



COLORADO
Department of Education

FY 2022-23 Budget Request

All Departments RFI #1: Based on the Department's most recent available record, what is the FTE vacancy and turnover rate: (1) by department; (2) by division; (3) by program for programs with at least 20 FTE; and (4) by occupational class for classes that are located within a larger occupational group containing at least 20 FTE. To what does the Department attribute this turnover/vacancy experience? Do the statewide compensation policies or practices administered by the Department of Personnel help or hinder the department in addressing vacancy or turnover issues?

Based on data provided by the Department of Personnel, the following turnover rates are reported:

Department	Total Separations	Turnover Rate
Education	16	10.70%

The data from the department of personnel excludes the non-classified positions. For most state agencies this is a small percent of the overall staff within the agency. Within CDE, the non-classified staff makes up a much more significant percent of the overall department. When including the non-classified staff, CDE Turnover/Vacancy Rate is shown in the follow table. The year-to-date rate is also extrapolated out for a whole year total rate.

CDE's Turnover % Jan - Oct	16%
CDE's Annualized Turnover %	19%

By Long Bill Division the year to date turnover/vacancy rate is:

CDE Long Bill Division	Turnover Rate (%)
Administration & Management	15%
Assistance to Public Schools	16%
Library	18%
Colorado School for the Deaf and Blind*	N/A
Colorado Department of Education	16%

*CSDB and CSI are not included in this table.

The following table illustrates the rate for several CDE programs.

Program	YTD Rate
IMS	11%
Assessment	13%
Student Learning	14%
Educator Talent	15%
Finance and Ops	13%
Deputy/Student Support/Lib	24%
School Quality and Support	17%

Turnover of CDE staff during calendar year 2021 has been moderately elevated compared with the previous years (estimated at 19% when annualized for 2021 compared with 15% in 2019). The moderate increase in turnover within CDE is attributed to the larger nationwide labor market conditions. However, due to CDE's unique, and sometimes limited, connection to the practices administered by the Department of Personnel, the department is unable to comment on the overall effectiveness of these practices.