

El Paso Independent School District
Minutes of Board's Compensation Committee Meeting
August 5, 2003
5:00 p.m.
Education Center-Boeing

Present: Dr. Lorraine O'Donnell, Board Vice President, Board's Compensation Committee Chairperson
Mr. Carlos Cordova, Board Secretary
Miss Leonor Garcia, Board Member

Administration: Mr. Charles Tafoya, Superintendent
Miss Carolyn Grantham, Associate Superintendent, Human Resources
Ms. Elizabeth Bulos, Director, Employee Benefits
Ms. Martha Piekarski, Director, Accounting Services
Mr. Richard Romero, Director, Budget
Dr. William Wachtel, Senior Researcher, Finance
Mr. James Damm, EPISD Consultant for Finance

Guests: Mr. Sal Mena, Jr., Board President
Dr. Charles Roark, Board Member
Mr. Pat Graham, G. P. Graham & Associates
Mrs. Frances Wever, President, El Paso Federation of Teachers and Support Personnel

The meeting was called to order at 5:03 p.m. by Dr. O'Donnell.

The topics discussed were as follows:

1A. Potential Compensation Plans for 2003-04

- a. Teachers
 - TBA starting pay from \$32,000 to \$32,500 (bachelor's degree)
 - TGD starting pay from \$33,000 to \$33,500 (master's degree)
 - Doctorate degree, additional \$1,000
 - (1) reviewed bonuses and stipends and teacher strategies, including holding harmless from state reduction
 - (2) additional costs
 - (a) coaches supplement, Year 2 - \$367,000
 - (b) SAMS supplement - \$40,000
 - (c) Fine Arts supplement, Year 1 (of 3-year recommendation) - \$49,000
- b. Hourly
 - (1) place on 20-step schedule - \$630,000
 - (2) step increase - \$850,000
 - (3) insurance supplement to mirror proposal for teachers - \$600,000
- c. Daily
 - (1) equity for below-minimum - \$96,000
 - (2) parity adjustment to step 10 - \$300,000
 - (3) 1.5 percent minimum increase for all daily employees - \$620,000
 - (4) insurance supplement to mirror proposal for teachers - \$150,000

- d. All employees
 - (1) must work 90 days in 2002-03 to receive a step increase
 - (2) reduce employee contribution to Health Plan by \$5.00 per month - \$350,000
- e. Consideration for new hires (effective September 1, 2003)
 - (1) only receive salary schedule
 - (2) no health supplement for employee working less than 30 hours a week (consider shared cost compared to 40 hours)
 - (3) revised limits on retirement compensation
- f. Total proposed compensation proposal - \$6,032,000

Meeting Adjourned

The meeting was adjourned at 6:34 p.m.

Date Approved: September 23, 2003