

Minutes of Meeting of Board of Trustees  
El Paso Independent School District  
August 1, 2000  
5:00 p.m.  
Education Center-Boeing

Present     Dr. Charles Roark, President<sup>1</sup>  
               Mrs. Ada Gonzalez-Peterson, Vice President  
               Dr. Gene Finke  
               Mr. Joe Rosales  
               Mr. Dan Wever  
               Dr. Gilberto Anzaldua, Superintendent  
               Mr. Anthony Safi, School District Attorney

Absent:     Mr. Richard Telles, Secretary  
               Miss Leonor Garcia

In the absence of the Board President, the meeting was called to order at 5:13 p.m. by Mrs. Gonzalez-Peterson, Board Vice President. The Pledge of Allegiance was led by Mr. Rosales.

Approval of 2000-01 Compensation Proposal (Item #1)

Dr. Anzaldua reviewed several factors impacting the preliminary budget. He stated that the budget should address the perimeters established by the Board, respond to the Board's priorities, and contain enough flexibility to respond to emergencies that might arise during the year. Dr. Anzaldua added that all District employees need to be considered when making decisions regarding the budget and compensation; some of the compensation options can be combined; an early decision on compensation will impact whether employees stay with EPISD or move to other districts; the Board indicated that the \$1.5 million for compensatory time and approximately \$3 million in Workers' Compensation should be budgeted; and funds remaining from the approximately \$5.2 million available be used in combination with targeted lapsed salaries for additional compensation.

Arrival of Board Member

Dr. Roark arrived at 5:20 p.m. and was present to vote in any subsequent action by the Board of Trustees.

Dr. Anzaldua advised that equity issues exist and that the available \$5 million will not provide the desired equalization. He stated that there needs to be a commitment to an allocation of dollars in every annual budget for teacher salaries over a five-year period in order for the District to be competitive with other school districts.

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<sup>1</sup> Dr. Roark arrived at 5:20 p.m., during the discussion of item #1.

Mr. Joe Loya, Deputy Superintendent, advised that the compensation proposal submitted by the El Paso Consultation Association (EPCA) had been reviewed. He advised that less than \$5 million is available for additional compensation, which is the maximum amount that will not require a tax increase, and that the cost for EPCA's proposal was approximately \$3.8 million for teachers only. He stated that another \$3.6 million will be needed for the remaining employees, which will cost a total of \$7.4 million to fully fund the EPCA compensation proposal.

Mr. Loya reviewed four options for compensation, broken down by annual salaries. Option 1 provides a 2.5 percent increase for employees earning up to \$35,000.00 and a 1.5 percent increase for employees earning \$35,001.00 and above. Option 2 provides a 3 percent increase for employees earning less than \$15,000.00; a 2.5 percent increase for employees earning between \$15,000.00 and 35,000.00; and a 1.5 percent increase for employees earning \$35,001.00 and above. Option 3 provides a 3.5 percent increase for employees earning less than \$15,000.00; a 2.5 percent increase for employees earning between \$15,000.00 and \$35,000.00; and a 1.5 percent increase for employees earning \$35,001.00 and above. Option 4 provides an equal dollar amount of \$585.00 for all employees. Mr. Loya advised that a fifth option would provide for one of the first four options to be made on a permanent basis at mid year.

Discussion followed on the distribution of the compensation increase; seeking additional monies from various sources such as vacant teacher positions, interest from the Fund Balance, savings from unfilled administrative positions; and providing a compensation increase as a straight dollar amount rather than a percentage.

Dr. Bill Wachtel, Senior Researcher, Research and Evaluation, provided information on the EPCA compensation proposal and advised that the administration agrees with the recommended reduction in steps. He reviewed the teacher pay schedules proposed by EPCA and the longevity stipends provided last year for teachers at the top of their pay scale.

Discussion continued on unanticipated expenditures; the need for a bond election; considering a more conservative compensation increase and revisiting the issue of compensation after a successful bond election; a possible combination of options to give hourly employees an increase of \$.40 per hour and the administration a bonus of \$1,000.00; the \$3.9 million EPCA proposal for teachers being more than the step increase mandated by the state; the unavailability of exact numbers on the suggested proposals; and the gap between administrators and teachers being narrowed.

Dr. Anzaldua recommended adding all compensation increases to the employees' base pay. Mr. Loya requested a specific amount to use to calculate a compensation proposal as suggested by the Board. Dr. Wachtel clarified that an increase has been recommended of \$.30 to \$.40 per hour for hourly employees, a \$1,000.00 bonus for those daily employees that did not receive a step increase, and a modified EPCA version for teachers.

Dr. Anzaldua advised that an Option 5 will be brought back to the Board on August 8, 2000, which will be an attempt to combine some of the suggestions offered by the Board. He requested that the Board provide specific direction on the features to be included in the option. Discussion followed on the perimeters of the compensation increase to be provided to the administration and the adoption of a balanced budget.

Dr. Finke recommended that the a compensation proposal be developed that includes permanent salary adjustments for teachers, counselors, librarians, and nurses of X-percent annually; a one-time salary adjustment for administrators of Y-dollars; increase the compensation for hourly workers by Z-cents per hour annually, and that the Superintendent recommend the actual amounts/percentages.

Discussion followed on the maximum amount to be expensed on the compensation increase with the threshold being \$4.9 million to \$6.5 million; the availability of an additional \$1.5 million to pay for accumulated compensatory time; postponing approval of the compensation package until the preliminary budget is finalized; approving a \$5 million compensation package now and looking for the additional \$1.5 million in the adopted budget; and including in the proposed motion a range of \$4.9 million to \$6.5 million.

It was moved by Dr. Finke and seconded by Mr. Rosales that the Superintendent develop a compensation proposal for the 2000-01 budget that includes permanent salary adjustments for teachers, counselors, librarians, and nurses of X-percent annually; a one-time salary adjustment for administrators of Y-dollars; and increase the compensation for hourly workers by Z-cents per hour annually, with the cost range to be between \$4.9 million and \$6.5 million.

The following people requested to speak to this item:

1. Mr. Greg Goga, El Paso Teachers Association, declined the opportunity to speak when called.
2. Ms. Frances Wever, President, El Paso Federation of Teachers and Support Personnel, spoke about teachers feeling that pay increases should include the hourly employees.

Upon the vote, the motion carried unanimously.

#### Approval of Possible Extension of Resignation Deadline for Contract Employees (Item #2)

It was moved by Mrs. Gonzalez-Peterson, seconded by Mr. Wever, and carried unanimously that the resignation deadline be extended to August 15, 2000, for all contract employees whose compensation has not been determined for 2000-01 and that the administration be directed to notify those employees.

#### Meeting Closed (Item #3)

The meeting was recessed at 6:43 p.m. to a closed meeting by Dr. Roark under Sections 551.071 and 551.074 of the Texas Government Code as follows:

- A. Personnel Appointment – Principal, Wiggs Middle School
- B. Consultation with School District Attorney Regarding Pending Litigation – Frank Ulloa, Plaintiff vs. El Paso Independent School District, Defendant; In the 327<sup>th</sup> Judicial District Court, El Paso County, Texas; Cause No. 98-2006

The closed meeting was opened at 6:50 p.m. The closed meeting ended at 7:00 p.m.

### Meeting Opened

The meeting was reassembled in Open Session at 7:00 p.m.

### Personnel Appointment – Principal, Wiggs Middle School (Item #3, A.)

It was moved by Mrs. Gonzalez-Peterson, seconded by Mr. Wever, and carried unanimously that the Board accept the Superintendent's recommendation to appoint Ione Grimm, Principal at San Elizario Middle School in the San Elizario ISD, to the position of Principal, Wiggs Middle School.

### Consultation with School District Attorney Regarding Pending Litigation – Frank Ulloa, Plaintiff vs. El Paso Independent School District, Defendant; In the 327<sup>th</sup> Judicial District Court, El Paso County, Texas; Cause No. 98-2006 (Item #3, B.)

It was moved by Mr. Wever and seconded by Mr. Rosales that the Board approve the proposed settlement of the Frank Ulloa case, the essential terms of which are included in a letter between legal counsel dated August 1, 2000. Dr. Roark recused himself and did not vote.

### Meeting Adjourned

The meeting was adjourned at 7:03 p.m.

Date Approved: October 10, 2000