

**University of Connecticut
Principal Terms of Employment Agreement**

1	Employment start date	8/01/19
2	Term of contract	5 years
3	12-month managerial position	Yes
4	Tenure on hire	Yes
5	Overall cap on annual cash compensation	\$675,000 + car allowance + housing arrangements
6	Base compensation	\$525,000
7	Automatic annual increase in base compensation	3% per annum
8	Annual performance-based incentive opportunity, based on achievement of agreed annual goals	\$50,000
9	Annual deferred compensation credited at end of each contract year	\$75,000
10	Deferred payment payable at end of 5-year term	\$125,000
11	Housing will be provided at Oak Hill	Yes
12	Access to Scarborough house	Yes
13	Reasonable moving expenses	Yes
14	Car allowance (including repairs, insurance and maintenance) or monthly car allowance	\$1,250 per month
15	Reimbursement of expenses incurred in connection with University business	Yes
16	Athletic tickets and boxes	Yes
17	Health insurance, vacation, personal leave, sick time, retirement and other benefits per University policies	Yes

18	If terminated without cause, may elect to assume tenured position OR receive payment of one year's base salary	Yes
19	Post-presidential benefits after five years or more of service as President: a. Right to continue in tenured faculty position. b. Office space and secretarial support c. Pay at highest rate of any nine-month faculty member at the University, excluding UConn Health faculty d. Pay subject to collective bargaining increases e. One-year sabbatical leave at presidential base pay, plus two-thirds of annual deferred compensation	Yes
20	Outside activities (such as board memberships) will require board of trustee consent	Yes

I hereby indicate my acceptance of the materials terms of the University of Connecticut's offer of employment reflected herein, which terms will be incorporated into a formal employment contract with the University.

Accepted: _____
 Thomas C. Katsouleas

 Date