

# 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.

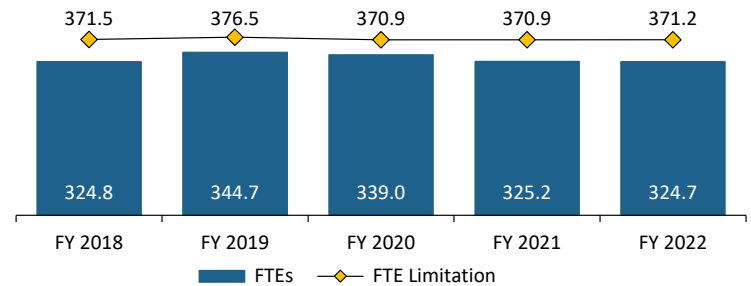
## Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation increased by 0.1 percent to 371.2 FTEs in fiscal year 2022 compared with fiscal year 2021. Compared with fiscal year 2018, the agency had a decrease of 0.1 (0.03 percent) in the total number of FTEs. In fiscal years 2018, 2019, 2020, 2021, and 2022, the agency employed substitute teacher FTEs. Those FTEs do not count toward the FTE limitation.

The agency reports it continues to experience a marked decrease in the ability to fill vacant positions.

### FTEs Below/Above FTE Limitation

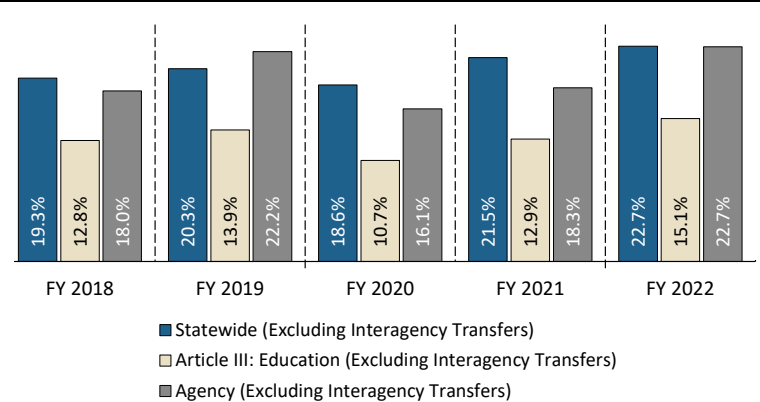
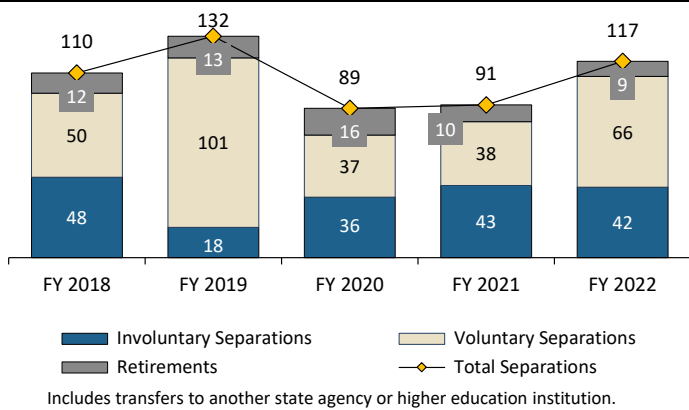
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
FTE Limitation	371.5	376.5	370.9	370.9	371.2
Number Below or Above Limitation	-46.7	-31.8	-31.9	-45.7	-46.5
Percent Above or Below Limitation	-12.6%	-8.4%	-8.6%	-12.3%	-12.5%



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

Excluding interagency transfers, the turnover rate within the agency (22.7 percent) was the same as the statewide turnover rate (22.7 percent) and higher than the turnover rate of Article III agencies (15.1 percent) during fiscal year 2022. The fiscal year 2022 agency turnover rate including employees who transferred to another state agency or higher education institution was 24.8 percent.

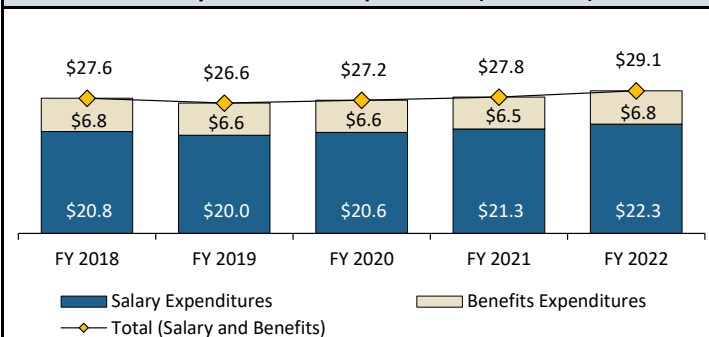
Many classified employees at this agency change to an unclassified position (substitute) versus fully separating. This may skew the turnover rate to appear lower than the agency actually experiences since unclassified turnover is not reported. Excluding unclassified positions and interagency transfers, the turnover rates were as follows: fiscal year 2018 (9.7 percent), fiscal year 2019 (17.7 percent), fiscal year 2020 (14.7 percent), fiscal year 2021 (11.5%), and fiscal year 2022 (12.6%).



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

The average agency salary of \$52,233 in fiscal year 2022 represented an increase of 14.3 percent compared with the average agency salary in fiscal year 2018. In fiscal year 2022, 25.6 percent of employees were paid below the midpoint of the salary range to which they were assigned. Total agency expenditures for salaries and benefits were higher compared with fiscal year 2018.

### Salary and Benefits Expenditures (in Millions)



### Average Salary Trends

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Superintendent	\$ 142,159	\$ 142,159	\$ 142,159	\$ 142,159	\$ 159,993
Agency Average	\$ 45,683	\$ 46,155	\$ 48,222	\$ 50,035	\$ 52,233
Article Average	\$ 72,588	\$ 74,526	\$ 77,870	\$ 79,437	\$ 83,216
Statewide Average	\$ 47,506	\$ 47,994	\$ 49,500	\$ 50,590	\$ 53,525

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 Salary Actions

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Promotions	30	27	30	40	25
Merits	212	4	154	171	41
One-Time Merits	36	4	17	29	170
Equity Adjustments	0	1	14	13	340
Reclassifications	1	2	32	17	157
<b>Totals</b>	<b>279</b>	<b>38</b>	<b>247</b>	<b>270</b>	<b>733</b>

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

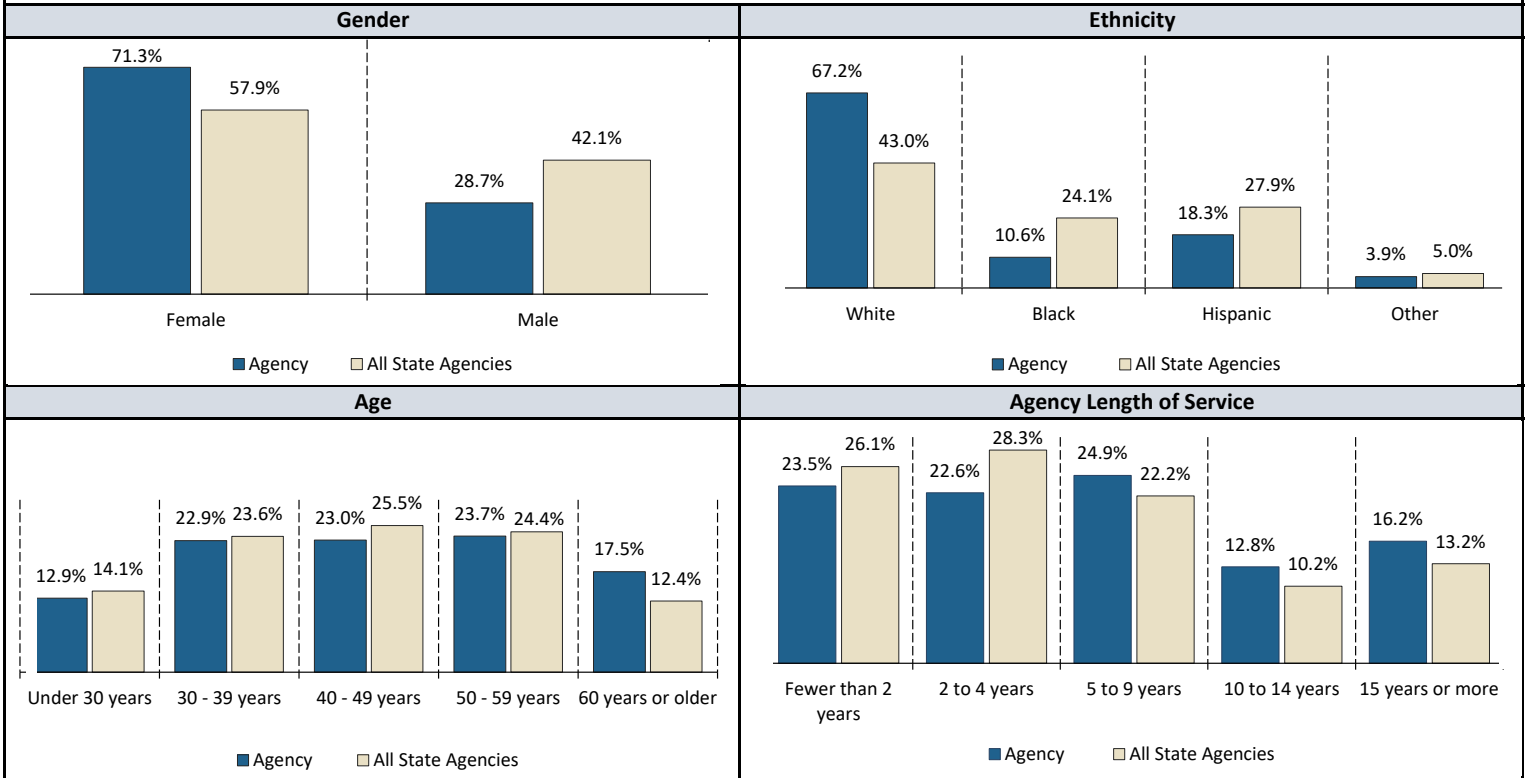
	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	152.25	14.9%	85.1%
Salary Schedule B	92.50	43.2%	56.8%
<b>Totals</b>	<b>244.75</b>	<b>25.6%</b>	<b>74.4%</b>

<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.

## Fiscal Year 2022 Workforce Demographics <sup>c</sup>

On average, employees at the agency were 46.5 years old and had 7.8 years of agency length of service. Of the agency's employees, 64.2 percent were 40 years old or older, and 46.1 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2022 and 2026, 16.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2022 data).

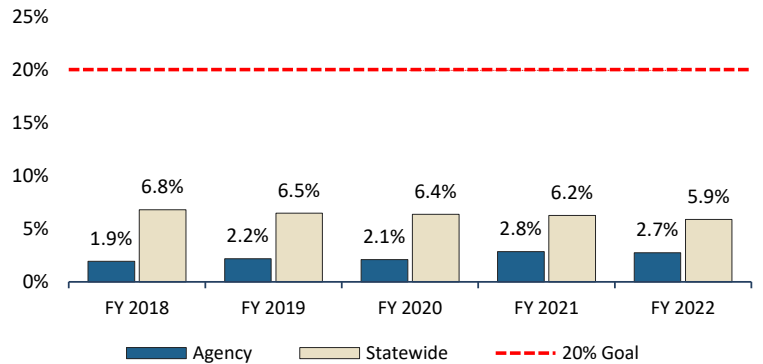


<sup>c</sup> Demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees, and unclassified regular, full-time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

## Veteran Employment <sup>d</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 2022, the agency's total percent of veterans employed was lower than the statewide average and had decreased since fiscal year 2021.



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