

El Paso Independent School District
Minutes of Board's Compensation Committee Meeting
April 30, 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: Mr. Sal Mena, Jr., Board Member¹
Mr. Richard Telles, Board Member²
Ms. Cindy Clegg, Texas Association of School Boards
Mr. Charles Nitschmann, Texas Association of School Boards

The meeting was called to order at 3:06 p.m. by Miss Garcia.

The topics discussed were as follows:

1. Preliminary Reports from the Texas Association of School Boards in Connection with the Compensation Study (Item #1, A.)
 - a. Compensation for Paraprofessionals and Clerks (Item #1, A., 1.)
 - (1) findings and recommendations
 - (2) market comparisons (rate of pay)
 - (3) general recommendations for clerical employees
 - (4) structure compression (aides) – current pay versus current structure
 - (5) benchmark grades for clerical, paraprofessionals, aides
 - (6) structure development
 - (7) teacher aide range comparisons
 - (8) current pay versus new structure
 - (9) in-range equity adjustments
 - (10) estimated costs for proposed compensation - \$1,632,597.00 increase, 7.3 percent

¹ Mr. Mena arrived at 3:55 p.m.

² Mr. Telles arrived at 4:20 p.m.

b. Stipends (Item #1, A., 2.)

(1) Athletic Stipends

- (a) coaching stipends and extra days on duty
- (b) stipend values
- (c) EPISD market and market comparison of stipends
- (d) athletic financial impact
 - 1) maintain days and increase/hold stipend amount
 - 2) \$263,824.00 increase, 18 percent
- (e) employee position impact
 - 1) positions with increase - 412
 - 2) positions remain same - 182

(2) Non-Athletic Stipends

- (a) other categories – created four categories
 - 1) special fields
 - 2) special classes
 - 3) UIL/extracurricular
 - 4) other professionals
- (b) findings on other stipends
- (c) stipend recommendations
- (d) stipend fiscal impact - \$55,960.00
 - 1) eliminate ESOL, AP Science stipends
 - 2) other potential savings with elimination of other special areas and/or paying sign-on bonuses instead of stipends

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

No discussion.

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

- a. Publicizing recommendations from Compensation Study to employees prior to Board approval.
- b. Clarification of proposed equity adjustments for instructional administrative employees.

Meeting Adjourned

The meeting was adjourned at 4:32 p.m.

Date Approved: July 9, 2002