

El Paso Leadership Academy

A Tuition Free Public College Preparatory Charter Academy

1918 Texas Ave.
El Paso, TX 79901
(915) 298-3900

July 24, 2023

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, 2023 – July 31, 2024.

Base salary

\$160,000

Incentive compensation

In addition to the base salary, you will be eligible for additional incentive compensation based on the following metrics.

Student enrollment incentive

The student enrollment incentive compensation will be paid in based on organization-wide student enrollment in accordance with the following schedule.

Enrollment targets	Incentive Compensation Amount
700 - 749 students	\$ 25,000.00
750 - 799 students	\$ 30,000.00
800 - 849 students	\$ 35,000.00
850 - 899 students	\$ 40,000.00
900+ students	\$ 45,000.00



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

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Student retention incentive

The student retention incentive compensation will be paid based on the achievement of the following targets for percentage of retained students transitioning from 6th to 7th grade, 7th to 8th grade, 9th to 10th grade, and 10th to 11th grade.

Student retention targets	Incentive Compensation Amount
50% - 59%	\$ 5,000.00
60% - 69%	\$ 10,000.00
70% - 79%	\$ 15,000.00
80% - 89%	\$ 20,000.00
90%+	\$ 25,000.00

For the purposes of this incentive, this offer letter excludes the retention percentage of students transitioning from 8th to 9th grade because the Board recognizes that there is naturally higher than usual attrition of 8th grade students who choose to attend other high schools, not because they are unhappy with EPLA, but because they wish to pursue opportunities not currently offered by EPLA such as UIL sports, marching band, specific high school magnet programs, etc.

Faculty & staff retention incentive

The faculty & staff retention incentive will be paid based on the achievement of the following targets for retention of organization-wide employees.

Faculty & staff retention targets	Incentive Compensation Amount
60% - 64%	\$ 5,000.00
65% - 69%	\$ 10,000.00
70% - 74%	\$ 15,000.00
75%+	\$ 20,000.00

Payment of incentive compensation

The incentive compensation will be paid in accordance with the following terms.

- The Incentive Compensation Amount will be paid out monthly from August 2023 – July 2024.
- The initial Incentive Compensation Amount will be determined based on the achievement of the above targets as measured on **August 15th**.



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Payment of incentive compensation (continued)

- The Incentive Compensation Amount will then be remeasured based on the achievement of the above targets as measured on **March 31st**. Any increase or decrease in the Incentive Compensation Amount based on the March measurements will result in a pro-rata increase or decrease in the remaining monthly payment.
- Example
On **August 15th**, EPLA achieves the following targets: total enrollment of 900 students, 80% student retention, 70% faculty & staff retention.

Total incentive compensation based on the above schedules would be \$45,000 enrollment incentive + \$20,000 student retention incentive + \$15,000 faculty & staff incentive = \$80,000.

Monthly incentive compensation payment = $\$80,000/12 = \$6,666.67/\text{month}$

On **March 31st**, EPLA remeasures the incentive targets and achieves the following results: total enrollment of 875 students, 70% student retention, 70% faculty & staff retention.

Total remeasured incentive based on the above schedules would be \$70,000

Incentive paid to date (August – March) = $\$6,666.67/\text{mo} \times 8 \text{ months} = \$53,333.36$

Remaining incentive to be paid = $\$70,000 - \$53,333.36 = \$16,666.64$

Monthly incentive compensation payment April through July =
 $\$16,666.64/3 = \$4,166.66/\text{month}$

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.



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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,



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: 08/01/2023



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