

El Paso Independent School District
Minutes of Board Finance Committee Meeting
May 7, 2002
4:00 p.m.
Education Center-Boeing

Present: Miss Leonor Garcia, Board Secretary, Board's Compensation Committee
Chairperson
Mr. Dan Wever, Board President

Absent: Mr. Joe Rosales, Board Member

Administration: Dr. Gilberto Anzaldua, Superintendent
Mr. Charles Tafoya, Associate Superintendent, Human Resources

Guests: Mr. Sal Mena, Jr., Board Member¹
Dr. Charles Roark, Board Member²
Mr. Richard Telles, Board Member³
Ms. Cindy Clegg, TASB

The meeting was called to order at 4:05 p.m. by Miss Garcia.

The topics discussed were as follows:

1. Overview of Preliminary Compensation Reports by the Texas Association of School Boards for All Employee Groups in Connection with the Compensation Study (Item #1, A.)

Information was provided on administrative procedures for the future.

2. Review of Board Policies and Administrative Regulations and Bulletins Related to Compensation that may be Revised as a Result of the Compensation Study (Item #1, B.)
 - a. DE (Regulation), Compensation and Benefits (Item #1, B., 2.)

Proposed Changes in Pay System Procedures

- (1) Placement of new hires
 - (a) placement on Teacher Salary Schedule
 - (b) placement on other pay structures
- (2) Promotions and transfers
 - (a) teacher lateral transfers and promotions
 - (b) promotions and transfers for other employees
- (3) Job reclassification
 - (a) reclassification of current positions
 - (b) salary adjustments for job reclassification

¹ Mr. Mena arrived at 4:24 p.m.

² Dr. Roark arrived at 4:38 p.m.

³ Mr. Telles arrived at 4:45 p.m.

3. Possible Discussion of Other Compensation-Related Issues (Item #1, C.)

- a. Compression problems with Administration/Professional Structure
 - (1) New pay structures with recommended adjustments
 - (2) Placement and promotion issues
 - (a) overlap between pay ranges
 - (b) wide range of teacher pay schedules
 - (c) controlling internal pay equity
 - (d) providing promotion incentives
- b. Briefing on coaching/athletic stipends

Meeting Adjourned

The meeting was adjourned at 5:06 p.m.

Date Approved: August 27, 2002