

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

**ATHLETIC COMMITTEE**

**April 24, 2025**

**Item E.3.**     **McNeese State University's** request for approval of a contract with Mr. Bill Armstrong, Head Men's Basketball Coach, effective March 25, 2025.

**EXECUTIVE SUMMARY**

Under this agreement, Coach will earn the following annual salary:

- From March 25, 2025, through March 31, 2026 - \$350,000
- From April 1, 2026, through March 31, 2027 - \$360,000
- From April 1, 2027, through March 31, 2028 - \$375,000
- From April 1, 2028, through March 31, 2029 - \$375,000

During the term Coach shall have the opportunity to earn Bonus Compensation paid to the Coach by the McNeese State University Foundation through the University's normal payroll process. The supplemental pay for specific and extraordinary achievement, in accordance and as stipulated by the University policy titled Bonuses for Specific and Extraordinary Achievement as allowed by NCAA Division I Bylaw 11.3.2.3. The Foundation is also responsible for increased related benefit payments associated with the supplement. Coach is also eligible to receive a financial incentive for academic success as defined by University Athletic Department policy.

**Men's Basketball Incentives:**

- \$10,000 - Conference Regular Season Championship
- \$5,000 - Conference Tournament- finals appearance
- \$25,000 - Conference Tournament Championship
- \$25,000 - Each win at the NCAA tournament
- \$15,000 - Conference Coach of the Year
- \$20,000 - National Coach of the Year (limit of one)

**Academic Incentives:**

- \$1,500 - Coach shall receive a financial incentive award for each team with an NCAA Single Year Academic Progress Rate (APR) score that is at or above 985
- \$1,500 - Coach shall receive a financial incentive for each team with an NCAA Multi Year Academic Progress Rate with a score at or above 975

### **Termination by University**

In the event the University terminates the contract without cause, University shall pay Coach within 90 days and on a date mutually agreed upon by University and Coach. The amount that will be payable to Coach will be calculated as follows, and any amounts due beyond the current fiscal year shall be funded solely by the Foundation athletic-related accounts:

- If Coach is terminated without cause between March 25, 2025 and April 5, 2028, Coach shall be entitled to an amount equal to 100% of remaining Base Salary from the date of termination through the end of the term.
- If Coach is terminated without cause on or after April 6, 2028, Coach shall be entitled to an amount equal to 25% of remaining Base Salary from the date of termination through the end of the term.

### **Termination by Coach**

In the event Coach terminates this contract without cause to accept a position as a head or assistant basketball coach at a different University or Community College or other educational organization or any professional athletic organization, Coach or third party shall pay University the following amounts:

- If Coach terminates the contract between March 25, 2025, and March 31, 2026, University shall be entitled to receive \$500,000 from Coach or from third party.
- If Coach terminates the contract between April 1, 2026, and March 31, 2027, University shall be entitled to receive \$350,000 from Coach or from third party.
- If Coach terminates the contract between April 1, 2027, and March 31, 2028, University shall be entitled to receive \$200,000 from Coach or from third party.
- If Coach terminates the contract between April 1, 2028, and March 31, 2029, there will be no financial penalty from Coach or from third party.
- If Coach terminates the contract between March 25, 2025, and March 31, 2029, and Athletic Director Heath Schroyer is no longer employed by McNeese, the University shall be entitled to 50% of the applicable liquidated damages previously listed.

## **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 McNeese State University's request for approval of a contract with Mr. Bill Armstrong, Head Men's Basketball Coach, effective March 25, 2025.***



OFFICE OF THE PRESIDENT

MCNEESE STATE UNIVERSITY

WADE ROUSSE, PhD

*Via Electronic Transmittal Only*

April 1, 2025

President Richard J. Gallot, Jr.  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear President Gallot:

McNeese State University requests consideration and approval of the following to be placed on the agenda for the April 24, 2025 meeting of the Board of Supervisors:

*Contractual Agreement with Mr. Bill Armstrong, Head Men's Basketball Coach*

Thank you for your assistance in this matter.

Sincerely,

Wade Rousse, PhD  
President

Attachment

**McNEESE STATE UNIVERSITY**  
**Head Men's Basketball Coach**

**CONTRACT OF EMPLOYMENT**

**STATE OF LOUISIANA**

**PARISH OF CALCASIEU**

This contract is made and entered into between McNeese State University (the "University") through its President, Dr. Wade Rousse, McNeese State University Foundation ("Foundation") represented by Laura Bowers, and Bill Armstrong (hereinafter referred to as "COACH"). This agreement is subject to the approval of the Board of Supervisors of the University of Louisiana System, the management board for McNeese State University (the "Board"). Therefore, the terms and conditions set forth in this agreement should not be considered a valid contract until approval is provided by the Board.

**1.0 Employment**

- 1.1. McNeese State University (the "University" or "McNeese State University") does hereby employ COACH as **Head Men's Basketball Coach** and COACH does hereby accept employment and agrees to perform all the services pertaining to Men's Basketball which are required of COACH, as well as, other services as may be contemplated hereunder, all as prescribed by the University through its President and the University's Athletics Director.
- 1.2. COACH shall be responsible, and shall report, directly to McNeese State University's Director of Athletics (the "Director") and shall confer with the Director or the Director's designee on all administrative and technical matters. COACH shall also be under the general supervision of McNeese State University's President.
- 1.3. COACH shall manage and supervise the team and shall perform such other program-related duties in McNeese State University's athletic program as the Director may reasonably assign.
- 1.4. COACH agrees to always represent McNeese State University positively and in public or in private. Further, always, COACH shall not engage in conduct that reflects adversely on McNeese State University or its athletic programs.

**2.0 Term**

- 2.1. The term of this contract is for a fixed period of forty-eight (48) months, commencing on the **25<sup>th</sup> day of March, 2025** and terminating without further notice to COACH on the **March 31, 2029**.
- 2.2. **After March 31, 2029**, this contract is renewable solely upon an offer from McNeese State University and an acceptance by COACH, both of which must be in writing, signed by the parties, and approved by the Board. This contract in no way grants COACH a claim to tenure in employment, nor shall COACH'S service pursuant to this contract count in any way toward tenure at McNeese State University.
- 2.3. This agreement may only be amended or extended at any time during the period of this contract by mutual written agreement of all parties.

**3.0 Compensation**

- 3.1. In consideration of COACH'S services and satisfactory performance of this contract, McNeese State University shall pay COACH an annualized salary ("Base Salary"), payable on a monthly basis, for the term of this contract as follows:
  - a) From March 25, 2025, through March 31, 2026 - \$350,000.00
  - b) From April 1, 2026, through March 31, 2027 - \$360,000.00
  - c) From April 1, 2027, through March 31, 2028 - \$375,000.00
  - d) From April 1, 2028, through March 31, 2029 - \$375,000.00
- 3.2. Should the contract be terminated for any reason, amounts due shall be determined in accordance with section 13 of this contract.



- 3.3. The University may permit additional (non-recurring) supplemental pay to COACH for specific and extraordinary achievement in accordance and as stipulated by the University policy entitled Bonuses for Specific and Extraordinary Achievement and as allowed by NCAA Division I bylaw 11.3.2.3.
- 3.4. In this appointment, in accordance with ULS Policy Number FS.111.XXI. -1, COACH will not accrue Compensatory Leave and COACH will be exempt from taking leave when the University is officially closed at holiday breaks.
- 3.5. COACH may be eligible for cost of living or merit pay increases in addition to the stated base salary. COACH is also subject to pay adjustment according to economic circumstances that affect all employees in the unclassified state service.
- 3.6. During the Term, COACH shall have the opportunity to earn bonus compensation each contract year as follows (with such amounts payable to COACH by the end of the fiscal year in which bonuses were earned):
  - a) \$10,000 - Conference Regular Season Championship
  - b) \$5,000 - Conference Tournament- finals appearance
  - c) \$25,000 - Conference Tournament Championship
  - d) \$25,000 - Each win at the NCAA tournament
  - e) \$15,000 - Conference Coach of the Year
  - f) \$20,000 - National Coach of the Year (limit of one)
  - g) \$1,500 - Coach shall receive a financial incentive award for each team with a NCAA Single Year Academic Progress Rate (APR) score that is at or above 985.
  - h) \$1,500 - Coach shall receive a financial incentive for each team with a NCAA Multi Year Academic Progress Rate with a score at or above 975

#### **4.0 Contracts for Broadcast and/or Telecast**

- 4.1. COACH must receive approval from the Director to host a radio or television show to promote the McNeese State University Basketball Team.
- 4.2. Any compensation received by COACH for the participation in the radio or television show shall be solely for the benefit of COACH and not the University, except for reimbursements as otherwise provided for herein and in accordance with University policy relating to camps or clinics conducted by Athletic Department personnel.

#### **5.0 Camps and Clinics**

- 5.1. COACH may operate a camp for the teaching of athletic pursuits on the University property to the end of better utilization of the facilities and with suitable compensation paid to the University for the use of such facilities. The use of University facilities will be determined by the availability of those facilities as established by the University. COACH must adhere to the Policy for Use of Campus Facilities.
- 5.2. It is specifically agreed that in the operation of such camps, COACH acts for himself/herself in his/her private capacity and not as an agent or employee of the University and that this contract constitutes merely a license to use the property and facilities subject to the conditions hereafter stated:
  - a) Special set-ups or changes in original set-up of facilities will be taken care of by the COACH with no cost to the University.
  - b) COACH agrees to pay the University all out-of-pocket costs incurred by the University in making the facilities available for the camps.
  - c) COACH agrees to secure a policy of insurance in a company approved by the University's Risk Management Office under which the Board of Supervisors of the University of Louisiana System, the University, its agents and servants, are named as the insured (or as an additional insured) which provides:

- i) Workers' Compensation and Employers Liability: Workers' Compensation limits as required by the Labor Code of the State of Louisiana and Employers Liability coverage if COACH hires any employees to work at such camps or clinics.
  - ii) Comprehensive General Liability: \$1,000,000 combined single limit per occurrence for bodily injury, personal injury, and property damage.
  - iii) Other Insurance Requirements: provided in the Policy for Use of Campus Facilities.
- 5.3. Annual leave must be requested to cover the dates of the camp operation for all University personnel involved.
  - 5.4. Complete records will be maintained regarding income and expenditures associated with said camp and available for verification by University auditors.
  - 5.5. COACH agrees to protect, indemnify and save harmless the University from and against any and all expenses, damages, claims, suits, actions, judgments, and costs whatsoever, including reasonable attorney's fees, arising out of or in any way connected with any claim or action for property loss, personal injury or death during the operation of said camp activities.
  - 5.6. COACH is an independent contractor during said camp activities and, as such, is licensed to use certain facilities of the University. The COACH, as a University employee, will undertake to observe and require campers and its staff to conform to the general rules applicable to the use of University facilities. This paragraph is designated to assure that nothing be done which is inconsistent with the maintenance of an educational campus environment and the character of a State institution which makes its facilities open to persons without discrimination.
  - 5.7. The Director of Intercollegiate Athletics will be the administrative officer of the University who will be advised by the COACH of any problems or questions which may arise out of the operation of summer camps.
  - 5.8. Any compensation received by COACH for the participation in camps or clinics shall be solely for the benefit of COACH and not the University, except for reimbursements as otherwise provided for herein and in accordance with University policy relating to camps or clinics conducted by Athletic Department personnel.

## **6.0 Courtesy / Leased Vehicle and Miscellaneous Benefits**

- 6.1. COACH may receive a courtesy/leased vehicle if an arrangement can be made through a mutually agreed upon local dealership. The benefit shall not be considered earned income for the purpose of computation of retirement benefits, and COACH shall be responsible for all applicable taxes. The University has no obligation to furnish a vehicle to COACH; provided, however, in the event University is unable to furnish COACH a vehicle, it shall provide him with a monthly allowance as described in Section 6.1(a). The arrangements for a vehicle may be made by either the Athletics Director or COACH.
- 6.2. Should a courtesy/leased vehicle arrangement not be available with a local dealership COACH shall receive a monthly monetary allowance of \$500.00 toward the expense of a vehicle. Funding for the allowance must originate from sources outside of the University, and an amount equal to the annual sum of the allowance must be transferred to the University upon signature of this agreement. The University will disburse the allowance to COACH in equal monthly installments using University normal payroll procedures.
- 6.3. Insurance on any courtesy / leased vehicle must be paid for by the COACH.
- 6.4. COACH shall be reimbursed for miles driving the courtesy / leased vehicle on school-sponsored business as authorized and approved following the University of Louisiana System Athletic Travel Policy No. IA-V.(2a).

## **7.0 Employee Benefits**

- 7.1. COACH shall participate in the mandatory employee benefit plans and be eligible for optional employee plans as would any other University unclassified employee. Such benefit will be based upon COACH's Base Salary as provided by University.
- 7.2. The Foundation shall provide COACH with temporary housing from April 1, 2025 to May 31, 2026.



- 7.3. University shall provide COACH a reasonable number of priority-level tickets to all home and post-season games that the University participates in.
- 7.4. COACH's spouse and immediate family shall be permitted to travel to all post-season games at no additional cost to COACH, paid by Foundation.

#### **8.0 Outside Income-Subject to Compliance with Board Rules**

- 8.1. With approval from the University President and in accordance with University and Board policies, COACH shall be authorized to earn other revenue while employed by the University, but such activities are independent of his/her University employment, and the University shall have no responsibility for any claims arising there from. COACH shall be entitled to retain revenue generated from his/her operation of basketball camps and/or basketball clinics in accordance with University policy relating to camps or clinics conducted by Athletic Department personnel. All outside income will be subject to approval in accordance with the Board of Supervisors for the University of Louisiana System policies (Adopted 2/24/95). Coach shall report annually in writing to President all athletically related income, revenue, and/or benefits Coach receives from sources outside University, and Coach shall abide by all NCAA regulations regarding outside compensation. Examples of outside income include, without limitation, income or benefits from (1) Endorsement or consultation contracts with apparel companies, equipment manufacturers, or television or radio programs; (2) ownership, control, or management of a foundation, organization, or other entity; and (3) participation in athletic camps outside of those offered by the University. All outside compensation must also comply with the Louisiana Code of Governmental Ethics.

#### **9.0 Compliance with NCAA and Conference Rules and Regulations, and University Policies and Procedures**

- 9.1. COACH shall abide by the NCAA and Conference rules and regulations and the policies and procedures of the University. COACH agrees that COACH has an affirmative obligation to cooperate fully in the NCAA infractions process, including the investigation and adjudication of a case as defined in NCAA Bylaw 19.2.3. If found in violation of NCAA regulations, COACH shall comply with any disciplinary or corrective action as set forth in the NCAA enforcement procedures (NCAA Constitution 11.2.1) or other settlements or agreements with the NCAA. If found in violation of Conference rules and regulations, or University policies and procedures, COACH shall comply with any disciplinary or corrective action as set forth by Conference rules and regulations or University policies and procedures. COACH may be suspended for a period of time, without pay, or the employment of COACH may be terminated if COACH is found to be involved in deliberate and serious, or repetitive, violations of NCAA regulations (NCAA Constitution 11.2.1), Conference rules and regulations, or University policies and procedures.
- 9.2. COACH shall also abide by the State of Louisiana Code of Government Ethics, University Policy and Procedures, and the policies and procedures of the University of Louisiana System. In public appearances he/she shall always conduct himself/herself in a manner that befits a University official and shall always attempt to create goodwill and a good image for the University.
- 9.3. COACH shall promote an atmosphere for compliance within the program supervised by the coach and shall monitor the activities regarding compliance of all assistant coaches and other administrators involved with the program who report directly or indirectly to the coach (NCAA Division I Bylaw 11.1.2.1 Responsibility of Head Coach).

#### **10.0 Compliance with Local, State and Federal Laws**

- 10.1. COACH shall abide by the laws of the local, state and federal governments. COACH may be suspended for a period, without pay, or the employment of COACH may be terminated if COACH is found to be involved in violation or gross disregard of local, state or federal laws.

#### **11.0 Financial Incentive for Academic Success**

- 11.1. COACH shall be eligible to receive a financial incentive for academic success within the basketball program as defined in the University Athletic Department policy.
  - a) "A head coach whose team's NCAA Multi-Year (Four-Year Rolling Average) Academic Progress Rate (APR) exceeds 975 shall receive a financial incentive award in the amount of \$1,500. In addition, the full-



time academic support, athletic department staff members may receive a financial incentive award in the amount of \$200 for each team that surpasses the aforementioned national benchmark. In order for a coach or staff member to be eligible to receive this award, the coach or staff member must have been employed at McNeese State University in their current capacity for at least one full academic year and subsequently would be eligible for the award at the conclusion of their second year."

## **12.0 Basketball Staff**

- 12.1. Adhering to the University hiring policies, COACH shall have the authority to select, manage, discipline, and terminate associate / assistant coaches and other support staff who report directly to COACH, upon approval by the Director, the President, and the Board of Supervisors for the University of Louisiana System. Associate / assistant coaches shall be appointed as University unclassified personnel. University agrees that Coach may employ 3 full-time assistant coaches, and one (1) director of basketball operations. The annual salary pool for 3 full-time assistant coaches and one (director of basketball operations shall be **\$320,000**. COACH will be allowed to hire a strength coach as part of the Athletic Department's strength and conditioning staff at **\$50,000**, not included in the previously mentioned assistant and support staff pool.

## **13.0 Termination**

- 13.1. Either party may terminate this agreement without just cause prior to the expiration of its terms by giving prior written notice to the other party. Prior to termination of COACH, the University will obtain approval from the President of the University of Louisiana System.
- 13.2. As to conduct after the date of this contract, COACH may be terminated by the Director at any time for a material violation or intentional or gross disregard of state or federal laws (excluding misdemeanor criminal offenses or those punishable by citation), or deliberate or serious violations of NCAA, conference, or university rules, regulations, policies or procedures, or engaging in or refusing to engage in conduct, including that which is set forth in section 10.4 above, which is clearly contrary to the character and responsibilities of a person occupying the position of Head Men's Basketball Coach or which substantially negatively or substantially adversely affects the reputation of the University or McNeese State University athletics or for any violation of this contract; provided, however, prior to termination, University shall meet with COACH to notify him of alleged offending behavior under this clause, following which COACH will have fourteen (14) days to cure alleged offending behavior or violation. University shall provide a good faith opportunity for COACH to cure alleged behavior or violation. In the event of such termination, COACH will receive thirty (30) calendar days' notice of termination or thirty (30) calendar day's Base Salary in lieu of such notice. All compensation, including Base Salary, benefits and other remuneration incidental to employment, cease upon termination. The judgment as to whether the conduct of COACH constitutes cause under this provision shall not be exercised arbitrarily, capriciously or in a discriminatory manner by the University. No damages or other amounts than are specified in this section 13.2 shall be due if termination is for just cause.
- 13.3. The University may at any time, and in its sole discretion, terminate the employment of COACH for any reason. In the event the University terminates the contract, without cause, University shall pay to Coach, within ninety (90) days and on a date mutually agreed upon by University and COACH. The amount that will be payable to COACH will be calculated as follows:
  - a) If COACH is terminated without cause between March 25, 2025 and April 5, 2028, COACH shall be entitled an amount equal to 100% of remaining Base Salary from the date of termination through the end of the term.
  - b) If COACH is terminated without cause on or after April 6, 2028, COACH shall be entitled to an amount equal to 25% of remaining Base Salary from the date of termination through the end of the term.
- 13.4. In the event the University terminates the contract, without cause, Foundation shall pay to Coach, within ninety (90) days and on a date mutually agreed upon by Foundation and COACH, an amount in a lump sum (less any required tax withholdings) equal to all Base Salary that would have been due to COACH under this Agreement had COACH remained employed by University from the date of termination through the end of the Term. In addition, the Foundation will pay to COACH, within sixty (60) days in which University exercises its right to Terminate this Agreement without cause. Any Bonus Compensation actually earned and accrued but unpaid shall be payable by the end of the fiscal year in which the bonuses were eared. Additionally, all expenses incurred in the performance of his duties but not yet reimbursed or otherwise received by the date of the



termination, less all applicable taxes and other withholdings, shall be payable within thirty (30) days of the date of termination.

13.5. In the event COACH terminates this Contract to accept employment in a basketball related position at a different public or private University, College or Community College or other educational organization or any professional athletic organization, COACH or third party shall pay University the following amount which shall be deemed as agreed upon liquidated damages owed to McNeese State University because the costs the University will incur to search for and hire a new basketball head coach are difficult to determine. COACH shall have no further liability under this Agreement upon University's full reimbursement by a third party for the liquidated damages, except COACH shall be entitled to receive from the University any theretofore earned but unpaid compensation. Such liquidated damages shall be due and received by University within 90 days of the termination of this contract. If such amounts are not timely paid, the amount owed shall bear interest at the rate of eight percent per annum. The amount of such reimbursement will be calculated as follows:

- a) If COACH terminates the contract between March 25, 2025, and March 31, 2026, University shall be entitled to receive \$500,000, from COACH or from third party
- b) If COACH terminates the contract between April 1, 2026, and March 31, 2027, University shall be entitled to receive \$350,000, from COACH or from third party.
- c) If COACH terminates the contract between April 1, 2027, and March 31, 2028, University shall be entitled to receive \$200,000, from COACH or from third party.
- d) If COACH terminates the contract between April 1, 2028, and March 31, 2029, there will be no financial penalty from COACH or from third party.
- e) If COACH terminates the contract between March 25, 2025, and March 31, 2029, and Athletic Director Heath Schroyer is no longer employed by McNeese, the University shall be entitled to 50% of the applicable liquidated damages previously listed.

13.6. If Coach terminates this contract for any other reason than becoming employed in any position as described in this section 13.4, including without limitation, age or disability retirement, medically documented health reasons, medically documented disability, then COACH shall have no responsibility, obligation or liability for any liquidated damages to the University.

#### **14.0 Fundraising**

- 14.1. All fundraising activities by COACH must be pre-approved by the Director, or his designee, and coordinated with the McNeese Athletic Foundation to ensure that such activities are in line with the mission of the department and in compliance with University policies.
- 14.2. University acknowledges and agrees that COACH's primary responsibility is in coaching the team (to include, but not be limited to, recruiting players, managing COACH's staff, practicing the team, instructing members of the team, game planning, etc.), and any requests for additional services from COACH shall be reasonable in scope, limited, and subject to COACH's primary responsibility.

#### **15.0 Severability**

- 15.1. If any provision of the Agreement shall be deemed invalid or unenforceable, either in whole or in part, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or to alter the bounds thereof in order to render it valid and enforceable.

#### **16.0 Force Majeure**

- 16.1. Neither party shall be considered in default performance of his or its obligations under this Agreement if such performance is prevented or delayed by Force Majeure. "Force Majeure" shall be understood to be any cause which is beyond the reasonable control of the party affected and which is forthwith, by notice from the party affected, brought to the attention of the other party, including but not limited to war, hostilities, revolution, civil commotion, strike, lockout, epidemic, accident, fire, wind or flood or any requirements of law, or an act of God.

## **17.0 Previous Agreements**

- 17.1. This employment contract shall supersede and replace any and all previous employment contracts or any previous oral or written communications that may have been entered into or undertaken between any of the parties to this agreement or their representatives.

## **18.0 Electronic Signature**

- 18.1. Both parties agree that an electronic signature of a party, whether digital or encrypted, included in this Agreement is intended to authenticate this writing and to have the same force and effect as a manual signature. Delivery of a copy of this Agreement bearing an original or electronic signature by electronic mail in "portable document format" (".pdf") form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.

## **19.0 Title IX and Sexual Misconduct Policy Reporting and Compliance:**

- 19.1. **COACH** shall promptly report to the University's Title IX Coordinator or Deputy Title IX Coordinator any Known Violation(s) of the University or the University of Louisiana System's Sexual Misconduct Policy (including, but not limited to sexual harassment, sexual assault, sexual exploitation, domestic violence and stalking) that involve any student, faculty, or staff or that is in connection with a University sponsored activity or event. Any emergency situation shall be immediately reported to 911 and/or law enforcement. For purposes of this paragraph, a "Known Violation" shall mean a violation or an allegation of a violation of Title IX and/or the University's or the University of Louisiana System's Sexual Misconduct Policy that **Coach** is aware of or has reasonable cause to believe is taking place or may have taken place. The University may terminate this Agreement for cause pursuant to the for-cause-termination provisions of this Agreement for any determined violation by **Coach** for failure to report a Known Violation of:
- a) Title IX of the Education Amendments of 1972.
  - b) The University's Sexual Misconduct Policy; or
  - c) the University of Louisiana System's Sexual Misconduct Policy.



IN WITNESS WHEREOF, the parties have executed this act in the presence of the undersigned competent witness.

WITNESSES:

Cathy Skirline

Bill Armstrong  
Bill Armstrong, Head Men's Basketball Coach  
McNeese State University

Date 3/25/25

Cathy Skirline

Heath Schroyer  
Heath Schroyer, Director of Athletics  
McNeese State University

Date 3/25/25

Cathy Skirline

Laura Bowers  
Laura Bowers, Executive Director  
McNeese Foundation

Date 3/25/25

Jessica Pausson

Wade Rousse  
Dr. Wade Rousse, President  
McNeese State University

Date 3/25/25

Approved by the Board of Supervisors of the University of Louisiana  
System at its meeting on the \_\_\_\_\_ day of \_\_\_\_\_,  
\_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
SECRETARY/OFFICER – Board of Supervisors