The Texas Education Agency's full-time equivalent (FTE) employee limitation increased by 13.7 percent to 1,006.5 FTEs in fiscal year 2020 compared with fiscal year 2019. Compared with fiscal year 2016, the agency had an increase of 125.0 (15.3 percent) in the total number of FTEs. In fiscal years 2016, 2017, 2018, 2019, and 2020, the agency also employed 0.8, 1.0, 3.6, 40.0, and 1.6 federally funded FTEs, respectively. Those FTEs do not count toward the FTE limitation.

### Employee Turnover

Excluding interagency transfers, the turnover rate within the agency (10.4 percent) was lower than the statewide turnover rate (18.6 percent) and lower than the turnover rate of Article III agencies (10.7 percent) during fiscal year 2020. The fiscal year 2020 agency turnover rate including employees who transferred to another state agency or higher education institution was 11.9 percent.

### Compensation Information

The average agency salary of $86,189 in fiscal year 2020 represented an increase of 8.8 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 43.9 percent of employees were paid below the midpoint of the salary range in which they were assigned. Total agency expenditures for salaries and benefits were higher compared with fiscal year 2016.

### Summary

- **Average Salary Trends**
  - **Commissioner**: $220,375, $220,375, $220,375, $220,375, $220,375
  - **Agency Average**: $79,187, $80,542, $82,429, $84,249, $86,189
  - **Article Average**: $68,583, $70,346, $72,588, $74,526, $77,870
  - **Statewide Average**: $45,365, $46,475, $47,506, $47,994, $49,500

- **Number of and Total Dollars Spent on Salary Actions**
  - **Fiscal Year 2019**
    - **Involuntary Separations**: $17.9
    - **Voluntary Separations**: $67.3
  - **Fiscal Year 2020**
    - **Involuntary Separations**: $18.5
    - **Voluntary Separations**: $70.8

- **Salary and Benefits Expenditures**
  - **Fiscal Year 2019**: $85.2
  - **Fiscal Year 2020**: $108.4

- **Salary Range Distribution**
  - **Employees**: 970.25
  - **Below Midpoint**: 43.9%
  - **At or Above Midpoint**: 56.1%

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*a* Turnover and salary trends information was taken from the Office of the Comptroller of Public Accounts’ Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Unless otherwise indicated, the data reported is for classified regular, full-time and part-time employees. Salary and benefit information was taken from the Office of the Comptroller of Public Accounts’ Uniform Statewide Accounting System.

*b* Includes classified regular, full-time employees only. The total percentage for salary range distribution is not the sum of salary schedules A and B percentages.
Veteran Employment e

Effective fiscal year 2016, Texas Government Code, Section 657.004, sets for state agencies a goal of employing veterans in full-time positions equal to at least 20.0 percent of the total number of agency employees.

In fiscal year 2020, the agency's total percent of veterans employed was lower than the statewide average and had decreased since fiscal year 2019.

Veteran employment information was obtained from the Office of the Comptroller of Public Accounts. Statewide totals include state agencies and higher education institutions.

Source: State Auditor's Office

701 - Texas Education Agency

January 2021

Fiscal Year 2020 Workforce Demographics c

On average, employees at the agency were 47.4 years old and had 5.8 years of agency length of service. Of the agency's employees, 73.8 percent were 40 years old or older, and 58.1 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 16.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2020 data).

Classification Compliance Audit

As noted in the report titled A Classification Compliance Audit Report on Information Technology Positions at Selected Education Agencies (SAO Report No. 18-701, October 2017), the agency correctly classified 89.6 percent of the 201 employee positions audited.

Job Classifications c d

Agency Job Classifications

In fiscal year 2020, the majority (66.1 percent) of employees were classified in the following job titles: Director (15.0 percent), Education Specialist (13.8 percent), Program Specialist (9.5 percent), Manager (9.5 percent), Programmer (9.3 percent), Systems Analyst (5.9 percent), and Financial Analyst (3.0 percent).

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Gender

<table>
<thead>
<tr>
<th></th>
<th>Agency</th>
<th>All State Agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>63.5%</td>
<td>57.6%</td>
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<tr>
<td>Male</td>
<td>36.5%</td>
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Ethnicity

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<tr>
<th></th>
<th>Agency</th>
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<tbody>
<tr>
<td>White</td>
<td>51.2%</td>
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<tr>
<td>Black</td>
<td>9.6%</td>
<td>24.9%</td>
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<tr>
<td>Hispanic</td>
<td>23.4%</td>
<td>27.2%</td>
</tr>
<tr>
<td>Other</td>
<td>15.8%</td>
<td>3.8%</td>
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</tbody>
</table>

Age

<table>
<thead>
<tr>
<th></th>
<th>Agency</th>
<th>All State Agencies</th>
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<tbody>
<tr>
<td>Under 30 years</td>
<td>4.3%</td>
<td>21.9%</td>
</tr>
<tr>
<td>30 - 39 years</td>
<td>15.9%</td>
<td>23.6%</td>
</tr>
<tr>
<td>40 - 49 years</td>
<td>32.7%</td>
<td>32.7%</td>
</tr>
<tr>
<td>50 - 59 years</td>
<td>25.2%</td>
<td>23.7%</td>
</tr>
<tr>
<td>60 years or older</td>
<td>28.8%</td>
<td>12.3%</td>
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Agency Length of Service

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<th>Agency</th>
<th>All State Agencies</th>
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</thead>
<tbody>
<tr>
<td>Fewer than 2 years</td>
<td>38.1%</td>
<td>30.4%</td>
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<tr>
<td>2 to 4 years</td>
<td>20.0%</td>
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<tr>
<td>5 to 9 years</td>
<td>20.0%</td>
<td>16.7%</td>
</tr>
<tr>
<td>10 to 14 years</td>
<td>12.2%</td>
<td>11.1%</td>
</tr>
<tr>
<td>15 years or more</td>
<td>9.7%</td>
<td>12.7%</td>
</tr>
</tbody>
</table>

Job classification and demographic information was taken from the Office of the Comptroller of Public Accounts’ Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees. Demographic data may appear skewed for agencies with fewer than 50 employees.

Percentages may not sum exactly due to rounding.

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