

# El Paso Leadership Academy

A Tuition Free Public College Preparatory Charter Academy  
1918 Texas Avenue ♦ El Paso, Texas 79901 ♦ (915) 298-3900

July 21, 2022

Omar Yanar  
Chief Executive Officer  
El Paso Leadership Academy  
1918 Texas Avenue  
El Paso, TX 79901

Dear Mr. Yanar,

The Board of Directors of EPLA are very excited that you will continue to lead our team as Founder / Chief Executive Officer (CEO). Our offer of employment as CEO for the coming academic year is in accordance with the following terms and covers total compensation to be paid from August 1, 2022 – July 31, 2023.

Base salary  
\$160,000

Incentive compensation  
In addition to the base salary, you will be eligible for additional compensation based on total organization-wide student enrollment. The details of the incentive compensation package are as follows:

Enrollment	Incentive Compensation Amount
450-499	\$20,000
500-549	\$32,500
550-599	\$45,000
600-649	\$57,500
650-699	\$70,000
700-750	\$82,500

- The Incentive Compensation Amount will be paid out monthly from August 2022 – July 2023.
- The initial Incentive Compensation Amount will be determined based on student enrollment on August 15, 2022.
- The Incentive Compensation Amount will then be remeasured based on student enrollment on January 15, 2023. Any increase or decrease in the Incentive Compensation Amount based on January enrollment will result in a pro-rata increase or decrease in the remaining monthly payment.

## Incentive compensation (continued)

- Example  
Total enrollment as of August 15<sup>th</sup> is 750 kids. The incentive will be determined as follows:

Total incentive for 750 kids from above enrollment schedule: \$82,500

Monthly incentive compensation payment =  $\$82,500/12 = \$6,875/\text{month}$



*Our mission is to educate and empower students with tools essential to achieve their self-actualization, academic potential, and success*

Total enrollment as of January 15<sup>th</sup> is 700 kids. Remeasured incentive will be calculated as follows:

Total incentive for 700 kids from above enrollment schedule: \$70,000

Incentive paid to date (August – December) = \$6,875/mo x 5 months = \$34,375

Remaining incentive to be paid = \$70,000 – \$34,375 = \$35,625

Monthly incentive compensation payment January through July =  
\$35,625/7 = \$5,089.29/month

#### Health Benefits

100% of medical, dental and vision premiums will be paid in full.

#### Paid Time Off

Vacation and Personal Days – 15\*

Holidays – see School Calendar

\*Unused PTO will be paid out annually at \$615.38 per day.

#### Automobile Allowance

During the Chief Executive Officer's (CEO) employment with the Charter District, the Charter District will pay the CEO an amount of Four Hundred Dollars (\$400) per month to provide him with a car allowance for travel.

#### Mobile Phone Allowance

During the Chief Executive Officer's (CEO) employment with the Charter District, the Charter District will pay the CEO an amount of One Hundred Dollars (\$100) per month for the purchase of maintenance of a mobile phone.

#### July 2022 Compensation

The above terms are to become effective August 1, 2022. However, our previous compensation arrangement expired on June 30, 2022. Therefore the Board agrees to the following compensation amounts to be paid for July 2022.

- Salary based on Mr. Yanar's existing pay scale in effect at June 30, 2022 (\$220,000 annual)
- 100% of medical, dental and vision premiums will be paid in full.
- Automobile allowance of \$300 for the month
- Mobile phone allowance of \$100 for the month

EPLA recognizes that its employees and their contributions are at the core of the success and ability to achieve our mission. I find that these benefits, combined with the value and meaningfulness of our work, support the things that are most important to all at EPLA.

I will be glad to answer any questions you might have.

Sincerely,

El Paso Leadership Academy  
2022-2023 CEO Offer Letter

Matt C. Kerr  
EPLA Board President

**I have read this Agreement and agree to abide by its terms and conditions. I understand and agree that my employment with El Paso Leadership Academy is at-will.**

Employee:  \_\_\_\_\_

Date: 08/30/2022