

El Paso Independent School District
Minutes of Board Compensation Committee Meeting
July 10, 2001
4:00 p.m.
Education Center-Boeing

Present: Miss Leonor Garcia, Board Secretary, Board Compensation Committee
Chairperson
Mr. Dan Wever, Board President
Mr. Joe Rosales, Board Member¹

Administration: Dr. Gilberto Anzaldua, Superintendent
Mr. James Damm, Consultant, Finance
Dr. William Wachtel, Senior Researcher, Research and Evaluation

Guests: Mr. Sal Mena, Jr., Board Member²
Dr. Charles Roark, Board Member³
Mr. Richard Telles, Board Member⁴
Mr. Enrique Gallegos, Associate Superintendent, Elementary Division
Ms. Marsha Lawler, Associate Superintendent, Curriculum, Instruction and Assessment
Mr. Jack Johnston, Executive Director, Technology and Information Systems
Mr. Luis Villalobos, Executive Director, Communications and Business Partnerships
Ms. Marcia Brown, Director, Personnel Administration, Human Resources
Mr. Joe Yañez, School Auditor, Auditing
Ms. Jerry Boyer, El Paso Classroom Teachers Association
Mr. Fred Liner, Region 19 Education Service Center
Ms. Frances Wever, El Paso Federation of Teachers and Support Personnel

The meeting was called to order at 4:02 p.m. by Miss Garcia.

The topics discussed were as follows:

1. Draft 2001-02 Compensation Schedules (Item #1, A.)
 - a. Summary of total costs
 - b. Summary of teacher classifications
 - c. Proposed teacher pay schedules – TBA and TDG
 - d. Starting pay projections for teachers at Ysleta ISD/Socorro ISD
 - e. Comparisons of daily pay rates and proposed daily pay schedule
 - f. Comparison of hourly pay rates and proposed hourly step schedules

¹ Mr. Rosales arrived at 4:15 p.m.

² Mr. Mena arrived at 4:15 p.m.

³ Dr. Roark arrived at 4:10 p.m.

⁴ Mr. Telles arrived at 4:45 p.m.

2. Possible Discussion of Other Compensation-Related Issues (Item #A, 2.)

- a. Direction on promotion formulas (to be brought back to Board with proposed formulas and recommendations)
- b. Stipends
 - (1) no new stipends for 2001-02
 - (2) implement study on stipend increases and categories of employees who should receive stipends
 - (3) issue RFP (request for proposal) to hire consultant to conduct study
- c. Initial placement on teacher schedules (proposal to cap at 20 years upon entry)
- d. Providing additional compensation for advanced degree for teachers in teaching field only

Meeting Adjourned

The meeting was adjourned at 5:05 p.m.

Date Approved: October 9, 2001