



## Memorandum of Understanding

**Head Coach:** Kellie Harper ("Coach")

**Sport:** Women's Basketball

**Term:** Five (5) Years; April 1, 2025 – March 31, 2030

The parties agree to review the terms and conditions of this contract at the conclusion of the 2026-27 season.

### Compensation:

	Beginning	Ending	Base Salary	Non-Salary	Total Guaranteed
Year 1	MOU fully signed*	3/31/2026	\$300,000	\$550,000	\$850,000
Year 2	4/1/2026	3/31/2027	\$300,000	\$575,000	\$875,000
Year 3	4/1/2027	3/31/2028	\$300,000	\$600,000	\$900,000
Year 4	4/1/2028	3/31/2029	\$300,000	\$625,000	\$925,000
Year 5	4/1/2029	3/31/2030	\$300,000	\$650,000	\$950,000
<b>Total</b>			<b>\$1,500,000</b>	<b>\$3,000,000</b>	<b>\$4,500,000</b>

\*Pro-rated monthly compensation begins as of the date this MOU is signed.

### Benefits:

Standard University benefits based on Base Salary. Coach will be eligible for paid leave programs to the extent established under University policies, provided that notwithstanding any provision of University policy, in consideration of the terms of her employment, Coach waive any eligibility or right to a payout of any accrued leave time upon separation from employment with the University and shall not receive any such payout. **Coach must make certain benefits elections prior to the Start Date to retain eligibility.**

### Perquisites:

- Country Club Membership at Old Hawthorne Country Club
- Monthly automobile stipend of \$600 each for two (2) vehicles
- Twelve (12) Premium Area Tickets for Home Women's Basketball games
- Six (6) Premium Area Tickets for Home Men's Basketball games
- Six (6) Premium Area Tickets for Home Football games

### Incentives:

Subject to the approval of the Director of Athletics, the merit incentives listed below will be awarded to Coach, but only if the most recent (i.e., previous four-year academic data) multi-year Team Academic Progress Rate ("APR") score meets NCAA standard (which presently is 930, and which may be adjusted by the NCAA) or higher, and if the applicable event listed below occurs during Coach's employment as coach, and Coach is actively performing her duties as Head Coach of the Team at the time such event occurs. The Director for Academic Services, or his/her designee will verify the Team multi-year APR score. The University will pay the incentive payments attained by Coach at the time and in the manner consistent with Department practice and/or policy for such payments.

<b>Incentives</b>	
Academic Performance	\$25,000
SEC Champions	\$50,000
SEC Tournament Champs	\$25,000
NCAA Tournament Appearance	\$25,000
Sweet 16*	\$25,000
Elite 8*	\$50,000
Final 4*	\$75,000
National Champion*	\$200,000
SEC Coach of the Year	\$25,000
National Coach of the Year	\$50,000
25 Wins*	\$25,000
30 Wins*	\$50,000
Maximum Incentives	\$450,000

\*Non-cumulative; only highest level earned

**Staff Pool:** \$950,000 Total for women's basketball specific staff Individual staff titles, roles, and compensation at discretion of head coach subject to approval of the Director of Athletics and in accordance with the University policies but generally include: Five assistant coaches, one strength and conditioning coach, one director of women's basketball operations, one director of women's basketball creative content, and one director of video/analytics operations.

**Termination: University Terminates Without Cause**

If the University terminates Coach's employment without cause, it shall pay Coach liquidated damages as follows: seventy-five percent (75%) of the Base Salary and Non-Salary compensation that would have been paid to Coach from the date of termination through the end of the term, if the employment had not been terminated. Such amount shall be payable in equal monthly installments, per usual payroll procedure and in accordance with Code Section 457(f), until the end of the term. Such amounts are subject to the affirmative duty to make reasonable, good-faith, and diligent efforts to mitigate and will be reduced by the amount of any other compensation (e.g., employment, consulting) received by Coach.

**Termination For Cause**

The University shall have the right to terminate Coach's employment for cause. All payments and all benefits will end on termination date, except to the extent that any Base Salary has been earned but not then paid. Cause will include its normally understood meaning in employment contracts and reasonable specified examples.

**Coach Terminates**

If Coach terminates employment without cause, Coach shall pay to the University liquidated damages in the amount of fifty percent (50%) of the Base Salary and Non-Salary compensation that would have been paid to Coach from the date of termination through the end of the term, if the employment had not been terminated. Such amount shall be paid to University in a lump sum within 60 days of the date of termination. All other terms will end on date of termination.

**Moving Allowance:**

University shall pay up to \$10,000 for moving allowance subject to normal University policies, terms, and execution of moving agreement per University policy. Value of the moving allowance would be subject to income tax.

**Hiring****Incentive:**

University shall pay a hiring incentive in the amount of \$35,000 upon the execution of the full employment contract subject to normal University policies, terms, and execution of hiring incentive agreement per University policy. Value of the hiring incentive would be subject to income tax.

**Transition****Housing:**

Subject to availability, University shall provide temporary housing if needed for up to three months at no charge. Value of transition housing would be subject to income tax.

**Personal Flight****Expense:**

University shall reimburse Coach in an amount up to a maximum of \$100,000 per Contract Year for Coach's expenses for personal, non-business air travel for Coach, Coach's spouse, and members of Coach's immediate family ("Flight Expense"). To receive reimbursement, Coach shall be required to submit documentation substantiating the Flight Expense. Flight Expense will be allocated annually and may not be carried forward into a subsequent Contract Year. Value of the personal flight expense would be subject to income tax.

**Duties and****Compliance:**

Coach will perform all duties and responsibilities attendant to the position of Head Women's Basketball Coach. Coach will comply with all applicable laws and NCAA, conference and University rules.

This MOU sets forth certain terms and conditions of a proposed employment agreement between The Curators of the University of Missouri and Coach. This binding Memorandum of Understanding, which presents the material terms of our offer, will be expanded and incorporated into a mutually agreed upon employment contract with the University for execution at the earliest possible date. This MOU and any definitive employment agreement are expressly subject to approval by the University President and its Board of Curators, including as required by Section 270.060 of the Collected Rules and Regulations of the University of Missouri, and successful completion of a background check.

Agreed subject to approvals by:

**COACH**

  
Kellie Harper

3/19/25  
Date:

**THE CURATORS OF THE UNIVERSITY OF MISSOURI**

  
Director of Athletics

3/19/25  
Date: