



7/14/2021

Salvador Cavazos  
[scavazos@eaprep.org](mailto:scavazos@eaprep.org)

Dear Dr. Salvador Cavazos:

On behalf of Promesa Public Schools, I am pleased to offer you the position of Superintendent beginning on August 1, 2021 thru July 31, 2022. In this position, your starting annual compensation will be \$251,873 with a requirement of 240 workdays. This position is considered an exempt position for purposes of federal wage-hour law, which means that you will not be eligible for overtime pay for hours actually worked in excess of 40 in a given work week.

In addition to your compensation, you will be eligible to receive the benefits which are offered to all Promesa Public Schools full time employees. These benefits are described in the employee guidebook that can be found online or provided to you by your supervisor.

This offer of employment, if not previously accepted by you, will expire seven days from the date of this letter. If you need additional time for consideration of the offer, please contact me within the seven day timeframe to make arrangements. If you wish to accept the offer, please sign in the place provided below and return it via email to Natalie Ferris at [nferris@eaprep.org](mailto:nferris@eaprep.org) within the prescribed time.

We look forward to having you continue working with Promesa Public Schools. However, we recognize that you retain the option, as does the organization, of ending your employment with the organization at any time, with or without notice and with or without cause. As such, your employment with the organization is at-will and neither this letter nor any other oral or written representations may be considered a contract for any specific period of time.

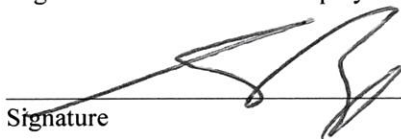
The offer described above is contingent upon the result of your reference/background checks. In addition you may be required to complete a successful drug screening test. Your signature also affirms that you have received and reviewed your job description and that you are aware and can perform the duties and responsibilities required for this position. It is agreed and understood, as a condition of employment, that all required program training will be successfully completed before employment begins.

Should you have any questions related to this offer, please do not hesitate to contact me.

Sincerely,

  
Salvador Cavazos

Dr. Salvador Cavazos  
Superintendent

<b><u>Offer Acceptance</u></b>	
I agree to the terms of the employment set forth above.	
 _____ Signature	<u>7/14/2021</u> _____ Date

5800 E. MLK Boulevard, Austin, TX 78721 (512) 287-5050

[www.promesapublicschools.org](http://www.promesapublicschools.org)