

# 771 - School for the Blind and Visually Impaired

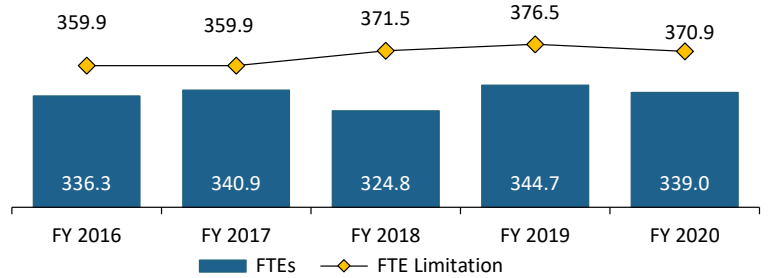
Workforce Summary Document prepared by the State Auditor's Office.  
 For this agency, some employee data includes both classified and unclassified employees.  
 Based on information self-reported by the agency, the following items are noteworthy.

## Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation decreased by 1.5 percent to 370.9 FTEs in fiscal year 2020 compared with fiscal year 2019. Compared with fiscal year 2016, the agency had an increase of 2.7 (0.8 percent) in the total number of FTEs. In fiscal years 2016, 2017, 2018, 2019, and 2020, the agency employed substitute teacher FTEs. Those FTEs do not count toward the FTE limitation.

### FTEs Below/Above FTE Limitation

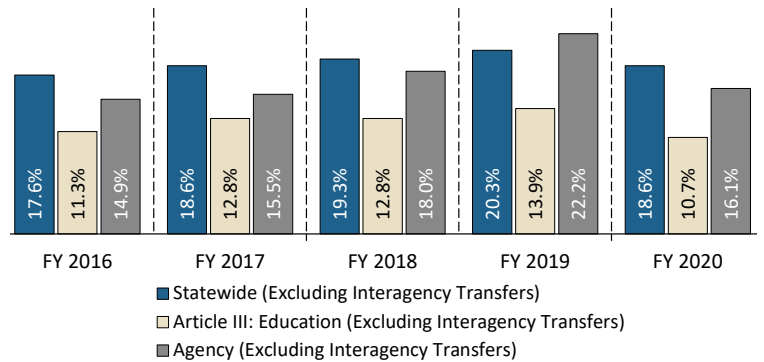
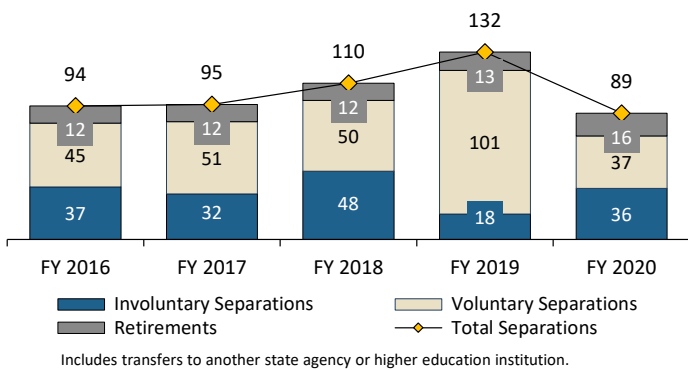
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
FTE Limitation	359.9	359.9	371.5	376.5	370.9
Number Below or Above Limitation	-23.6	-19.0	-46.7	-31.8	-31.9
Percent Above or Below Limitation	-6.6%	-5.3%	-12.6%	-8.4%	-8.6%



## Employee Turnover<sup>a</sup>

Excluding interagency transfers, the turnover rate within the agency (16.1 percent) was lower than the statewide turnover rate (18.6 percent) and higher 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 16.9 percent.

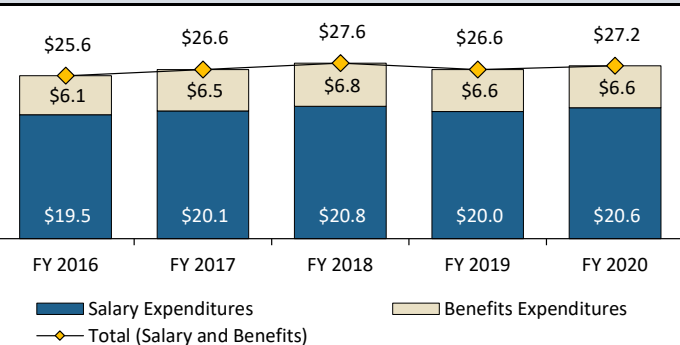
Unclassified employees include substitute teachers, which may skew the turnover rate. Excluding unclassified positions and interagency transfers, the turnover rates were as follows: fiscal year 2016 (11.1 percent), fiscal year 2017 (11.1 percent), fiscal year 2018 (9.7 percent), fiscal year 2019 (17.7 percent), and fiscal year 2020 (14.7 percent).



## Compensation Information<sup>a</sup>

The average agency salary of \$48,222 in fiscal year 2020 represented an increase of 13.0 percent compared with the average agency salary in fiscal year 2016. In fiscal year 2020, 33.0 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.

### Salary and Benefits Expenditures (in Millions)



### Average Salary Trends

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Superintendent	\$ 138,680	\$ 138,680	\$ 142,159	\$ 142,159	\$ 142,159
Agency Average	\$ 42,669	\$ 44,348	\$ 45,683	\$ 46,155	\$ 48,222
Article Average	\$ 68,583	\$ 70,346	\$ 72,588	\$ 74,526	\$ 77,870
Statewide Average	\$ 45,365	\$ 46,475	\$ 47,506	\$ 47,994	\$ 49,500

Note: Agency average salary is for classified and unclassified regular, full-time employees, which excludes a majority of teachers at this agency because they work part-time. Article and statewide averages are classified regular, full-time employees only.

### Number of and Total Dollars Spent on Salary Actions

	Fiscal Year 2019		Fiscal Year 2020	
	Actions	Dollars Spent	Actions	Dollars Spent
Promotions	27	\$ 69,855	30	\$ 91,959
Merits	4	\$ 5,333	154	\$ 124,286
One-Time Merits	4	\$ 4,800	17	\$ 14,418
Equity Adjustments	1	\$ 599	14	\$ 19,329
Reclassifications	2	\$ 254	32	\$ 42,873
<b>Totals</b>	<b>38</b>	<b>\$ 80,841</b>	<b>247</b>	<b>\$ 292,865</b>

### Salary Range Distribution<sup>b</sup>

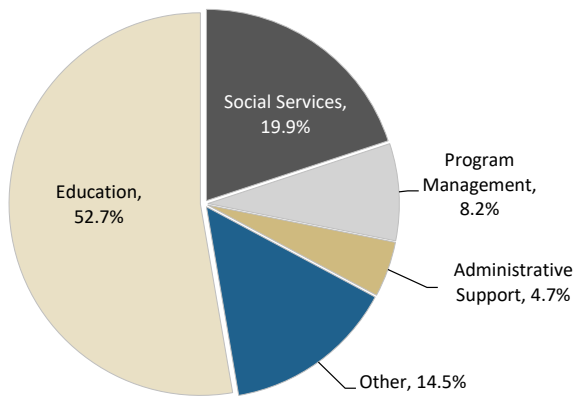
	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	160.25	24.3%	75.7%
Salary Schedule B	85.25	49.3%	50.7%
<b>Totals</b>	<b>245.50</b>	<b>33.0%</b>	<b>67.0%</b>

<sup>a</sup> 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 and unclassified 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.

<sup>b</sup> 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.

## Job Classifications<sup>c,d</sup>

### Fiscal Year 2020 Major Occupational Categories



### Agency Job Classifications

In fiscal year 2020, the majority (84.4 percent) of employees were classified in the following job titles: Resident Specialist (18.7 percent), Teacher Aide (8.0 percent), Administrative Assistant (4.3 percent), Program Supervisor (3.6 percent), Program Specialist (3.1 percent), and Nurse (2.1 percent), or they were in unclassified positions outside the State Position Classification Plan, such as teachers (44.7 percent).

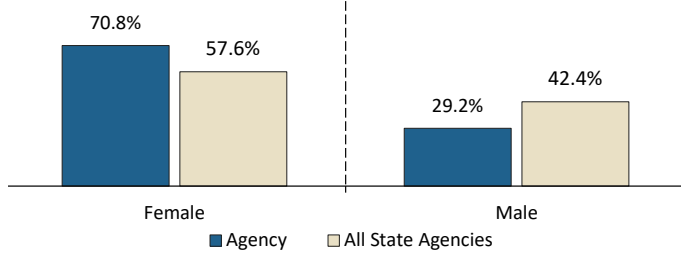
### Classification Compliance Audit

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 85.7 percent of the 14 employee positions audited.

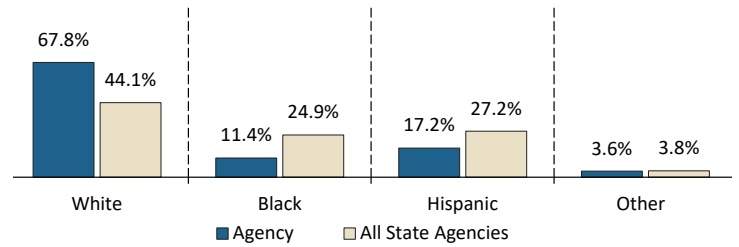
## Fiscal Year 2020 Workforce Demographics<sup>c</sup>

On average, employees at the agency were 45.7 years old and had 7.5 years of agency length of service. Of the agency's employees, 62.7 percent were 40 years old or older, and 49.3 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2020 and 2024, 18.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2020 data).

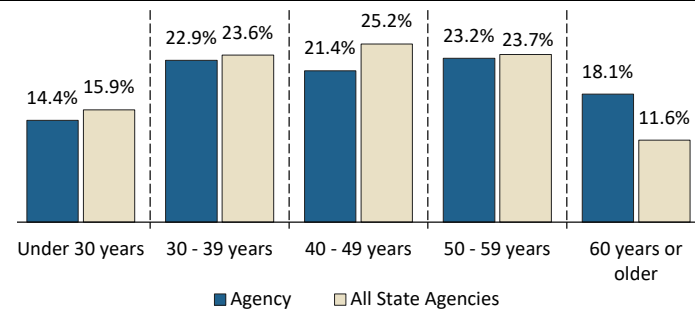
### Gender



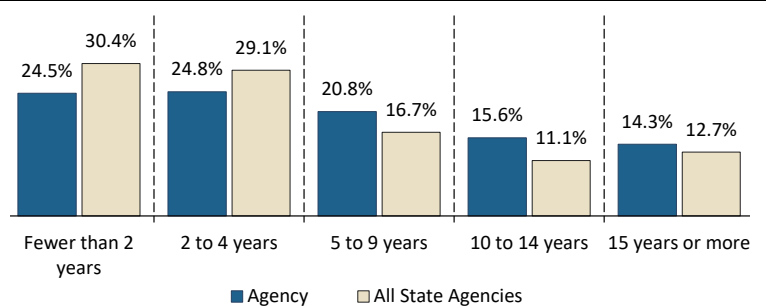
### Ethnicity



### Age



### Agency Length of Service



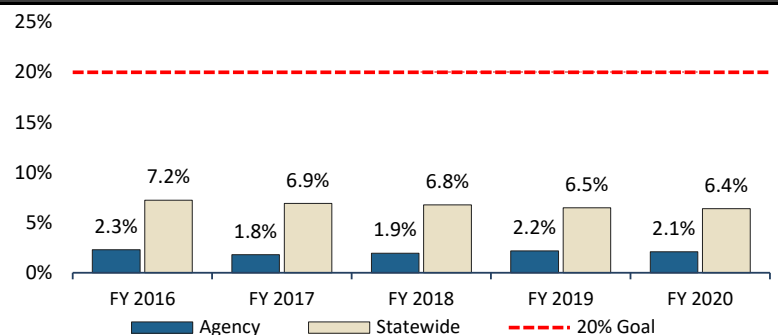
<sup>c</sup> Job classification and demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees and unclassified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

<sup>d</sup> Percentages may not sum exactly due to rounding.

## Veteran Employment<sup>e</sup>

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.



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