

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.

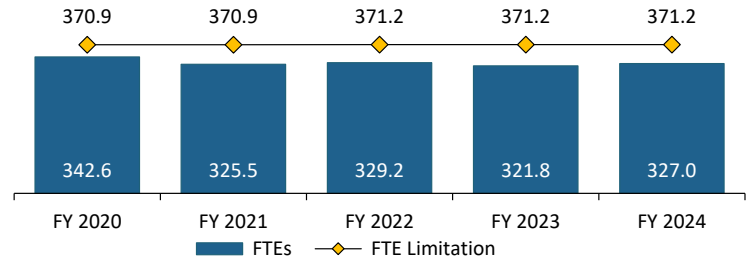
Based on information self-reported by the agency, the following items are noteworthy.

Full-Time Equivalent (FTE) Employees

The agency's full-time equivalent (FTE) employee limitation remained the same in fiscal year 2024 when compared with fiscal year 2023. Compared with fiscal year 2020, the agency had a decrease of 20.7 (6.1 percent) in the total number of FTEs. In fiscal years 2020, 2021, 2022, 2023, and 2024, the agency employed 3.6, 0.3, 4.5, 6.8, and 8.7 substitute teacher FTEs. Those FTEs do not count toward the FTE limitation.

FTEs Below/Above FTE Limitation

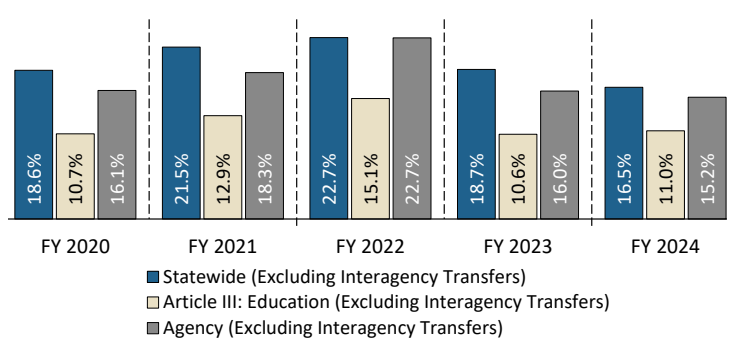
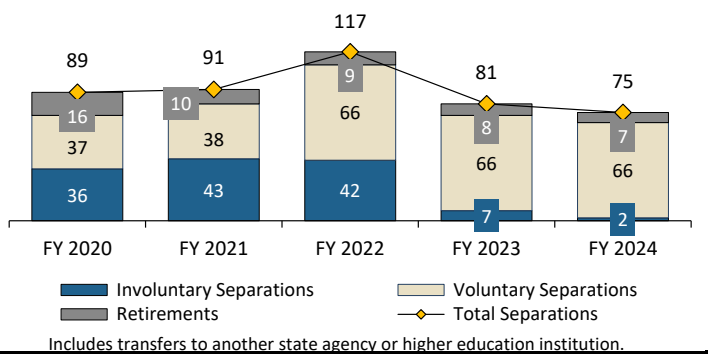
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
FTE Limitation	370.9	370.9	371.2	371.2	371.2
Number Below or Above Limitation	-28.3	-45.4	-42.0	-49.4	-44.2
Percent Above or Below Limitation	-7.6%	-12.2%	-11.3%	-13.3%	-11.9%



Employee Turnover^a

Excluding interagency transfers, the turnover rate within the agency (15.2 percent) was lower than the statewide turnover rate (16.5 percent) and higher than the turnover rate of Article III agencies (11.0 percent) during fiscal year 2024. The fiscal year 2024 agency turnover rate including employees who transferred to another state agency or higher education institution was 15.5 percent.

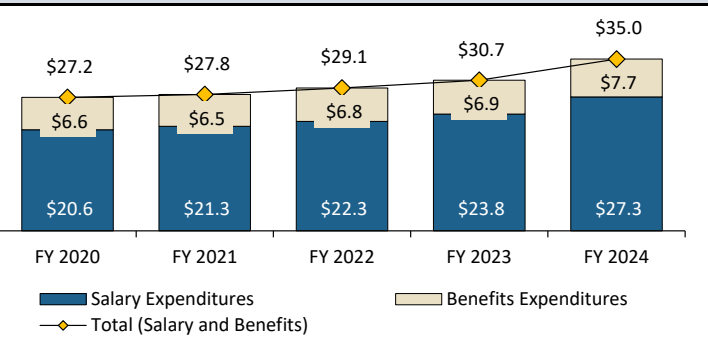
Many classified employees at this agency change to an unclassified position (substitute) versus fully separating. This may skew the turnover rate to appear lower than the agency actually experiences since unclassified turnover is not reported. Excluding unclassified positions and interagency transfers, the turnover rates were as follows: fiscal year 2020 (14.7 percent), fiscal year 2021 (11.5%), fiscal year 2022 (12.6%), fiscal year 2023 (13.9%), and fiscal year 2024 (12.4%).



Compensation Information^a

The average agency salary of \$60,967 in fiscal year 2024 represented an increase of 26.4 percent compared with the average agency salary in fiscal year 2020. In fiscal year 2024, 31.3 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 2020.

Salary and Benefits Expenditures (in Millions)



Average Salary Trends

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Superintendent	\$ 142,159	\$ 142,159	\$ 159,993	\$ 159,993	\$ 177,824
Agency Average	\$ 48,222	\$ 50,035	\$ 52,233	\$ 56,874	\$ 60,967
Article Average	\$ 77,870	\$ 79,437	\$ 83,216	\$ 78,143	\$ 82,395
Statewide Average	\$ 49,500	\$ 50,590	\$ 53,525	\$ 57,011	\$ 61,116

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 2020	FY 2021	FY 2022	FY 2023	FY 2024
Promotions	30	40	25	104	30
Merits	154	171	41	0	0
One-Time Merits	17	29	170	1	0
Equity Adjustments	14	13	340	275	5
Reclassifications	32	17	157	37	18
Totals	247	270	733	417	53

Salary Range Distribution^b

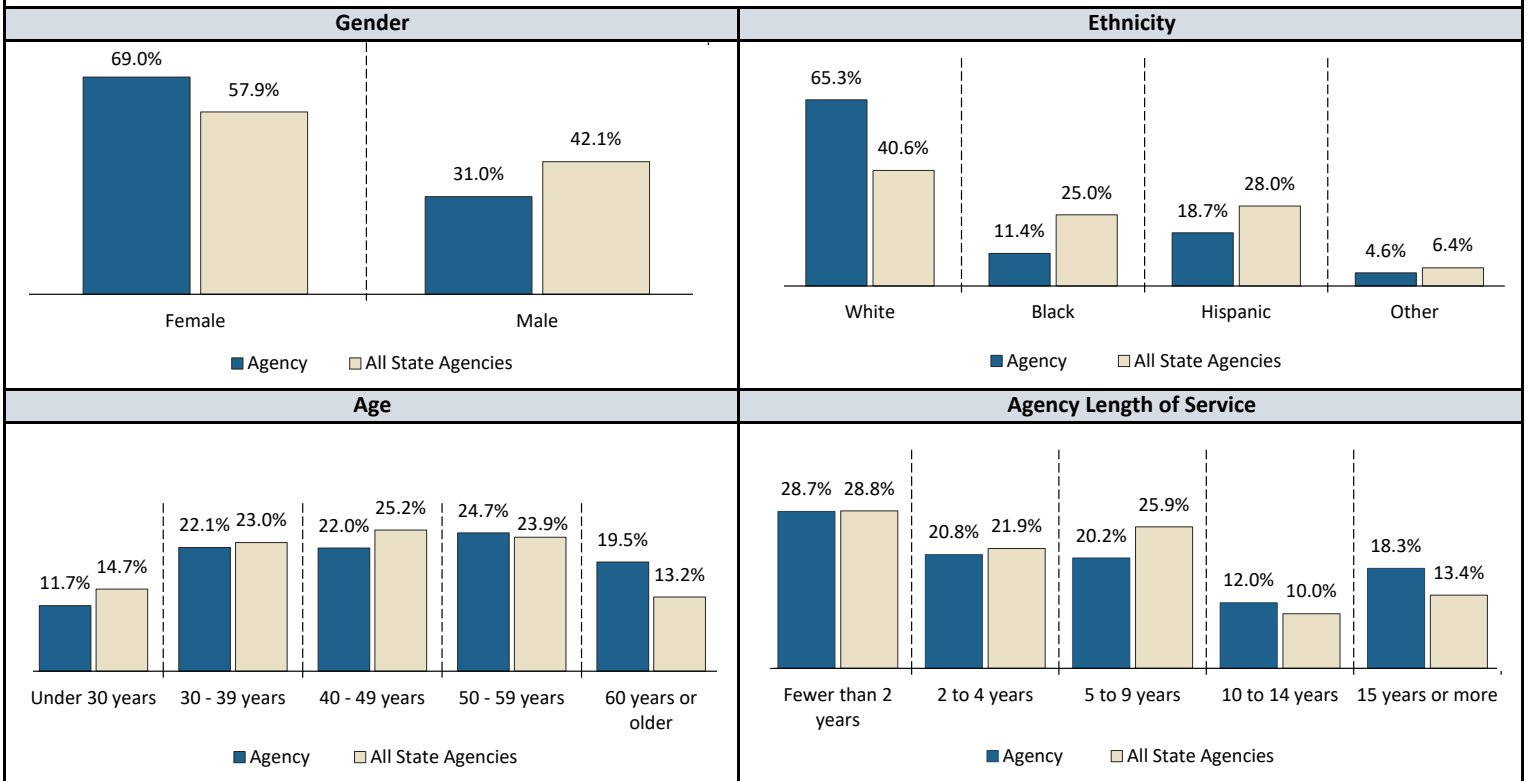
	Employees	Below Midpoint	At or Above Midpoint
Salary Schedule A	148.50	22.2%	77.8%
Salary Schedule B	97.50	45.1%	54.9%
Totals	246.00	31.3%	68.7%

^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 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.

^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.

Fiscal Year 2024 Workforce Demographics ^c

On average, employees at the agency were 47.2 years old and had 7.6 years of agency length of service. Of the agency's employees, 66.2 percent were 40 years old or older, and 49.5 percent had fewer than 5 years of agency length of service. The Employees Retirement System estimates that between fiscal years 2024 and 2028, 23.0 percent of the agency's workforce will be eligible to retire (based on fiscal year 2024 data).

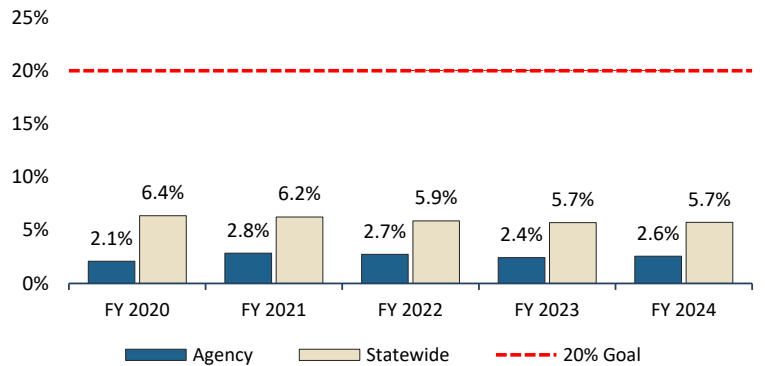


^c Demographic information was taken from the Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System and Standardized Payroll/Personnel Reporting System. Data includes classified regular, full-time and part-time employees, and unclassified regular, full-time and part-time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

Veteran Employment ^d

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

In fiscal year 2024, the agency's total percent of veterans employed was lower than the statewide average and had increased since fiscal year 2023.



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