

El Paso Independent School District
Minutes of Board's Compensation Committee Meeting
April 16, 2002
3:00 p.m.
Education Center-Boeing

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

Administration: Dr. Gilberto Anzaldua, Superintendent
Mr. Charles Tafoya, Associate Superintendent, Human Resources
Ms. Marcia Brown, Director, Personnel Administration

Guests: Ms. Cindy Clegg, Texas Association of School Boards
Ms. Ann Patton, Texas Association of School Boards

The meeting was called to order at 3:12 p.m. by Miss Garcia.

The topics discussed were as follows:

1. Preliminary Report from the Texas Association of School Boards on Compensation for Hourly Employees Other Than Clerks and Paraprofessionals in Connection with the Compensation Study (Item #1, A.)
 - a. Reviewed pay system objectives and strategies and components of a pay system (reviewed at last Board's Compensation Committee meeting on March 26, 2002).
 - b. Job evaluation and classification.
 - c. Market pay comparisons.
 - d. Average hourly rate comparisons.
 - e. Minimum hourly rate comparison.
 - f. Hourly structure development
 - g. Pay range comparisons.
 - h. In-range equity adjustments.
2. Possible Discussion of Other Compensation-Related Issues (Item #1, B.)
 - a. Schedule of upcoming Board's Compensation Committee meetings
 - (1) April 30, 2002, and May 7, 2002
 - (2) final report at May 28, 2002, Board meeting and adopt framework of recommendations in Compensation Study.
 - b. Consider adopting new days on duty for administration that were presented at last Board's Compensation Committee meeting on March 26, 2002.
 - c. Estimated costs of compensation proposals for 2002-03 (updated from last Board's Compensation Committee meeting on March 26, 2002).

Meeting Adjourned

The meeting was adjourned at 4:09 p.m.

Date Approved: July 9, 2002