

Organizational Staff Analysis with Human Resources

Frankie Jackson met with Chairita Franklin, Assistant Superintendent of Human Resources on [July 12, 2017](#). The purpose of the meeting was to discuss staff needs including salary adjustments, promotion requests and new staffing needs. It was determined that a Texas Association for School Boards (TASB) assessment will be conducted in October 2017. The assessment will include a salary survey, staffing career path, and organizational assessment. It will also include an analysis of new jobs associated with the implementation of the 2014 Bond Technology Infrastructure.

Additionally it was proposed that a Network Infrastructure Communication (NIC) manager position for the Enterprise Communications Network (ECN) team be created. This position will be classified as the same level of Greg Rhodes (NIC) Network Management Operations (NMO) manager. This position will also include a specialty technical function with VoIP Telecommunications. Consideration is being given to combining this position (ECN Manager) with the current open Telecommunications Analyst position previously held by Charles Newton.

The following actions resulted from the meeting:

- Frankie will prepare a position authorization for an ECN Manager
- Frankie will prepare an ECN Manager job description
- Frankie will prepare a request for approval to open the new position
- Chairita will assess the pay grade for the ECN Manager Position
- Once complete, Frankie will request approvals and HR will post the position
- Chairita will schedule the TASB assessment for October 2017

