

Minutes of Meeting of Board of Trustees  
El Paso Independent School District  
July 25, 2000  
5:00 p.m.  
Education Center-Boeing

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

Absent: Miss Leonor Garcia

The meeting was called to order at 5:04 p.m. by Dr. Roark. The Pledge of Allegiance was led by Mr. Wever.

Recognition of National Health Occupations Students of America (HOSA) Winners (Item #1)

Six students at the Silva Magnet High School for Health Care Professions were recognized by the Board for receiving awards at the National Health Occupations Students of America (HOSA) competition held in Cleveland, Ohio, on June 21, 2000. The following students were presented engraved plaques on behalf of the Board of Trustees: Serena Cordova, Ann Marie Herrera, Heather Delgado, Alex Alvarado, Maribel Pacheco, and Rachel Lee. The teams' sponsors were also recognized.

Public Forum (Item #4)

The following people requested to speak on Open Forum:

1. Ms. Nora Mendoza, migrant parent, spoke in support of the Region 19 Education Service Center (ESC) migrant education program.
2. Ms. Elide Peña, Project Bravo student at the University of Texas at El Paso (UTEP), spoke in support of the Region 19 ESC migrant education program.
3. Mr. Rudy Herrera, school counselor at Region 19 ESC, spoke in support of the Region 19 ESC migrant education program and its collaboration with UTEP.
4. Ms. Rosa Chavez, migrant parent, spoke in support of the Region 19 ESC migrant education program.

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<sup>1</sup> Ms. Gonzalez-Peterson arrived at 5:10 p.m., during the presentation on Item #1.

5. Ms. Olga Campos, EPISD adult education student, spoke in support of the Region 19 ESC migrant education program.
6. Mr. Andres Muro, Coordinator of the Community Education Program, El Paso Community College, spoke about determining whether the migrant program through Region 19 ESC is working and how changing it will improve the program.
7. Ms. Magdalena Hernandez spoke in support of the Region 19 ESC migrant education program.
8. Mr. Tommy Davis, Physics teacher at Franklin High School, spoke in support of stipends for science teachers.
9. Miss Martha Morales, student body president at Austin High School, spoke about the appointment of a principal at Austin.

Adoption of A Resolution for a State Funded Health Insurance Program for Public School Employees (Item #2)

It was moved by Mr. Telles, seconded by Mr. Wever, and carried unanimously that the Board adopt A Resolution for a State Funded Health Insurance Program for Public School Employees to call on the 2001 Texas Legislature to establish a statewide health insurance program for all active and retired school employees.

Presentation by Representatives from Region 19 Education Service Center on Closure of GED Testing Center (Item #3)

Mr. Fred Liner, Field Service Representative, Region 19 Education Service Center (ESC), provided a brief overview on the closure of the Region 19 ESC GED Testing Center. He stated that GED testing is not part of the core mission of the Region and that the majority of GED participants are adults and adult education students and not K-12 students.

Discussion followed on the cost of the program, the number of certificates issued annually, the testing schedule, the size and composition of the testing staff, the source of funding, the need for a GED testing program, and the possibility of the EPISD taking over the program. Discussion continued on the program being self-funded, whether Region 19 will assist in the provision of the GED program, and the need for multiple sites.

Dr. Anzaldúa advised that a study is underway to determine the feasibility of the EPISD managing a GED program. He said that a report will be provided to the Board on options of not having a GED program, partnering with another agency, or the District undertaking the program. He stated that issues to be considered include the resources needed to mount a program, the fees to be charged so the program will be self-funded, and whether the program should be countywide or serve only residents in the EPISD boundaries.

Approval of Shared Services Agreement with Region 19 Education Service Center for Migrant Education Services for 2000-01 (Item #8)

This item was being brought back at the direction of the Board at its the July 11, 2000, Board meeting. Ms. Marsha Lawler, Associate Superintendent, Curriculum, Instruction and Assessment (CI&A), provided information on the migrant education services provided by Region 19 Education Service Center (ESC). She reviewed the services received by migrant students in the EPISD beyond the education guaranteed by the District. She advised that Region 19 identifies and recruits students for the program; tracks the students through nine states using the New Generation system; offers home-based instruction for pre-school-age children; works with family literacy; enhances graduation through high school planning, participation in the leadership academy, GED opportunities, and school supplies; and encourages parental involvement. Ms. Lawler stated that the outreach staff with the migrant program work nights, weekends, summers, and during Spring Break.

Dr. Roark questioned how the migrant education program fits into the mission of Region 19 ESC and how it differs from the GED program. Mr. Fred Liner, Field Service Agent, Region 19 ESC, stated that the Region's three charges are (1) to improve student performance in conjunction with the school districts, as measured by the Academic Excellence Indicator System; (2) to assist school districts in operating more economically and efficiently through cooperative efforts; and (3) to carry out initiatives as delegated and designated by the Legislature and/or the Commissioner of Education. The migrant program is a student program whereas the GED program is an adult program.

Responding to a question from Mr. Wever regarding the education credentials of the recruiters and home-based educators, Ms. Marta Peña, Director of Migrant Education, Region 19 ESC, advised that high school diplomas or GEDs are required. She reviewed the process followed to train, evaluate, and hire the recruiters and home-based educators.

Discussion followed on the eligibility criteria for the migrant program; the services provided by the recruiters; and the migrant program being an important part of the national safety-net program for economically disadvantaged people.

Dr. Anzaldúa stated that the migrant education program has proven to be effective over a period of time. He requested that if the Board would like the District to take over management of the program for EPISD migrant students, that the administration be allowed a year to develop a transition plan. Dr. Anzaldúa recommended that the agreement with Region 19 ESC be approved for the 2000-01 school year in order to avoid any disruption in the level of services currently being provided to the migrant students and families.

It was moved by Dr. Finke and seconded by Mr. Telles that the Board approve the Shared Services Agreement with Region 19 Education Service Center for the provision of migrant education services for eligible students in the EPISD for the period August 1, 2000, to July 31, 2001, in the pass-through amount of \$676,013.00.

Dr. Anzaldúa questioned whether the motion made by Dr. Finke includes a directive for a transitional plan for the 2001-02 school year. Dr. Finke stated that his motion did not include that directive.

Upon the vote, the motion carried unanimously.

### Consent Agenda (Item #5)

It was moved by Mr. Telles, seconded by Mr. Wever, and carried unanimously that the items on the Consent Agenda be approved as listed including any recommended vendors for any amounts indicated.

#### A. Approval of Budget Amendments

The Board approved the following amendments to the 1999-2000 fiscal year budget:

1. IDEA-B Preschool Deaf (\$10,007.00). The purpose of this item is to set up the IDEA-B Preschool Deaf budget in the amount of \$10,007.00. Dr. Margaret Johnson, Executive Director of Special Services, requested this amendment in a memo dated June 12, 2000. The Texas Education Agency approved this grant on June 12, 2000.
2. IDEA-C Early Intervention Deaf (\$3,458.00). The purpose of this item is to set up the IDEA-C Early Intervention Deaf budget in the amount of \$3,458.00. Dr. Margaret Johnson, Executive Director of Special Services, requested this amendment in a memo dated June 12, 2000. The Texas Education Agency approved this grant on June 12, 2000.
3. IDEA-B Deaf Education (\$66,943.00). The purpose of this item is to set up the IDEA-B Deaf Education budget in the amount of \$66,943.00. Dr. Margaret Johnson, Executive Director of Special Services, requested this amendment in a memo dated June 12, 2000. The Texas Education Agency approved this grant on June 12, 2000.
4. IDEA-B Capacity Building Deaf (\$1,105.00). The purpose of this item is to set up the IDEA-B Capacity Building Deaf budget in the amount of \$1,105.00. Dr. Margaret Johnson, Executive Director of Special Services, requested this amendment in a memo dated June 12, 2000. The Texas Education Agency approved this grant on June 12, 2000.
5. IDEA-B Discretionary Deaf (\$34,193.00). The purpose of this item is to set up the IDEA-B Discretionary Deaf budget in the amount of \$34,193.00. Dr. Margaret Johnson, Executive Director of Special Services, requested this amendment in a memo dated June 12, 2000. The Texas Education Agency approved this grant on June 12, 2000.
6. IDEA-B State Deaf Education (\$1,146,579.00). The purpose of this item is to set up the IDEA-B State Deaf Education budget in the amount of \$1,146,579.00. Dr. Margaret Johnson, Executive Director of Special Services, requested this amendment in a memo dated June 12, 2000. The Texas Education Agency approved this grant on June 12, 2000.

#### B. Bids Requiring Board Approval

The following bids were approved to the recommended vendors for the amounts indicated, subject to approval of the 2000-01 preliminary budget.

1. Yearbook Bid #30-00 was awarded to Herff Jones Yearbook, Josten's Printing, Taylor Publishing Co., and Walsworth Publishing Co. to provide yearbooks for the high schools with the selection of vendor to be made by each school (copy of bid tabulation attached to the permanent file of these minutes).
2. School Furniture Bid #61-00 (\$74,892.95) was awarded to the following vendors in the amounts indicated: Automated Systems, Item 18, \$3,190.00, net; Business Interiors, Items 2, 3, 5, 16, and 20, \$22,558.45, net; Indeco Sales, Inc., Items 10 and 19, \$5,695.50, net; U. S. Office Products, Item 17, \$4,215.00, net; and Virco, Items 1, 4, 6-9, and 11-15, \$39,234.00, net, for a total amount of \$74,892.95 (copy of bid tabulation attached to the permanent file of these minutes).

C. Approval of Shared Services Agreements for the Regional Day School Program for the Deaf

The Board approved the Shared Services Agreements for the Regional Day School Program for the Deaf with local participating districts for supplemental funding to pay the excess costs for operating the Regional Day School Program for the Deaf for the 2000-01 school year.

D. Demand Service Contract Awards

The Board approved the award of the following demand service contracts to the recommended firms for the services described and the amounts indicated, subject to the review and approval of the District's attorney and the approval of the 2000-01 preliminary budget.

- A. Districtwide Boiler Heating System Repairs, #01.447 (approx. \$113,775.00) was awarded to Airworks Service Co. for an estimated annual amount of \$113,775.00.
- B. Districtwide HVAC System Repairs, #01.448 (approx. \$109,300.00) was awarded to Airworks Service Co. for an estimated annual amount of \$109,300.00.
- E. Maintenance and Service Contract Award – Fire Suppression Systems, #01.410 (\$34,715.05) was awarded to Protech Fire & Safety, LLC, for the provision of inspection and/or maintenance services in the amount of \$34,715.05, subject to the review of the District's attorney and the approval of the 2000-01 preliminary budget.

Approval of Hazardous Bus Routes to Chapin High School – Logan Military Area, Mountain Park/Sunrise Acres, and Logan Heights Area East/West of Dyer Street to Chapin High School (Item #6)

It was moved by Mr. Telles, seconded by Mr. Rosales, and carried unanimously that the Board approve the proposed hazardous bus routes from the Logan military area, Mountain Park/Sunrise Acres, and the Logan Heights area east and west of Dyer Street to Chapin High School in accordance with Texas Education Code 42.155(d).

Approval of Board Policy FMF (Local), Student Activities: Contests and Competition (Item #7)

Ms. Marsha Lawler, Associate Superintendent, Curriculum, Instruction and Assessment (CI&A), reviewed the language that had been added to Board Policy FMF (Local) in order to allow cheerleading stunting. She stated that the perimeters of stunting will be defined in an administrative bulletin and advised that because cheerleading is a credit course, the stunting activities will be controlled by CI&A.

It was moved by Dr. Finke, seconded by Mr. Wever, and carried unanimously that the Board approve the revisions to Board Policy FMF (Local), Student Activities: Contests and Competition, as presented (copy attached to the permanent file of these minutes). Dr. Roark was not present for the vote.

Report on Workers' Compensation Program (Item #9)

Mr. Joe Loya, Deputy Superintendent, provided an overview of the District's Workers' Compensation Program and the increase in claims for the past year. He advised that claims are being paid in an approximate amount of \$700,000.00 per month. Dr. Roark commented that programs need to be initiated that will allow injured employees to return to work more quickly which will reduce costs.

Ms. Lillian Crouch, Director, Risk Management, reviewed the Workers' Compensation claims process and stated that Workers' Comp claims have fluctuated over the years. She provided information on past and current claim amounts and advised that the anticipated cost for this year, through August 31, 2000, is \$5,429,674.01. Ms. Crouch reviewed the services provided by Ward North America, the District's Third Party Administrator; the reasons for the increase in Workers' Compensation costs; and in-state and out-of-state physician selection for Workers' Comp injuries. She stated that in order to curtail costs, the District receives cost-containment services from Argus Services Corporation and has a safety program. Ms. Crouch stated that a zero tolerance for accidents in the workplace, together with other proposed programs, will drastically reduce the cost of Workers' Compensation.

Discussion followed on the guidelines for a zero-tolerance program; implementation of a Safety Officer position; trends in the types of injuries; employees reviewing the safety tips on a daily basis; comparing Workers' Comp claims; and initiating an incentive program.

RFPs, Bids, and Purchase Orders Requiring Board Approval – PC and Apple Equipment for Pupil Services and Chapin High School, Purchase Order Nos. 192366, 192733, 193825, 194332, 194469, and 194576 (\$82,457.97) (Item #10, E.) and PC Computers/Printers for Chapin High School and Moreno Elementary School, Purchase Order No. 194640 (\$31,946.00) (Item #10, G.)

Mr. Wever commented on the quotes from Amherst Computer Products and stated that the vendor did not provide a quote for a 64MB RAM chip, an Internet card, or hardware installation. He questioned how the computers for Chapin High School and Moreno Elementary School are going to be connected to the Local Area Network (LAN).

It was moved by Mr. Wever and seconded by Mr. Rosales that action on item no. 10, E., PC and Apple Equipment for Pupil Services and Chapin High School, Purchase Order Nos. 192366, 192733, 193825, 194332, 194469, and 194576 (\$82,457.97), and item no. 10, G., PC Computers/Printers for Chapin High School and Moreno Elementary School, Purchase Order No. 194640 (\$31,946.00), be postponed until additional information is provided to the Board.

Dr. Anzaldua requested that specific questions on the items be provided by Board members in order for the administration to respond.

Upon the vote, the motion carried unanimously.

Questions on RFPs, Bids, and Purchase Orders Requiring Board Approval – Library Book Bid #52-00 (approx. \$350,000.00) (Item #10, C.)

Mr. Wever questioned the school librarians' satisfaction with the number of books that are available from the recommended vendor. Ms. Sharon Carr, Facilitator, Library Learning Resources, advised that the figure provided in the bid response is the number of books the vendor actually has in inventory and that the number does not indicate that other titles are not available.

RFPs, Bids, and Purchase Orders Requiring Board Approval (Item #10)

It was moved by Mrs. Gonzalez-Peterson, seconded by Mr. Wever, and carried unanimously that the following RFPs, bids, and purchase orders be approved including any recommended vendors for any amounts indicated:

- A. Extension of Workers' Compensation Third Party Claims Administration RFP #43-99 (approx. \$339,200.00) was approved to Ward North America as the Third Party Claims Administrator in the amount of \$239,200.00, and Argus Services Corporation as the Compensation Cost Containment Services provider for an estimated amount of \$100,000.00, beginning September 1, 2000, through August 31, 2001, for an estimated total amount of \$339,200.00, subject to the approval of the 2000-01 preliminary budget.
- B. Extension of Excess Workers' Compensation Insurance RFP #83-99 (approx. \$26,266.00) was approved to Gulf Insurance Company, through Alamo Insurance Group, Inc., beginning September 1, 2000, through August 31, 2001, for an estimated annual amount of \$26,266.00, subject to the approval of the 2000-01 preliminary budget (copy of tabulation attached to the permanent file of these minutes).
- C. Library Book Bid #52-00 (approx. \$350,000.00) was awarded to Follett Library Resources for the estimated annual amount of \$350,000.00, with the option to extend an additional 24 months, 12 months at a time, and subject to the approval of the 2000-01 preliminary budget (copy of tabulation attached to the permanent file of these minutes).

- D. Office Supply Bid #58-00 (\$134,375.04) was awarded to the following vendors in the amounts indicated, with item #14 being awarded to Pen-O-Rama, and item #47 being awarded to Pyramid School Supply, pursuant to the tie-breaking procedure: Elgin School Supply, Items 15 and 39, \$2,262.00, net; Office Depot, Items 3, 23, 42, and 43, \$3,213.60, net; Pen-O-Rama, Items 4, 8, 11, 12, 14, 16, 21, 22, 33, 35, 50, and 53, \$38,955.52, net; Prairie Carbon & Ribbon, Item 38, \$4,068.00, net; Pyramid School Supply, Items 5, 7, 20, 24, 30, 36, 41, 45-49, and 51, \$34,952.76, net; Standard Stationary, Items 1, 2, 6, 9, 10, 17-19, 25, 27-29, 31, 32, 34, 37, 40, 44, 52, and 54, \$50,923.16, net, for a total amount of \$134,375.04 (copy of tabulation attached to the permanent file of these minutes).
- F. Business Education Computer Lab for Chapin High School, Purchase Order No. 194494 (\$88,792.66) was approved for purchase from Dell Market, LP, in the amount of \$88,792.66 (copy of purchase order attached to the permanent file of these minutes).

#### Meeting Recessed

The meeting was recessed at 7:47 p.m. The meeting reconvened at 8:04 p.m.

#### Demand Service Contract Award – Districtwide Sound/Clock/Bell Systems, #01.419 (approx. \$90,000.00) (Item #11)

Mr. Nick Corona, Director, Planning, Engineering and Construction, advised that at the direction of the Board, the bid documents were provided to Mr. Terry Freiburg, Director of Purchasing, for review. After review, Mr. Freiburg agreed with the recommendation made at the June 27, 2000, Board meeting to award the contract to Sound & Signal Systems of Texas, Inc. Subsequently, Mr. Corona met with representatives from Texas Business Systems (TSB) regarding their concerns about the bid process.

Mr. Wever questioned the mathematical errors made by both vendors, Sound & Signal Systems of Texas, Inc., and TBS. Mr. Corona clarified that the corrections were made to the evaluation forms, which incorporate the unit prices quoted by the vendors.

It was moved by Mr. Wever and seconded by Mr. Telles that the Board waive the technicality of the mathematical calculation errors on the bid form and the proposal evaluation form submitted by Texas Business Systems, and that the award of Demand Service Contract #01.419, Districtwide Sound/Clock/Bell Systems, be approved to Texas Business Systems for an estimated annual of amount of \$107,229.00, subject to the review and approval of the District's attorney and the approval of the 2000-01 preliminary budget.

Mr. Hector Martinez, Associate Superintendent of Operations, reviewed the unit prices submitted by TSB. He stated that if directed by the Board, the administration is prepared to modify the bid form and re-bid the project.

The following person requested to speak to this item:

1. Ms. Cecy Morales, Texas Business Systems, spoke about errors made by both companies and equipment installations provided by TBS.



Mrs. Gonzalez-Peterson inquired about discussions held since this item was first presented to the Board. Mr. Safi explained the difference between the unit price quoted and the evaluation forms that are filled out by the vendors. He recommended that in the future, the Operations Unit handle the evaluations. Mrs. Gonzalez-Peterson requested advice from the District's legal counsel regarding the bidding procedure.

#### Meeting Closed

The meeting was recessed at 8:44 p.m. to a closed meeting by Dr. Roark under Section 551.071 of the Texas Government Code for advice from legal counsel.

The closed meeting was opened at 8:45 p.m. The closed meeting ended at 8:49 p.m.

#### Meeting Opened

The meeting was reassembled in Open Session at 8:49 p.m.

Mr. Wever withdrew his motion, and Mr. Telles accepted.

It was moved by Mr. Wever, seconded by Mr. Telles, and carried unanimously that Districtwide Sound/Clock/Bell Systems Demand Service Contract #01.419 be re-bid as recommended by the administration.

#### Item Withdrawn

It was announced that item no. 12, A., Approval of Change Orders – Change Order No. 5 to Northeast High School (Chapin High School), #93.735 (\$184,762.00), had been withdrawn from the agenda.

#### Approval of Change Orders (Item #12)

- B. Change Order No. 1 to Districtwide Plumbing System Repairs Demand Service Contract, #00.452 (\$36,439.05)

It was moved by Mrs. Gonzalez-Peterson, seconded by Mr. Rosales, and carried unanimously that the Board approve Change Order No. 1 to Wyler Industrial Works, Inc., Demand Service Contract #00.452, Districtwide Plumbing System Repairs, subject to the review and approval of the District's attorney, for after-hours emergency plumbing repair services at the schools in the amount of \$36,439.05.

#### Presentation on 2000-01 Preliminary Operating Budget (Item #14)

Mr. Joe Loya, Deputy Superintendent, advised that the projected revenues for 2000-01 total \$320 million, and the proposed expenditures total \$323.7 million, which leaves a shortfall of \$3.7 million. He reviewed unanticipated expenditures such as Workers' Compensation; the \$3 million-plus step increase for teachers, librarians, nurses, counselors, and speech therapists; the increase in health care premiums; the increase in ADA (average daily attendance) to elementary schools; and one-time costs associated with the bond and Board elections.

Mr. Loya stated that because of an over-realization of revenue for fiscal year 2000 and an under-spending of the expenditure budget, \$8 million is projected to be available to contribute to the Fund Balance at year end. He stated that if the Board allows the use of current year savings and over-realization of revenue to balance next year's budget, and if a contribution is not made to Fund Balance, there will be approximately \$4.2 million available next year for one-time expenditures. The proposed one-time payment of the compensation Performance Incentive Pay (PIP) is estimated at approximately \$4.87 million, and the compensatory time balances are estimated at \$1.5 million.

Discussion followed on whether funds were available in the current budget for the payment of compensatory time; the additional accumulation of compensatory time since the audit conducted by the Department of Labor; the budget process; the centralization of budget items; and Tier 2 funding and its affect on the budget.

Mr. Loya reviewed four options available to the Board related to the approval of the budget. He advised that the adoption of the budget is anticipated at the August 22, 2000, Board meeting and that the tax rate must be adopted within the following 30 days.

#### Approval of 2000-01 Compensation Proposal (Item #13)

Mr. Loya presented three options for the 2000-01 compensation. He reviewed a five-year plan to compress the teacher service schedule to 25 years or better and a three-year plan to increase the entry level teacher compensation to the mean of the top ten districts in the state.

Option 1 calls for a one-time, Performance Incentive Payment (PIP) in December 2000 for all eligible full-time employees that meet the criteria of being employed in the same position or similar position for at least two years through June 2000 and having the PIP based on the annual/monthly salary, for a minimum of \$500.00 and maximum of \$1,000.00. Part-time employees meeting the criteria will receive a prorated share of the PIP based on their average workload for the past two years. The projected cost is \$4,877,900.00 and will not increase the base budget for salaries. The source of funds will be carried forward savings from fiscal year 2000 and budgeted lapsed salaries in fiscal year 2001.

Option 2 calls for a permanent increase to the base salary of employees that meet the criteria in Option 1. The caveat is that the increase be made in January 2001 and only if the bond election is successful in the fall. A successful bond election will provide relief to the base budget and afford the funds needed to make this option permanent. The source of funds will be savings from fiscal year 2000 and budgeted expenditures in fiscal year 2001.

Option 3 calls for a permanent increase to the base salary of employees that meet the criteria in Option 1 whether or not the bond election is successful in the fall. The source of funds will be carried forward savings from fiscal year 2000 and budgeted expenditures in fiscal year 2001.

Discussion followed on developing another option which provides a more equitable distribution of funds among the teachers and hourly employees; having an increase in an equal dollar amount provided at all levels; the approval needed on the compensation package due to the August 8, 2000, resignation deadline; increasing base salaries; and putting "real" dollars at the lower end.

It was the consensus of the Board that the El Paso Consultation Association (EPCA) Compensation Committee be allowed to present its compensation proposal for 2000-01 at this time. Mr. Steve Nordberg, member of the EPCA Compensation Committee, compared some of the stipends offered by the EPISD with neighboring school districts. He also provided comparisons of positions, annual earnings, and salary schedules in the EPISD to neighboring school districts.

Mr. Nordberg presented the EPCA recommendation that principals and assistant principals be placed on a job-alike pay scale, and that stipends paid to principals, the current daily pay system for administrative pay, and extra days for facilitators and other administrative support personnel be removed. It was also recommended that the hourly employee package be equalized to allow hourly personnel to be placed on a level to qualify for a \$0.35 increase; that the TBA scale be reduced by one step; and that the TGD scale be reduced by two steps.

Discussion followed on the recommendation of stipends for dance teachers; the number of employees earning less than \$10,000.00 annually that might work only part time; information presented on salary comparisons for teachers and administrators; and the cost and source of funding for the EPCA compensation recommendations.

Ms. Frances Wever, Chair, EPCA Compensation Committee, stated that all employees should get a raise in pay and not a "bonus." She also offered some possible ways to reduce costs to fund the EPCA proposal.

Dr. Anzaldua recommended that a special Board meeting be scheduled for August 1, 2000, to further consider the compensation package.

Extension of Date for Payment of Accumulated Compensatory Time Under Board Policy DEA (Local), Compensation and Benefits: Salaries, Wages, and Stipends (Item #17)

Mr. Joe Loya, Deputy Superintendent, advised that a revised policy on compensatory time will be brought back to the Board at the next regularly scheduled meeting.

It was moved by Dr. Finke, seconded by Mr. Rosales, and carried unanimously that the Board approve the payment of approximately \$1,500,000.00 for accumulated compensatory time on or before December 31, 2000, thus extending the June 30, 2000, payment deadline contained in Board Policy DEA (Local), Compensation and Benefits: Salaries, Wages, and Stipends, subject to final approval of the 2000-01 preliminary budget.

Interim Report on Alternative Accountability (Item #15)

Ms. Marsha Lawler, Associate Superintendent, Curriculum, Instruction and Assessment (CI&A), reported on TAAS standings for Sunset High School, the School-Age-Parent Center, and the Delta Academy. She advised that the Delta Academy will possibly have a peer review due to students not meeting minimum requirements on the mathematics portion of the TAAS. She stated that the official standings for the alternative schools will be announced on August 17, 2000.

Item Withdrawn

It was announced that item no. 16, B., Grievance Hearing – Elida Barriga, Teacher, Burleson Elementary School, had been withdrawn from the agenda at the request of the grievant.

Meeting Closed (Item #16)

The meeting was recessed at 11:07 p.m. to a closed meeting by Dr. Roark under Sections 551.071, 551.074, and 551.082 of the Texas Government Code as follows:

A. Personnel Appointments

1. Principal, Austin High School
2. Principal, Bowie High School
3. Principal, Bonham Elementary School
4. Principal, Burnet Elementary School

C. Consultation with School District Attorney Regarding Pending Litigation

1. 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
2. Leonard Amburn, Plaintiff v. EPISD, Defendant; In the United States District Court, Western District of Texas; Cause No. EP00CA0162

The closed meeting was opened at 11:11 p.m. The closed meeting ended at 11:55 p.m.

Meeting Opened

The meeting was reassembled in Open Session at 11:55 p.m.

Personnel Appointments (Item #16, A.)

It was moved by Mr. Rosales, seconded by Mr. Wever, and carried unanimously that the Board accept the Superintendent's recommendations for the following principal appointments:

1. Principal, Austin High School - Mr. Hector Muñoz, Assistant Principal at El Paso High School, was appointed to the position of Principal at Austin High School.
2. Principal, Bowie High School - Mr. Arthur Peralta, Assistant Principal at Jefferson High School, was appointed to the position of Principal at Bowie High School.
3. Principal, Bonham Elementary School - Ms. Sylvia Haynes, Assistant Principal at White Elementary School, was appointed to the position of Principal at Bonham Elementary School.
4. Principal, Burnet Elementary School - Mr. Sam Forsythe, Assistant Principal at Stanton Elementary School, was appointed to the position of Principal at Burnet Elementary 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 #16, C., 1.)

It was moved by Mr. Telles and seconded by Mr. Wever that the Board authorize the Superintendent and the District's legal counsel to negotiate a settlement within the parameters recommended by the mediator which may include a return to employment, subject to the execution of settlement documents and a complete release of claims to be approved by the District's legal counsel. Upon the vote, the motion carried with Mrs. Gonzalez-Peterson voting against the motion and Dr. Roark recusing himself from the vote.

Meeting Adjourned

The meeting was adjourned at 11:58 p.m.

Date Approved: September 12, 2000