

Minutes of Meeting of Board of Trustees  
El Paso Independent School District  
June 3, 2002  
6:00 p.m.  
Education Center-Boeing

Present: Mr. Dan Wever, President  
Dr. Gene Finke, Vice President  
Miss Leonor Garcia, Secretary  
Mr. Sal Mena, Jr.<sup>1</sup>  
Dr. Charles Roark  
Mr. Joe Rosales  
Mr. Richard Telles  
Dr. Gilberto Anzaldua, Superintendent

The meeting was called to order at 6:00 p.m. by Mr. Wever. Mr. Wever announced that the purpose of the meeting was for employee input into the TASB (Texas Association of School Boards) Compensation Study and the proposed EPISD employee compensation package.

Ms. Cindy Clegg, consultant with TASB and the El Paso ISD Compensation Study Project Manager, introduced the other TASB consultants on the Compensation Study team, Ms. Ann Patton and Mr. Charles Nitschmann. Ms. Clegg reviewed the process followed for the study and the resulting recommendations. She provided information on the new pay range structures, the recommended 4 percent general pay increase, placement of current employees at the appropriate levels in the pay ranges based on years in position, and the ten-step placement plan from minimum to midpoint of the pay ranges. She also reviewed the steps followed in applying the recommended compensation and determining equity adjustments.

There was discussion on the cost of implementing the recommended compensation plan, providing data on the compensation for individual employee, and funding of the recommended compensation package.

The following people requested to speak to this item:

1. Ms. Rachel Reynolds, Educational Diagnostician, spoke on behalf of diagnosticians regarding grievances that have been filed related to pay for the diagnosticians.
2. Mr. Allan Sepkowitz, Football Coach at Andress High School, spoke on behalf of athletic coaches regarding the shortage of coaches in EPISD and the compensation package developed by the coaches that included a three-year implementation plan.
3. Ms. Vodene Schultz, Facilitator, Elementary Education, spoke on behalf of instructional facilitators and discussed facilitators' job duties and placement on the new pay schedule.
4. Ms. Ina Lachmann, Principal, Collins Elementary School; Ms. Carol Bludworth, Assistant Principal, Dr. Nixon Elementary School; and Ms. Mary Helen Lechuga, Assistant Principal, Logan Elementary School spoke on behalf of principals and assistant principals regarding their duties, responsibilities, and purported pay inequities.

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<sup>1</sup> Mr. Mena departed the meeting at 7:07 p.m., following the fourth speaker.

### Departure of Board Member

Mr. Mena departed the meeting at 7:07 p.m.

5. Ms. Patsy Medlin, Assistant Principal, Alamo Elementary School, spoke about job duties and pay disparities between administrators and teachers.
6. Ms. Olga Arreola, Assistant Principal, Zavala Elementary School, spoke in support of pay increases for campus administrators.
7. Ms. Lucy Fischer, Principal, Newman Elementary School, spoke about the Board's consideration of the TASB recommendations.
8. Ms. Bertha Rodriguez, Principal, Vilas Elementary School, spoke on behalf of campus administrators and requested that the Board consider pay equity for campus administrators.
9. Mr. Don Smelser, Principal, Logan Elementary School, spoke about the attrition rate and recommended solutions and requested pay increases for all District employees.
10. Mr. Rodney Wiggs, Principal, Fannin Elementary School, spoke about his retiring from the District and compensation for administrators.
11. Ms. Victoria York, Principal, Hornedo Middle School; and Ms. Rosa Lovelace, Principal, Guillen Middle School, spoke about administrators' responsibilities, additional pay for middle school principals and assistant principals, and the lack of qualified individuals to fill vacancies.
12. Mr. Jose Ramirez, Assistant Principal, Wainwright Elementary School, spoke about the differences in the job responsibilities between teachers and administrators and the level of pay for assistant principals.
13. Ms. Vicki Gannon, Speech Therapist, Park Elementary School; and Ms. Rachel Lawson, Speech Therapist, Canyon Hills Middle School, spoke about the pay for speech therapists the additional workload required to cover for vacant positions, and the need to fill vacancies.
14. Ms. Donna Mullens, Student Activities Manager, Chapin High School, spoke on behalf of student activities managers (SAMs) and requested the Board's consideration for additional pay and possibly placing SAMs on the teacher pay schedule.
15. Mr. Tiger Hanner, attorney representing At-Risk Coordinators, spoke about the job duties of at-risk coordinators.
16. Mr. Jaime Grajeda was not present when called to speak.
17. Mr. Tommy Davis, Science Teacher, Franklin High School, spoke about the elimination of the stipend for secondary Science teachers and requested maintaining the stipends.
18. Ms. Nancy Sanford, Business Agent, Sunset High School, spoke about job responsibilities and appropriate pay for jobs.

19. Ms. Frances Wever, President, El Paso Federation of Teachers and Support Personnel, spoke about focusing on schools first when determining pay increases.

Meeting Adjourned

The meeting was adjourned at 8:13 p.m.

Date Approved: October 22, 2002