

El Paso Independent School District
Minutes of Board Finance Committee Meeting
July 22, 2002
9:00 a.m.
Education Center-Boeing

Present: Dr. Gene Finke, Board Vice President, Board Finance Committee
Chairperson
Mr. Dan Wever, Board President
Miss Leonor Garcia, Board Secretary
Mr. Joe Rosales, Board Member

Administration: Dr. Gilberto Anzaldua, Superintendent
Mr. William Goodman, Associate Superintendent, Finance
Mr. Charles Tafoya, Associate Superintendent, Human Resources
Mr. Jack Johnston, Executive Director, Technology and Information Systems
Ms. Esther Natera, Director, Staff Development
Mr. Richard Romero, Director, Budget
Dr. William Wachtel, Senior Researcher
Mr. Walt Byers, Treasury Manager
Mr. Louie Mora, Supervisor, Wide Area Network

Guests: Ms. Graciela Kennard
Mrs. Frances Wever

The meeting was called to order at 9:11 a.m. by Dr. Finke.

The topics discussed were as follows:

1. Compensation Proposal Implications for 2002-03 Budget (Item #1, A.)
 - a. Meeting with representatives of employee groups regarding compensation and acquiring consensus from groups on compensation recommendations
 - (1) employees at maximum getting a \$360.00 pay increase
 - (2) adjusting pay for campus-based administration with all other adjustments to be implemented over the next two years
 - (3) Central Office staff getting no more than a \$5,000.00 pay increase
 - (4) compression of teacher pay schedule
 - b. Sources of funding
 - (1) ADA (average daily attendance) increase
 - (2) underpayment for current year
 - (3) possibly designating Milam Elementary School as a charter school to recapture funds
 - (4) outsourcing for savings
 - (5) working towards two-year budgeting
 - (6) options for Central Office staff not at minimum
 - (a) adjust to minimum
 - (b) cost of living increase/3 percent of midpoint of current pay
 - (c) minimum \$5,000.00 adjustment

- (7) possible recommendations to be taken to the Board of Trustees
 - (a) TASB (Texas Association of School Boards) pay scale with \$360.00 for employees above-maximum for \$11 million
 - (b) cap Central Office at \$5,000.00, or minimum of pay level if greater than \$5,000.00, and \$360.00
 - (c) cap Central Office at \$5,000.00 and \$360.00
 - (d) possible cap of \$3,000.00 for Central Office
 - (e) possibility of Central Office receiving 3 percent of current midpoint and \$360.00
 - (e) possibility of giving teachers \$1,500.00 pay increase

Meeting Adjourned

The meeting was adjourned 11:00 a.m.

Date Approved: November 12, 2002