

**Texas School for the Blind and Visually Impaired (TSBVI)**  
**Information required by Texas Government Code, Section 659.026**

**Full-time Equivalent (FTE) employees:** Q4 FY 2017/358.5

**TSBVI Legislative Appropriations:**

FY2016 \$ 23,916,845

FY2017 \$ 23,716,845

FY2018 \$ 27,744,991 – Includes \$2,000,000 for New Construction

FY2019 \$ 25,843,749

**TSBVI Methodology for Determining Executive Staff Compensation:**

TSBVI complies with Texas Education Code Section 30.024 to determine contract pay for teachers and other employees who provide direct services to students.

TSBVI uses the Position Classification Plan, as defined in the General Appropriations Act, and in accordance with the classification and compensation system, outlined by the State Classification Office under the authority of the State Auditor's Office.

The Superintendent's compensation is established through the legislative appropriations process and can be found in Article III, School for the Blind and Visually Impaired, of the Act. The methodology for compensation of executive staff employed by the agency is made by Superintendent, William E. Daugherty, in consultation with the Human Resources department. The salaries are determined by the skills, qualifications and experience of the employee and within the parameters of the State Classification and Salary Administration guidelines.

**TSBVI Executive Staff Salary Supplements:**

TSBVI executive staff is not eligible for a salary supplement as described in Texas Government Code, Section 659.0201.

**Market Analysis for Determining Executive Staff Compensation:**

Prior to each legislative session, the State Auditor's Office releases three classification and compensation reports which look at the competitiveness of the state in these areas relative to the market, and make recommendations to the Legislature and also compare the compensation of exempt (executive officers) positions to similar executive positions in the private and public sector. These reports can be found by visiting the following link:

<https://www.sao.texas.gov/Reports/Main/16-706.html>

The most recent report used in determining executive staff compensation is "A Report on Executive Compensation at State Agencies," Report No. 16-706.

**TSBVI Employee Compensation:**

For employees who are not executive staff, TSBVI's average fiscal year (FY) 2017 annual salary was \$ 39,251.02 for employees.

**Percentage change in Executive Staff Compensation:**

Fiscal Year Percentage Change in Executive Staff Compensation

FY 2013 – (3.12%)

FY 2014 – 3.64%

FY 2015 – 2.58%

FY 2016 – 2.99%

FY 2017 – 5.72%

Note: The percent increase in compensation of executive staff averaged 2.36% over the five years of FY 2013 through FY 2017.

**Percentage change in TSBVI Legislative Appropriations:**

Fiscal Year Percentage Change in TSBVI Legislative Appropriations

FY 2013 – (1.2%)

FY 2014 – 9.6%

FY 2015 – (4.5%)

FY 2016 – 9.4%

FY 2017 – (.80%)

Note: The percent increase in TSBVI's legislative appropriations averaged a 2.5% increase over the five years of FY 2013 through FY 2017.