

El Paso Independent School District
Minutes of Board's Compensation Committee Meeting
August 10, 2004
4:00 p.m.
Education Center-Boeing

Present: Dr. Lorraine O'Donnell, Board Vice President, Board's Compensation Committee Chairperson¹
Mr. Carlos Cordova, Board Secretary
Miss Leonor Garcia, Board Member
Ms. Lisa Colquitt-Muñoz, Board Member²

Administration: Mr. Charles Tafoya, Superintendent
Miss Carolyn Grantham, Associate Superintendent, Human Resources
Ms. Martha Piekarski, Executive Director, Accounting Services
Ms. Marcia Daniels, Director, Personnel Administration
Dr. William Wachtel, Senior Researcher, Finance
Mr. Walt Byers, Treasury Manager
Mr. James Damm, EPISD Consultant for Finance

Guests: Mr. David Dodge, Board Member
Mr. Sal Mena, Jr., Board President
Mr. Gerald Cheek, District 19 Texas PTA
Ms. Frances Wever, El Paso Federation of Teachers and Support Personnel

In the absence of the Chairperson, the meeting was called to order at 4:10 p.m. by Mr. Cordova.

The topics discussed were as follows:

1A. Discussion of 2004-05 Employee Compensation Package

2004-05 Compensation Plan

- a. Philosophical Questions
 - (1) Equity adjustments over several years where necessary
 - (2) Capping equity adjustments
 - (3) Out-of-range treatment
 - (4) No one below minimum of salary schedule
 - (5) New salaries effective first day on job

New compensation package to be effective in September 2004

- b. Teachers
 - (1) Additional staff development at \$500 per teacher – 15 hours (Title II funds)
 - (2) Starting salary increase
 - (3) Minimum increase (percentage)

¹ Dr. O'Donnell arrived at 4:44 p.m.

² Ms. Colquitt-Muñoz arrived at 4:21 p.m.

- c. Teacher Options
 - (1) Starting salary \$33,500 with 2 percent minimum
 - (2) Starting salary \$33,500 with 2.5 percent minimum
 - (3) Starting salary \$34,000 with 2 percent minimum
 - (4) Starting salary \$34,000 with 2.5 percent minimum
 - (5) Schedule remains at 27 steps – teachers at top receive small increase and remain on step 27
- d. Daily Employees
 - (1) Place on pay step (rounded up and down at .5)
 - (2) Advance one step
 - (3) Increase entire schedule
- e. Hourly Employees
 - (1) Place on pay step (rounded up and down at .5)
 - (2) Advance one step
 - (3) Increase entire schedule
- f. Equity Issues
 - (1) Coaches stipends - third year of plan
 - (2) High school music stipends
 - (3) Cheerleader stipends – three-year plan
 - (4) Middle school music stipends – two-year plan
 - (5) Counselors' experience parity – two- or three-year plan
 - (6) Assistant principals – three-year plan
 - (7) Remaining equity adjustments from 2003
 - (8) TIS (Technology and Information Systems) grievance
 - (9) Future grievances to be resolved with effect in 2005-06 compensation plan
 - (10) Other issues to be studied in 2004-05 and addressed in 2005-06 compensation plan

There was discussion on cost avoidance through additional energy management savings. Feedback is to be provided to Dr. O'Donnell by Thursday, August 12, 2004. A special Board meeting will be held on August 17, 2004, to further discuss the 2004-05 compensation package.

Meeting Adjourned

The meeting was adjourned 5:06 p.m.

Date Approved: October 12, 2004