

Organizational Aspects of the Agency

Size and Composition of Workforce

67% of the agency's employees are female, and 33% are male. 57% are white, 23% are Hispanic, 10% are African American, and the remaining 10% are other racial and ethnic origins.

Many of TEA's education-related professional positions require several years of public school education experience, which is a contributing factor to the relatively high average age of the TEA workforce. Of the agency's workforce, 77% are over the age of 40, with 46% of the workforce over the age of 50.

Employee tenure statistics show that 25% of TEA employees have been with the agency fewer than five years, 27% have been employed at TEA for five to nine years, and 31% have been employed from 10 to 20 years. The remaining 17% of TEA's employees have worked for the agency for more than 20 years.

Employee Turnover

For fiscal year 2013, TEA's turnover rate was 12% as compared to the state's average of 17.6%. TEA's turnover rate for the past several years had consistently been below the state's turnover rate except for FY 2011. This high turnover rate is attributed to the agency experiencing two reductions in force (RIF). Had there not been a RIF, the turnover rate would have been 13% for FY 2011. The agency had 269 employees who were affected by the RIF. The first phase took place in February of 2011 in which 91 employees were affected by the RIF. The second phase took place in July 2011 and 178 employees were affected by this RIF, which included 41 employees who volunteered for the RIF. Out of the 41 employees who volunteered for the RIF, approximately 28 elected to retire.

The State Auditor's report noted that TEA's 40% turnover rate was the highest turnover rate among state agencies with 1,000 or more employees in FY 2011, with over 60% of TEA's separations due to the reductions in force.

Retirement

Approximately 18% of TEA's authorized workforce is currently or will become eligible to retire within the next five years. The agency has been fortunate that fewer than the actual number of eligible employees have retired. The low percentage of actual retirements could be attributed to several factors, such as the state of the economy and a societal trend of people working longer. Should all eligible employees actually exercise their retirement option the projected number of retirees would have a significant negative impact on TEA's ability to perform its core functions.