

Minutes of Meeting of Board of Trustees
El Paso Independent School District
August 19, 2003
5:00 p.m.
Education Center-Boeing

Present: Mr. Sal Mena, Jr., President
Dr. Lorraine O'Donnell, Vice President
Mr. Carlos Cordova, Secretary
Mr. David Dodge
Miss Leonor Garcia
Dr. Charles Roark
Mr. Charles L. Tafoya, Superintendent
Mr. Clyde Pine, School District Attorney

Absent: Mr. Richard Telles

The meeting was called to order at 5:25 p.m. by Mr. Mena. The Pledge of Allegiance was led by Mr. James Damm, EPISD Consultant for Finance.

1. 2003-04 Employee Compensation Proposal

Mr. James Damm, EPISD Consultant for Finance, reviewed the proposed compensation proposal and modifications that had been made since the presentation to the Board on August 12, 2003. The direct costs for all employees totals \$6,462,000.00, an increase of \$733,000.00, and the indirect costs for the additional costs for health insurance, Workers' Compensation, and the tax on TRS Care totals \$6,090,000.00.

Mr. Damm reviewed the changes to the proposal, which include a compressed teacher TGD schedule by three steps; parity adjustments for daily schedules to step 10, with all daily employees being brought to the minimum of their pay grade and parity adjustments beyond the minimum to be capped at \$4,000.00 for the 2003-04 school year; and all daily employees to receive an increase of at least 1.5 percent, to be capped at \$1,125.00 for employees whose pay exceeds \$75,000.00. Additional modifications include stipends and parity adjustments for speech language pathologists and \$45,000.00 in supplemental pay for athletic trainers, to be paid over a three-year period. Mr. Damm reviewed the direct and indirect costs of the proposal, which was a total compensation package of \$12,552,000.00.

The following person requested to speak to this item:

1. Ms. Frances Wever, President, El Paso Federation of Teachers and Support Personnel and spokesperson for the El Paso Consultation Association, spoke about the cooperative effort of the District administration on a fair and equitable compensation package.

It was moved by Mr. Cordova, seconded by Dr. Roark, and carried unanimously that the compensation proposal for teachers and hourly and daily employees be approved as presented for the 2003-04 school year (copy attached to the permanent file of these minutes).

2. Possible Extension of Resignation Deadline for Contract Employees and Maintaining Current Employees at Current Rates of Pay Until Adoption of New Compensation and Wage Schedules

Because a 2003-04 employee compensation package was approved, no discussion or action was necessary on this item.

Meeting Adjourned

The meeting was adjourned at 5:58 p.m.

Date Approved: September 23, 2003