach's Contract for Employment:

- The Initial Term has been extended to January 14, 2027.
- Coach's annual salary is increased to \$415,000.
- Coach will no longer be entitled to a cellular telephone allowance.
- Post-Season Achievement Compensation has been updated as follows: An amount equal to 25% of one monthly installment of Coach's base salary if the Football Team appears in a non-College Football Playoff bowl game, provided that the team finished with a final regular season record of 6 wins and Coach coaches the Football Team in such bowl game.
- Power 4 Win Achievement Compensation has been updated as follows: \$4,000 if the Football Team wins a regular-season game versus a non-conference Power 4 opponent.
- Top 25 Ranking Achievement Compensation has been updated as follows: \$4,000 if the Football Team achieves a Top 25 Final Ranking.
- If Coach terminates the contract, Coach shall now pay to Foundation 30% of the Base Salary amount to be paid under this contract if such termination occurs more than 120 days from the effective date of this contract and prior to the latter of the Football Program's last Conference game or Conference championship game of the 2026 football season.

All other terms and conditions of his Contract effective March 6, 2024 shall remain in full force and effect.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Lafayette's request for approval of an amended Contract for Employment with Mr. James Salgado, Assistant Football Coach/Defensive Coordinator, effective February 27, 2025.



University of Louisiana at Lafayette

OFFICE OF THE PRESIDENT

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Université des Acadiens

April 1, 2025

Mr. Richard J. "Rick" Gallot, Jr., J.D.
President and CEO
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Dear President Gallot:

This is a request for approval of Mr. James Salgado's, Assistant Football Coach, first amended contract agreement.

Please place this item on the agenda for the April 2025 meeting of the Board of Supervisors.

Sincerely,

A handwritten signature in blue ink, consisting of a large, stylized 'E' followed by a smaller, more complex flourish.

E. Joseph Savoie
President

SVC
Attachment

**FIRST AMENDMENT TO
CONTRACT FOR EMPLOYMENT
ASSISTANT FOOTBALL COACH**

STATE OF LOUISIANA

PARISH OF LAFAYETTE

THIS FIRST AMENDMENT TO CONTRACT FOR EMPLOYMENT (“Amendment 1”) is made effective the 27th day of February, 2025 (“Effective Date”), by and between the BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM (“Board”), a public constitutional corporation organized and existing under the laws of the State of Louisiana, acting herein on behalf of the UNIVERSITY OF LOUISIANA AT LAFAYETTE (“University”), represented herein by Dr. E. Joseph Savoie, the duly authorized University President (“President”); and JAMES SALGADO (“Coach”). This Amendment 1 is subject to the approval of the Board; therefore, the terms and conditions set forth in this Amendment 1 shall be considered a valid contract only upon execution by the parties and written approval by the Board. The Board and Coach may be collectively referred to herein as the “parties” and each may be referred to individually as a “party.” All capitalized terms not defined in this Amendment 1 shall have the same meaning as in the Contract.

WITNESSETH

WHEREAS, University and Coach entered into a Contract for Employment effective March 6, 2024 for Coach to be employed as University’s Assistant Coach – Defensive Coordinator for the Football Program under the terms and conditions set forth therein (the “Contract”);

WHEREAS, the parties now desire to amend the Contract; and

WHEREAS, the parties wish to make this Amendment 1 effective as of the Effective Date.

NOW, THEREFORE, in consideration of the covenants made herein which inure to the mutual benefit of the parties, and for other good and valuable consideration, the parties hereby agree as follows:

1. Delete Section 2(a) in its entirety and replace it with the following:
 - a. **Initial Term.** This Contract’s term shall be deemed to have commenced on the Effective Date and shall continue in effect until January 14, 2027 (“Initial Term”).
2. Delete Section 4 in its entirety and replace it with the following:

Base Salary. In consideration for the services of Coach and satisfactory performance of the conditions of this Contract, University agrees to pay Coach an annual base salary of Four Hundred Fifteen Thousand Dollars and NO/100 (\$415,000.00), payable in equal monthly installments of Thirty-Four Thousand Five Hundred Eighty-Three Dollars and 33/100 (\$34,583.33) on the last day of each month. The compensation paid shall be subject to the same payroll deductions that

apply to University's non-academic administrative employees. All salary payments shall be subject to withholding and other applicable taxes. Coach shall receive all applicable State of Louisiana authorized general salary increases for which he is eligible. Any such increases are incorporated herein by reference to the same extent as if this Contract was amended to incorporate same.

3. Delete Section 6(c) in its entirety.
4. Delete Section 7(b)(i) in its entirety and replace with the following:
 - a. An amount equal to twenty-five percent (25%) of one (1) monthly installment of Coach's base salary if the Football Team appears in a non-College Football Playoff Bowl game affiliated with the Conference, provided that the Football team finished with a final regular season record of six (6) wins and that Coach coaches the Football Team in such Bowl game; or
5. Delete Sections 7(c)-(d) in their entirety and replace with the following:
 - c. **Power 4 Win Achievement Compensation.** In addition to any payment set forth in Section 7(a)-(b), Coach shall receive Four Thousand Dollars and NO/100 (\$4,000.00) if the Football Team wins a regular-season game versus a non-conference Power 4 opponent.
 - d. **Top 25 Ranking Achievement Compensation.** In addition to any payment set forth in Section 7(a)-(c), Coach shall receive Four Thousand Dollars and NO/100 (\$4,000.00) if the Football Team achieves a Top 25 Final Ranking.
6. Delete Section 13(b)(ii) in its entirety and replace it with the following:
 - ii. Thirty percent (30%) of the then-current Base Salary if such termination occurs more than one hundred twenty (120) days from the Effective Date of this Contract and prior to the latter of the Football Program's last Conference game or Conference championship game of the 2026 football season.
7. All other terms and conditions of the Contract shall remain in full force and effect.

[Remainder of page left intentionally blank. Signature page to follow.]

IN WITNESS WHEREOF, Coach and the duly authorized representative of Board have executed this Amendment 1 on the dates indicated below.

**Board of Supervisors of the
University of Louisiana System**

**James Salgado,
Assistant Football Coach**

DocuSigned by:
Joseph Savoie 3/11/2025
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DocuSigned by:
James Salgado 2/27/2025
C83D6B84432449F...

Dr. E. Joseph Savoie Date
President, University of Louisiana
at Lafayette

Date

IN ACKNOWLEDGEMENT AND ACCEPTANCE, the duly authorized representative of University of Louisiana at Lafayette Foundation affixes his signature on the date indicated below.

**University of Louisiana at Lafayette
Foundation**

DocuSigned by:
Bryan Hanks 3/9/2025
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Bryan Hanks Date
Chairman