

**Texas School for the Deaf
Summary of Staff Compensation and Related Information
Required by Texas Government Code, Section 659.026**

In accordance with Texas Government Code, Section 659.026, as amended by HB 12, 83(R), the Texas School for the Deaf (TSD) provides the following staff compensation and related information:

Number of Full-Time Equivalent (FTE) TSD employees:

FY 2015	439.7
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TSD Legislative Appropriations:

FY2016	28,699,653
FY2017	28,639,652

TSD Methodology for Determining Executive Staff Compensation:

TSD complies with 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 and with the Austin ISD salary scales for teachers and student support staff as outlined in Section 30.051, Texas Education Code. The Superintendent’s compensation is established through the legislative appropriations process and can be found in Article III, Education, of the General Appropriations Act. Superintendent Claire Bugen sets the methodology for compensation of executive staff employed by the agency 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.

TSD Executive Staff Salary Supplements:

TSD executive staff are 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 that 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:
<http://www.hr.sao.state.tx.us/Publications/reports.aspx>

The most recent report used in determining Superintendent compensation is “A Report on Executive Compensation at State Agencies,” Report No. 14-705.

TWC Employee Compensation:

For employees who are not executive staff, TSD’s average fiscal year (FY) 2015 annual salary was \$40,420 for employees.

Percentage change in Executive Staff Compensation:

Fiscal Year	% Change Per Year	Avg % Increase Over 5 years
FY 2011	0.67%	
FY 2012	0.00%	
FY 2013	4.17%	
FY 2014	7.23%	
FY 2015	3.61%	3.13%