

Minutes of Meeting of Board of Trustees
El Paso Independent School District
August 17, 2004
5:30 p.m.
Education Center-Boeing

Present: Mr. Sal Mena, Jr., President
Dr. Lorraine O'Donnell, Vice President
Mr. Carlos Cordova, Secretary
Ms. Lisa Colquitt-Muñoz
Mr. David Dodge
Miss Leonor Garcia
Dr. Charles Roark
Mr. Robert Ortega, Associate Superintendent, High Schools Supervision and Instruction

The meeting was called to order at 6:20 p.m. by Mr. Mena.

Item Withdrawn

It was announced that item no. 3., A., Pending Eminent Domain Cases – Aoy Elementary School – Cause Nos. 2004-945 (Ponce), 2004-946 (Parra), 2004-947 (Pichardo), 2004-949 (Valdez), 2004-950 (Acosta), and 2004-951 (De La Cruz), had been withdrawn from the agenda.

1. Approval of 2004-05 District Goals and Objectives

It was moved by Mr. Cordova, seconded by Dr. O'Donnell, and carried unanimously that the Board approve the EPISD goals and objectives for the 2004-05 school year.

2. Discussion of 2004-05 Employee Compensation Package

Mr. James Damm, EPISD Consultant for Finance, provided information on the revised 2004-05 Proposed Budget-General Operating Fund and the proposed compensation plan. He reviewed the Summary of Compensation Plan with stipends at \$1,163,797.00; teachers at \$4,102,816.00; daily at \$1,237,000.00; and hourly at \$1,099,635.00, for a total compensation package of \$7,603,248.00. He reviewed the proposed TBA and TGD pay schedules for teachers, with and without career ladder.

There was discussion on salary issues relating to long-term teachers, raising starting pay for teachers, and addressing long-term teachers in the future.

Mr. Damm reviewed the daily and hourly rate schedules and stated that the steps for daily employees would be increased from 10 to 15 and 15 to 20 steps for hourly employees. He reviewed the counselor stipends and recommended that equity adjustments be addressed over a two-year period rather than over three years. Mr. Damm stated that the compensation package as presented would be recommended to the Board for approval on August 24, 2004.

The following people requested to speak to this item:

1. Ms. Frances Wever, El Paso Consultation Association (EPCA), spoke about EPCA having worked with the administration on a fair schedule for all District employees but expressed a concern that the teacher schedule was changed since the compensation package was discussed.

2. Mr. Charlton Archard, counselor, Franklin High School, spoke about equity with counselor pay, thanked the Board for considering a two-year adjustment for counselors, and express concern about teachers receiving greater pay raises than other employee groups.

There was further discussion on the dialogue held with the EPCA, the leveled-out pay schedules, the .75 of 1 percent adjustment to the midpoint of the pay schedules, and the optional \$500.00 staff development stipend for teachers.

Meeting Adjourned

The meeting was adjourned at 7:06 p.m.

Date Approved: October 12, 2004