

February 11, 2021

Dear Jessica Lewis,

We are pleased to offer you the position of Literacy Interventionist with Athlos Academy of Jefferson Parish commencing on February 22, 2021, contingent upon the terms and conditions set forth in this offer letter. Please read this carefully. If you choose to accept employment with Athlos Academy of Jefferson Parish, sign where indicated.

WORK SCHEDULE

This position on an annual school calendar is expected to work 205 days as an exempt employee. As your start date is February 22, 2021, there are 67 workdays remaining between your employment commencement date and the end of the school year, May 28, 2021 (see the attached reporting calendar). While it is anticipated that you will be employed in this position until May 28, 2021, this offer is for employment at-will, meaning either party may end the employment relationship at any time, for any reason at all.

PAYMENT

The annual salary for this role is \$51,500 for 205 workdays. As noted in Work Schedule, there are 67 workdays left this school year. Being as such, the amount of \$16,831.71, which is based on your daily rate, will be paid in installments of \$1,683.71 over the remaining 10 pay periods (with last payment on July 15, 2021). In accordance with its regular payroll schedule, AAJP will pay your salary installments twice per month. Should either party choose to cease employment prior to May 28, 2021, all wages earned to the date of separation will be paid out in addition to any amount that has been accrued toward the June and July payroll dates.

All compensation provided to you by Athlos Academy of Jefferson Parish shall be subject to applicable payroll taxes and withholdings in accordance with federal, state and local law.

BENEFITS

You may be eligible for certain benefits provided by Athlos Academy of Jefferson Parish. Please consult the Benefits Summary for further information on contribution amounts and benefit design.

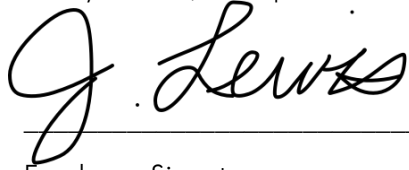
All employee wages and benefits are subject to periodic company review and are subject to change. Your employment with Athlos is at-will, meaning either party may end the employment relationship at any time with or without cause. Nothing in this offer, including the timing and method of your wage payments, nor anything else, shall have the effect of establishing an employment arrangement or contract between you and Athlos for a specific term. Similarly, nothing in this offer nor elsewhere other than in a writing signed by the Executive Director shall establish any presumption of continuing employment. Athlos may require the signing of a confidentiality, non-Disclosure, and non-compete Agreement.

This offer is contingent upon completing a background check and Governing Board approval. It is also a condition of this offer that you maintain a valid teaching license or make progress toward earning or renewing your teaching license during the 2020-2021 school year.

If you decide to accept the terms of this offer letter with Athlos Academy of Jefferson Parish, please sign below and provide this letter to slang@athlosjp.org no later than one week beyond the date noted at the top of this letter.

Sincerely,

Cheryl Martin, Principal of Lower School



02/17/21

Employee Signature

Date

Executive Director

Date

Years of applicable experience: 8

Highest level of education: MA