

El Paso Independent School District  
Minutes of Board's Compensation Committee Meeting  
March 26, 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. William Goodman, Associate Superintendent, Finance  
Mr. Charles Tafoya, Associate Superintendent, Human Resources  
Ms. Marcia Brown, Director, Personnel Administration  
Dr. William Wachtel, Senior Researcher, Finance

Guests: Mr. Sal Mena, Jr., Board Member  
Ms. Cindy Clegg and Ms. Ann Patton, Texas Association of School Boards

The meeting was called to order at 3:10 p.m. by Miss Garcia.

The topics discussed were as follows:

1. Update from the Texas Association of School Boards on Status of Compensation Study and Possible Discussion of Other Compensation-Related Issues (Item #1)
  - a. Pay system objectives and strategies
    - (1) Components of a pay system
    - (2) Pay equity position variables
    - (3) Benchmark jobs – used as basis for job classifications and to set competitive pay range structures
    - (4) Pay range structures/features of a pay structure/pay structure compression
    - (5) Maintaining pay structures
    - (6) Pay increase versus range adjustments
    - (7) Teacher pay issues and special accommodations
  - b. Teacher and librarian pay proposal
    - (1) Summary of findings and recommendations
    - (2) Teacher salary market comparisons
    - (3) Design of current salary schedule and degree differentials
    - (4) Proposed salary schedule for new hires
    - (5) Proposed salary schedule for continuing teachers and librarians
    - (6) Model illustrating how schedule is developed
  - c. Pay proposal for administrators and other professionals
    - (1) Summary of findings and recommendations
    - (2) Market comparisons for administrators
    - (3) Current practice and proposed changes in duty days
    - (4) Illustration of current pay structure

- (5) Pay grade benchmarks for administrators/professionals – Instruction
- (6) Proposed pay ranges for administrators/professionals – Instruction
- (7) “Scatter gram” illustrating employees in pay structure before and after adjustments for administrators/professionals – Instruction
- (8) Pay grade benchmarks for administrators/professionals – Business and Operations
- (9) “Scatter gram” illustrating employees in pay structure before and after adjustment for administrators/professionals – Business and Operations

d. Estimated costs of compensation proposals for 2002-03

Meeting Adjourned

The meeting was adjourned at 4:55 p.m.

Date Approved: May 28, 2002