

El Paso Independent School District  
Minutes of Board Compensation Committee Meeting  
July 17, 2001  
5:00 p.m.  
Education Center-Boeing

Present: Miss Leonor Garcia, Board Secretary, Board Compensation Committee  
Chairperson  
Mr. Dan Wever, Board President  
Mr. Joe Rosales, Board Member

Administration: Dr. Gilberto Anzaldua, Superintendent  
Mr. James Damm, Consultant, Finance  
Mr. Charles Tafoya, Associate Superintendent, Human Resources  
Ms. Marcia Brown, Director, Personnel Administration, Human Resources

Guests: Dr. Gene Finke, Board Vice President  
Dr. Charles Roark, Board Member

The meeting was called to order at 6:14 p.m. by Miss Garcia.

The topics discussed were as follows:

1. Proposed 2001-02 Compensation Schedules (Item #1, A.)
  - a. Update on compensation schedules; longevity stipends; parity adjustments
  - b. Determining limit on hourly employees out-of-range for consideration by the Board
  - c. Absenteeism and costs for substitutes
2. Discussion of Matters Related to Items Requiring Feedback as They Relate to the Proposed Compensation Package (Item #1, B.)
  - a. Promotional formulas
  - b. Stipend increases
  - c. Additional stipends
  - d. Position reclassifications
  - e. Initial hiring placement on pay schedules
  - f. Comprehensive compensation study
  - g. Market value versus competitive value of job

Meeting Adjourned

The meeting was adjourned at 7:21 p.m.

Date Approved: October 9, 2001