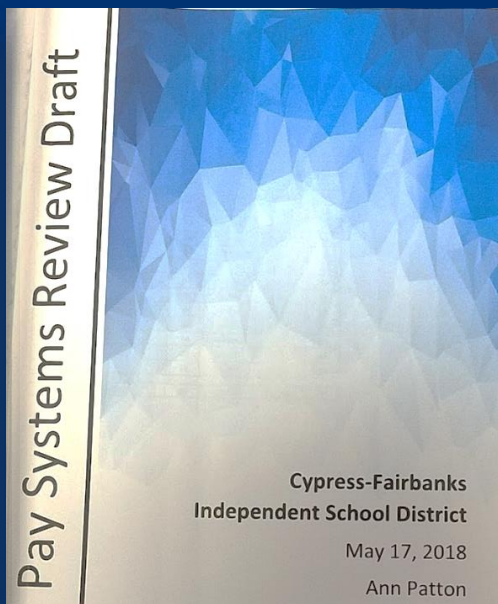




Technology Services Pay Systems Review with the CFISD Human Resources

Human Resources contracted with the Texas Association for School Board (TASB) during the Spring of 2018 to conduct a pay systems review. Ann Patton, the TASB consultant assigned to the review, compared the Technology salaries to other benchmark districts (see the table below) as well as job to other school districts across the state. In July 2018 the pay adjustments went into effect. Through the course of the adjustments, several mistakes were made. On **August 7, 2018**, Frankie Jackson, along with Paula Ross and Jay Johnson, met with members of the Human Resources (HR) department to review the inaccuracies. HR took a list of staff members with justifications and plan to make corrections where possible. This is GREAT NEWS!

In preparation for the review with HR, Frankie worked with Eric May to gather data to show where the inaccuracies were. Eric spent a significant amount of time preparing a comparison between 2017 and 2018 salaries and paygrades. This was a huge help in the data analysis. His work, expertise, and time is GREATLY appreciated.



Benchmark	Districts
Aldine	Houston
Alief	Humble
Arlington	Klein
Clear Creek	Lewisville
Conroe	Pasadena
Dallas	Plano
Fort Bend	Spring Branch
Frisco	Spring
Galena Park	Tomball