

## 25.08 Athletic Employment Contracts

Approved May 21, 2026 (MO -2026)  
Next Scheduled Review: May 21, 2031



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### Policy Summary

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Employment contracts between a university in The Texas A&M University System (system) and an athletic department administrator or coach are subject to this policy.

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### Policy

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#### 1. GENERAL

- 1.1 System university athletic department employment contracts must follow this policy and all other applicable system and member contract administration requirements, including review by the System Office of General Counsel.
- 1.2 Each member president is authorized to negotiate and, subject to final board approval of applicable contracts under Section 2, execute athletic department employment contracts. A term sheet or memorandum of understanding executed by a member university as part of negotiating an athletic department employment contract is not binding on the parties and may only serve as an interim, non-binding proposal.

#### 2. CONTRACTS REQUIRING BOARD APPROVAL

A member president must submit to the Board for prior approval or authorization any system university athletic department administrator or coach employment contract, including an extension, as follows:

- (a) A contract for an athletic director or head coach;
  - (b) A contract with a Texas A&M University athletic department administrator or coach, other than those described in subsection (a), with an annual base salary in an amount that exceeds \$2,000,000;
  - (c) A contract with a member university athletic department administrator or coach, other than those described in subsections (a) and (b), with an annual base salary in amount that exceeds \$500,000.00; or
  - (d) A contract with a primary term longer than five calendar years.
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### Related Statutes, Policies, or Requirements

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[System Policy 25.07, Contract Administration](#)

## **Member Rule Requirements**

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A rule is not required to supplement this policy.

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## **Contact Office**

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Budgets and Accounting  
(979) 458-6100