



Office of Human Resources

TENNESSEE TECH

Performance Compensation

July 2024

For: Allison Clark
Womens Basketball

Tennessee Tech is pleased to announce that performance increases have been approved for FY25. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$82,163 effective July 1, 2024.

Thank you for your continued service and commitment to the growth of TTU.

Performance Compensation

July 2023

For: Allison Clark
Womens Basketball

Tennessee Tech is pleased to announce that performance increases have been approved for FY24. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$78,270 effective July 1, 2023.

Thank you for your continued service and commitment to the growth of TTU.



Office of Human Resources

TENNESSEE TECH

Performance Compensation

July 2022

For: Allison Clark
Womens Basketball

Tennessee Tech is pleased to announce that performance increases have been approved for FY23. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$73,150 effective July 1, 2022.

Thank you for your continued service and commitment to the growth of TTU.



Department of Athletics
1000 N. Dixie Avenue • Campus Box 5057
Cookeville, TN 38505-0001
931-372-3940 • Fax: 931-372-3114
TTUsports.com

MEMORANDUM

TO: Kevin Vedder, Associate Vice President, Human Resources

VIA: Philip Oldham, President *PO*

FROM: Mark Wilson, Director of Athletics *MW*

DATE: March 16, 2022

SUBJECT: Request for Salary Increase for Allison Clark

increase Assistant Coach Allison Clark's salary
to \$70,000.



Office of Human Resources

TENNESSEE TECH

Performance Compensation

July 2021

For: Allison Clark

Tennessee Tech is pleased to announce that performance increases have been approved for FY22. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your supervisor, your new annual salary will be \$59,533 effective July 1, 2021.

Thank you for your continued service and commitment to the growth of TTU.



Office of Human Resources

TENNESSEE TECH

Performance Compensation

January 2020

For: Allison Clark
Dept: Womens Basketball

Tennessee Tech is pleased to announce that performance increases have been approved for FY20. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance. Upon recommendation of your supervisor, you will receive the following:

- A One-Time Performance Bonus of \$1,750 to be paid on December 2019

In addition, effective January 1, 2020, your new annual salary will be \$56,164.

Thank you for your continued service and commitment to the growth of TTU.



Office of Human Resources
TENNESSEE TECH

Notice of Salary Increase
July 2018

For: Allison Clark

Dear Allison:

I am pleased to announce that salary increases have been approved for FY19.

The salary increase reflects an annual performance based increase of \$1,084.

Effective July 1, 2018, your new annual salary will be \$55,288.

Thank you for your continued service and commitment to the growth of TTU.

I wish you the best,

Philip B. Oldham

President



Office of Human Resources
TENNESSEE TECH

Notice of Salary Increase

For: Allison Clark

Dear Allison,

I am pleased to announce that salary increases have been approved for FY18.

The salary increase reflects the following components:

- Cost of Living Adjustment – \$528 effective July 1, 2017
- Merit – \$900 effective August 1, 2017

Following the above increases, your new annual salary will be \$54,204.

Thank you for your continued service and commitment to the growth of TTU.

I wish you the best,

Philip B. Oldham

President



Office of Human Resources

TENNESSEE TECH

Notice of Salary Increase

October 7, 2016

For: Allison Clark

Dear Allison,

I am pleased to announce that salary increases have been approved for FY17. Your new annual salary of \$52,776 will be effective on October 1, 2016.

The salary increase reflects the following components:

- Cost of Living Adjustment – \$518
- Merit – \$500

Thank you for your continued service and commitment to the growth of TTU.

I wish you the best,

Philip B. Oldham

President

Notice of Salary Increase

October 9, 2015

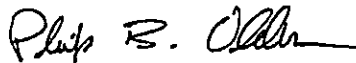
For: Allison Clark

Dear Allison,

I am pleased to announce that salary increases have been approved for FY16. Your new annual salary of \$51,758 will be retroactive to July 1, 2015, and the adjustment will be included in your October paycheck.

Thank you for your continued service and commitment to the growth of TTU.

I wish you the best,



Philip B. Oldham

President

Notice of Salary Increase

January 30, 2015

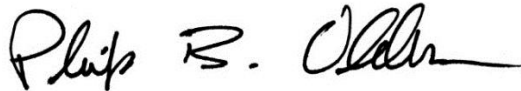
For: Clark, Allison Michelle

I am pleased to provide you with this salary update and thank you for the continuous contributions you are making to Tennessee Tech. A new annual salary of **\$51,258** has been approved for you effective **January 1, 2015**.

Position Title: Assistant Coach 1

Full and part-time regular employees who were employed on June 30, 2014, were eligible for the 1% across-the-board raise that was effective January 1, 2015. The 1% raise was possible due to the increase in enrollment in the Fall, 2014.

I wish you the very best.



Philip B. Oldham
President



Human Resources

Derryberry Hall Room 146

Box 5132 • Cookeville, TN 38505-0001 • (931) 372-3034 • Fax (931) 372-3784

MEMORANDUM

TO: Allison M. Clark
T00041480

FROM: Evelyn Chambers *EC*

DATE: June 17, 2014

SUBJECT: Salary Increase

Your new salary of \$50,750 will be effective July 1, 2014 and will be reflected in your July pay.

Notice of Salary Increase
September 16, 2013

For: Clark, Allison Michelle

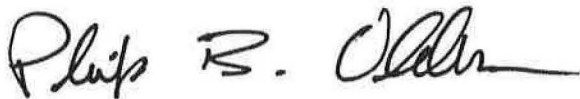
I am pleased to provide you with this salary update and thank you for the continuous contributions you are making to Tennessee Tech. A new annual salary of \$49,735 has been approved for you effective July 1, 2013.

Position Title: Assistant Coach 1

Your salary reflects a 1.5% Cost of Living Allowance or \$250, whichever is greater. Part-time employees are pro-rated.

You will be notified at a later date if any additional wage increases (beyond the cost of living increase noted above) will be available to you. Any additional pay adjustments are contingent upon availability of funds and the approval of our compensation plan increases by the Tennessee Board of Regents at the September meeting.

I wish you the very best in 2013-2014.

A handwritten signature in black ink that reads "Phil Oldham". The signature is written in a cursive style with a long horizontal stroke at the end.

Phil Oldham
President

TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE

TENNESSEE TECHNOLOGICAL UNIVERSITY
NOTICE OF APPOINTMENT
AND AGREEMENT OF EMPLOYMENT



TO: Allison M. Clark

This is to confirm your appointment to a position approved by the Tennessee Board of Regents as an Assistant Coach 1 in Athletics (Women's Basketball) at a salary of \$49,000.00 per year subject to the terms and conditions hereinafter set forth and your acceptance thereof:

1. In consideration of the above stated salary, you agree to perform such duties at such times and places and in such manner as this institution through its representatives may from time to time direct. You further agree to faithfully perform the duties assigned to you to the best of your ability, and to devote your full time to this institution, subject to the general supervision and pursuant to the orders, advice, and direction of appropriate representatives of this institution.
2. The above stated salary is payable at the above rate in accordance with institutional policies.
3. This appointment is made subject to the laws of the State of Tennessee, the policies and requirements of the Tennessee Board of Regents, and the policies and requirements of the institution.
4. A probationary period of six (6) months of observable performance is required of all newly appointed employees. During this period, this agreement may be terminated without prior notice. Following the six-month probationary period, this agreement may be terminated upon fourteen days notice for clerical/support and thirty days notice for all other personnel. The institution reserves the right to impose a probationary period any time during the term of your employment, during which time advance notice of termination would not be applicable.
5. By acceptance of this appointment, I agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institution statements and policy. I also agree to notify the Director, Human Resources Office of any criminal drug conviction for a violation occurring in the workplace no later than five days after such conviction.
6. The following special conditions shall govern this appointment:

Employment is conditioned upon an acceptable background check. It is a Class A misdemeanor to misrepresent academic credentials. T.C.A. Sec. 49-7-133.

Effective Date: July 13, 2012. This is a regular, full-time position. Employee may be suspended for a period of time without pay or employment may be terminated if the coach is found to be involved in deliberate and serious violations of NCAA rules and regulations. **Employee must participate in direct deposit.**

A coach who is found in violation of NCAA regulations shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA procedures.

The coach is required to receive annually prior written approval from the chief executive officer for all athletically related income and benefits from sources outside the institution. Sources of such income shall include, but are not limited to, the following:

A small, handwritten signature in the bottom right corner of the page.

- a) Income from annuities;
- b) Sports camps;
- c) Housing benefits (including preferential housing arrangements);
- d) Country club memberships;
- e) Complimentary ticket sales;
- f) Television and radio programs, and
Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

7. Pursuant to the policies of the Tennessee Board of Regents and Tennessee Technological University, I agree to promptly disclose to Tennessee Technological University all Intellectual Property (including inventions, copyrightable works, computer software, technical know-how and trademarks) conceived, invented, authored, or reduced to practice ("developed") by me, either solely or jointly with others, during the term of my employment with Tennessee Technological University. I acknowledge and agree that all Intellectual Property developed by me in the scope of my employment with Tennessee Technological University is to be considered a work for hire, and shall be the sole and exclusive property of Tennessee Technological University. I further agree to assign all rights in Intellectual Property developed by me to Tennessee Technological University as required under the policies of Tennessee Board of Regents and Tennessee Technological University and to execute and deliver all necessary documents and otherwise provide proper assistance to enable Tennessee Technological University to obtain, maintain and enforce its rights in the Intellectual Property.

Please signify your acceptance of this appointment under the terms and conditions set forth by signing two (2) copies of this notice and returning one to the Human Resources Office, P. O. Box 5132, Cookeville, TN 38505 within fifteen days after the date of this notice.

July 23, 2012
 Date


 Philip B. Oldham, President

I accept the appointment described above under the terms and conditions set forth.

8/1/12
 Date


 Appointee

An Equal Opportunity/Affirmative Action Employer