

**TASB COMPENSATION STUDY - 2ND LEVEL REVIEW BY DISPUTE RESOLUTION COMMITTEE - ADJUSTMENTS RECOMMENDED  
(Noncontract Employees)  
For Board Information**

EMPLOYEE	DEPARTMENT	CURRENT					RECOMMENDED					COST	FUND	FUNCTION	DECISION OF DISPUTE RESOLUTION COMMITTEE
		JOB TITLE	JOB CODE	PAY GRADE	DAILY RATE	ANNUAL SALARY	JOB TITLE	JOB CODE	PAY GRADE	DAILY RATE	ANNUAL SALARY				
Elizabeth Espinoza	Student Support Services	Admin. Assistant I	ADM1	105	\$171.84	\$42,969.60	Admin. Assistant II	ADM2	106	\$193.20	\$46,368.00	\$3,398.40	199	32	supervisor's position was upgraded to pay grade EE1, which provides an admin. assistant at pay grade 106.
Rosibel Jimenez	HCM	Admin. Assistant III	ADM3	107	\$208.88	\$50,131.20	Coord. IV	CDR4	804	\$262.37	\$62,968.80	\$12,837.60	199	41	reports to a Chief and they are authorized to have an exempt-level Coordinator. New salary reflects the minimum of the new pay grade.
Multi-incumbent (see names below)	CNS	MS Cafeteria Managers										\$9,070.11	701	35	move MS Cafeteria Managers to pay grade 305 effective the beginning of the 2014-2015 school year; CNS will continue to work with Compensation to review the overall salary structure for Cafeteria Managers with any changes to be effective 2015-2016.

**Middle School Cafeteria Managers**

- |                   |                     |
|-------------------|---------------------|
| Sheila Brown      | Patricia Villalobos |
| Cassandra Smith   | Magdalena Ortiz     |
| Norma Thomas      | Gabriela Ruiz       |
| Kimberly Hill     | Tommie Evans        |
| Tammie Mays       | Leonor Martinez     |
| Gloria Bowers     | Norma Flores        |
| Maria Reyes       | Ana Samano          |
| Patricia Blaylock | Cynthia Byers       |
| Guadalupe Ocampo  | Kimberly Gilman     |
| Celia Alvarado    | Tammy Baggett       |
| Maria Esparza     | Laura Lozano        |
| Olga Martinez     | Reginia Hankins     |
| Rosalinda Castro  | Cathy Roseberry     |

**TASB COMPENSATION STUDY - 2ND LEVEL REVIEW BY DISPUTE RESOLUTION COMMITTEE  
NO ADJUSTMENTS RECOMMENDED  
For Board Information**

EMPLOYEE	DEPARTMENT	CURRENT					DECISION OF DISPUTE RESOLUTION COMMITTEE
		JOB TITLE	JOB CODE	PAY GRADE	DAILY RATE	ANNUAL SALARY	
Vernee Davis	CNS	Specialist I	S307	307	\$192.00	\$46,080.00	uphold decision at Level 1; no additional compensation.
Md. Shafiqul Azam	PE2S	Coordinator V	CDR5	805	\$337.32	\$80,956.80	uphold decision at Level 1; no additional compensation.
Latanya Washington-Walker	PE2S	Director II	D806	806	\$372.29	\$89,349.60	uphold decision at Level 1; no additional compensation.
Director (vacant)	Choral Music	Director II		904			uphold decision at Level 1; no additional compensation.
Cynthia Ybarra	Communications	Admin. Assistant I	ADM1	105	\$167.12	\$40,108.80	uphold decision at Level 1; no additional compensation.
Debbie Egly	Internal Audit	Manager II	9MR2	806	\$328.30	\$78,792.00	uphold decision at Level 1; no additional compensation.
Kathy Perkins	Internal Audit	Sr. Internal Auditor	96KE	804	\$272.39	\$65,373.60	uphold decision at Level 1; no additional compensation.
Luis Ortiz	HCM	Coordinator IV	CDR4	804	\$264.34	\$63,441.60	uphold decision at Level 1; no additional compensation.
Amy Townsend	Purchasing	Administrator	96KK	803	\$262.80	\$63,072.00	uphold decision at Level 1; no additional compensation.
Maria Romero	Learning Network I	LNW Specialist	8LNW	603	\$377.45	\$83,039.00	uphold decision at Level 1; no additional compensation. Request that Compensation Dept. review all similarly situated positions as they relate to the teacher salary schedule for possible action in the future.
John Cope	Communications	Coordinator V	CDR5	805	\$285.49	\$68,517.60	uphold decision at Level 1; no additional compensation.
Martha Garza	Bilingual/ESL	Admin. Associate II	AS02	104	\$144.72	\$34,732.80	uphold decision at Level 1; no additional compensation.
Jose Javier	HCM	Admin. Associate II	AS02	104	\$146.88	\$35,251.20	uphold decision at Level 1; no additional compensation.

EMPLOYEE	DEPARTMENT	CURRENT					DECISION OF DISPUTE RESOLUTION COMMITTEE
		JOB TITLE	JOB CODE	PAY GRADE	DAILY RATE	ANNUAL SALARY	
Dick Clardy	Instrumental Music	Director II	DIR2	904	\$394.82	\$94,756.80	uphold decision at Level 1; no additional compensation.
Shari Anderson	Paschal HS	Admin. Associate III	82JA	105	\$173.92	\$41,740.80	uphold decision at Level 1; no additional compensation.
Jana Underwood	Learning Network II	LNW Specialist	8LNW	603	\$394.83	\$86,862.20	uphold decision at Level 1; no additional compensation. Request that Compensation Dept. review all similarly situated positions as they relate to the teacher salary schedule for possible action in the future.
Laramie Del Valle	Bilingual/ESL	Coordinator II	CDR2	901	\$218.03	\$52,327.20	uphold decision at Level 1; no additional compensation.
William Giron	CIP	Coordinator IV	CDR4	804	\$275.71	\$66,170.40	uphold decision at Level 1; no additional compensation.
Irene Cortez	Accounts Payable	Admin. Associate II	AS07	104	\$159.84	\$38,361.60	uphold decision at Level 1; no additional compensation.
Armida Palos	HCM	Admin. Asst. I	ADM1	105	\$186.92	\$44,860.80	received a salary adjustment at Level 1; uphold Level 1 decision with no additional compensation.
Rafaela Gomez	HCM	Coordinator IV	CDR4	804	\$275.00	\$66,000.00	received a salary adjustment at Level 1; uphold Level 1 decision with no additional compensation.
JoAnna Gomez	Legal Services	Admin. Associate III	AS03	105	\$156.79	\$37,629.60	received a salary adjustment at Level 1; uphold Level 1 decision with no additional compensation.
Aracely Chavez	HCM	Director III	D807	807	\$425.85	\$102,204.00	received a salary adjustment at Level 1; uphold Level 1 decision with no additional compensation.
Richard Crossley	JROTC	Director II	DIR2	905	\$372.79	\$96,925.40 (\$3,420 stipend)	received a stipend at Level 1; uphold Level 1 decision with no additional compensation.
Yolanda Magana Olivia Saldivar Lisa Vargas Agatha Agyemang	HCM	HCM Assistant	93AI	105			uphold decision at Level 1; no additional compensation.
Byron Tabor Eric Galindo Brice Bohannon	DOT	IT Specialist III	3SP3	703			all received a salary adjustment at Level 1; uphold Level 1 decision with no additional compensation. Request that Compensation Dept. review the salary gap issue for possible action in the future.

EMPLOYEE	DEPARTMENT	CURRENT					DECISION OF DISPUTE RESOLUTION COMMITTEE
		JOB TITLE	JOB CODE	PAY GRADE	DAILY RATE	ANNUAL SALARY	
Bertha Clingman Jennifer Jacobs Kathy Henson Prince Hearn Sharron Wright-Turner Terry Melaun Gracie Aguirre Morris Grundy Sophie Trevino	CNS	Supervisor I	9SV1	802			Gracie Aguirre, Morris Grundy, and Sophie Trevino received salary adjustments at Level 1 (salaries for the others were already in alignment); uphold Level 1 decision with no additional compensation.
Multi-incumbent (see names below)	Intervention	Specialist IV	907X	603			at Level 1, all received an upgrade to pay grade 603 and salaries were increased as appropriate; uphold Level 1 decision with no additional compensation.

**Intervention Specialist IV's**

- |                    |                      |                         |
|--------------------|----------------------|-------------------------|
| Sophia Moreno      | Kathryn Sohne        | Melissa Medina-Longbine |
| Lindsay Stone      | Mandi Moore          | Theresa Anne Ewert      |
| Juan Saucedo       | Melissa Siu          | Michelle Broadwater     |
| Amy Olivarez       | Curtis Mallory       | Aimee Schwartz-Jarrett  |
| Ashley Parrish     | Terry Sambrano       |                         |
| Crystal Mercer     | Melissa Shannon      |                         |
| Angela Sanchez     | Marcia Morgan        |                         |
| Jennifer Didier    | Yvonne Mendoza       |                         |
| Stephannie Johnson | Beverly Clay-Hudson  |                         |
| Daniel Merchant    | Cheryl Foster        |                         |
| Patricia Dunlop    | Karen Gordon         |                         |
| Brenda Luevano     | Linda Fielding       |                         |
| Regina Williams    | Angela Griffin-Jones |                         |
| Issac Connie       | Shelley Marshall     |                         |
| Leticia Cruz       | Abel Guadian         |                         |
| Elizabeth Smith    | Tiffany Derrick      |                         |
| Sharyn Gats        | Angela Cohen         |                         |
| Lisa Wolf          | Julia Henderson      |                         |
| Dena Hart          | Anthony Williams     |                         |
| Paris Blake        | Michael Byrd         |                         |

**TASB COMPENSATION STUDY - 2ND LEVEL REVIEW BY DISPUTE RESOLUTION COMMITTEE - ADJUSTMENTS RECOMMENDED FOR 2015-2016  
For Board Information**

EMPLOYEE	DEPARTMENT	JOB TITLE	COMMENTS	ESTIMATED COST TO THE 2015-2016 BUDGET
Multi-incumbent	Special Education	LINC Teacher Asst.	Committee recommends upgrade to pay grade 203 to be effective with the 2015-2016 school year. Will be included with the 2015-2016 budget adoption.	<p align="center">\$177,899</p> (\$144,364 to Fund 199; Function 11) (\$32,742 to Fund 224; Function 11) (\$793 to Func 225; Function 11)
Multi-incumbent	Athletics	Head Football Coach	Committee recommends a stipend increase from \$10,000 to \$12,000 to be effective with the 2015-2016 school year. Will be included with the 2015-2016 budget adoption.	\$30,000 (Fund 199; Function 36)

Employee names are on the following page.

LINC Teacher Assistants					
First Name	Last Name	First Name	Last Name	First Name	Last Name
KATRINA	MOORE	RUTH	TEMPLETON	LILA	HALL
CYNTHIA	GARCIA	THALRECE	JAMES	JENNIFER	BRIDGEWATER
CONNIE	CONTRERAS	DAVETTE	LEWIS		
MICHELLE	BRATTON	GUADALUPE	MARTINEZ		
AISHA	GARDNER	GWENDOLYN	ROBINSON		
CHANDRA	CAREY	PATRICIA	BURNS		
TANGANYIKA	COBLE	LISA	SHIRK		
MANDA	HOLCOMB	LUZ	VENTURA		
SCOTT	BOGOMOL	SHALONDA	POWELL		
KAWANA	GIBSON	SVJETLANA	DRAGOVIC		
WILLAYNE	JOHNSON	DEBBIE	SEALY		
CARL	ELLISON	TIM	TRAN		
KIMBERLY	ESCOBEDO	SANDRA	LARA		
RAYMOND	RANDLE	BENETRIC	JACKSON-BAKER		
TANYA	HILL	JUANITA	MARTINEZ		
RODNEY	THOMAS	DEANNA	TORRES		
FLORENCE	SMALL	LESLIE	WRIGHT		
BELINDA	BAKER	ERNESTINE	NORTHERN		
HEIDI	MATHEWS	SUE	SIMON		
MEREDITH	SHAMBURGER	MARIA	GALINDO		
SELENA	LUJAN	FELICIA	DORSETT		
CONCEPCION	CONTRERAS	PATRICIA	KINDLES		
GLENN	SMITH	MANDER	THOMPSON		
ANDREA	KELLY	IRENE	MUNOZ		
DIANE	CLEVELAND	LORICE	BOOKER		
GLORIA	MOSQUEDA	RHEETA	HARDEMAN		
GIGI	PENNIX	DEBORAH	CALLIES		
VANICE	WILSON	TRACY	WIGGINS		
TAZEWELL	SANDERSON	INGER	BAKER		
ANNE	MARTINEZ	MARY	HERRERA		
KYISHA	WILLIAMS	DEBORAH	YOUNG		
PHYLLIS	WRIGHT	MICHELLE	SPIGNER		
LAVERSHA	CUMBY	ELIZABETH	MCKENZIE		
VERONICA	LOPEZ	VIRGINIA	KENNEDY		
ANTIONETTE	PEAVY	CATHY	CORTEZ		
CHARISSE	GAITER	LAVETTE	WITHERSPOON		
RUTH	HERNANDEZ	JUANITA	LUJAN		
ELISA	SANCHEZ	ADRIANNE	WATKINS		
FELIPA	COON	RITA	SLEPER		
KKRISTEN	WILSON	TERRY	AVINA		
CASANDRA	GRIFFIN	BONNIE	BELL		
NELIDA	BOYARSKY	ANDY	HARDEMAN		

**Head High School Football Coaches**

CHRISTOPHER	MOILAN
JAMES	JEFFRIES
ZACHARY	CRISS
LANNY	TRAMMELL
ROBERT	ABERNATHIE
TODD	LAWSON
CHRISTOPHER	ROBERTS
DWAYNE	HENRY
MATTHEW	COOK
JULIO	RESENDEZ
JOSEPH	HEATH
WILLIAM	MILLS
TRACY	SIMIEN
PHILIP	YOUNG
CODY	SLATER