

El Paso Independent School District  
Minutes of Board's Compensation Committee Meeting  
June 20, 2000  
4:00 p.m.  
Education Center-Boeing

Present: Mr. Dan Wever, Board Member, Board's Compensation Committee  
Chairperson  
Dr. Gene Finke, Board Member  
Mr. Joe Rosales, Board Member

Administration: Mr. Joe Loya, Deputy Superintendent  
Mr. Joe Ontiveros, Associate Superintendent, Human Resources  
Mr. Luis Villalobos, Executive Director, Communications and Business  
Partnerships  
Ms. Esther Jacobo, Campus Accountant, Finance  
Dr. Bill Wachtel, Senior Researcher, Research and Evaluation

Guests: Dr. Charles Roark, Board President  
Mr. Richard Telles, Board Secretary  
Miss Leonor Garcia, Board Member  
Ms. Frances Wever, El Paso Consultation Association  
Mr. Steve Nordberg, El Paso Consultation Association

The meeting was called to order at 4:05 p.m. by Mr. Wever.

The topics discussed were as follows:

1. El Paso Consultation Association (EPCA) Overview
  - a. Focus on compensation
  - b. Comparison of administrative and hourly employee compensation to Socorro ISD and Ysleta ISD
  - c. Pay levels for teachers compared to Socorro ISD and Ysleta ISD
  - d. Career ladder
2. EPCA salary recommendations
3. Shifting to 10-, 11-, and 12-month employees (opposed to days on duty) and cost estimate to shift
4. Summer school
5. Recruitment/retention of teachers
6. One-time compensation payment opposed to base pay increase
7. Reclassification of hourly pay schedule
8. Board Finance Committee investigate converting to monthly pay scale for daily employees

**Meeting Adjourned**

The meeting was adjourned at 5:03 p.m.

Date Approved: August 8, 2000