

**El Paso Independent School District
Minutes of Board Compensation Committee Meeting
October 4, 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 Member
Mr. Clyde Pine, School District Attorney

Administration: Dr. Gilberto Anzaldua, Superintendent
Mr. William Goodman, Associate Superintendent, Finance
Mr. Charles Tafoya, Associate Superintendent, Human Resources
Dr. William Wachtel, Senior Researcher, Research and Evaluation
Mr. Richard Romero, Director, Budget

Guests: Mr. Randy McGraw, G. P. Graham & Associates

The meeting was called to order at 4:04 p.m. by Miss Garcia.

The topics discussed were as follows:

1. Components of RFP (Request for Proposals) for Comprehensive Compensation Study
 - a. Compensation Study Calendar – Timelines for RFP process and making recommendations when 2002-03 compensation proposals and budget are presented
 - b. Language in proposed contract/RFP
 - c. Possible timelines for implementation of recommendations resulting from study and process for implementation
 - d. Including philosophy of pay for promotions in RFP
2. Other Compensation-related issues
 - a. Standards for staffing
 - b. Options beyond paying stipends
 - c. Connecting pay to a person's job and job description

Meeting Adjourned

The meeting was adjourned at 5:09 p.m.

Date Approved: January 22, 2002