

Minutes of Meeting of Board of Trustees
El Paso Independent School District
July 23, 2002
5:00 p.m.
Education Center-Boeing

Present: Mr. Dan Wever, President
Dr. Gene Finke, Vice President¹
Miss Leonor Garcia, Secretary
Mr. Sal Mena, Jr.
Dr. Charles Roark
Mr. Joe Rosales
Mr. Richard Telles
Dr. Gilberto Anzaldúa, Superintendent
Mr. Anthony Safi, School District Attorney

The meeting was called to order at 5:19 p.m. by Mr. Wever. The Pledge of Allegiance was led by Dr. William Wachtel, Senior Researcher. Ms. Linda Corral, Associate Superintendent, Middle Schools, gave the Thought for the Day.

Presentation on Improving Student Attendance by Justices of the Peace Bruce King and Joseph Lucas (Item #1)

Judge Bruce King, Justice of the Peace for Precinct 7, presented information on improving school attendance and how it can generate additional revenue for the school district. He reviewed changes in the compulsory attendance rules in Senate Bill 1432 and the process to be followed by a school district if a child misses ten or more days or parts of days within a six-month period or three or more days or parts of days within a four week period. Judge King provided examples of the additional state revenue that would be available to a school district if the ADA (average daily attendance) is improved only 1 percent during an academic year.

Ms. Gloria Boyer, Director, Pupil Services, reviewed the process followed by the EPISD on truancy complaints. Judge King provided information on the process followed on cases that are brought to his court.

Public Forum (Item #2)

The following people requested to speak on Open Forum:

1. Ms. Emma Saldaña, EPISD bus monitor and member of TSTA/ESP (Texas State Teachers Association/Education Support Personnel) spoke about costs for health insurance premiums and employees paying for health insurance premiums.
2. Mr. Ron Whitehead, Assured Benefits Administrators, spoke about Third Party Administrator (TPA) and Medical Network RFP #47-02 and his company not being selected as a finalist for the RFP (request for proposal).

¹ Dr. Finke arrived at 6:00 p.m., during Public Forum.

3. Ms. Terry Sanderson, local representative for Washington National Insurance, spoke about the award of the District's RFP for income protection plan.
4. Mr. Tommy Davis, teacher at Franklin High School, spoke about funding from the state of Texas for health insurance.
5. Mr. Pete Euzarraga, past president of the El Paso Coaches Association and member of the Budget Review Committee, thanked the administration and the Board for their work on the compensation proposal and encouraged the Board to adopt the compensation package.

Arrival of Board Member

Dr. Finke arrived at 6:00 p.m. and was present to vote in any subsequent action by the Board of Trustees.

Items Withdrawn

It was announced that item no. 24, A., 1., Grievance Hearing – Arlene Sonnen, Former Employee (at the request of the grievant) and item no. 24, B., 2., Personnel Appointments – Director, Data Quality, Research, Evaluation and Planning, had been withdrawn from the agenda.

Meeting Closed (Item #24)

The meeting was recessed at 6:07 p.m. to a closed meeting by Mr. Wever under Sections 551.071, 551.074, and 551.082 of the Texas Government Code as follows:

A. Grievance Hearings

2. Maria S. Mena, Humanities Teacher, Wiggs Middle School
3. Amador Alvarez, ESOL Teacher, Wiggs Middle School
4. Joe M. Carabjal, Campus Patrol, Wiggs Middle School

B. Personnel Appointments

1. Associate Superintendent, Elementary Schools Division

C. Continued Employment of Employee Who Previously Resigned Pursuant to Settlement and Resignation Agreement

Mr. Mena recused himself from the discussion of item no. 24, A., Grievance Hearings.

The closed meeting started at 6:15 p.m. The closed meeting ended at 7:17 p.m.

Meeting Opened

The meeting was reassembled in Open Session at 7:18 p.m.

Grievance Hearings (Item #24, A.)

2. Maria S. Mena, Humanities Teacher, Wiggs Middle School
3. Amador Alvarez, ESOL Teacher, Wiggs Middle School
4. Joe M. Carabajal, Campus Patrol, Wiggs Middle School

It was moved by Dr. Roark, seconded by Mr. Telles, and carried unanimously that the grievances filed by Maria S. Mena, Teacher, Wiggs Middle School; Amador Alvarez, ESOL teacher, Wiggs Middle School; and Joe M. Carabajal, Campus Patrol, Wiggs Middle School, be remanded to the administration for further factual development. Mr. Mena recused himself from the vote.

Personnel Appointments – Associate Superintendent, Elementary Schools Division (Item #24, B., 1.)

It was moved by Mr. Telles, seconded by Miss Garcia, and carried unanimously that the Board accept the Superintendent's recommendation to appointment Elfida Gutierrez, Director of Policy and Planning with the Socorro Independent School District, to the position of Associate Superintendent, Elementary Schools Division.

Continued Employment of Employee Who Previously Resigned Pursuant to Settlement and Resignation Agreement (Item #24, C.)

It was moved by Dr. Roark, seconded by Mr. Telles, and carried unanimously that the Board approve the recommendation to allow the continued employment of Mr. Bruce Boeck as an at-will employee, with the employment relationship to end not later than the end of the 2002-03 school year.

Consent Agenda (Item #3)

The following person requested to speak to item no. 3, E., 1., RFP, Bids and Purchase Order Requiring Board Approval – Program for Pregnancy, Education & Parenting RFP #78-02 (\$190,645.35):

1. Ms. Myrna Deckert was not present when called to speak.

It was moved by Mr. Mena, seconded by Mr. Rosales, and carried unanimously that the items on the Consent Agenda be approved as listed including any recommended vendors for any amounts indicated.

- A. Approval of Affiliation Agreement with Sunset Haven Nursing Center for EPISD Health Science Technology Students

The Board approved the cooperative agreement of affiliation with Sunset Haven Nursing Center to allow an additional clinical experience site for health science students at the Silva Magnet High School for Health Care Professions and the Health Science Technology Program/Center for Career and Technology Education to train students for state certified nursing assistant (CNA) certification.

B. Revisions to Board Policies

1. EED (Local), Instructional Arrangements: Student Schedules
2. EKB (Local), Testing Programs: State Assessment Program

The Board approved revisions to Board Policies EED Local, Instructional Arrangements: Student Schedules, and EKB (Local), Testing Programs: State Assessment Program, as presented (copies attached to the permanent file of these minutes).

C. Proposed Board Policy EIAA (Local), Academic Achievement: Examinations

The Board approved Board Policy EIAA (Local), Academic Achievement: Examinations, as presented (copy attached to the permanent file of these minutes).

D. Approval of Budget Amendments

The Board approved the following amendments to the 2001-02 fiscal year budget:

1. Warehouse Services (\$75,000.00). The purpose of this item is to amend the Warehouse Services budget in the amount of \$75,000.00. Tim Lunz, Director of Warehouse Services, requested this amendment in a memo dated June 26, 2002. This amendment transfers funds to allow the purchase of furniture for 30 new portables being financed with Schoolwide and State Compensatory resources and for 20 portables being transferred within the District.
2. Year 2002 E-Rate Statement of Work for Fiber Internet Access (\$306,800.00). The purpose of this item is to amend the Technology and Information Systems budget in the amount of \$306,800.00. Jack Johnston, Executive Director of Technology and Information Systems, requested this amendment in a memo dated July 11, 2002. On July 9, 2002, the Board of Trustees approved a Letter of Authorization with IBM Global Services for Year 2002 E-Rate Statement of Work (SOW) #2 for fiber Internet access service to 52 campuses funded under the Year 2001 (Year 4) SOW for the period beginning July 1, 2002, and ending October 31, 2002.
3. Distribute Health Benefit Costs Among Functions and Other Payroll and Budget Adjustments (\$8,483,377.00). The purpose of this item is to amend the General Fund budget in the amount of \$8,483,377.00. Sylvia Nieser, Director of Accounting Services, requested this amendment in a memo dated July 11, 2002. This amendment will distribute health benefits costs, adjust budgeted payroll for Police Services, and address a budget shortfall in the Athletics Unit.

E. RFP, Bids, and Purchase Order Requiring Board Approval

The Board approved the following RFP, bids, and purchase order to the recommended vendors for the amounts indicated:

1. Program for Pregnancy, Education & Parenting RFP #78-02 (\$190,645.35) was awarded and a contract approved to the YWCA (Young Women's Christian Association) in the amount of \$190,645.35, subject to the approval of the 2002-03 preliminary budget, with an option to extend for 24 months, 12 months at a time (copy of bid tabulation attached to the permanent file of these minutes).

2. Annual Cleaning Products Bid #77-02 (\$86,215.08) was awarded to the following vendors in the amounts indicated: American Spectrum, Item 5, \$6,588.00, net; Baron Chemical Co., Inc., Items 1, 4, 6, 8, 9, 14, 18, and 19, \$15,709.32, 2 percent; D. Gilmore, Items 11-13, \$4,421.76, net; Ecolab Inc., Item 7, \$8,190.00, net; Laun-Dry Supply Co., Inc., Item 16, \$15,087.00, net; Regal Supply & Chemical Co., Items 2 and 15, \$16,710.00, net; and Southwestern Mill Dist., Items 10 and 17, \$19,509.00, net, in the total amount of \$86,215.08 (copy of bid tabulation attached to the permanent file of these minutes).
 3. P. E. Equipment and Supplies Bid #80-02 (\$59,528.56) was awarded to the following vendors in the amounts indicated: Athlete's World, Items 4, 5, 29, and 30, \$3,297.04, net 30; Baden Spots, Inc., Items 21, 33, 54, and 60, \$1,372.08, net 30; Bill Fritz, Items 23, 39, and 60, \$23,643.36, net 30; Cannon sports, Items 8-10, 15, 36, 37, 41, 42, 47, 53, 61, 62, and 68, \$4,082.76, net 30; Cassel Industries, Item 63, \$1,992.60, net 30; Flaghouse, Inc., Items 11, 13, 14, 19, 20, 28, 35, 43, 44, 51, and 67, \$5,417.76, net 30; Gopher Sports, Items 7, 12, 38, 52, 64, and 65, \$4,043.04, net 30; Sportime International, Items 1, 27, 40, 55, and 56, \$2,641.96, net 30; Team Sports, Item 2, \$1,056.00, net 30; and US Games, Items 3, 6, 16-18, 22, 24-26, 31, 32, 34, 45, 46, 48-50, 57-59, 66, 69, and 70, \$11,981.96, net 30, in the total amount of \$59,528.56 (copy of bid tabulation attached to the permanent file of these minutes).
 4. School Furniture Bid #81-02 (\$90,578.20) was awarded to the following vendors in the amounts indicated: Business Interiors, Items 2, 3, 18, 20, and 22, \$24,786.80, net; Indeco Sales, Items 1, 5, 11, 13, 14, 16, 17, 19, and 21, \$40,138.40, net; and Virco Mfg., Items 4, 6-10, 12, and 15, \$25,653.00, net, in the total amount of \$90,578.20 (copy of bid tabulation attached to the permanent file of these minutes).
 5. Student Nutrition Accountability Program (SNAP) Service and Maintenance, Purchase Order No. 245708 (\$29,250.80), was approved for purchase from SNAP Systems, Inc., the sole source, in the amount of \$29,250.80 (copy of purchase order attached to the permanent file of these minutes).
- F. Construction Contract Award – Crockett Elementary School Drop-Off Zone, #02.321 (\$42,500.00)

The Board approved the award of Construction Contract #02.321, Crockett Elementary School Drop-Off Zone, subject to the review and approval of the District's attorney, to Camino Contracting, Inc. in the amount of \$42,500.00.

G. Professional Services Contract Awards

The Board approved the award of the following professional services contracts, subject to the review and approval of the District's attorney, to the recommended consulting firms for the preparation of plans, specifications, bid documents and other additional program elements as may be required for the construction and installation of the projects described for the designated Basic Services Fee, with additional services listed in the contract to be paid at established hourly rates only if authorized in writing by the owner for services the owner cannot provide.

1. Districtwide Roofing Projects, Phase 1 – Bonham, Burleson, Clardy, Cooley, Hawkins, and Lamar Elementary Schools; Wiggs Middle School; and Bowie, Burges, and El Paso High Schools, #02.366 (approx. \$145,503.54), to PSRBB Architects, Inc. in the estimated amount of \$145,503.54.
2. Districtwide Roofing Projects, Phase 2 – Bliss, Burnet, Crockett, Hughey, Lee, Logan, and Milam Elementary Schools; Bassett, Henderson, and MacArthur Middle Schools; and Jefferson High School, #02.367 (approx. \$166,063.82), to Thacker Design, Inc. in the estimated amount of \$166,063.82.
3. Districtwide Roofing Projects, Phase 4 – Bradley, Collins, Dowell, Fannin, Stanton, and Travis Elementary Schools; Magoffin and Terrace Hills Middle Schools; and Andress High School, #02.368 (approx. \$129,000.00), to ASA Architects in the estimated amount of \$129,000.00.
4. Districtwide Roofing Projects, Phase 3 – Bond, Johnson, Park, Polk, Roberts, and Whitaker Elementary Schools; Canyon Hills, Lincoln, and Morehead Middle Schools; and Coronado High School, #02.369 (approx. \$158,600.00), to Lopez & Lopez Architects in the estimated amount of \$158,600.00.
5. Districtwide Indoor Air Quality Reassessment, #02.503 (\$106,772.00), to Engineering and Fire Investigations in the amount of \$106,772.00.

H. Maintenance and Service Contract Awards

The following Maintenance and Service Contracts were approved as listed, subject to the review and approval of the District's attorney, to the recommended firms for the projects/services described in the amounts indicated:

1. Districtwide Grease Traps, #03.411 (\$85,775.00), to Bio Remedies for the estimated annual amount of \$85,775.00.
2. Districtwide Water Treatment, #03.418 (\$143,533.00), to El Paso Corrosion, Inc. for the estimated annual amount of \$143,533.00.
3. Districtwide Weed and Lawn Services, #03.482 (\$87,700.00), to Lester Humphrey Pest Control for the annual amount of \$87,700.00.

Resolution and Order Providing for Phasing-In of Elections for New Single-Member Trustee Districts and Allowing Trustees in Office to Serve the Remainder of Their Terms (Item #4)

Mr. Mena read the Resolution and Order into the record.

It was moved by Mr. Mena, seconded by Mr. Rosales, and carried unanimously that the Board adopt the Resolution and Order Providing that Trustees in Office at Time of Adoption of Redistricting Plan May Serve for the Remainder of Their Terms (copy of resolution attached to the permanent file of these minutes).

Approval of Revisions to Board Policies (Item #5)

The following person requested to speak to this item:

1. Ms. Shirley Baca, teacher at Hornedo Middle School, spoke about the Board's reconsideration of the policy related to prohibiting promotions within a campus.

A. DC (Local), Employment Practices

There was discussion of a Board Policy Committee meeting, its discussion of Board Policy DC (Local), and delegating authority to the Superintendent for the selection and employment of personnel in positions at Daily Pay Level 5 or below (including at-will or contractual employees), personnel paid on the District's Teacher Salary Schedule, and personnel on the District's Hourly Pay Schedule.

It was moved by Mr. Mena and seconded by Dr. Roark that the Board approve Board Policy DC (Local), Employment Practices, as presented to the Board Policy Committee with recommended revisions (copy attached to the permanent file of these minutes). Upon the vote, the motion carried with Mr. Rosales and Miss Garcia voting against the motion.

B. DK (Local), Assignment and Schedules

Discussion was held regarding new language in the policy where the Board retains the authority to approve the reassignment of employees at Daily Pay Level 6 or above to a higher or lower pay level.

It was moved by Mr. Mena, seconded by Mr. Wever, and carried unanimously that the Board approve Board Policy DK (Local), Assignments and Schedules, as presented to the Board Policy Committee with recommended revisions (copy attached to the permanent file of these minutes).

Approval of 2002-03 Employee Compensation Proposal (Item #6)

Dr. Anzaldúa summarized the process followed in developing the 2002-03 compensation proposal. He stated that the District focused on three basic principals: (1) being competitive in employing and retaining employees as compared to neighboring school districts; (2) providing fair and equitable treatment across job categories; and (3) living within the District's limited financial resources. He reviewed the meetings held to get into the compensation proposal process.

Mr. Charles Tafoya, Associate Superintendent, Human Resources, reviewed discussions at Board committee meetings regarding employees being treated fairly; the input received from various employee organizations; and options to address equity issues for Central Office professional employees. Mr. Tafoya stated that Option 1 would be to accept TASB's recommendation in total; Option 2, to implement a limit of \$5,000.00 towards equity for Central Office administrative/professional employees; Option 3, to implement a 3 percent salary increase based on last year's midpoint for Central Office administrative/professional employees; and Option 4, to implement a \$3,000.00 maximum adjustment for Central Office administrative/professional employees.

Mr. William Goodman, Associate Superintendent, Finance, reviewed the process followed to budget the proposed compensation and actions taken to reduce costs to create savings. He stated that some of the cost savings include reducing departmental budgets; an attrition program; and reducing overtime. Mr. Goodman stated that added costs include adding another grade level at Chapin High School and the opening of Barron Elementary School.

Dr. William Wachtel, Senior Researcher, reviewed the details of the compensation adjustments and advised that the figures were the same as those presented to the Board on July 9, 2002, with the exception of the four options that had been presented and discussed at a Board Finance Committee meeting.

Dr. Wachtel advised that Option 1 implements all TASB recommendations at a cost of \$11.9 million; Option 2 implements all TASB recommendations except that Central Office professionals are limited to a \$5,000.00 maximum increase, for a local cost of \$11.8 million; Option 3 implements all TASB recommendations except that Central Office professionals are limited to a 3 percent increase of the midpoint on the old schedule, for a local cost of \$11.4 million; and Option 4 implements all TASB recommendations except that Central Office professionals are limited to a maximum of a \$3,000.00 increase, for a total cost of \$11.7 million. Dr. Wachtel stated that in all four options, teachers would receive a minimum increase of \$1,500.00; the beginning salary on TBA would be \$32,000.00 and TGD would be \$33,000.00; Step 1 on TBA would be proportionately higher to compensate for the beginning salary being raised from \$30,000.00 to \$32,000.00; and the increment between Step zero and Step 1 would be less than the rest of the steps.

Dr. Wachtel stated that Option 1 implements all TASB recommendations for teachers/librarians, athletic coaching stipends, hourly employees, clerical/paraprofessional and technical employees, and all administrative employees, with a 2.5 percent increase of the midpoint instead of the 4 percent recommended by TASB, for a total local cost of \$11,886,836.00; Option 2 is the same for teachers/librarians, athletic coaching stipends, hourly employees, and clerical/paraprofessional and technical employees, but Central Office administrative/professional employees are limited to a \$5,000.00 increase, for a total local cost of \$11,755,762.00; Option 3 is the same for teachers/librarians, athletic coaching stipends, hourly employees, and clerical/paraprofessional and technical employees, but Central Office administrative/professional employees would receive 3 percent of the old midpoint, for a total local cost of \$11,435,744.00; and Option 4 is the same for teachers/librarians, athletic coaching stipends, hourly employees, and clerical/paraprofessional and technical employees, but Central Office administrative/professional employees are limited to a \$3,000.00 increase, for a total local cost of \$11,740,599.00.

Dr. Wachtel reviewed the beginning salary, the 20-year maximum with entry into the District, and maximum for the TBA and TGD schedules. He stated that there is an average teacher increase of 4 percent, a beginning TBA entry salary increase of 6.6 percent, and a minimum teacher increase of \$1,500.00 which would be added to the base salary and any stipends received this year. Dr. Wachtel advised that longevity stipends would remain the same, as follows: TBA, \$1,962.00; TBA2, \$2,188.00; TBA3, \$2,334.00; TGD, \$1,533.00; TGD2, \$1,700.00; and TGD3, \$1,967.00. He stated that the teacher-hiring placement would limit teacher placement for non-EPISD service to 20 years and that credit would be given for advanced degrees, with teachers holding a doctoral degree receiving an additional \$1,000.00 stipend.

It was moved by Mr. Telles and seconded by Mr. Mena that teachers receive an increase of \$2,000.00 instead of \$1,500.00 with the rest of the compensation proposal remaining the same. There was discussion about the additional \$1.54 million that would be needed for a \$2,000.00 increase for teachers and the use of surplus funds or Fund Balance to cover the additional cost.

It was moved by Dr. Roark that the motion be tabled until the administration completes its presentation on the 2002-03 Employee Compensation Proposal. Upon the vote, the motion to table the main motion carried with Mr. Telles voting against the motion.

Dr. Wachtel continued the presentation and reviewed proposed compensation for hourly employees, which included all hourly employees being placed on the new pay levels recommended by TASB. He stated that hourly employees whose current rate falls within the new schedule will receive a 2.5 percent of midpoint increase, with an increase to at least the minimum of the new schedules for those whose current rate does not fall within the new schedule. He added that they would receive equity adjustments for in-position experience to the midpoint at step 10 and a \$360.00 annual adjustment if the current rate exceeds the new schedule.

Dr. Wachtel reviewed the compensation for clerical/paraprofessional employees, all of whom will be placed on the new pay levels as recommended by TASB. He stated that clerical/paraprofessional employees whose current rate falls within the new schedule will receive a 2.5 percent of midpoint increase, with an increase to at least the minimum of the new schedule for those whose current rate does not fall within the new schedule; equity adjustments for in-position experience to the midpoint at step 10; and a \$360.00 annual adjustment the current rate exceeds the new schedule. He advised that employees would receive a minimum \$360.00 annual increase.

Dr. Wachtel reviewed the compensation for daily employees, all of whom will be placed on the new pay levels as recommended by TASB. He stated that daily employees whose current rate falls within the new schedule will receive a 2.5 percent of midpoint increase, with an increase to at least the minimum of the new schedule for those whose current rate does not fall within the new schedule, with the exception of the maximum for Central Office as noted in the proposed options. He stated that equity adjustments for in-position experience will be given to the midpoint at step 10 and that a \$360.00 annual adjustment would be given if the current rate exceeds the new schedule.

Dr. Wachtel spoke about developing a multi-level promotion formula; limiting credit for experience not directly related to a position; developing a methodology for equity adjustments for past inequities; and continuing the position reclassification process that is currently in place. He stated that additional compensation issues relate to the allocation of \$425,000.00 to address specific equity issues such as diagnosticians and speech pathologists and any position reclassifications that are approved during the 2002-03 fiscal year.

There was discussion on the District's contingency fund; unused funds being absorbed into the Fund Balance at the end of the fiscal year; the proposed contingency amount for 2002-03; proposed employee cost sharing in health insurance generating funds for the compensation package; salaries reflecting fair compensation without stipends; and continuing teacher stipends.

The following people requested to speak to this item:

1. Ms. Josie Harrison, Paraprofessional, Houston Elementary School, and paraprofessional representative for the El Paso Consultation Association (EPCA), spoke against the proposed compensation package and in favor of a step schedule.
2. Ms. Jerry Boyer, representative for the El Paso Classroom Teachers Association, presented recommendations for compensation and spoke about the Association's endorsement of compensation options presented to the Budget Review Committee.
3. Ms. Margie Herrera, Cafeteria Manager, Bassett Middle School, spoke against employees paying for health insurance premiums and requested the adoption of a step schedule.

4. Ms. Eva Beltran, Bus Monitor and representative of the Hourly Compensation Team, El Paso Federation of Teachers and Support Personnel, spoke about the hours that Transportation employees are allowed to work and requested that the step schedules be adopted.
5. Andrea Figueroa, Chairperson, El Paso Consultation Association, spoke about the \$1,000.00 from the state, communicating with the employees on the pay increase, and funding of the compensation package.
6. Ms. Liz Wagner, Athletic Trainer, Coronado High School, spoke about extra pay for extra days on duty, athletic trainers not receiving the same compensation, and increasing the athletic trainers' days on duty.
7. Ms. Frances Wever, President, El Paso Federation of Teachers and Support Personnel, spoke about the proposed compensation package and concerns with the TASB (Texas Association of School Boards) compensation study.
8. Ms. Patricia Bulos, President, Association for Texas Professional Educators, and representative of Unity Council, voiced concerns about low pay for teachers and administrators and the turnover rate of employees.
9. Ms. Margie La Puma, President, El Paso Texas State Teacher Association/Educational Support Personnel, spoke about the need for a compensation plan that is fair to all employees and is comparable to pay in other area school districts and recommended Option 2 with phased-in adjustments.
10. Mr. James Perales, President, El Paso Teachers Association, spoke in favor of Option 2 of the compensation proposal.

There was discussion on the need for Board action regarding employee cost sharing in the health plan and postponing action on a proposed employee cost share amount until after the administration has reviewed the responses to the Third Party Administrator (TPA) and Medical Network RFP (request for proposals) #47-02 and the item is brought to the Board.

It was moved by Dr. Roark, seconded by Mr. Mena, and carried unanimously to remove from the table the motion that teachers receive an increase of \$2,000.00 instead of \$1,500.00 with the rest of the compensation proposal remaining the same.

Upon the vote on the main motion, the motion failed with Mr. Wever, Mr. Telles, and Mr. Mena voting in favor of the motion and Dr. Roark, Miss Garcia, Dr. Finke, and Mr. Rosales voting against the motion.

It was moved by Dr. Finke and seconded by Mr. Rosales that the Board adopt Option 3 of the 2002-03 Compensation Proposal as presented by administration. Mr. Rosales withdrew his second because he believed that Option 2 was being offered for approval. Dr. Roark seconded the motion. Upon the vote, the motion failed with Mr. Wever, Dr. Finke, and Dr. Roark voting in favor of the motion and Mr. Mena, Mr. Rosales, Mr. Telles, and Miss Garcia voting against the motion.

It was moved by Mr. Rosales and seconded by Miss Garcia that the Board adopt Option 2 of the 2002-03 Compensation Proposal and that the TASB recommendations be implemented with the exception that Central Office professionals be limited to a maximum increase of

\$5,000.00, for a total local cost of \$11.8 million. Upon the vote, the motion failed with Miss Garcia and Mr. Rosales voting in favor of the motion and Dr. Roark, Dr. Finke, Mr. Wever, Mr. Telles, and Mr. Mena voting against the motion.

It was moved by Dr. Roark and seconded by Mr. Wever that the Board adopt Option 3 of the 2002-03 Compensation Proposal, the TASB original ten-step plan with the District's implementation criteria, 3 percent of the old midpoint for Central Office, for total local cost of \$11,435,744.00. Upon the vote, the motion carried with Dr. Roark, Mr. Mena, Dr. Finke, and Mr. Wever voting in favor of the motion and Mr. Rosales, Mr. Telles, and Miss Garcia voting against the motion.

Appointment of School Health Education Advisory Council (Item #7)

It was moved by Mr. Mena, seconded by Dr. Roark, and carried unanimously that the appointment of the Health Education Advisory Council be approved as presented by the administration.

Approval of 2002-03 Student Code of Conduct (Item #8) and Approval of 2002-03 Student Handbook (Item #9)

It was moved by Mr. Mena, seconded by Mr. Rosales, and carried unanimously that the Board approve the 2002-03 Student Code of Conduct and 2002-03 Student Handbook as presented by the administration.

Approval of Lost Textbook Payment and/or Replacement from TEA or Publishers/Depositories (Item #10)

- A. Lost Textbook Payment and Replacement, Purchase Order No. 245916 (\$61,631.98)
- B. Additional Estimated Expenditure for Future Reimbursements and/or Replacement Orders (approx. \$145,750.02)

It was moved by Mr. Mena, seconded by Mr. Rosales, and carried unanimously that the purchase order for the replacement of lost textbooks, Purchase Order No. 245916, be approved to the Texas education Agency in the total amount of \$61,631.98, and that an additional estimated expenditure in the amount of \$145,750.02 be approved for future reimbursements and/or replacement orders for textbooks from either the Texas Education Agency or the publishers/depositories listed, as dictated by the results of the annual textbook inventory. Miss Garcia was not present for the vote.

Reconsideration of Board's Action on June 25, 2002, Regarding Award of Art Paper Bid #64-02 (Item #11)

It was moved by Mr. Mena, seconded by Mr. Wever, and carried unanimously that the Board reconsider the motion approved on June 25, 2002, regarding the award of item nos. 14 – 19 and 23 – 28 on Art Paper Bid #64-02 and the total bid award of \$172,802.20, which should have been \$176,450.20; and approve the award of item nos. 14 – 19 and 23 – 28 to AFP Industries, the low bidder, which will increase the amount awarded to this vendor by \$64,258.40, and decrease the total amount for all vendors by \$2,521.60, for a total bid award to all vendors in the amount of \$173,928.60, with a reference to the July 23, 2002, minutes being added to the margin of the minutes of the June 25, 2002, Board meeting as a cross reference of this action.

Bids and Purchase Orders Requiring Board Approval (Item #12)

It was moved by Mr. Mena, seconded by Mr. Telles, and carried unanimously that the following bids and purchase orders be approved to the recommended vendors in the amounts indicated:

- A. Art Supply Bid #63-02 (\$105,704.15) was awarded to the following vendors in the amounts indicated, with Item #40 being awarded to Pyramid School Products, pursuant to the tie-breaking procedure: Corporate Express, Items 12, 42, and 52, \$11,443.80, net 30; Dick Blick, Item 17, \$1,555.20, net 30; Elgin School Supply, Items 4, 27, 37-39, 41, 44-49, 55, 58, 59, and 74, \$16,364.40, net 30; Kirschner Brush Mfg. Co., Item 8, \$72.00, 1 percent 15, net 30; Marsel Brush Co., Items 32-25, \$1,839.60, net 30; Pyramid School Products, Items 3, 13, 16, 20, 23, 31, 40, 50, and 63-73, \$6,717.72, net 30; S & S Worldwide, Item 36, \$93.60, net 30; Sax Arts & Crafts, Items 1, 5, 9, 11, 14, 15, 18, 19, 21, 22, 24-26, 28, 30, 51, 56, 57, and 75-77, \$43,361.64, net 30; Springer's, Item 29, \$225.60, net 15; and Standard Stationery, Items 2, 6, 7, 10, 42, 53, 54, and 60-62, \$24,030.59, net 30, for a total amount of \$105,704.15 (copy of bid tabulation attached to the permanent file of these minutes).
- B. Annual Janitorial Equipment Bid #71-02 (\$86,019.72) was awarded to the following vendors in the amounts indicated with item #15 being awarded to Regal Supply, pursuant to the tie-breaking procedure: Baron Chemical, Items 1, 10, 12, 18, 26, 28, 30-32, 38-45, 47, and 51-55, \$31,314.60, net; D. Gilmore, Items 19-21, 25, 29, 46, 48, 50, and 57, \$20,574.40, net; Regal Supply, Items 15 and 60, \$579.00, net; Southwest Distributing, Items 17 and 24, \$919.69, net; Southwestern Mill Dist., Inc., Items 11, 13, 16, 22, 23, 27, and 33-37, \$19,040.00, net; Springtime Janitorial Supplies, Items 2-9, \$12,928.80, net; and W. W. Grainger, Items 14 and 49, \$663.24, net, for a total amount of \$86,019.72 (copy of bid tabulation attached to the permanent file of these minutes).
- C. Computers for Bowie High School, Purchase Order No. 236087 (\$17,867.70), were approved for purchase from Dell Marketing LP, the lowest quote, in the amount of \$17,867.70 (copy of purchase order attached to the permanent file of these minutes).
- D. Network Firewall Protection Hardware and Software, Purchase Order No. 244648 (\$12,980.16), were approved for purchase from AVNET Computer Marketing, the lowest quote, in the amount of \$12,980.16 (copy of purchase order attached to the permanent file of these minutes).
- E. Apple Computers for Secondary Education, Purchase Order No. 244773 (\$8,846.00), were approved for purchase from Apple Computer, the sole source, in the amount of \$8,846.00 (copy of purchase order attached to the permanent file of these minutes).
- F. Apple Wireless Mobile Lab for Johnson Elementary School, Purchase Order No. 244838 (\$19,499.00), was approved for purchase from Apple Computer, the sole source, in the amount of \$19,499.00 (copy of purchase order attached to the permanent file of these minutes).
- G. Apple Computers for White Elementary School, Purchase Order No. 245442 (\$14,523.00), were approved for purchase from Apple Computer, the sole source, in the amount of \$14,523.00 (copy of purchase order attached to the permanent file of these minutes).

- H. Wireless Installation for Portables at Bradley Elementary School, Purchase Order No. 245588 (\$61,654.44), was approved from AVNET Computer Marketing on the State of Texas Department of Information Resources (DIR) Agreement #MPC-01-003 in the amount of \$61,654.44 (copy of purchase order attached to the permanent file of these minutes).
- I. Apple Computers for Barron Elementary School, Purchase Order No. 245589 (\$22,659.00), were approved for purchase from Apple Computer, the sole source, in the amount of \$22,659.00 (copy of purchase order attached to the permanent file of these minutes).

Approval of Addendum to IBM Global Services Customer Agreement for Year 2002 E-Rate (Item #13)

It was moved by Dr. Finke, seconded by Mr. Mena, and carried unanimously that item no. 13, Approval of Addendum to IBM Global Services Customer Agreement for Year 2002 E-Rate, be postponed until the August 13, 2002, regularly scheduled Board meeting. Mr. Wever was not present for the vote.

Approval of Letter of Authorization with IBM Global Services for Year 2002 E-Rate Statement of Work #2, Fiber Internet Access, for Continuation of Fiber Cable Installation (Item #14)

Mr. Jack Johnston, Executive Director, Technology and Information Systems, advised that the Letter of Authorization with IBM Global Services for Year 2002 E-Rate Statement of Work (SOW) #2, Fiber Internet Access, for the continuation of fiber cable installation is incomplete. He recommended that because the cost of this installation has increased from \$480,000.00 to \$815,100.00 that approval of the fiber Internet cabling and electronics be postponed until a decision on Year 5 E-Rate funding has been received from the Schools and Library Division (SLD).

It was moved by Mr. Telles, seconded by Mr. Mena, and carried unanimously that item no. 14, Approval of Letter of Authorization with IBM Global Services for Year 2002 E-Rate Statement of Work #2, Fiber Internet Access, for Continuation of Fiber Cable Installation, be postponed to the second regularly scheduled Board meeting in August 2002.

Acceptance of Telecommunications Infrastructure Fund Board (TIFB) Grant SPT1C for 58 Campuses (\$2,531,734.00) (Ref. Item #21) (Item #15)

It was moved by Mr. Rosales, seconded by Mr. Mena, and carried unanimously that the Board accept the grant award from the Telecommunications Infrastructure Fund Board (TIFB) in the amount of \$2,531,734.00 for the 58 campuses as noted on the documentation provided (list of schools attached to the permanent file of these minutes).

Renewal of Agreement with G. P. Graham Capital Management Group for Consulting and Actuarial Services (RFP #26-01) (\$77,000.00) (Item #16)

It was moved by Mr. Mena, seconded by Mr. Rosales, and carried unanimously that the Board approve the option to extend RFP #26-01 and approve the renewal of the Consulting and Actuarial Services Agreement with Gale Patrick Graham, individually and d/b/a G. P. Graham Capital Management Group, for the period of August 1, 2002, through July 31, 2003, at a cost not to exceed \$77,000.00.

Approval of Recommendations Related to Basic Life and Accidental Death and Dismemberment (AD&D) Coverage, Retiree Term Life Insurance, Elimination of Select Option from Employee Health Benefit Plan, and Moratorium on Offering and Payroll Deductions for Cancer Plans (Item #17)

It was moved by Mr. Mena and seconded by Mr. Rosales that the Board approve the termination of the EPISD Health Care Trust Medical Plan Select Option effective January 1, 2003; an increase in basic life and accidental death and dismemberment (AD&D) coverage from \$3,000.00 to \$5,000.00 effective January 1, 2003, for all eligible employees; the continued provision of a District-paid \$1,000.00 Retiree Term Life Insurance policy for all retirees of the EPISD; and a moratorium effective January 1, 2003, on the offering and payroll deduction of all cancer plans currently being offered and/or payroll deductions currently being deducted for any cancer plans. Upon the vote, the motion carried with Dr. Roark voting against the motion.

Approval of Renewal of Agreement with Region 19 Education Service Center for Region 19 Migrant Education Shared Services Arrangement for 2002-03 (\$986,980.00) (Item #18)

It was moved by Mr. Rosales and seconded by Mr. Telles that the Board approve the renewal of the Agreement with Region 19 Education Service Center for a Migrant Education Shared Services Arrangement for the provision of migrant education services for eligible students in the EPISD for the period August 1, 2002, to July 31, 2003, in the pass-through amount of \$986,980.00.

There was discussion on the District providing these services; the percentage of the student enrollment classified as migrant; last year's cost for the program; and the amount of the allocation that is spent on salaries.

It was moved by Mr. Telles that the debate be closed and an immediate vote be taken on the pending question.

Upon the vote on the main motion, the motion carried with Dr. Roark, Mr. Mena, and Mr. Wever voting against the motion.

Approval of Contract Between the El Paso Independent School District and Communities in Schools (CIS) – El Paso, Inc. (\$455,000.00) (Item #19)

It was moved by Dr. Roark, seconded by Mr. Rosales, and carried unanimously that the Board approve the contract between the EPISD and Communities In Schools (CIS) – El Paso, Inc. for the provision of social work and vocational training services at the specified schools in the amount of \$455,000.00, subject to the approval of the 2002-03 preliminary budget.

Scheduling of Public Meeting to Discuss Budget and Proposed Tax Rate (Item #20)

It was moved by Mr. Rosales, seconded by Dr. Roark, and carried unanimously that the Board approve the scheduling of a public meeting on August 13, 2002, to discuss the 2002-03 budget and the proposed tax rate of \$1.490479 for maintenance and operating and \$.081100 for debt service.

Approval of Budget Amendment – Telecommunications Infrastructure Fund Board (TIFB) Grant SPT1C (\$2,351,734.00) (Ref. Item #15) (Item #21)

It was moved by Mr. Rosales, seconded by Mr. Mena, and carried unanimously that the Board approve the amendment titled Telecommunications Infrastructure Fund Board (TIFB) Grant SPT1C to the 2001-02 fiscal year budget in the amount of \$2,531,734.00. The purpose of this item is to set up the budget for the Telecommunications Infrastructure Fund Board grant SPT1C. Charles Geach, Administrator II, Training and Instructional Technology, requested this amendment in a memo dated July 8, 2002.

Approval of Change Order No. 1 – Districtwide Dishwasher Replacement-2002, #02.313 (\$15,769.72) (Item #22)

It was moved by Mr. Mena, seconded by Mr. Rosales, and carried unanimously that the Board approve Change Order No. 1 to National Restaurant Supply Inc., Contract #02.313, Districtwide Dishwasher Replacement-2002, subject to the review and approval of the District's attorney, to add the replacement of a dishwasher at Western Hills Elementary School to the current dishwashers to be replaced during the summer 2002, in the amount of \$15,769.72.

Approval of Procurement/Delivery Methods for Construction Contracts Exceeding \$15,000.00 (Item #23)

It was moved by Mr. Mena and seconded by Mr. Telles that the Board approve the competitive bid method for the solicitation of the following construction projects, subject to the review and approval of the District's attorney, and authorize the advertisement and issuance of relevant documents to prospective bidders/proposers. Upon the vote, the motion carried with Dr. Roark and Mr. Wever voting against the motion.

- A. Districtwide Elevator Repairs, #02.808
- B. Districtwide Drainage Improvements – Collins, Rusk, and White Elementary Schools, #02.922.02

Meeting Adjourned

The meeting was adjourned at 10:46 p.m.

Date Approved: November 12, 2002