

#FIXCFB

Solution 4: Coaching Stability Penalties

Penalize Mid-Season Poaching, Reward Completion

Part of the comprehensive Fix CFB proposal

Coaching Stability Penalties

\$2M penalty + recruiting sanctions for mid-season hires. Up to \$3M completion bonuses for playoff runs. Makes mid-season poaching economically stupid—and will never be adopted because coaches' agents will fight it.

The Problem: Mid-Season Abandonment, Zero Consequences

The 2025-26 season saw [35 FBS coaching changes](#)—a new record. But the number understates the crisis. The real problem is WHEN coaches leave and WHY they face zero consequences for abandoning teams.

- **Mid-season poaching is now acceptable:** Schools hire sitting coaches in November, immediately disrupting their current teams during playoff prep. No waiting until after bowls, no completion bonuses.
- **Players lose coaches after committing:** High school seniors commit based on specific coaches. Coach leaves before signing day or after one semester. Player stuck with new coach they never chose.
- **Recruiting classes destroyed:** Coach leaves in December. New coach hired in January. Recruiting class falls apart. Two years of relationship-building wasted.
- **Financial incentives reward disloyalty:** Coach makes \$5M at current school, gets offered \$8M elsewhere. Leaving during playoff prep costs nothing but gains \$3M annually.

Two-Part Solution

1. Penalties for Mid-Season Hires

Penalty Type	Details
Financial Penalty	\$2 million paid to conference redistribution fund
Recruiting Sanctions	15 official visit reduction for next recruiting cycle
Recruiting Ban	90-day ban on off-campus recruiting contacts

2. Completion Bonuses for Coaches

Stage	Bonus	Cumulative
Complete First Round	\$500,000	\$500,000
Complete Quarterfinals	\$750,000	\$1,250,000
Complete Semifinals	\$1,000,000	\$2,250,000
Complete Championship	\$750,000	\$3,000,000

Why It Works

- **Makes Mid-Season Poaching Expensive:** \$2M penalty + recruiting sanctions changes the economic calculus
- **Rewards Completion:** Up to \$3M in bonuses for finishing playoff runs aligns incentives
- **Protects Players:** Reduces mid-season disruption and recruiting class instability
- **Post-Season Freedom:** After bowl games complete, no penalties apply

Why It Won't Happen (Feasibility: 3/10)

Coaches' agents will fight any system that penalizes schools for hiring their clients mid-season. Schools want flexibility to poach but also fear losing their own coaches. Mutual destruction ensures nothing changes.

References

- **Coaching Changes Data:** [ESPN Coaching Tracker](#), [CBS Sports Tracker](#)
- **Mid-Season Examples:** Documented cases from 2025-26 season media reports

Contact & Resources

- **Email:** contact@fixcfb.com
- **Website:** fixcfb.com
- **Full Proposal:** 30-page comprehensive document available at fixcfb.com
- **Executive Summary:** 10-page overview available at fixcfb.com