

## Proposed Changes to Align MDUSD's Technology Support Needs

Over the past two years, several new demands have been placed on the Technology and Information Services (TIS) Department, including but not limited to:

- a significant increase in managed devices, such as 1:1 Chromebooks for all students and new laptops for all staff, resulting in higher workload for technicians,
- the implementation and management of a District-wide 1:1 program, requiring centralized device acquisition, deployment, maintenance, policy development, device management, asset tracking, etc.,
- reassignment of the management of Business Plus, the District's Fiscal and HR management system, to TIS,
- the inclusion of deferred maintenance funding in the TIS budget, requiring project planning and management,
- support for additional education technology systems and digital tools and integrations,
- a heightened importance in focusing on cybersecurity and information security work to ensure the network and District data are adequately protected from external and internal threats.

It has become clear that current resources within TIS are insufficient to adequately support the existing and new functions the Department is charged with undertaking.

## Proposed Actions

- Modernize Job Descriptions for Network Technician I, Network Technician II, and Network Technician III
  - This is currently in progress in collaboration with Teamsters.
- Add two (2) Network Technician I (Teamsters) positions and move two (2) positions to permanent funding at the expiration of one-time funding.
- Create a Network Manager (DMA) position, and transfer certain job functions of the current IT Operations Manager:
  - Rename IT Operations Manager to Technology User Support Manager
    - responsible for overseeing technical support to sites, 1:1 deployment and management, and help desk functions
  - Network Manager
    - responsible for day-to-day operations related to the District network, critical infrastructure, and data center operations
  - Make permanent the Database Administrator position currently utilizing one-time funding
- Create a Data Integration Administrator (DMA) position
  - Supports the interoperability of data systems across the District and explore further process automation.
- Adjust Manager job descriptions to include direct supervision of staff.
- Change the Department Name - from *Technology and Information Services* to *Department of Information Technology (I.T. Department)*
  - This name better reflects the broad range of IT services across a large enterprise environment

## TIS Staffing Changes - Cost Estimate

Position	# of Positions	Bargaining Unit	Range / Proposed Range	Base Salary for 1	22/23 Cost (starting 10/1/22)	23/24 Cost	24/25 Cost
Network Manager	1	DMA	16	\$186,239	\$139,679	\$193,689	\$201,436
Network Technician I (convert from one-time)	2	Teamsters	549	\$53,653	ESSER funded	ESSER funded	\$116,062
Network Technician I	2	Teamsters	549	\$53,653	\$80,480	\$111,598	\$232,124
Database Administrator (convert from one-time)	1	DMA	7	\$134,568	ESSER funded	ESSER funded	\$145,549
Data Integration Administrator	1	DMA	7	\$134,568	\$134,568	\$139,951	\$145,549
<b>Total</b>					<b>\$354,727</b>	<b>\$445,238</b>	<b>\$840,720</b>
assuming a 4% increase each year (salary schedule/benefits/PERS)							

## DRAFT - Proposed Reorganization

### Department of Information Technology

