

MINUTES OF THE REGULAR MEETING
OF THE BOARD OF DIRECTORS OF EL PASO LEADERSHIP ACADEMY
January 20, 2026
114 Texas Avenue, El Paso, TX 79901

A Regular meeting of the Board of Directors (the “Board”) of El Paso Leadership Academy (EPLA), a Texas non-profit corporation (the “Company”), was held at EPLA Central Office (ARC), 114 Texas Ave., on Jan.20, at 6:14 PM. Toni Mizdal, President of the Board, served as chairman and presided over the meeting, and Toni Mizdal recorded the minutes.

The Chairman called the meeting to order at 6:14 PM. A quorum, consisting of the majority of directors of the Company, was present and ready for the transaction of business. The following board members were present: Toni Mizdal, Jose Gallardo, and Justine Miranda.

Staff in Attendance:

Maggie Peacock, Joel Rodriguez, Constance Luna

Guests in Attendance:

Ymelda Y'Herrera (virtual), Amanda Habrun (virtual)

Open Forum:

None.

Approval of Minutes for Dec. 17, 2025

Motion: Jose Gallardo

Second: Justine Miranda

In Favor: Jose Gallardo, Toni Mizdal, Justine Miranda

Opposed: None

Closed Executive Session

Motion to Enter Session at 6:27 PM: Jose Gallardo

Second: Justine Miranda

In Favor: Jose Gallardo, Toni Mizdal, Justine Miranda

Opposed: None

Discussion on CEO Salary Adjustment

Motion to Exit Session at 6:43 PM: Justine Miranda

Second: Jose Gallardo

In Favor: Jose Gallardo, Toni Mizdal, Justine Miranda,

Opposed: None

Finance

Approval of Dec. 31, 2025 EPLA financials

Motion: Jose Gallardo

Second: Justine Miranda

In Favor: Jose Gallardo, Toni Mizdal, Justine Miranda

Opposed: None

Approval of CEO Salary Reduction by 6%, Approval of Stipend Reduction by 10%
Salary Reduction retroactive to match staff as of Dec 15 pay date.

Motion: Justine Miranda

Second: Jose Gallardo

In Favor: Jose Gallardo, Toni Mizdal, Justine Miranda

Opposed: None

Dickson PEIM Contract

Motion to table until Feb Meeting, request legal review of contract

Motion: Justine Miranda

Second: Jose Gallardo

In Favor: Jose Gallardo, Toni Mizdal, Justine Miranda

Opposed: None

Meeting Adjourned 7:26 PM

Next meeting tentatively scheduled for Feb. 24, 2026, 6:00 PM, 114 Texas Avenue, El Paso, TX 79901.