

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 Member<sup>1</sup>  
Dr. Charles Roark, Board Member<sup>2</sup>  
Mr. Richard Telles, Board Member<sup>3</sup>  
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

---

<sup>1</sup> Mr. Mena arrived at 4:24 p.m.

<sup>2</sup> Dr. Roark arrived at 4:38 p.m.

<sup>3</sup> 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