



TENNESSEE
STATE BOARD OF EDUCATION

**BASIC EDUCATION PROGRAM
REVIEW COMMITTEE
2016 ANNUAL REPORT**

Table of Contents

List of Tables and Figures.....	2
2015-16 BEP Review Committee Members	3
Work of the Committee.....	4
BEP Committee Guiding Principle Statement.....	4
BEP Committee Recommendation Pathway	4
BEP Committee Recommendation Process Diagram	4
2016 Executive Summary.....	5
Update on 2015 BEP Committee Recommendations.....	6
2016 BEP Committee Recommendations	6
Sustained Commitment to Educator Compensation	6
Funding for English Language Learner Supports.....	7
Funding for Guidance Counselor Ratio Improvement	7
Funding for Response to Instruction and Intervention Positions.....	7
Sustained Commitment to Enhancing School Technology	8
2016 BEP Review Committee Notable Action Items	8
Adoption of Priority List	8
Adoption of the Annual Report	9
BEP Salary Equity Analysis	9
Salary Disparity Statement	9
Background.....	10
Discussion	11
Review of BEP Salary Component Funding Gap	12
Review of regional in-state salary disparity	13
Review of Teacher Salaries for the US Southeastern Region	14
Appendices	15
Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries	16
Appendix B: Weighted Average Salaries and Insurance Data	26
Appendix C: Cost Estimates for 2016 Committee Recommendations	29
Appendix D: Recommendation Costs by District	30
References:	42

List of Tables and Figures

Table 1: NEA average salary for the Southeast region vs. Tennessee average salary	9
Table 2: Weighted average salary with and without average insurance	10
Table 3: Maximum, minimum, and distribution above/below average for FY16 salary and compensation data	10
Table 4: Weighted averages historical disparity data	11
Table 6: Salary Gap Analysis	12
Table 7: Regional Total Compensation Disparity Summary	13
Figure 1: Coefficient of variation overtime	11
Figure 2: FY15-16 Weighted average salary disparities.....	12

2015-16 BEP Review Committee Members

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Wilson County Schools

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Putnam County Schools

Work of the Committee

Tennessee Code Annotated § 49-1-302(a)(4)(B) directs the State Board of Education to establish a review committee for the Tennessee Basic Education Program (BEP). This Committee is required to meet at least four times a year to review the BEP components and prepare an annual report detailing any recommended revisions to the formula by November 1st of each year.

This annual report consists of two distinct sections. The first defines the committee's recommendations on needed revisions, additions, and deletions to the formula, while the second provides analysis of instructional salary disparity among Local Education Agencies (LEAs). Consideration is given to total instructional salary disparity among Local Education Agencies, differences in benefits and other compensation among LEAs, inflation, and instructional salaries in the southeast and other regions.

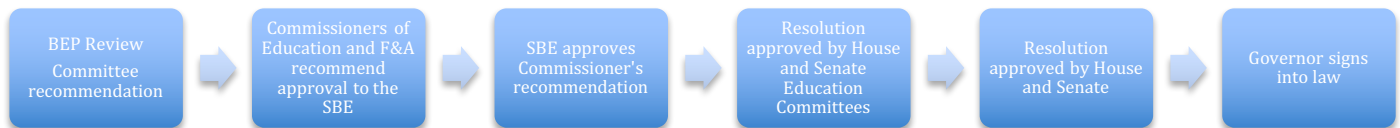
BEP Committee Guiding Principle Statement

The BEP Review Committee's work is guided by the mandate defined in the Tennessee Constitution and by Tennessee Supreme Court that the General Assembly shall maintain and support a system of free public schools that provides, at least, the opportunity to acquire general knowledge, develop the powers of reasoning and judgment, and generally prepare students intellectually for a mature life.

BEP Committee Recommendation Pathway

BEP Committee Recommendation Process Diagram

At the request of the Committee, a diagram is provided below to illustrate the process of the BEP Committee's recommendations and facilitate broader understanding of the scope and impact of the Committee's work on policy.



Tenn. Code Ann. § 49-1-302(a)(4)(B)

The board shall establish a review committee for the Tennessee Basic Education Program (BEP). The Committee shall include the Executive Director of the State Board of Education, the Commissioner of Education, the Commissioner of Finance and Administration, the Comptroller of the Treasury, the Director of the Tennessee Advisory Commission on Intergovernmental Relations, the chairs of the standing committees on education of the Senate and House of Representatives, and the Director of the Office of Legislative Budget Analysis, or their designees. The board shall appoint at least one (1) member from each of the following groups: teachers, school boards, directors of schools, county governments, municipal governments that operate LEAs, finance directors of urban school systems, finance directors of suburban school systems and finance directors of rural school systems. The BEP Review Committee shall meet at least four (4) times a year and shall regularly review the BEP components, as well as identify needed revisions, additions or deletions to the formula. The Committee shall annually review the BEP instructional positions component, taking into consideration factors including, but not limited to, total instructional salary disparity among LEAs, differences in benefits and other compensation among LEAs, inflation, and instructional salaries in states in the southeast and other regions. The Committee shall prepare an annual report on the BEP and shall provide the report on or before November 1 of each year, to the Governor, the State Board of Education, the Education Committee of the Senate and the Education Committee of the House of Representatives. This report shall include recommendations on needed revisions, additions and deletions to the formula, as well as an analysis of instructional salary disparity among LEAs, including an analysis of disparity in benefits and other compensation among LEAs.

2016 Executive Summary

In the effort to improve essential components of the Basic Education Program (BEP),¹ the BEP Review Committee has performed a comprehensive review of the funding formula related to the following areas:

- 2015 BEP Committee Priority Recommendations Update
- 2016 BEP Committee New Priority Recommendations
 1. Teacher Compensation
 2. English Language Learners
 3. Guidance Counselors
 4. RTI Positions
 5. Technology
- 2016 BEP Committee Notable Action Items
- Salary Disparity Analysis
- State Salary Comparison (Southeast)

Each year, on or before November 1, this committee submits a report to the Governor and General Assembly and the State Board of Education identifying funding formula needs. This 2016 edition of the report summarizes the Committee's findings and presents the immediate and extended priorities identified by the Committee.

¹ See Tennessee Code Annotated § 49-1-302 (4)(a)

Update on 2015 BEP Committee Recommendations

In its 2015 Annual Report, the BEP Committee adopted a new approach to identifying priority recommendations for formula revisions. The result was a set of recommendations that were tightly focused on immediately actionable modifications that the committee expects to have a measurable impact on academic outcomes.

The committee is pleased to report that all recommended changes proposed in last year's report were fully funded by Governor Haslam and the General Assembly with the enactment of the BEP Enhancement Act of 2016 and accompanying appropriations. In direct response to last year's committee recommendations, this new law:

- Generates a \$134 million total increase in instructional funding. This funding increase provides an additional 12th month of medical insurance for instructional personnel and increases the salary unit cost allocated for each BEP-generated position from \$42,065 in FY16 to \$44,430 for FY17.
- Doubles the BEP technology component from \$20 million to \$40 million with a \$15 million increase in state funding.²
- Eliminates a perverse incentive for schools to prevent qualified students from graduating early by allowing districts to continue including early graduates in their average daily membership (ADM) for the full school year.

The committee wishes to commend Governor Haslam and the General Assembly for their demonstrated commitment to K-12 education and the advancement of Tennessee students.

2016 BEP Committee Recommendations

The 2016 BEP Review Committee has priority ranked the following five suggested areas for formula improvement as a result of this year's meeting discussions:

Sustained Commitment to Educator Compensation

The BEP Review Committee commends Governor Haslam and the General Assembly for their commitment to increasing teacher salaries at a faster rate than any other state in the country. The aforementioned increases to teacher compensation created through the BEP Enhancement Act constitute the largest increase in funding for educator salaries in state history without a corresponding tax increase, and the second largest increase in Tennessee history. These funds will serve an integral role in supporting LEAs as they continue to develop differentiated pay schedules to attract and retain highly effective teachers and help fill high-need roles.

The committee remains firm in its belief that an ongoing commitment to continuous improvement in educator compensation is essential to maintaining Tennessee's position as one of the fastest improving states in the country on educational outcomes. Such a commitment will help establish Tennessee as a regional leader in teacher compensation, in turn supporting the maintenance and enhancement of our human resources pipeline.

² Current law directs the State to provide for 75% of technology funding generated within the BEP formula. Therefore, a \$20 million increase to the BEP technology component requires a \$15 million increase in state funding.

Funding for English Language Learner Supports

Under the federal accountability requirements established in the recently enacted Every Student Succeeds Act (ESSA), all states must consider English Language Learner (ELL) proficiency as a distinct component of their overall evaluation and accountability system.³ The BEP Committee wishes to commend Governor Haslam and the General Assembly for demonstrating their commitment to helping Tennessee schools and teachers best meet the needs of ELL populations through their passage of the BEP Enhancement Act, which sets forth a funding ratio of 1:20 and 1:200 for ELL teachers and translators respectively.⁴ Current appropriations from the FY17 budget successfully reduced the ratios from 1:30 and 1:300 to 1:25 and 1:250 for teachers and translators respectively.⁵

The BEP Committee therefore recommends that appropriations for ELL students be increased to a ratio of 1:20 and 1:200 for ELL teachers and translators respectively. Such an increase is projected to increase state expenditures by \$16,923,000.⁶

Funding for Guidance Counselor Ratio Improvement

As the role and scope of responsibilities for school guidance counselors has expanded in recent years, members of the BEP Committee have reported strong stakeholder interest in decreasing the current ratio of guidance counselors to students. The BEP formula currently provides funding for school counselors at an average ratio of 1:500 for elementary schools and 1:350 for secondary schools. However, recent guidelines from the American School Counselor Association identifies a ratio of 1:250 as a national best practice.⁷

The BEP Committee therefore recommends that additional funds be allocated within the BEP formula to begin bringing Tennessee's ratio into closer alignment with national best practices. Cost estimates from the Tennessee Department of Education (TDOE) indicate that achieving a ratio of 1:250 would increase state expenditures by \$47,716,000.⁸ As the committee recognizes that such an increase may not be practicable at current, Appendix D also provides cost estimates for an interim ratio reduction of 1:400 and 1:300 for elementary and secondary schools respectively.

Funding for Response to Instruction and Intervention Positions

In 2013, the State Board of Education adopted new guidelines and standards for special education at the recommendation of the RTI Task force and Tennessee Department of Education.⁹ These new guidelines sought to enhance the alignment of state law to the revised Individuals with Disabilities Education Act by revising the approved methods of identifying students with specific learning disabilities. The enacted guidelines removed the discrepancy method and adopted responsiveness to intervention as the new state criteria. As of July 1, 2014, RTI² is the sole criteria by which a student may be identified as having a specific learning disability in Tennessee.¹⁰

³ Every Student Succeeds Act of 2016, 20 U.C.S. §1111(c) (2016).

⁴ T.C.A. §49-3-307-1.(a).7

⁵ Office of Research and Education Accountability, Understanding the Governor's Proposed Changes to the BEP Education Funding Formula and its Impact on the 2016-17 Budget Request (Tennessee Comptroller of the Treasury 2016). See pg. 5 for additional information.

⁶ Detailed estimates disaggregated by county and district are provided in Appendix D.

⁷ American School Counselor Association, ASCA National Model: A Framework for School Counseling Programs (ASCA Publications 2016).

⁸ See note 5.

⁹ Tennessee State Board of Education, Special Education Guidelines and Standards (2013).

¹⁰ Tennessee Department of Education, RTI2 Framework 2013 Implementation Guide (2013). See pg. 7

Tennessee's significant gains in student achievement in recent years suggests that the new statewide RTI framework has had a positive impact on educational outcomes. However, stakeholders have reported to BEP committee members that full implementation of all elements in the RTI² framework¹¹ is currently exceeding the capacity of schools and districts.

At present, there is no allocated funding inside or outside the BEP formula specifically for RTI positions. Therefore, to support schools and districts in their implementation of RTI² and ensure that schools have capacity to serve all students, the BEP committee recommends allocating funds for RTI positions. Estimates from TDOE indicate that funding such positions inside the BEP formula at a ratio of 1:1000 would increase state expenditures by \$28,220,000.¹²

Sustained Commitment to Enhancing School Technology

The BEP Review Committee recognizes the importance of technology in instruction. The addition of \$51 million for technology in the classroom in FY 2014 and the \$20 million increase for the BEP technology component established in the BEP Enhancement Act of 2016 provide a clear demonstration of this administration and the General Assembly's shared understanding and recognition of the dynamic nature of the 21st century instructional environment. This Committee acknowledges and appreciates these efforts and expresses its ongoing commitment to ensuring that Tennessee's classrooms have the technology necessary to meet the challenges of the future.

Accordingly, the BEP Committee wishes to renew their recommendation from past years for continued increases to technology funding. At the request of the committee, TDOE has explored two scenarios for such an increase. The first – raising the BEP Technology component from the current \$40 million to \$60 million – is expected to increase state expenditures by \$10,327,000.¹³ The second – an allocation for school technology funding outside the BEP formula – would increase state expenditures in direct proportion to the amount allocated.¹⁴

2016 BEP Review Committee Notable Action Items

Tennessee Code Annotated § 49-1-302(a)(4)(B) specifies that the State Board of Education shall establish a review committee for the Tennessee Basic Education Program (BEP). This Committee is directed to meet at least four times a year to regularly review the BEP components, and prepare an annual report on or before November 1 of each year. For 2016, the required committee meetings were held on June 10th, July 28th, October 24th, and October 27th. Archives for each of these meetings along with the agendas, discussion items, and materials considered in the committee meetings can be found online at <http://www.tn.gov/sbe/article/past-bep-review-committee-activities>.

Adoption of Priority List

Committee members identified and ranked this year's priority recommendation during the July 28th, 2016 meeting. The committee also directed Mr. Nathan James, Director of Legislative Affairs for the State Board of Education, to transmit these priorities to the office of the Governor in a letter. Both the priority list and directive to relay the list to the office of the Governor were adopted by unanimous consent of the Committee members present.

¹¹ Ibid. Pg. 12

¹² See note 5.

¹³ This cost projection is based on revised calculation requirements established in the BEP Enhancement act of 2016.

¹⁴ As such, a \$15 million allocation for school technology funding outside the formula would increase state expenditures by \$15 million. See Appendix D for cost estimates disaggregated by county and district of both scenarios.

Adoption of the Annual Report

The BEP committee reviewed the first draft of this report during the October 24th meeting. After reviewing feedback collected during this meeting, SBE staff prepared a revised version for presentation at the October 27th meeting. The committee accepted this draft as final on October 27th, 2016 with 13 ayes, 0 nays, and 4 abstaining, and 5 absent.

BEP Salary Equity Analysis

Salary Disparity Statement

Pursuant to T.C.A. § 49-1-302(a)(4)(B), this section of the annual report provides an analysis of instructional salary disparity among LEAs, including an analysis of disparity in benefits and other compensation among LEAs. Since 2012, the Committee has provided this analysis in the form of a statement that includes the following three components: current BEP salary component, average statewide licensed instructor salary for Tennessee, and average teacher salary for the Southeastern region.

For the 2016 fiscal year (FY16), the BEP salary component was \$42,065, compared to an average actual statewide licensed salary of \$51,386.¹⁵ This represents approximately a 22.15% gap in licensed salary funding levels. The \$51,386 average teacher salary for Tennessee is calculated using the methodology described in the full disparity report.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the Tennessee BEP funding formula. In 2014-15, the average salary across all instructional positions for the southeastern region was reported at \$51,406.¹⁶ The Tennessee actual average statewide licensed salary¹⁷ for the same year was \$50,463, approximately 1.86% below the regional average. Projected data for the 2015-16 school year list the average salary for instructional positions within the southeastern region as \$51,895,¹⁸ compared to an average salary of \$51,386 for the state of Tennessee. These projections place Tennessee approximately 0.9% below the regional average – an 88% reduction from last year’s gap of nearly 2%. Complete data tables are provided in the review of teacher salaries for the US Southeastern region section of this report.

	School Year	NEA Regional Estimate	TN Actual Average Licensed Salary	Gap
FY14	2013-14	\$50,482.00	\$50,116	0.73%
FY15	2014-15	\$51,406.00	\$50,463	1.87%
FY16	2015-16	\$51,895.00*	\$51,386	0.99%

Table 1: NEA average salary for the Southeast region vs. Tennessee average salary

*Projected

¹⁵ The BEP Enhancement Act sets the instructional salary component for FY17 at \$44,430, but actual average salary data for FY17 was not available at the time of publication. Actual salary data for FY17 will be included in the 2017 BEP Committee report.

¹⁶ NEA Research, Rankings & Estimates: Rankings of the States 2015 and Estimates of School Statistics 2016 (National Education Association 2016). Pg. 92

¹⁷ The actual average statewide licensed salary figure is calculated as an average of all educational license holders in the state of Tennessee – including superintends and assistant superintendents – which raises the average. For further discussion, see Review of Teacher Salaries for the US Southeastern Region on page 14 of this report.

¹⁸ Ibid (14).

Background

It has been the standing practice of the committee to provide a comprehensive review of total teaching compensation, combining total weighted average salary and total weighted average insurance benefits across all school districts. The methodology for calculating weighted average salary changed in 2015. Previously, the weighted average salary multiplied the salary in each cell of a district's Bachelors, Masters, Masters + 30, EDS, and PHD salary schedule times the percent of teachers statewide with that level of education and experience. The sum of those products equaled a district's weighted average salary. The adoption of alternative salary schedules that incorporate factors other than education and experience as means of progressing through the schedule, as well as the inclusion of differentiated pay necessitated a change in the calculation of weighted average salary.

The new methodology multiplies the average salary earned by instructors with bachelor's and master's degrees in education steps 0 through 30, times the percentage of instructors statewide in each particular cell. The sum of these products is the district's weighted average salary. The exclusion of salaries from Master's + 30, EDS, and PHD degrees from this methodology did result in an expected decrease in weighted average salary for 2014 and 2015. However, as of FY16, values have normalized back to expected levels prior to the change in methodology, having risen at nearly double the average rate of increase over the past decade.

Year	Weighted Average Salary	Change (\$)	Change (%)	Weighted Average Salary and Weighted Average Insurance	Change (\$)	Change (%)
2004	\$37,029			\$41,698		
2005	\$38,114	\$1,085	3%	\$43,267	\$1,569	4%
2006	\$38,972	\$858	2%	\$44,284	\$1,017	2%
2007	\$40,091	\$1,119	3%	\$45,704	\$1,420	3%
2008	\$41,441	\$1,350	3%	\$47,434	\$1,730	4%
2009	\$41,758	\$317	1%	\$47,854	\$420	1%
2010	\$41,961	\$203	0%	\$48,270	\$416	1%
2011	\$41,102	-\$859	-2%	\$48,834	\$564	1%
2012	\$42,950	\$1,848	4%	\$49,717	\$883	2%
2013	\$43,826	\$881	2%	\$51,181	\$1,464	3%
2014*	\$42,182	-\$1,644	-4%	\$49,781	-\$1,400	-3%
2015*	\$43,216	\$972	2%	\$50,280	\$499	1%
2016*	\$44,024	\$808	2%	\$50,850	\$570	1%

Table 2: Weighted average salary with and without average insurance

*Calculated using new methodology.

The table below shows the weighted average salary, total compensation, and actual average licensed salary figures for FY16.

	Weighted Average Salary		Actual Average Licensed Salary		Weighted Average Total Compensation	
Minimum Statewide Average	Hancock County	\$38,853	Richard City	\$42,736	Pickett County	\$43,464
		\$44,024		\$51,386		\$50,850
Maximum	Germantown Municipal	\$53,889	Oak Ridge	\$63,831	Germantown Municipal	\$61,091
	Number of Systems below Average	86	Number of Systems below Average	111	Number of Systems below Average	86
	Number of Systems above Average	59	Number of Systems above Average	30	Number of Systems above Average	59

Table 3: Maximum, minimum, and distribution above/below average for FY16 salary and compensation data

Discussion

Maximum versus Minimum: The maximum versus minimum weighted average salary disparity takes the range between the highest average instructional salary in the state and the lowest average instructional salary in the state and expresses it as a percentage of the lowest average instructional salary. As such, a lower value indicates a smaller range or disparity between the highest and lowest average instructional salaries within the state.

In 2003, before the infusion of salary equity dollars, the maximum versus minimum weighted average salary disparity was 45.75%. For three years beginning in 2009 there was a noticeable increase in the weighted average salary disparity, increasing from 37.86% in 2009 to 40.59% in 2010 to 41.96% in 2011. The weighted average salary disparity then remained relatively steady through 2014. In 2016, the range between the highest and lowest weighted average instructional salaries for the state was \$15,036. This yields a maximum versus minimum weighted average salary disparity of approximately 38.7%. Data from previous years is provided in Table 4 below.

Year	Salary		Insurance		Total Compensation	
	Maximum versus Minimum	Coefficient of Variation	Maximum versus Minimum	Coefficient of Variation	Maximum versus Minimum	Coefficient of Variation
2003	45.75%	0.07910	155.79%	0.1890	45.28%	0.0787
2004	35.07%	0.06880	155.79%	0.1890	36.99%	0.0683
2005	35.60%	0.06960	155.79%	0.1890	37.82%	0.0703
2006	35.49%	0.07030	138.76%	0.1863	37.93%	0.0717
2007	35.36%	0.07220	127.42%	0.1792	37.98%	0.0726
2008	35.23%	0.07150	126.44%	0.1760	37.63%	0.0712
2009	37.86%	0.07450	228.15%	0.1927	39.65%	0.0747
2010	40.59%	0.07480	206.64%	0.1942	41.81%	0.0764
2011	41.96%	0.07580	161.49%	0.1686	44.81%	0.0744
2012	41.90%	0.07590	161.49%	0.1685	41.73%	0.0750
2013	41.79%	0.07560	148.43%	0.1662	42.79%	0.0748
2014*	41.56%	0.07170	125.04%	0.1652	40.14%	0.0723
2015*	40.45%	0.08400	142.86%	0.1738	42.15%	0.0821
2016*	38.70%	0.08190	190.29%	0.1934	40.56%	0.0826

Table 4: Weighted averages historical disparity data

*Calculated using new methodology

Coefficient of Variation: The Coefficient of Variation (CoV) is a representation of how closely values are clustered around the average, thus a CoV value of zero would indicate no disparity. As illustrated in figure 1 (on right), in 2003, before the infusion of salary equity funds, the CoV for total teacher compensation was 0.0787. The value of the CoV decreased in 2004 from 0.0787 to 0.0691, signifying a decrease in disparity. The CoV then began increasing at an average rate of .47% per year. The CoV for 2016 decreased by 2.56% from .084 to .0819.

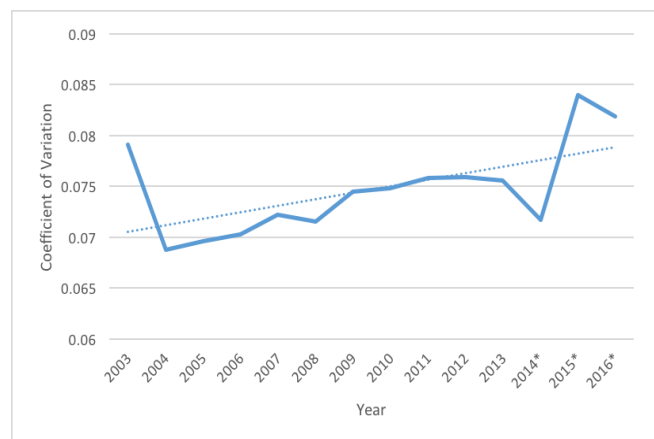


Figure 1: Coefficient of variation overtime

*Calculated using new methodology

Analysis: The maximum versus minimum average weighted salary disparity and CoV collectively form a spectrum where state instructional salaries can be located. A higher maximum vs. minimum value indicates a greater range of disparity between the lowest and highest weighted average instructional salaries, i.e. a broader spectrum of salaries. In contrast, a lower CoV indicates that weighted average salaries are more tightly clustered around the mean. The CoV decrease from 2015 to 2016 therefore indicates that weighted average salaries are more tightly clustered around the mean than they had been in 2015.

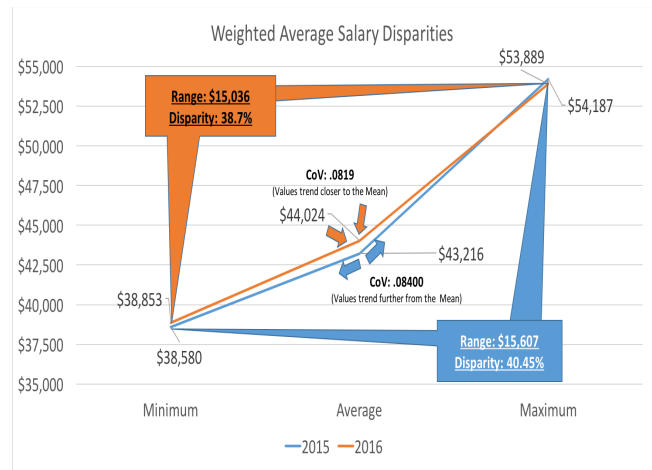


Figure 2: FY15-16 Weighted average salary disparities

Review of BEP Salary Component Funding Gap

The following analysis is based on the annual statistical reports for teacher salaries, as reported by TDOE.¹⁹ It is important to note that this methodology is different than the method for calculating total teacher compensation. However, it does reflect the actual salaries, not accounting for differences in training and experience, across local education agencies throughout the state. The most recently available data is for the 2015-2016 academic year.

Year	BEP Instructional Salary Component	Weighted Average Salary	Actual Average Licensed Salary Paid by LEAs	Percent Gap
2005	\$34,680	\$38,114	\$44,000	26.9%
2006	\$35,586	\$38,972	\$44,413	24.8%
2007	\$36,515	\$40,091	\$45,739	25.3%
2008	\$38,000	\$41,441	\$46,922	23.5%
2009	\$38,000	\$41,758	\$47,880	26.0%
2010	\$38,000	\$41,961	\$47,817	25.8%
2011	\$38,000	\$41,102	\$48,154	26.7%
2012	\$38,700	\$42,950	\$49,649	28.3%
2013	\$39,849	\$43,826	\$49,923	25.3%
2014	\$40,447	\$42,182*	\$50,116	23.9%
2015	\$40,447	\$43,216*	\$50,463	24.8%
2016	\$42,065	\$44,024*	\$51,386	22.2%

Table 5: Salary Gap Analysis

* Calculated using new methodology.

In 2005, the BEP salary component was \$34,680, compared to an average statewide licensed salary of \$44,000. This represents roughly a 26.9 percent gap in licensed salary funding levels.

In 2016, the BEP salary component was \$42,065, compared to an average statewide licensed salary of \$51,386. This represents roughly a 22.15 percent gap in licensed salary funding levels.

¹⁹ Complete data disaggregated by county and district is provided in Appendix B.

Review of regional in-state salary disparity

Region	Immediate Trend FY16 to FY15	General Trend (12 Years) Comparison of FY16 to FY04
Nashville	Decrease	Decrease Decrease in 9 Surrounding Systems
Dyersburg	Decrease	Decrease Decrease in 10 Surrounding Systems Increase in 2 Surrounding Systems
Greenville	Increase	Increase Increase in 9 Surrounding Systems
Chattanooga	Decrease	Increase Increase in 13 Surrounding Systems Decrease in 2 Surrounding Systems
Knoxville	Increase	Decrease Decrease in 11 Surrounding Systems Increase in 2 Surrounding Systems
Jackson	Decrease	Decrease Decrease in 15 Surrounding Systems Increase in 5 Surrounding Systems
Clarksville	Decrease	Increase Increase in 5 Surrounding Systems
Memphis	Decrease	Increase Increase in 10 Surrounding Systems Decrease in 1 Surrounding System
Cookeville	Decrease	Increase Increase in 7 Surrounding Systems
Tri-Cities	Decrease	Increase Increase in 10 Surrounding Systems Decrease in 1 Surrounding Systems
Franklin	Increase	Decrease Decrease in 6 Surrounding Systems Increase in 3 Surrounding Systems

Table 6: Regional Total Compensation Disparity Summary

Review of Teacher Salaries for the US Southeastern Region

As the NEA has noted, each state’s Department of Education has its own system of accounting and reporting.²⁰ Therefore, it is not always possible to obtain completely comparable data for every state. This is the most reliably reported data that can be utilized and therefore this average is used as the chief comparison number for the disparity study.²¹

Average Annual Salaries of Instructional Staff (Includes teachers, principals, and supervisors)		
State	2014-15	2015-16 (Estimated)
Alabama	50,594	50,513
Arkansas	50,851	52,201
Florida	50,476	50,690
Georgia	55,927	56,814
Kentucky	53,578	54,114
Louisiana	56,417	57,366
Mississippi	44,057	44,196
North Carolina	47,819	47,985
South Carolina	51,043	51,259
Tennessee	50,175	51,035
Virginia	52,569	52,995
West Virginia	47,919	48,173
Southeast	51,406	51,895

Source : National Education Association (nea.org)

²⁰ NEA Research. 2016. Pg. 97.

²¹ For a full discussion of the methodology used in gathering and reporting data in the NEA report, see *ibid* pg. 64. NEA provides estimates based on regression analyses, which may vary slightly from actual state data contained in this report.

Appendices

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Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

Nashville	FY 04				FY 16				FY 15		
	FY 04	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$51,169.62			Franklin SSD	\$50,134.75		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Davidson County	\$50,044.68	\$1,124.94	2.20%	Davidson County	\$48,932.55	\$1,202.20	2.40%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Lebanon SSD	\$49,677.26	\$1,492.36	2.92%	Lebanon SSD	\$48,100.32	\$2,034.43	4.06%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Murfreesboro City	\$49,033.06	\$2,136.56	4.18%	Murfreesboro City	\$47,765.46	\$2,369.29	4.73%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Williamson County	\$48,003.88	\$3,165.74	6.19%	Williamson County	\$46,972.23	\$3,162.52	6.31%
Lebanon SSD	\$38,936.24	\$5,437.16	12.25%	Rutherford County	\$47,409.46	\$3,760.16	7.35%	Rutherford County	\$45,942.44	\$4,192.31	8.36%
Sumner County	\$37,767.23	\$6,606.18	14.89%	Sumner County	\$45,042.99	\$6,126.63	11.97%	Sumner County	\$44,534.94	\$5,599.81	11.17%
Robertson County	\$36,410.19	\$7,963.21	17.95%	Wilson County	\$44,732.31	\$6,437.31	12.58%	Wilson County	\$44,126.99	\$6,007.76	11.98%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Cheatham County	\$44,721.62	\$6,448.00	12.60%	Cheatham County	\$42,534.83	\$7,599.92	15.16%
Wilson County	\$36,227.50	\$8,145.91	18.36%	Robertson County	\$42,688.90	\$8,480.72	16.57%	Robertson County	\$42,082.01	\$8,052.74	16.06%

Dyersburg	FY 04				FY 16				FY 15		
	FY 04	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity
Dyersburg City	\$40,261.04			Dyersburg City	\$45,817.67			Dyersburg City	\$45,159.32		
Alamo City	\$37,434.02	\$2,827.02	7.02%	Bells City	\$44,453.56	\$1,364.11	2.98%	Bells City	\$42,948.60	\$2,210.72	4.90%
Dyer County	\$37,409.86	\$2,851.18	7.08%	Dyer County	\$43,685.59	\$2,132.08	4.65%	Dyer County	\$42,927.73	\$2,231.59	4.94%
Bells City	\$37,388.85	\$2,872.19	7.13%	Union City	\$43,513.60	\$2,304.07	5.03%	Obion County	\$42,161.46	\$2,997.86	6.64%
Union City	\$36,720.75	\$3,540.29	8.79%	Lauderdale County	\$42,882.75	\$2,934.92	6.41%	Lake County	\$41,766.98	\$3,392.34	7.51%
Lauderdale County	\$35,991.05	\$4,269.99	10.61%	Obion County	\$42,660.65	\$3,157.02	6.89%	Lauderdale County	\$41,644.51	\$3,514.81	7.78%
Lake County	\$35,747.14	\$4,513.90	11.21%	Crockett County	\$41,955.97	\$3,861.70	8.43%	Union City	\$41,250.79	\$3,908.53	8.65%
Obion County	\$35,650.10	\$4,610.94	11.45%	Gibson SSD	\$41,835.04	\$3,982.63	8.69%	Alamo City	\$41,129.82	\$4,029.50	8.92%
Gibson SSD	\$35,595.71	\$4,665.33	11.59%	Alamo City	\$41,670.51	\$4,147.16	9.05%	Gibson SSD	\$40,882.02	\$4,277.30	9.47%
Crockett County	\$35,380.86	\$4,880.18	12.12%	Milan SSD	\$41,382.16	\$4,435.51	9.68%	Crockett County	\$40,772.45	\$4,386.87	9.71%
Milan SSD	\$35,252.58	\$5,008.45	12.44%	Humboldt City	\$41,222.76	\$4,594.91	10.03%	Humboldt City	\$40,572.09	\$4,587.23	10.16%
Trenton SSD	\$35,134.25	\$5,126.79	12.73%	Trenton SSD	\$41,166.78	\$4,650.89	10.15%	Milan SSD	\$40,547.26	\$4,612.06	10.21%
Humboldt City	\$35,055.89	\$5,205.15	12.93%	Lake County	\$41,111.45	\$4,706.22	10.27%	Trenton SSD	\$40,315.63	\$4,843.69	10.73%
Bradford SSD	\$35,022.11	\$5,238.93	13.01%	Bradford SSD	\$40,385.90	\$5,431.77	11.86%	Bradford SSD	\$39,674.29	\$5,485.03	12.15%

Greeneville	FY 04				FY 16				FY 15		
	FY 04	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity
Johnson City	\$40,723.09			Johnson City	\$51,712.72			Johnson City	\$49,966.95		
Greeneville City	\$40,409.45	\$313.64	0.77%	Hamblen County	\$45,431.51	\$6,281.21	12.15%	Hamblen County	\$45,014.37	\$4,952.58	9.91%
Rogersville City	\$36,297.98	\$4,425.11	10.87%	Greeneville City	\$45,378.29	\$6,334.43	12.25%	Greeneville City	\$44,130.48	\$5,836.47	11.68%
Washington County	\$36,289.46	\$4,433.63	10.89%	Washington County	\$44,375.14	\$7,337.58	14.19%	Rogersville City	\$43,471.48	\$6,495.47	13.00%
Hamblen County	\$36,249.61	\$4,473.48	10.99%	Rogersville City	\$43,873.30	\$7,839.42	15.16%	Washington County	\$42,937.36	\$7,029.59	14.07%
Hawkins County	\$35,952.94	\$4,770.15	11.71%	Newport City	\$42,454.68	\$9,258.04	17.90%	Newport City	\$41,391.85	\$8,575.10	17.16%
Greene County	\$35,637.02	\$5,086.07	12.49%	Greene County	\$42,396.61	\$9,316.11	18.02%	Greene County	\$41,197.57	\$8,769.38	17.55%
Unicoi County	\$35,570.10	\$5,153.00	12.65%	Unicoi County	\$41,572.70	\$10,140.02	19.61%	Unicoi County	\$40,990.30	\$8,976.65	17.97%
Cocke County	\$35,201.50	\$5,521.59	13.56%	Hawkins County	\$40,803.28	\$10,909.44	21.10%	Hawkins County	\$40,554.22	\$9,412.73	18.84%
Newport City	\$35,041.05	\$5,682.05	13.95%	Cocke County	\$40,507.57	\$11,205.15	21.67%	Cocke County	\$40,244.30	\$9,722.65	19.46%

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

Chattanooga	FY 04				FY 16				FY 15		
	FY 04	\$ Disparity	% Disparity		FY16	\$ Disparity	% Disparity		FY15	\$ Disparity	% Disparity
Athens City	\$41,173.16			Athens City	\$49,675.00			Athens City	\$49,241.25		
Hamilton County	\$40,396.67	\$776.49	1.89%	Cleveland City	\$48,928.64	\$746.36	1.50%	Bradley County	\$47,530.55	\$1,710.70	3.47%
Cleveland City	\$38,672.13	\$2,501.03	6.07%	Bradley County	\$47,686.55	\$1,988.45	4.00%	Hamilton County	\$46,808.58	\$2,432.67	4.94%
Bradley County	\$37,807.51	\$3,365.65	8.17%	Hamilton County	\$47,594.08	\$2,080.92	4.19%	Cleveland City	\$46,725.88	\$2,515.37	5.11%
McMinn County	\$37,573.16	\$3,600.00	8.74%	Etowah City	\$45,866.44	\$3,808.56	7.67%	Meigs County	\$44,530.60	\$4,710.65	9.57%
Richard City	\$37,131.71	\$4,041.45	9.82%	Meigs County	\$45,424.14	\$4,250.86	8.56%	Dayton City	\$44,521.77	\$4,719.48	9.58%
Sweetwater City	\$36,959.83	\$4,213.33	10.23%	Dayton City	\$45,328.16	\$4,346.84	8.75%	Etowah City	\$44,166.17	\$5,075.08	10.31%
Monroe County	\$36,874.63	\$4,298.53	10.44%	McMinn County	\$44,861.10	\$4,813.90	9.69%	McMinn County	\$44,014.94	\$5,226.31	10.61%
Dayton City	\$36,678.30	\$4,494.86	10.92%	Sequatchie County	\$43,429.06	\$6,245.94	12.57%	Sequatchie County	\$42,892.44	\$6,348.81	12.89%
Etowah City	\$36,530.00	\$4,643.16	11.28%	Polk County	\$43,407.36	\$6,267.64	12.62%	Polk County	\$42,870.26	\$6,370.99	12.94%
Sequatchie County	\$36,371.46	\$4,801.70	11.66%	Bledsoe County	\$42,496.54	\$7,178.46	14.45%	Sweetwater City	\$42,174.25	\$7,067.00	14.35%
Rhea County	\$36,327.69	\$4,845.47	11.77%	Marion County	\$42,374.62	\$7,300.38	14.70%	Marion County	\$41,570.74	\$7,670.51	15.58%
Meigs County	\$35,988.63	\$5,184.53	12.59%	Monroe County	\$42,311.91	\$7,363.09	14.82%	Monroe County	\$41,403.95	\$7,837.30	15.92%
Marion County	\$35,209.68	\$5,963.48	14.48%	Sweetwater City	\$42,100.81	\$7,574.19	15.25%	Rhea County	\$40,615.47	\$8,625.78	17.52%
Polk County	\$35,056.79	\$6,116.37	14.86%	Rhea County	\$40,832.56	\$8,842.44	17.80%	Richard City	\$40,598.34	\$8,642.91	17.55%
Bledsoe County	\$34,970.90	\$6,202.26	15.06%	Richard City	\$40,621.74	\$9,053.26	18.22%	Bledsoe County	\$40,145.83	\$9,095.42	18.47%

Knoxville	FY 04				FY 16				FY 15		
	FY 04	\$ Disparity	% Disparity		FY16	\$ Disparity	% Disparity		FY15	\$ Disparity	% Disparity
Oak Ridge	\$46,068.01			Oak Ridge	\$52,454.84			Oak Ridge	\$50,960.36		
Maryville City	\$43,656.56	\$2,411.45	5.23%	Maryville City	\$50,778.47	\$1,676.37	3.20%	Maryville City	\$50,055.90	\$904.46	1.77%
Alcoa City	\$43,569.83	\$2,498.18	5.42%	Alcoa City	\$48,903.73	\$3,551.11	6.77%	Alcoa City	\$48,903.61	\$2,056.75	4.04%
Blount County	\$39,648.41	\$6,419.60	13.94%	Knox County	\$46,503.71	\$5,951.14	11.35%	Lenoir City	\$46,280.77	\$4,679.59	9.18%
Clinton City	\$39,175.49	\$6,892.52	14.96%	Lenoir City	\$46,198.99	\$6,255.85	11.93%	Knox County	\$45,376.96	\$5,583.40	10.96%
Knox County	\$38,596.06	\$7,471.95	16.22%	Blount County	\$45,167.26	\$7,287.59	13.89%	Roane County	\$44,416.57	\$6,543.79	12.84%
Lenoir City	\$37,667.49	\$8,400.52	18.24%	Roane County	\$44,368.75	\$8,086.09	15.42%	Blount County	\$44,108.31	\$6,852.05	13.45%
Anderson County	\$37,412.85	\$8,655.15	18.79%	Sevier County	\$44,328.58	\$8,126.27	15.49%	Loudon County	\$43,459.58	\$7,500.78	14.72%
Roane County	\$37,306.73	\$8,761.28	19.02%	Loudon County	\$44,298.53	\$8,156.31	15.55%	Clinton City	\$43,447.20	\$7,513.16	14.74%
Loudon County	\$37,206.34	\$8,861.66	19.24%	Clinton City	\$43,871.61	\$8,583.23	16.36%	Sevier County	\$42,920.75	\$8,039.61	15.78%
Sevier County	\$36,882.52	\$9,185.49	19.94%	Anderson County	\$43,157.63	\$9,297.21	17.72%	Anderson County	\$42,459.31	\$8,501.05	16.68%
Union County	\$35,971.25	\$10,096.76	21.92%	Jefferson County	\$41,261.31	\$11,193.54	21.34%	Jefferson County	\$40,720.28	\$10,240.08	20.09%
Grainger County	\$35,728.15	\$10,339.86	22.44%	Grainger County	\$41,127.40	\$11,327.45	21.59%	Grainger County	\$40,571.82	\$10,388.54	20.39%
Jefferson County	\$35,288.18	\$10,779.82	23.40%	Union County	\$40,327.51	\$12,127.33	23.12%	Union County	\$40,488.72	\$10,471.64	20.55%

Jackson	FY 04				FY 16				FY 15		
	FY 04	\$ Disparity	% Disparity		FY16	\$ Disparity	% Disparity		FY15	\$ Disparity	% Disparity
Madison County	\$38,860.31			Madison County	\$44,753.54			Madison County	\$43,773.60		
Alamo City	\$37,434.02	\$1,426.29	3.67%	Bells City	\$44,453.56	\$299.98	0.67%	Bells City	\$42,948.60	\$825.00	1.88%
Bells City	\$37,388.85	\$1,471.46	3.79%	Chester County	\$43,644.74	\$1,108.80	2.48%	Haywood County	\$42,520.48	\$1,253.12	2.86%
Hardeman County	\$36,692.35	\$2,167.96	5.58%	Henderson County	\$43,631.62	\$1,121.92	2.51%	Hardeman County	\$42,400.20	\$1,373.40	3.14%
Henderson County	\$35,884.23	\$2,976.08	7.66%	McKenzie SSD	\$43,160.64	\$1,592.90	3.56%	Henderson County	\$42,348.70	\$1,424.90	3.26%
Haywood County	\$35,839.81	\$3,020.49	7.77%	Huntingdon SSD	\$43,078.80	\$1,674.74	3.74%	McKenzie SSD	\$42,348.14	\$1,425.46	3.26%
Lexington City	\$35,824.55	\$3,035.76	7.81%	Haywood County	\$43,062.78	\$1,690.77	3.78%	Huntingdon SSD	\$42,143.84	\$1,629.76	3.72%
Gibson SSD	\$35,595.71	\$3,264.60	8.40%	Lexington City	\$42,754.73	\$1,998.81	4.47%	Chester County	\$42,023.00	\$1,750.60	4.00%

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

Hollow Rock Bruceton SSD	\$35,497.77	\$3,362.54	8.65%	Hardeman County	\$42,748.38	\$2,005.16	4.48%	Alamo City	\$41,129.82	\$2,643.78	6.04%
West Carroll SSD	\$35,404.08	\$3,456.23	8.89%	Crockett County	\$41,955.97	\$2,797.58	6.25%	Gibson SSD	\$40,882.02	\$2,891.58	6.61%
Crockett County	\$35,380.86	\$3,479.45	8.95%	Gibson SSD	\$41,835.04	\$2,918.51	6.52%	Crockett County	\$40,772.45	\$3,001.15	6.86%
McNairy County	\$35,378.09	\$3,482.22	8.96%	Alamo City	\$41,670.51	\$3,083.04	6.89%	Lexington City	\$40,722.97	\$3,050.63	6.97%
Chester County	\$35,331.36	\$3,528.95	9.08%	South Carroll SSD	\$41,607.61	\$3,145.94	7.03%	Humboldt City	\$40,572.09	\$3,201.51	7.31%
Huntingdon SSD	\$35,296.15	\$3,564.16	9.17%	Milan SSD	\$41,382.16	\$3,371.39	7.53%	Milan SSD	\$40,547.26	\$3,226.34	7.37%
South Carroll SSD	\$35,289.42	\$3,570.88	9.19%	Humboldt City	\$41,222.76	\$3,530.79	7.89%	South Carroll SSD	\$40,467.31	\$3,306.29	7.55%
McKenzie SSD	\$35,286.08	\$3,574.23	9.20%	Trenton SSD	\$41,166.78	\$3,586.76	8.01%	Trenton SSD	\$40,315.63	\$3,457.97	7.90%
Milan SSD	\$35,252.58	\$3,607.72	9.28%	Carroll County	\$41,073.16	\$3,680.38	8.22%	West Carroll SSD	\$40,000.73	\$3,772.87	8.62%
Carroll County	\$35,246.45	\$3,613.85	9.30%	Hollow Rock Bruceton SSD	\$41,068.62	\$3,684.92	8.23%	Carroll County	\$39,879.06	\$3,894.54	8.90%
Trenton SSD	\$35,134.25	\$3,726.06	9.59%	McNairy County	\$40,960.10	\$3,793.44	8.48%	Bradford SSD	\$39,674.29	\$4,099.31	9.36%
Humboldt City	\$35,055.89	\$3,804.42	9.79%	West Carroll SSD	\$40,703.05	\$4,050.49	9.05%	Hollow Rock Bruceton SSD	\$39,461.85	\$4,311.75	9.85%
Bradford SSD	\$35,022.11	\$3,838.20	9.88%	Bradford SSD	\$40,385.90	\$4,367.65	9.76%	McNairy County	\$39,343.39	\$4,430.21	10.12%

	FY 04				FY 16				FY15		
Clarksville	FY 04	\$ Disparity	% Disparity		FY16	\$ Disparity	% Disparity		FY15	\$ Disparity	% Disparity
Montgomery County	\$39,563.21			Montgomery County	\$48,104.33			Montgomery County	\$47,932.31		
Dickson County	\$36,424.10	\$3,139.11	7.93%	Cheatham County	\$44,721.62	\$3,382.71	7.03%	Dickson County	\$42,585.85	\$5,346.46	11.15%
Robertson County	\$36,410.19	\$3,153.02	7.97%	Stewart County	\$43,482.49	\$4,621.85	9.61%	Cheatham County	\$42,534.83	\$5,397.48	11.26%
Cheatham County	\$36,265.84	\$3,297.37	8.33%	Dickson County	\$42,823.77	\$5,280.56	10.98%	Houston County	\$42,152.03	\$5,780.28	12.06%
Stewart County	\$35,629.43	\$3,933.78	9.94%	Houston County	\$42,689.11	\$5,415.22	11.26%	Robertson County	\$42,082.01	\$5,850.30	12.21%
Houston County	\$35,625.45	\$3,937.76	9.95%	Robertson County	\$42,688.90	\$5,415.43	11.26%	Stewart County	\$41,945.19	\$5,987.12	12.49%

	FY 04				FY 16				FY15		
Memphis	FY 04	\$ Disparity	% Disparity		FY16	\$ Disparity	% Disparity		FY15	\$ Disparity	% Disparity
Shelby County	\$47,234.57			Germantown City	\$53,888.53			Shelby County	\$54,186.93		
Memphis City	\$47,234.53	\$0.04	0.00%	Lakeland City	\$53,641.06	\$247.48	0.46%	Arlington City	\$53,317.84	\$869.09	1.60%
Tipton County	\$36,690.08	\$10,544.49	22.32%	Millington City	\$53,588.39	\$300.14	0.56%	Collierville City	\$53,087.39	\$1,099.54	2.03%
Fayette County	\$36,408.89	\$10,825.68	22.92%	Collierville City	\$53,358.58	\$529.95	0.98%	Lakeland City	\$53,085.29	\$1,101.64	2.03%
Haywood County	\$35,839.81	\$11,394.76	24.12%	Bartlett City	\$53,349.54	\$538.99	1.00%	Germantown City	\$53,014.03	\$1,172.90	2.16%
				Arlington City	\$53,249.57	\$638.96	1.19%	Millington City	\$52,881.42	\$1,305.51	2.41%
				Shelby County	\$52,755.69	\$1,132.84	2.10%	Bartlett City	\$52,798.24	\$1,388.69	2.56%
				Tipton County	\$47,643.68	\$6,244.86	11.59%	Tipton County	\$46,453.59	\$7,733.34	14.27%
				Haywood County	\$43,062.78	\$10,825.76	20.09%	Haywood County	\$42,520.48	\$11,666.45	21.53%
				Lauderdale County	\$42,882.75	\$11,005.78	20.42%	Lauderdale County	\$41,644.51	\$12,542.42	23.15%
				Fayette County	\$41,101.02	\$12,787.51	23.73%	Fayette County	\$40,508.37	\$13,678.56	25.24%

	FY 04				FY 16				FY15		
Cookeville	FY 04	\$ Disparity	% Disparity		FY16	\$ Disparity	% Disparity		FY15	\$ Disparity	% Disparity
Putnam County	\$36,745.26			Putnam County	\$45,177.65			Putnam County	\$44,977.24		
DeKalb County	\$36,231.48	\$513.78	1.40%	White County	\$43,594.51	\$1,583.14	3.50%	White County	\$42,155.13	\$2,822.11	6.27%
Overton County	\$35,731.99	\$1,013.27	2.76%	DeKalb County	\$41,875.06	\$3,302.59	7.31%	DeKalb County	\$41,459.58	\$3,517.66	7.82%
Smith County	\$35,710.15	\$1,035.11	2.82%	Fentress County	\$41,209.77	\$3,967.87	8.78%	Jackson County	\$40,608.60	\$4,368.64	9.71%
Jackson County	\$35,498.82	\$1,246.44	3.39%	Jackson County	\$41,068.91	\$4,108.73	9.09%	Smith County	\$40,147.75	\$4,829.49	10.74%

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

White County	\$35,473.35	\$1,271.91	3.46%	Cumberland County	\$40,548.20	\$4,629.44	10.25%	Cumberland County	\$40,046.07	\$4,931.17	10.96%
Fentress County	\$35,253.73	\$1,491.53	4.06%	Overton County	\$40,331.24	\$4,846.41	10.73%	Fentress County	\$39,698.34	\$5,278.90	11.74%
Cumberland County	\$35,199.93	\$1,545.33	4.21%	Smith County	\$40,239.31	\$4,938.33	10.93%	Overton County	\$39,108.75	\$5,868.49	13.05%

	FY 04				FY 16				FY15		
Tri-Cities	FY 04	\$ Disparity	% Disparity		FY16	\$ Disparity	% Disparity		FY15	\$ Disparity	% Disparity
Kingsport City	\$43,633.38			Kingsport City	\$52,064.16			Kingsport City	\$51,476.40		
Bristol City	\$41,614.28	\$2,019.10	4.63%	Johnson City	\$51,712.72	\$351.44	0.68%	Johnson City	\$49,966.95	\$1,509.45	2.93%
Johnson City	\$40,723.09	\$2,910.28	6.67%	Bristol City	\$48,937.25	\$3,126.92	6.01%	Bristol City	\$48,502.33	\$2,974.07	5.78%
Elizabethton City	\$37,269.96	\$6,363.41	14.58%	Greeneville City	\$45,378.29	\$6,685.87	12.84%	Greeneville City	\$45,014.37	\$6,462.03	12.55%
Rogersville City	\$36,297.98	\$7,335.39	16.81%	Elizabethton City	\$44,876.32	\$7,187.84	13.81%	Elizabethton City	\$43,521.95	\$7,954.45	15.45%
Washington County	\$36,289.46	\$7,343.92	16.83%	Washington County	\$44,375.14	\$7,689.02	14.77%	Rogersville City	\$43,471.48	\$8,004.92	15.55%
Hawkins County	\$35,952.94	\$7,680.43	17.60%	Rogersville City	\$43,873.30	\$8,190.86	15.73%	Washington County	\$42,937.36	\$8,539.04	16.59%
Sullivan County	\$35,801.30	\$7,832.08	17.95%	Greene County	\$42,396.61	\$9,667.55	18.57%	Greene County	\$41,197.57	\$10,278.83	19.97%
Johnson County	\$35,679.78	\$7,953.60	18.23%	Sullivan County	\$42,381.86	\$9,682.30	18.60%	Unicoi County	\$40,990.30	\$10,486.10	20.37%
Greene County	\$35,637.02	\$7,996.36	18.33%	Unicoi County	\$41,572.70	\$10,491.46	20.15%	Sullivan County	\$40,717.46	\$10,758.94	20.90%
Unicoi County	\$35,570.10	\$8,063.28	18.48%	Hawkins County	\$40,803.28	\$11,260.88	21.63%	Hawkins County	\$40,554.22	\$10,922.18	21.22%
Carter County	\$35,492.46	\$8,140.92	18.66%	Carter County	\$40,551.88	\$11,512.29	22.11%	Johnson County	\$40,280.63	\$11,195.77	21.75%
				Johnson County	\$39,999.32	\$12,064.85	23.17%	Carter County	\$39,788.90	\$11,687.50	22.70%

	FY 04				FY 16				FY15		
Franklin	FY 04	\$ Disparity	% Disparity		FY16	\$ Disparity	% Disparity		FY15	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$51,169.62			Franklin SSD	\$50,134.75		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Murfreesboro City	\$49,677.26	\$1,492.36	2.92%	Davidson County	\$48,932.55	\$1,202.20	2.40%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Davidson County	\$49,033.06	\$2,136.56	4.18%	Murfreesboro City	\$47,765.46	\$2,369.29	4.73%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Williamson County	\$48,003.88	\$3,165.74	6.19%	Williamson County	\$46,972.23	\$3,162.52	6.31%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Rutherford County	\$47,409.46	\$3,760.16	7.35%	Rutherford County	\$45,942.44	\$4,192.31	8.36%
Maury County	\$39,130.05	\$5,243.36	11.82%	Marshall County	\$44,793.19	\$6,376.43	12.46%	Marshall County	\$44,345.97	\$5,788.78	11.55%
Marshall County	\$37,335.50	\$7,037.90	15.86%	Cheatham County	\$44,721.62	\$6,448.00	12.60%	Maury County	\$43,376.42	\$6,758.33	13.48%
Hickman County	\$36,690.49	\$7,682.91	17.31%	Maury County	\$44,176.67	\$6,992.95	13.67%	Dickson County	\$42,585.85	\$7,548.90	15.06%
Dickson County	\$36,424.10	\$7,949.30	17.91%	Dickson County	\$42,823.77	\$8,345.85	16.31%	Cheatham County	\$42,534.83	\$7,599.92	15.16%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Hickman County	\$41,512.72	\$9,656.90	18.87%	Hickman County	\$40,714.43	\$9,420.32	18.79%

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

FY16 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	(409.13)
3	(958.45)
4	(361.73)
5	(1425.38)
6	(1677.00)
7	(479.55)
8	(1525.90)
9	(1659.56)
10	334.81
General Trend	Decrease

FY15 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	(331.87)	(77.26)
3	(416.38)	(542.07)
4	(129.00)	(232.73)
5	(1428.60)	3.22
6	(1244.85)	(432.15)
7	(1006.37)	526.82
8	(1955.45)	429.55
9	(507.64)	(1151.92)
10	(93.17)	427.98
General Trend	Decrease	Decrease

FY16 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	(1462.91)
3	(719.10)
4	(568.12)
5	(1112.97)
6	(652.20)
7	(628.31)
8	(518.17)
9	(444.67)
10	(413.54)
11	(475.90)
12	(498.93)
13	192.84
General Trend	Decrease

FY15 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	(616.30)	(846.61)
3	(619.59)	(99.51)
4	125.67	(693.79)
5	(755.18)	(357.79)
6	(605.37)	(46.83)
7	(581.44)	(46.87)
8	(388.03)	(130.14)
9	(493.31)	48.64
10	(421.22)	7.68
11	(514.73)	38.83
12	(361.46)	(137.47)
13	246.10	(53.26)
General Trend	Decrease	Decrease

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

FY16 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	5967.57
3	1909.32
4	2903.95
5	3365.94
6	4487.89
7	4230.04
8	4987.02
9	5387.85
10	5523.10
General Trend	Increase

FY15 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	\$4,638.94	\$1,328.63
3	\$1,411.36	\$497.96
4	\$2,061.84	\$842.11
5	\$2,556.11	\$809.83
6	\$3,804.95	\$682.94
7	\$3,683.31	\$546.73
8	\$3,823.65	\$1,163.37
9	\$3,891.14	\$1,496.71
10	\$4,040.60	\$1,482.50
General Trend	Increase	Increase

FY16 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	(30.12)
3	(512.58)
4	(1284.73)
5	208.56
6	209.42
7	133.51
8	515.37
9	1751.09
10	1624.48
11	2376.76
12	2454.91
13	2178.56
14	1610.71
15	2726.07
16	2851.00
General Trend	Increase

FY15 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	934.21	\$(964.34)
3	(68.36)	\$(444.22)
4	(850.28)	\$(434.45)
5	1,110.65	\$(902.09)
6	678.03	\$(468.62)
7	861.75	\$(728.24)
8	927.78	\$(412.41)
9	1,853.95	\$(102.87)
10	1,727.83	\$(103.35)
11	2,265.30	\$111.46
12	2,825.04	\$(370.13)
13	2,652.77	\$(474.21)
14	2,662.30	\$(1,051.59)
15	2,526.54	\$199.53
16	2,893.16	\$(42.16)
General Trend	Increase	Decrease

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

FY16 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	(735.08)
3	1052.93
4	(468.46)
5	(636.67)
6	(184.36)
7	(314.43)
8	(528.89)
9	(604.96)
10	(278.43)
11	111.72
12	1096.78
13	987.59
14	1347.51
General Trend	Decrease

FY15 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	(1,506.99)	771.91
3	(441.43)	1,494.36
4	(1,740.01)	1,271.55
5	(1,309.12)	672.45
6	(928.16)	743.80
7	(1,548.47)	1,234.04
8	(1,154.37)	625.49
9	(1,248.12)	643.15
10	(822.05)	543.62
11	(684.44)	796.16
12	143.32	953.46
13	48.68	938.91
14	(308.18)	1,655.69
General Trend	Decrease	Increase

FY16 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	(1126.31)
3	(362.66)
4	(1046.04)
5	(1383.18)
6	(1345.75)
7	(1345.00)
8	(1265.79)
9	(1357.37)
10	(658.66)
11	(560.94)
12	(399.18)
13	(383.01)

FY15 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	(601.29)	(525.02)
3	(218.34)	(144.32)
4	(794.56)	(251.48)
5	(1,551.18)	168.00
6	(1,595.03)	249.28
7	(1,406.00)	61.01
8	(1,514.00)	248.21
9	(718.76)	(638.62)
10	(564.65)	(94.00)
11	(478.30)	(82.64)
12	(431.59)	32.41
13	(327.44)	(55.57)

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

14	(192.77)
15	(40.10)
16	12.53
17	72.66
18	71.07
19	67.38
20	246.08
21	529.45
General Trend	Decrease

14	(337.82)	145.05
15	(264.59)	224.50
16	(116.26)	128.79
17	165.15	(92.49)
18	280.69	(209.62)
19	373.25	(305.87)
20	507.33	(261.26)
21	592.01	(62.56)
General Trend	Decrease	Decrease

FY16 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	243.60
3	1468.83
4	1983.19
5	1481.44
6	1477.67
General Trend	Increase

FY15 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	2207.35	(1963.75)
3	2244.46	(775.63)
4	2482.91	(499.72)
5	1916.52	(435.08)
6	2049.36	(571.69)
General Trend	Increase	Increase

FY16 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	247.43
3	300.10
4	529.91
5	538.95
6	638.92
7	1132.80
8	(4299.63)
9	0.07
10	(237.74)
11	1392.75
General Trend	Increase

FY15 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	869.05	(621.61)
3	1099.50	(799.40)
4	1101.60	(571.69)
5	1172.86	(633.91)
6	1305.47	(666.55)
7	1388.65	(255.85)
8	(2811.15)	(1488.48)
9	840.77	(840.69)
10	1298.90	(1536.64)
11	2283.80	(891.05)
General Trend	Increase	Decrease

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

FY16 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	1069.36
3	2289.32
4	2932.76
5	2862.29
6	3357.53
7	3354.88
8	3393.00
General Trend	Increase

FY15 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	2308.33	(1238.97)
3	2504.39	(215.07)
4	3333.53	(400.77)
5	3583.05	(720.76)
6	3659.26	(301.73)
7	3787.37	(432.49)
8	4323.16	(930.16)
General Trend	Increase	Increase

FY16 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	(1667.66)
3	216.63
4	322.46
5	(147.55)
6	345.11
7	510.43
8	1835.47
9	1728.70
10	2495.10
11	3197.60
12	3371.37
General Trend	Increase

FY15 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	(509.65)	(1158.01)
3	63.79	152.85
4	98.62	223.84
5	619.06	(766.61)
6	661.00	(315.90)
7	858.61	(348.18)
8	2446.75	(611.28)
9	2532.50	(803.80)
10	2762.58	(267.48)
11	2858.90	338.70
12	3054.85	316.52
General Trend	Increase	Increase

Appendix A: Regional Disparity 2016, 2015--Based on Weighted Average Salaries

FY16 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)
1	
2	(41.71)
3	(314.25)
4	667.45
5	(830.96)
6	1133.08
7	(589.90)
8	(689.96)
9	396.55
10	1549.34
General Trend	Decrease

FY15 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)	Change in \$ Disparity, Compared to Last Year (FY16 to FY15)
1		
2	(331.87)	290.16
3	(81.52)	(232.73)
4	664.23	3.22
5	(398.81)	(432.15)
6	545.42	587.65
7	(279.57)	(310.33)
8	(134.01)	(555.95)
9	(349.38)	745.93
10	1312.76	236.58
General Trend	Decrease	Increase

Appendix B: Weighted Average Salaries and Insurance Data

Appendix B: Weighted Average Salaries and Insurance Data

	SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	TOTAL COMPENSATION
10	Anderson County	\$43,157.63	\$6,685.02	\$49,842.65
11	Clinton City	\$43,871.61	\$5,647.64	\$49,519.25
12	Oak Ridge	\$52,454.84	\$7,257.57	\$59,712.42
20	Bedford County	\$43,627.52	\$6,368.86	\$49,996.38
30	Benton County	\$42,099.28	\$7,600.55	\$49,699.83
40	Bledsoe County	\$42,496.54	\$7,276.86	\$49,773.40
50	Blount County	\$45,167.26	\$5,887.05	\$51,054.31
51	Alcoa City	\$48,903.73	\$8,134.87	\$57,038.61
52	Maryville City	\$50,778.47	\$9,968.64	\$60,747.11
60	Bradley County	\$47,686.55	\$6,798.75	\$54,485.30
61	Cleveland City	\$48,928.64	\$6,937.03	\$55,865.67
70	Campbell County	\$41,641.15	\$7,994.39	\$49,635.54
80	Cannon County	\$40,128.31	\$6,979.41	\$47,107.72
90	Carroll County	\$41,073.16	\$6,372.82	\$47,445.98
92	Hollow Rock-Bruceton	\$41,068.62	\$4,987.15	\$46,055.77
93	Huntingdon SSD	\$43,078.80	\$5,887.17	\$48,965.97
94	McKenzie SSD	\$43,160.64	\$6,293.56	\$49,454.20
95	South Carroll SSD	\$41,607.61	\$4,387.17	\$45,994.78
97	West Carroll SSD	\$40,703.05	\$5,362.09	\$46,065.13
100	Carter County	\$40,551.88	\$6,310.61	\$46,862.49
101	Elizabethton City	\$44,876.32	\$7,154.44	\$52,030.76
110	Cheatham County	\$44,721.62	\$6,797.12	\$51,518.74
120	Chester County	\$43,644.74	\$4,515.16	\$48,159.91
130	Claiborne County	\$39,650.90	\$6,787.50	\$46,438.39
140	Clay County	\$39,927.71	\$5,515.47	\$45,443.17
150	Cocke County	\$40,507.57	\$7,415.80	\$47,923.36
151	Newport City	\$42,454.68	\$6,328.50	\$48,783.18
160	Coffee County	\$43,176.99	\$7,484.88	\$50,661.87
161	Manchester City	\$48,427.77	\$7,694.54	\$56,122.32
162	Tullahoma City	\$44,457.83	\$6,824.81	\$51,282.64
170	Crockett County	\$41,955.97	\$5,657.55	\$47,613.52
171	Alamo City	\$41,670.51	\$4,920.23	\$46,590.74
172	Bells City	\$44,453.56	\$4,981.51	\$49,435.08
180	Cumberland County	\$40,548.20	\$8,902.21	\$49,450.42
190	Davidson County	\$49,033.06	\$8,823.02	\$57,856.08
200	Decatur County	\$41,808.69	\$5,041.55	\$46,850.24
210	DeKalb County	\$41,875.06	\$5,906.17	\$47,781.23
220	Dickson County	\$42,823.77	\$6,266.95	\$49,090.72
230	Dyer County	\$43,685.59	\$6,573.00	\$50,258.59
231	Dyersburg City	\$45,817.67	\$6,409.92	\$52,227.59
240	Fayette County	\$41,101.02	\$5,106.69	\$46,207.72
250	Fentress County	\$41,209.77	\$4,189.41	\$45,399.19
260	Franklin County	\$42,718.46	\$7,109.11	\$49,827.57
271	Humboldt City	\$41,222.76	\$6,775.44	\$47,998.19
272	Milan SSD	\$41,382.16	\$5,662.06	\$47,044.21
273	Trenton SSD	\$41,166.78	\$5,767.17	\$46,933.95
274	Bradford SSD	\$40,385.90	\$5,491.59	\$45,877.48
275	Gibson SSD	\$41,835.04	\$5,594.44	\$47,429.48

Appendix B: Weighted Average Salaries and Insurance Data

	SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	TOTAL COMPENSATION
280	Giles County	\$41,567.44	\$6,495.25	\$48,062.69
290	Grainger County	\$41,127.40	\$7,586.04	\$48,713.44
300	Greene County	\$42,396.61	\$7,210.16	\$49,606.78
301	Greeneville City	\$45,378.29	\$6,963.86	\$52,342.16
310	Grundy County	\$40,247.65	\$7,365.17	\$47,612.82
320	Hamblen County	\$45,431.51	\$7,816.93	\$53,248.43
330	Hamilton County	\$47,594.08	\$12,004.03	\$59,598.10
340	Hancock County	\$38,852.78	\$5,913.38	\$44,766.16
350	Hardeman County	\$42,748.38	\$4,662.34	\$47,410.72
360	Hardin County	\$40,423.91	\$7,676.93	\$48,100.84
370	Hawkins County	\$40,803.28	\$7,409.46	\$48,212.74
371	Rogersville City	\$43,873.30	\$7,312.01	\$51,185.31
380	Haywood County	\$43,062.78	\$6,544.15	\$49,606.93
390	Henderson County	\$43,631.62	\$6,337.01	\$49,968.63
391	Lexington City	\$42,754.73	\$6,843.91	\$49,598.64
400	Henry County	\$44,538.62	\$6,473.20	\$51,011.82
401	Paris SSD	\$47,425.49	\$5,424.82	\$52,850.31
410	Hickman County	\$41,512.72	\$7,137.17	\$48,649.88
420	Houston County	\$42,689.11	\$5,135.31	\$47,824.42
430	Humphreys County	\$41,663.62	\$7,318.78	\$48,982.40
440	Jackson County	\$41,068.91	\$5,645.70	\$46,714.61
450	Jefferson County	\$41,261.31	\$7,679.72	\$48,941.03
460	Johnson County	\$39,999.32	\$6,146.54	\$46,145.86
470	Knox County	\$46,503.71	\$6,102.83	\$52,606.54
480	Lake County	\$41,111.45	\$5,906.17	\$47,017.62
490	Lauderdale County	\$42,882.75	\$7,380.85	\$50,263.61
500	Lawrence County	\$42,311.39	\$6,951.10	\$49,262.49
510	Lewis County	\$41,599.87	\$4,892.88	\$46,492.74
520	Lincoln County	\$45,254.58	\$6,972.20	\$52,226.78
521	Fayetteville City	\$45,066.00	\$6,059.20	\$51,125.20
530	Loudon County	\$44,298.53	\$7,411.21	\$51,709.74
531	Lenoir City	\$46,198.99	\$7,187.69	\$53,386.69
540	McMinn County	\$44,861.10	\$7,594.02	\$52,455.12
541	Athens City	\$49,675.00	\$7,297.83	\$56,972.83
542	Etowah City	\$45,866.44	\$7,487.63	\$53,354.07
550	McNairy County	\$40,960.10	\$6,717.79	\$47,677.89
560	Macon County	\$42,266.25	\$5,512.76	\$47,779.01
570	Madison County	\$44,753.54	\$5,270.58	\$50,024.12
580	Marion County	\$42,374.62	\$7,759.38	\$50,134.00
581	Richard City SSD	\$40,621.74	\$4,488.29	\$45,110.03
590	Marshall County	\$44,793.19	\$8,029.70	\$52,822.88
600	Maury County	\$44,176.67	\$7,491.60	\$51,668.27
610	Meigs County	\$45,424.14	\$7,059.00	\$52,483.14
620	Monroe County	\$42,311.91	\$8,720.72	\$51,032.63
621	Sweetwater City	\$42,100.81	\$8,015.91	\$50,116.72
630	Montgomery County	\$48,104.33	\$9,217.69	\$57,322.03
640	Moore County	\$42,490.73	\$7,950.88	\$50,441.60
650	Morgan County	\$41,566.84	\$7,456.48	\$49,023.32
660	Obion County	\$42,660.65	\$5,923.07	\$48,583.71
661	Union City	\$43,513.60	\$8,234.21	\$51,747.81

Appendix B: Weighted Average Salaries and Insurance Data

	SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	TOTAL COMPENSATION
670	Overton County	\$40,331.24	\$7,679.72	\$48,010.96
680	Perry County	\$40,320.28	\$4,627.18	\$44,947.46
690	Pickett County	\$39,076.51	\$4,387.23	\$43,463.74
700	Polk County	\$43,407.36	\$6,470.56	\$49,877.91
710	Putnam County	\$45,177.65	\$7,946.48	\$53,124.13
720	Rhea County	\$40,832.56	\$7,679.72	\$48,512.28
721	Dayton City	\$45,328.16	\$8,242.11	\$53,570.27
730	Roane County	\$44,368.75	\$6,418.68	\$50,787.43
740	Robertson County	\$42,688.90	\$8,774.25	\$51,463.15
750	Rutherford County	\$47,409.46	\$9,816.12	\$57,225.58
751	Murfreesboro City	\$49,677.26	\$5,801.84	\$55,479.10
760	Scott County	\$41,098.01	\$7,220.09	\$48,318.10
761	Oneida SSD	\$40,016.95	\$7,334.98	\$47,351.93
770	Sequatchie County	\$43,429.06	\$6,742.32	\$50,171.37
780	Sevier County	\$44,328.58	\$7,201.06	\$51,529.63
792	Shelby County	\$52,755.69	\$7,588.96	\$60,344.65
793	Arlington City	\$53,249.57	\$7,202.80	\$60,452.37
794	Bartlett City	\$53,349.54	\$7,202.80	\$60,552.34
795	Collierville City	\$53,358.58	\$7,202.80	\$60,561.38
796	Germantown City	\$53,888.53	\$7,202.80	\$61,091.33
797	Lakeland City	\$53,641.06	\$7,202.80	\$60,843.85
798	Millington City	\$53,588.39	\$7,202.80	\$60,791.19
800	Smith County	\$40,239.31	\$7,679.72	\$47,919.04
810	Stewart County	\$43,482.49	\$7,800.28	\$51,282.77
820	Sullivan County	\$42,381.86	\$7,560.16	\$49,942.02
821	Bristol City	\$48,937.25	\$6,940.28	\$55,877.53
822	Kingsport City	\$52,064.16	\$6,989.84	\$59,054.01
830	Sumner County	\$44,732.31	\$10,463.04	\$55,195.36
840	Tipton County	\$47,643.68	\$7,745.08	\$55,388.75
850	Trousdale County	\$40,707.80	\$4,884.16	\$45,591.96
860	Unicoi County	\$41,572.70	\$7,679.75	\$49,252.45
870	Union County	\$40,327.51	\$6,799.56	\$47,127.07
880	Van Buren County	\$41,349.49	\$4,874.58	\$46,224.08
890	Warren County	\$44,057.02	\$5,539.88	\$49,596.90
900	Washington County	\$44,375.14	\$6,783.60	\$51,158.74
901	Johnson City	\$51,712.72	\$6,205.71	\$57,918.43
910	Wayne County	\$40,388.85	\$5,062.90	\$45,451.74
920	Weakley County	\$41,718.49	\$6,670.58	\$48,389.08
930	White County	\$43,594.51	\$7,401.12	\$50,995.62
940	Williamson County	\$48,003.88	\$12,161.60	\$60,165.48
941	Franklin SSD	\$51,169.62	\$6,366.25	\$57,535.87
950	Wilson County	\$45,042.99	\$6,615.00	\$51,657.99
951	Lebanon City	\$50,044.68	\$6,114.14	\$56,158.82
	Average Amount	\$44,024.08	\$6,826.33	\$50,850.41

Appendix C: Cost Estimates for 2016 Committee Recommendations

Reliable estimates for 2018 BEP allocations were not available at the time of publication. Accordingly, cost projections offered in this appendix are based on the final BEP allocations from FY17.

The table below provides a summary of the projected cost for recommendations 2-5.²² Tables showing the costs disaggregated by district and county are provided in Appendix D.

BEP Improvement	Statewide Estimated Cost
2. (a) Counselor ratio changed to 1:250 students (all grade levels)	\$47,716,000
(b) Counselor ratio changed to 1:400 (Elementary), and 1:300 (Secondary)	\$13,242,000
3. EL Ratios changed to 1:20 and 1:200	\$16,923,000
4. RTI position funded at 1:1,000	\$28,220,000
5. (a) Technology - \$60 million total within BEP formula (1)	\$10,327,000
(b) Technology - \$15 million distributed outside BEP formula, ADM basis	\$15,000,000

²² The BEP Review Committee commends Governor Haslam and the General Assembly for their commitment to increasing teacher salaries at a faster rate than any other state in the country. The committee remains firm in its belief that an ongoing commitment to continuous improvement in educator compensation is essential to maintaining Tennessee's position as one of the fastest improving states in the country on educational outcomes. Such a commitment will help establish Tennessee as a regional leader in teacher compensation, in turn supporting the maintenance and enhancement of our human resources pipeline.

Appendix D: Recommendation Costs by District²³

2016 Committee Recommendation Cost Projections (ELL, & RTI goals)						
	<u>LEA Name</u>	<u>FY17 July Final</u>	<u>FY17 EL (1:20, 1:200)</u>	<u>Variance</u>	<u>FY17 RTI (1:1000)</u>	<u>Variance</u>
10	Anderson County	\$30,351,000	\$30,323,000	\$(28,000.00)	\$30,622,000	\$271,000
11	Clinton City	\$4,347,000	\$4,347,000	\$-	\$4,349,000	\$2,000
12	Oak Ridge City	\$20,200,000	\$20,246,000	\$46,000.00	\$20,387,000	\$187,000
20	Bedford County	\$45,561,000	\$46,014,000	\$453,000.00	\$45,960,000	\$399,000
30	Benton County	\$11,727,000	\$11,718,000	\$(9,000.00)	\$11,824,000	\$97,000
40	Bledsoe County	\$11,914,000	\$11,931,000	\$17,000.00	\$12,002,000	\$88,000
50	Blount County	\$46,312,000	\$46,315,000	\$3,000.00	\$46,394,000	\$82,000
51	Alcoa City	\$7,821,000	\$7,848,000	\$27,000.00	\$7,895,000	\$74,000
52	Maryville City	\$20,270,000	\$20,318,000	\$48,000.00	\$20,469,000	\$199,000
60	Bradley County	\$46,066,000	\$46,070,000	\$4,000.00	\$46,182,000	\$116,000
61	Cleveland City	\$25,625,000	\$25,858,000	\$233,000.00	\$25,853,000	\$228,000
70	Campbell County	\$28,418,000	\$28,397,000	\$(21,000.00)	\$28,665,000	\$247,000
80	Cannon County	\$11,136,000	\$11,135,000	\$(1,000.00)	\$11,140,000	\$4,000
90	Carroll County	\$1,998,000	\$1,998,000	\$-	\$2,028,000	\$30,000
92	H Rock-Bruceton SSD	\$3,718,000	\$3,715,000	\$(3,000.00)	\$3,769,000	\$51,000
93	Huntingdon SSD	\$6,482,000	\$6,477,000	\$(5,000.00)	\$6,544,000	\$62,000
94	McKenzie SSD	\$7,105,000	\$7,109,000	\$4,000.00	\$7,174,000	\$69,000
95	South Carroll Co SSD	\$1,928,000	\$1,926,000	\$(2,000.00)	\$1,977,000	\$49,000
97	West Carroll Co SSD	\$5,118,000	\$5,115,000	\$(3,000.00)	\$5,171,000	\$53,000
100	Carter County	\$29,649,000	\$29,636,000	\$(13,000.00)	\$29,897,000	\$248,000
101	Elizabethton City	\$12,903,000	\$12,901,000	\$(2,000.00)	\$13,018,000	\$115,000
110	Cheatham County	\$33,094,000	\$33,101,000	\$7,000.00	\$33,392,000	\$298,000
120	Chester County	\$16,066,000	\$16,061,000	\$(5,000.00)	\$16,209,000	\$143,000
130	Claiborne County	\$24,598,000	\$24,597,000	\$(1,000.00)	\$24,609,000	\$11,000
140	Clay County	\$6,292,000	\$6,290,000	\$(2,000.00)	\$6,341,000	\$49,000
150	Cocke County	\$23,553,000	\$23,552,000	\$(1,000.00)	\$23,750,000	\$197,000
151	Newport City	\$3,671,000	\$3,670,000	\$(1,000.00)	\$3,717,000	\$46,000
160	Coffee County	\$20,595,000	\$20,614,000	\$19,000.00	\$20,781,000	\$186,000
161	Manchester City	\$6,772,000	\$6,838,000	\$66,000.00	\$6,828,000	\$56,000
162	Tullahoma City	\$15,476,000	\$15,498,000	\$22,000.00	\$15,621,000	\$145,000
170	Crockett County	\$11,539,000	\$11,571,000	\$32,000.00	\$11,620,000	\$81,000
171	Alamo City	\$3,693,000	\$3,729,000	\$36,000.00	\$3,745,000	\$52,000
172	Bells City	\$2,362,000	\$2,389,000	\$27,000.00	\$2,414,000	\$52,000
180	Cumberland County	\$31,110,000	\$31,118,000	\$8,000.00	\$31,392,000	\$282,000
190	Davidson County	\$285,416,000	\$293,786,000	\$8,370,000.00	\$287,777,000	\$2,361,000
200	Decatur County	\$8,572,000	\$8,577,000	\$5,000.00	\$8,642,000	\$70,000

²³For those LEAs generating no additional funding in the scenarios presented in this appendix—if an LEA is currently receiving minimum funding, as defined in the 2016 BEP Enhancement Act, the LEA would first need to generate sufficient additional funds to offset the variance between their minimum funding and funding generated by the formula before the LEA would receive any additional funds.

2016 Committee Recommendation Cost Projections (ELL, & RTI goals)						
	<u>LEA Name</u>	<u>FY17 July Final</u>	<u>FY17 EL (1:20, 1:200)</u>	<u>Variance</u>	<u>FY17 RTI (1:1000)</u>	<u>Variance</u>
210	DeKalb County	\$15,051,000	\$15,138,000	\$87,000.00	\$15,176,000	\$125,000
220	Dickson County	\$39,888,000	\$39,924,000	\$36,000.00	\$40,245,000	\$357,000
230	Dyer County	\$19,431,000	\$19,424,000	\$(7,000.00)	\$19,602,000	\$171,000
231	Dyersburg City	\$12,904,000	\$12,913,000	\$9,000.00	\$13,019,000	\$115,000
240	Fayette County	\$16,021,000	\$16,021,000	\$-	\$16,027,000	\$6,000
250	Fentress County	\$11,930,000	\$11,919,000	\$(11,000.00)	\$12,024,000	\$94,000
260	Franklin County	\$26,512,000	\$26,512,000	\$-	\$26,525,000	\$13,000
271	Humboldt City	\$6,206,000	\$6,210,000	\$4,000.00	\$6,257,000	\$51,000
272	Milan SSD	\$10,815,000	\$10,813,000	\$(2,000.00)	\$10,909,000	\$94,000
273	Trenton SSD	\$7,296,000	\$7,312,000	\$16,000.00	\$7,358,000	\$62,000
274	Bradford SSD	\$2,903,000	\$2,903,000	\$-	\$2,919,000	\$16,000
275	Gibson County SSD	\$20,794,000	\$20,785,000	\$(9,000.00)	\$20,986,000	\$192,000
280	Giles County	\$18,700,000	\$18,695,000	\$(5,000.00)	\$18,866,000	\$166,000
290	Grainger County	\$21,475,000	\$21,492,000	\$17,000.00	\$21,656,000	\$181,000
300	Greene County	\$33,541,000	\$33,541,000	\$-	\$33,557,000	\$16,000
301	Greeneville City	\$13,808,000	\$13,841,000	\$33,000.00	\$13,930,000	\$122,000
310	Grundy County	\$13,137,000	\$13,137,000	\$-	\$13,143,000	\$6,000
320	Hamblen County	\$48,947,000	\$49,680,000	\$733,000.00	\$49,366,000	\$419,000
330	Hamilton County	\$149,442,000	\$150,462,000	\$1,020,000.00	\$150,883,000	\$1,441,000
340	Hancock County	\$6,729,000	\$6,730,000	\$1,000.00	\$6,781,000	\$52,000
350	Hardeman County	\$21,237,000	\$21,237,000	\$-	\$21,246,000	\$9,000
360	Hardin County	\$15,056,000	\$15,024,000	\$(32,000.00)	\$15,191,000	\$135,000
370	Hawkins County	\$36,790,000	\$36,755,000	\$(35,000.00)	\$37,111,000	\$321,000
371	Rogersville City	\$3,259,000	\$3,262,000	\$3,000.00	\$3,306,000	\$47,000
380	Haywood County	\$16,461,000	\$16,479,000	\$18,000.00	\$16,595,000	\$134,000
390	Henderson County	\$21,536,000	\$21,520,000	\$(16,000.00)	\$21,720,000	\$184,000
391	Lexington City	\$4,938,000	\$4,938,000	\$-	\$4,940,000	\$2,000
400	Henry County	\$15,284,000	\$15,279,000	\$(5,000.00)	\$15,413,000	\$129,000
401	Paris SSD	\$8,510,000	\$8,507,000	\$(3,000.00)	\$8,585,000	\$75,000
410	Hickman County	\$21,123,000	\$21,123,000	\$-	\$21,132,000	\$9,000
420	Houston County	\$8,050,000	\$8,045,000	\$(5,000.00)	\$8,115,000	\$65,000
430	Humphreys County	\$13,999,000	\$13,988,000	\$(11,000.00)	\$14,122,000	\$123,000
440	Jackson County	\$9,307,000	\$9,306,000	\$(1,000.00)	\$9,311,000	\$4,000
450	Jefferson County	\$35,505,000	\$35,650,000	\$145,000.00	\$35,820,000	\$315,000
460	Johnson County	\$12,617,000	\$12,617,000	\$-	\$12,621,000	\$4,000
470	Knox County	\$196,404,000	\$197,418,000	\$1,014,000.00	\$198,355,000	\$1,951,000
480	Lake County	\$5,008,000	\$5,008,000	\$-	\$5,041,000	\$33,000
490	Lauderdale County	\$24,969,000	\$24,969,000	\$-	\$24,980,000	\$11,000
500	Lawrence County	\$35,170,000	\$35,161,000	\$(9,000.00)	\$35,483,000	\$313,000
510	Lewis County	\$10,044,000	\$10,045,000	\$1,000.00	\$10,049,000	\$5,000
520	Lincoln County	\$20,214,000	\$20,225,000	\$11,000.00	\$20,393,000	\$179,000
521	Fayetteville City	\$7,564,000	\$7,568,000	\$4,000.00	\$7,632,000	\$68,000
530	Loudon County	\$20,376,000	\$20,382,000	\$6,000.00	\$20,385,000	\$9,000

2016 Committee Recommendation Cost Projections (ELL, & RTI goals)						
	<u>LEA Name</u>	<u>FY17 July Final</u>	<u>FY17 EL (1:20, 1:200)</u>	<u>Variance</u>	<u>FY17 RTI (1:1000)</u>	<u>Variance</u>
531	Lenoir City	\$9,690,000	\$9,826,000	\$136,000.00	\$9,776,000	\$86,000
540	McMinn County	\$25,526,000	\$25,522,000	\$(4,000.00)	\$25,767,000	\$241,000
541	Athens City	\$7,626,000	\$7,638,000	\$12,000.00	\$7,695,000	\$69,000
542	Etowah City	\$1,779,000	\$1,778,000	\$(1,000.00)	\$1,822,000	\$43,000
550	McNairy County	\$23,327,000	\$23,312,000	\$(15,000.00)	\$23,529,000	\$202,000
560	Macon County	\$21,595,000	\$21,647,000	\$52,000.00	\$21,775,000	\$180,000
570	Madison County	\$48,672,000	\$48,830,000	\$158,000.00	\$49,102,000	\$430,000
580	Marion County	\$19,716,000	\$19,715,000	\$(1,000.00)	\$19,741,000	\$25,000
581	Richard City SSD	\$1,380,000	\$1,380,000	\$-	\$1,424,000	\$44,000
590	Marshall County	\$26,882,000	\$26,957,000	\$75,000.00	\$27,129,000	\$247,000
600	Maury County	\$54,216,000	\$54,380,000	\$164,000.00	\$54,705,000	\$489,000
610	Meigs County	\$10,243,000	\$10,238,000	\$(5,000.00)	\$10,326,000	\$83,000
620	Monroe County	\$27,703,000	\$27,704,000	\$1,000.00	\$27,821,000	\$118,000
621	Sweetwater City	\$7,876,000	\$7,920,000	\$44,000.00	\$7,944,000	\$68,000
630	Montgomery County	\$151,282,000	\$151,577,000	\$295,000.00	\$152,678,000	\$1,396,000
640	Moore County	\$4,624,000	\$4,624,000	\$-	\$4,627,000	\$3,000
650	Morgan County	\$18,885,000	\$18,884,000	\$(1,000.00)	\$19,040,000	\$155,000
660	Obion County	\$17,528,000	\$17,530,000	\$2,000.00	\$17,536,000	\$8,000
661	Union City	\$7,734,000	\$7,767,000	\$33,000.00	\$7,805,000	\$71,000
670	Overton County	\$17,559,000	\$17,545,000	\$(14,000.00)	\$17,709,000	\$150,000
680	Perry County	\$6,215,000	\$6,215,000	\$-	\$6,218,000	\$3,000
690	Pickett County	\$4,193,000	\$4,189,000	\$(4,000.00)	\$4,243,000	\$50,000
700	Polk County	\$13,180,000	\$13,180,000	\$-	\$13,196,000	\$16,000
710	Putnam County	\$46,073,000	\$46,398,000	\$325,000.00	\$46,492,000	\$419,000
720	Rhea County	\$22,661,000	\$22,719,000	\$58,000.00	\$22,857,000	\$196,000
721	Dayton City	\$4,300,000	\$4,330,000	\$30,000.00	\$4,347,000	\$47,000
730	Roane County	\$29,483,000	\$29,480,000	\$(3,000.00)	\$29,497,000	\$14,000
740	Robertson County	\$56,167,000	\$56,581,000	\$414,000.00	\$56,660,000	\$493,000
750	Rutherford County	\$191,585,000	\$192,869,000	\$1,284,000.00	\$193,411,000	\$1,826,000
751	Murfreesboro City	\$38,581,000	\$38,899,000	\$318,000.00	\$38,924,000	\$343,000
760	Scott County	\$16,759,000	\$16,747,000	\$(12,000.00)	\$16,901,000	\$142,000
761	Oneida SSD	\$6,845,000	\$6,845,000	\$-	\$6,900,000	\$55,000
770	Sequatchie County	\$12,539,000	\$12,544,000	\$5,000.00	\$12,646,000	\$107,000
780	Sevier County	\$40,601,000	\$40,615,000	\$14,000.00	\$40,620,000	\$19,000
792	Shelby County	\$581,102,000	\$581,371,000	\$269,000.00	\$581,372,000	\$270,000
793	Arlington City	\$21,334,000	\$21,406,000	\$72,000.00	\$21,550,000	\$216,000
794	Bartlett City	\$38,320,000	\$38,326,000	\$6,000.00	\$38,349,000	\$29,000
795	Collierville City	\$35,909,000	\$36,102,000	\$193,000.00	\$36,257,000	\$348,000
796	Germantown City	\$25,079,000	\$25,084,000	\$5,000.00	\$25,092,000	\$13,000
797	Lakeland City	\$4,436,000	\$4,459,000	\$23,000.00	\$4,479,000	\$43,000
798	Millington City	\$12,584,000	\$12,588,000	\$4,000.00	\$12,590,000	\$6,000
800	Smith County	\$16,329,000	\$16,320,000	\$(9,000.00)	\$16,470,000	\$141,000
810	Stewart County	\$11,418,000	\$11,417,000	\$(1,000.00)	\$11,423,000	\$5,000

2016 Committee Recommendation Cost Projections (ELL, & RTI goals)						
	<u>LEA Name</u>	<u>FY17 July Final</u>	<u>FY17 EL (1:20, 1:200)</u>	<u>Variance</u>	<u>FY17 RTI (1:1000)</u>	<u>Variance</u>
820	Sullivan County	\$38,913,000	\$38,908,000	\$(5,000.00)	\$39,222,000	\$309,000
821	Bristol City	\$15,121,000	\$15,099,000	\$(22,000.00)	\$15,270,000	\$149,000
822	Kingsport City	\$27,840,000	\$27,804,000	\$(36,000.00)	\$28,109,000	\$269,000
830	Sumner County	\$135,925,000	\$136,119,000	\$194,000.00	\$137,179,000	\$1,254,000
840	Tipton County	\$61,233,000	\$61,214,000	\$(19,000.00)	\$61,771,000	\$538,000
850	Trousdale County	\$7,079,000	\$7,081,000	\$2,000.00	\$7,138,000	\$59,000
860	Unicoi County	\$12,772,000	\$12,775,000	\$3,000.00	\$12,777,000	\$5,000
870	Union County	\$24,766,000	\$24,766,000	\$-	\$24,775,000	\$9,000
880	Van Buren County	\$4,787,000	\$4,787,000	\$-	\$4,790,000	\$3,000
890	Warren County	\$33,571,000	\$33,757,000	\$186,000.00	\$33,841,000	\$270,000
900	Washington County	\$32,346,000	\$32,319,000	\$(27,000.00)	\$32,665,000	\$319,000
901	Johnson City	\$29,825,000	\$29,958,000	\$133,000.00	\$30,113,000	\$288,000
910	Wayne County	\$13,710,000	\$13,709,000	\$(1,000.00)	\$13,716,000	\$6,000
920	Weakley County	\$22,387,000	\$22,378,000	\$(9,000.00)	\$22,579,000	\$192,000
930	White County	\$21,405,000	\$21,397,000	\$(8,000.00)	\$21,587,000	\$182,000
940	Williamson County	\$122,396,000	\$122,398,000	\$2,000.00	\$122,467,000	\$71,000
941	Franklin SSD	\$13,900,000	\$13,909,000	\$9,000.00	\$13,907,000	\$7,000
950	Wilson County	\$72,395,000	\$72,511,000	\$116,000.00	\$73,102,000	\$707,000
951	Lebanon SSD	\$16,028,000	\$16,174,000	\$146,000.00	\$16,174,000	\$146,000
970	Dept. of Children Services	<u>\$10,774,000</u>	<u>\$10,774,000</u>	<u>\$-</u>	<u>\$10,778,000</u>	\$4,000
	Sub-Totals	\$4,387,118,000	\$4,404,041,000	\$16,923,000	\$4,415,338,000	\$28,220,000

2016 Committee Recommendation Cost Projections (Technology Scenarios)					
	<u>LEA Name</u>	<u>FY17 w/ \$60M Technology Component (Scenario 1)</u>	<u>Variance</u>	<u>FY17 w/ \$15M Technology Allocation (Scenario 2)</u>	<u>FY17 funded ADMs</u>
10	Anderson County	\$30,453,000.00	\$102,000.00	\$99,309.66	6,364.02
11	Clinton City	\$4,347,000.00	\$-	\$13,691.44	877.38
12	Oak Ridge City	\$20,271,000.00	\$71,000.00	\$68,625.64	4,397.71
20	Bedford County	\$45,711,000.00	\$150,000.00	\$131,372.97	8,418.72
30	Benton County	\$11,763,000.00	\$36,000.00	\$33,232.72	2,129.64
40	Bledsoe County	\$11,946,000.00	\$32,000.00	\$26,958.67	1,727.58
50	Blount County	\$46,312,000.00	\$-	\$167,083.35	10,707.13
51	Alcoa City	\$7,850,000.00	\$29,000.00	\$29,356.25	1,881.22
52	Maryville City	\$20,348,000.00	\$78,000.00	\$78,696.84	5,043.09
60	Bradley County	\$46,066,000.00	\$-	\$154,191.12	9,880.96
61	Cleveland City	\$25,713,000.00	\$88,000.00	\$84,408.18	5,409.09
70	Campbell County	\$28,511,000.00	\$93,000.00	\$85,318.54	5,467.43
80	Cannon County	\$11,136,000.00	\$-	\$29,931.94	1,918.11
90	Carroll County	\$1,998,000.00	\$-	\$39.73	2.55
92	H Rock-Bruceton SSD	\$3,729,000.00	\$11,000.00	\$9,962.12	638.40
93	Huntingdon SSD	\$6,503,000.00	\$21,000.00	\$18,453.89	1,182.57
94	McKenzie SSD	\$7,128,000.00	\$23,000.00	\$20,286.85	1,300.03
95	South Carroll Co SSD	\$1,934,000.00	\$6,000.00	\$5,273.24	337.92
97	West Carroll Co SSD	\$5,134,000.00	\$16,000.00	\$13,859.74	888.17
100	Carter County	\$29,742,000.00	\$93,000.00	\$82,056.98	5,258.42
101	Elizabethton City	\$12,946,000.00	\$43,000.00	\$38,093.07	2,441.10
110	Cheatham County	\$33,205,000.00	\$111,000.00	\$97,471.49	6,246.22
120	Chester County	\$16,119,000.00	\$53,000.00	\$43,966.75	2,817.50
130	Claiborne County	\$24,598,000.00	\$-	\$66,360.11	4,252.53
140	Clay County	\$6,311,000.00	\$19,000.00	\$16,189.21	1,037.45
150	Cocke County	\$23,621,000.00	\$68,000.00	\$69,478.46	4,452.36
151	Newport City	\$3,684,000.00	\$13,000.00	\$11,076.63	709.82
160	Coffee County	\$20,667,000.00	\$72,000.00	\$67,747.82	4,341.45
161	Manchester City	\$6,794,000.00	\$22,000.00	\$20,407.76	1,307.78
162	Tullahoma City	\$15,531,000.00	\$55,000.00	\$52,954.54	3,393.46
170	Crockett County	\$11,553,000.00	\$14,000.00	\$30,149.45	1,932.05
171	Alamo City	\$3,704,000.00	\$11,000.00	\$9,091.89	582.63
172	Bells City	\$2,368,000.00	\$6,000.00	\$5,806.61	372.10
180	Cumberland County	\$31,220,000.00	\$110,000.00	\$111,672.53	7,156.26
190	Davidson County	\$286,359,000.00	\$943,000.00	\$1,278,757.94	81,946.07
200	Decatur County	\$8,599,000.00	\$27,000.00	\$24,614.11	1,577.33
210	DeKalb County	\$15,099,000.00	\$48,000.00	\$43,860.45	2,810.69
220	Dickson County	\$40,025,000.00	\$137,000.00	\$127,385.18	8,163.17
230	Dyer County	\$19,497,000.00	\$66,000.00	\$59,822.23	3,833.56
231	Dyersburg City	\$12,948,000.00	\$44,000.00	\$40,618.97	2,602.97
240	Fayette County	\$16,021,000.00	\$-	\$50,367.78	3,227.70

2016 Committee Recommendation Cost Projections (Technology Scenarios)					
	<u>LEA Name</u>	<u>FY17 w/ \$60M Technology Component (Scenario 1)</u>	<u>Variance</u>	<u>FY17 w/ \$15M Technology Allocation (Scenario 2)</u>	<u>FY17 funded ADMs</u>
250	Fentress County	\$11,965,000.00	\$35,000.00	\$32,706.72	2,095.93
260	Franklin County	\$26,512,000.00	\$-	\$83,817.47	5,371.24
271	Humboldt City	\$6,224,000.00	\$18,000.00	\$16,119.02	1,032.95
272	Milan SSD	\$10,850,000.00	\$35,000.00	\$30,202.98	1,935.48
273	Trenton SSD	\$7,320,000.00	\$24,000.00	\$20,099.50	1,288.03
274	Bradford SSD	\$2,903,000.00	\$-	\$7,732.43	495.51
275	Gibson County SSD	\$20,865,000.00	\$71,000.00	\$61,473.25	3,939.36
280	Giles County	\$18,764,000.00	\$64,000.00	\$60,046.77	3,847.95
290	Grainger County	\$21,543,000.00	\$68,000.00	\$55,058.34	3,528.28
300	Greene County	\$33,541,000.00	\$-	\$104,116.44	6,672.05
301	Greeneville City	\$13,855,000.00	\$47,000.00	\$43,165.74	2,766.17
310	Grundy County	\$13,137,000.00	\$-	\$32,340.97	2,072.49
320	Hamblen County	\$49,110,000.00	\$163,000.00	\$157,218.48	10,074.96
330	Hamilton County	\$150,031,000.00	\$589,000.00	\$672,010.99	43,064.18
340	Hancock County	\$6,747,000.00	\$18,000.00	\$15,360.56	984.34
350	Hardeman County	\$21,237,000.00	\$-	\$55,808.08	3,576.32
360	Hardin County	\$15,109,000.00	\$53,000.00	\$53,832.03	3,449.69
370	Hawkins County	\$36,910,000.00	\$120,000.00	\$107,223.96	6,871.19
371	Rogersville City	\$3,269,000.00	\$10,000.00	\$9,972.64	639.07
380	Haywood County	\$16,511,000.00	\$50,000.00	\$45,170.71	2,894.65
390	Henderson County	\$21,604,000.00	\$68,000.00	\$60,382.36	3,869.46
391	Lexington City	\$4,938,000.00	\$-	\$13,750.53	881.17
400	Henry County	\$15,333,000.00	\$49,000.00	\$46,150.07	2,957.41
401	Paris SSD	\$8,539,000.00	\$29,000.00	\$26,339.09	1,687.88
410	Hickman County	\$21,123,000.00	\$-	\$52,225.82	3,346.76
420	Houston County	\$8,074,000.00	\$24,000.00	\$20,399.09	1,307.23
430	Humphreys County	\$14,046,000.00	\$47,000.00	\$45,057.59	2,887.41
440	Jackson County	\$9,307,000.00	\$-	\$22,820.17	1,462.37
450	Jefferson County	\$35,625,000.00	\$120,000.00	\$111,295.51	7,132.10
460	Johnson County	\$12,617,000.00	\$-	\$31,297.78	2,005.64
470	Knox County	\$197,199,000.00	\$795,000.00	\$902,036.24	57,804.78
480	Lake County	\$5,008,000.00	\$-	\$12,343.88	791.03
490	Lauderdale County	\$24,969,000.00	\$-	\$64,305.62	4,120.87
500	Lawrence County	\$35,287,000.00	\$117,000.00	\$102,558.23	6,572.19
510	Lewis County	\$10,044,000.00	\$-	\$26,705.05	1,711.33
520	Lincoln County	\$20,281,000.00	\$67,000.00	\$59,805.44	3,832.49
521	Fayetteville City	\$7,589,000.00	\$25,000.00	\$22,374.19	1,433.80
530	Loudon County	\$20,376,000.00	\$-	\$72,752.24	4,662.15
531	Lenoir City	\$9,724,000.00	\$34,000.00	\$35,210.42	2,256.37
540	McMinn County	\$25,617,000.00	\$91,000.00	\$86,019.65	5,512.36
541	Athens City	\$7,652,000.00	\$26,000.00	\$24,508.29	1,570.55

2016 Committee Recommendation Cost Projections (Technology Scenarios)					
	<u>LEA Name</u>	<u>FY17 w/ \$60M Technology Component (Scenario 1)</u>	<u>Variance</u>	<u>FY17 w/ \$15M Technology Allocation (Scenario 2)</u>	<u>FY17 funded ADMs</u>
542	Etowah City	\$1,784,000.00	\$5,000.00	\$5,542.91	355.20
550	McNairy County	\$23,403,000.00	\$76,000.00	\$65,109.04	4,172.35
560	Macon County	\$21,662,000.00	\$67,000.00	\$57,382.25	3,677.20
570	Madison County	\$48,846,000.00	\$174,000.00	\$194,963.70	12,493.77
580	Marion County	\$19,716,000.00	\$-	\$62,813.76	4,025.27
581	Richard City SSD	\$1,385,000.00	\$5,000.00	\$4,304.66	275.85
590	Marshall County	\$26,974,000.00	\$92,000.00	\$82,772.21	5,304.25
600	Maury County	\$54,406,000.00	\$190,000.00	\$185,667.32	11,898.04
610	Meigs County	\$10,275,000.00	\$32,000.00	\$26,684.74	1,710.03
620	Monroe County	\$27,703,000.00	\$-	\$83,057.90	5,322.56
621	Sweetwater City	\$7,901,000.00	\$25,000.00	\$23,875.69	1,530.02
630	Montgomery County	\$151,816,000.00	\$534,000.00	\$497,583.03	31,886.39
640	Moore County	\$4,624,000.00	\$-	\$13,310.25	852.95
650	Morgan County	\$18,942,000.00	\$57,000.00	\$47,311.03	3,031.81
660	Obion County	\$17,528,000.00	\$-	\$53,070.26	3,400.88
661	Union City	\$7,761,000.00	\$27,000.00	\$24,442.40	1,566.33
670	Overton County	\$17,614,000.00	\$55,000.00	\$48,056.38	3,079.58
680	Perry County	\$6,215,000.00	\$-	\$16,098.27	1,031.62
690	Pickett County	\$4,205,000.00	\$12,000.00	\$11,238.52	720.19
700	Polk County	\$13,180,000.00	\$-	\$36,783.77	2,357.20
710	Putnam County	\$46,237,000.00	\$164,000.00	\$166,576.67	10,674.66
720	Rhea County	\$22,735,000.00	\$74,000.00	\$66,179.71	4,240.96
721	Dayton City	\$4,314,000.00	\$14,000.00	\$12,810.20	820.91
730	Roane County	\$29,483,000.00	\$-	\$102,421.15	6,563.41
740	Robertson County	\$56,353,000.00	\$186,000.00	\$170,662.87	10,936.51
750	Rutherford County	\$192,284,000.00	\$699,000.00	\$664,312.30	42,570.83
751	Murfreesboro City	\$38,714,000.00	\$133,000.00	\$124,973.20	8,008.60
760	Scott County	\$16,812,000.00	\$53,000.00	\$44,251.03	2,835.72
761	Oneida SSD	\$6,861,000.00	\$16,000.00	\$19,028.32	1,219.38
770	Sequatchie County	\$12,579,000.00	\$40,000.00	\$35,148.63	2,252.41
780	Sevier County	\$40,601,000.00	\$-	\$222,103.20	14,232.94
792	Shelby County	\$581,102,000.00	\$-	\$1,810,362.38	116,012.64
793	Arlington City	\$21,414,000.00	\$80,000.00	\$77,867.48	4,989.95
794	Bartlett City	\$38,320,000.00	\$-	\$132,685.61	8,502.83
795	Collierville City	\$36,037,000.00	\$128,000.00	\$125,210.19	8,023.79
796	Germantown City	\$25,079,000.00	\$-	\$89,310.87	5,723.27
797	Lakeland City	\$4,451,000.00	\$15,000.00	\$14,140.69	906.17
798	Millington City	\$12,584,000.00	\$-	\$39,568.24	2,535.63
800	Smith County	\$16,381,000.00	\$52,000.00	\$47,073.28	3,016.58
810	Stewart County	\$11,418,000.00	\$-	\$31,200.80	1,999.43
820	Sullivan County	\$38,998,000.00	\$85,000.00	\$154,032.09	9,870.77

2016 Committee Recommendation Cost Projections (Technology Scenarios)					
	<u>LEA Name</u>	<u>FY17 w/ \$60M Technology Component (Scenario 1)</u>	<u>Variance</u>	<u>FY17 w/ \$15M Technology Allocation (Scenario 2)</u>	<u>FY17 funded ADMs</u>
821	Bristol City	\$15,180,000.00	\$59,000.00	\$61,567.72	3,945.42
822	Kingsport City	\$27,947,000.00	\$107,000.00	\$111,437.84	7,141.22
830	Sumner County	\$136,404,000.00	\$479,000.00	\$447,703.16	28,689.96
840	Tipton County	\$61,434,000.00	\$201,000.00	\$170,465.26	10,923.85
850	Trousdale County	\$7,101,000.00	\$22,000.00	\$19,333.95	1,238.97
860	Unicoi County	\$12,772,000.00	\$-	\$36,210.58	2,320.47
870	Union County	\$24,766,000.00	\$-	\$54,010.24	3,461.11
880	Van Buren County	\$4,787,000.00	\$-	\$11,252.77	721.11
890	Warren County	\$33,660,000.00	\$89,000.00	\$99,063.29	6,348.23
900	Washington County	\$32,473,000.00	\$127,000.00	\$134,331.79	8,608.32
901	Johnson City	\$29,940,000.00	\$115,000.00	\$121,048.24	7,757.08
910	Wayne County	\$13,710,000.00	\$-	\$34,491.50	2,210.30
920	Weakley County	\$22,460,000.00	\$73,000.00	\$65,511.70	4,198.16
930	White County	\$21,473,000.00	\$68,000.00	\$60,241.41	3,860.42
940	Williamson County	\$122,396,000.00	\$-	\$566,737.38	36,317.98
941	Franklin SSD	\$13,900,000.00	\$-	\$53,566.53	3,432.68
950	Wilson County	\$72,668,000.00	\$273,000.00	\$268,549.28	17,209.32
951	Lebanon SSD	\$16,084,000.00	\$56,000.00	\$55,112.58	3,531.75
970	Dept. of Children Services	<u>\$10,774,000.00</u>	\$-	<u>\$19,560.63</u>	1,253.50
	Sub-Totals	\$4,397,445,000.00	\$10,327,000.00	\$15,000,000.00	961,238.26

2016 Committee Recommendation Cost Projections (Guidance Counselor Scenarios)						
	LEA Name	FY17 July Final	FY17 Counselors 1:250 (All Grades)	Variance (Scenario 1)	FY17 Counselors 1:400 Elementary, 1:300 Secondary	Variance (Scenario 2)
10	Anderson County	\$30,351,000.00	\$30,763,000.00	\$412,000.00	\$30,481,000.00	\$130,000.00
11	Clinton City	\$4,347,000.00	\$4,351,000.00	\$4,000.00	\$4,348,000.00	\$1,000.00
12	Oak Ridge City	\$20,200,000.00	\$20,493,000.00	\$293,000.00	\$20,292,000.00	\$92,000.00
20	Bedford County	\$45,561,000.00	\$46,207,000.00	\$646,000.00	\$45,755,000.00	\$194,000.00
30	Benton County	\$11,727,000.00	\$11,879,000.00	\$152,000.00	\$11,775,000.00	\$48,000.00
40	Bledsoe County	\$11,914,000.00	\$12,051,000.00	\$137,000.00	\$11,956,000.00	\$42,000.00
50	Blount County	\$46,312,000.00	\$46,621,000.00	\$309,000.00	\$46,323,000.00	\$11,000.00
51	Alcoa City	\$7,821,000.00	\$7,938,000.00	\$117,000.00	\$7,856,000.00	\$35,000.00
52	Maryville City	\$20,270,000.00	\$20,579,000.00	\$309,000.00	\$20,365,000.00	\$95,000.00
60	Bradley County	\$46,066,000.00	\$46,409,000.00	\$343,000.00	\$46,077,000.00	\$11,000.00
61	Cleveland City	\$25,625,000.00	\$25,988,000.00	\$363,000.00	\$25,734,000.00	\$109,000.00
70	Campbell County	\$28,418,000.00	\$28,802,000.00	\$384,000.00	\$28,534,000.00	\$116,000.00
80	Cannon County	\$11,136,000.00	\$11,144,000.00	\$8,000.00	\$11,138,000.00	\$2,000.00
90	Carroll County	\$1,998,000.00	\$1,998,000.00	\$-	\$1,998,000.00	\$-
92	H Rock-Bruceton SSD	\$3,718,000.00	\$3,769,000.00	\$51,000.00	\$3,733,000.00	\$15,000.00
93	Huntingdon SSD	\$6,482,000.00	\$6,575,000.00	\$93,000.00	\$6,510,000.00	\$28,000.00
94	McKenzie SSD	\$7,105,000.00	\$7,205,000.00	\$100,000.00	\$7,136,000.00	\$31,000.00
95	South Carroll Co SSD	\$1,928,000.00	\$1,953,000.00	\$25,000.00	\$1,934,000.00	\$6,000.00
97	West Carroll Co SSD	\$5,118,000.00	\$5,186,000.00	\$68,000.00	\$5,140,000.00	\$22,000.00
100	Carter County	\$29,649,000.00	\$30,046,000.00	\$397,000.00	\$29,769,000.00	\$120,000.00
101	Elizabethton City	\$12,903,000.00	\$13,079,000.00	\$176,000.00	\$12,957,000.00	\$54,000.00
110	Cheatham County	\$33,094,000.00	\$33,559,000.00	\$465,000.00	\$33,237,000.00	\$143,000.00
120	Chester County	\$16,066,000.00	\$16,292,000.00	\$226,000.00	\$16,136,000.00	\$70,000.00
130	Claiborne County	\$24,598,000.00	\$24,615,000.00	\$17,000.00	\$24,604,000.00	\$6,000.00
140	Clay County	\$6,292,000.00	\$6,373,000.00	\$81,000.00	\$6,315,000.00	\$23,000.00
150	Cocke County	\$23,553,000.00	\$23,859,000.00	\$306,000.00	\$23,641,000.00	\$88,000.00
151	Newport City	\$3,671,000.00	\$3,729,000.00	\$58,000.00	\$3,687,000.00	\$16,000.00
160	Coffee County	\$20,595,000.00	\$20,878,000.00	\$283,000.00	\$20,685,000.00	\$90,000.00
161	Manchester City	\$6,772,000.00	\$6,873,000.00	\$101,000.00	\$6,799,000.00	\$27,000.00
162	Tullahoma City	\$15,476,000.00	\$15,705,000.00	\$229,000.00	\$15,545,000.00	\$69,000.00
170	Crockett County	\$11,539,000.00	\$11,655,000.00	\$116,000.00	\$11,564,000.00	\$25,000.00
171	Alamo City	\$3,693,000.00	\$3,752,000.00	\$59,000.00	\$3,708,000.00	\$15,000.00
172	Bells City	\$2,362,000.00	\$2,400,000.00	\$38,000.00	\$2,371,000.00	\$9,000.00
180	Cumberland County	\$31,110,000.00	\$31,562,000.00	\$452,000.00	\$31,247,000.00	\$137,000.00
190	Davidson County	\$285,416,000.00	\$289,424,000.00	\$4,008,000.00	\$286,578,000.00	\$1,162,000.00
200	Decatur County	\$8,572,000.00	\$8,684,000.00	\$112,000.00	\$8,606,000.00	\$34,000.00
210	DeKalb County	\$15,051,000.00	\$15,253,000.00	\$202,000.00	\$15,112,000.00	\$61,000.00
220	Dickson County	\$39,888,000.00	\$40,453,000.00	\$565,000.00	\$40,061,000.00	\$173,000.00
230	Dyer County	\$19,431,000.00	\$19,698,000.00	\$267,000.00	\$19,513,000.00	\$82,000.00
231	Dyersburg City	\$12,904,000.00	\$13,086,000.00	\$182,000.00	\$12,958,000.00	\$54,000.00
240	Fayette County	\$16,021,000.00	\$16,031,000.00	\$10,000.00	\$16,024,000.00	\$3,000.00
250	Fentress County	\$11,930,000.00	\$12,091,000.00	\$161,000.00	\$11,975,000.00	\$45,000.00
260	Franklin County	\$26,512,000.00	\$26,625,000.00	\$113,000.00	\$26,518,000.00	\$6,000.00
271	Humboldt City	\$6,206,000.00	\$6,286,000.00	\$80,000.00	\$6,229,000.00	\$23,000.00
272	Milan SSD	\$10,815,000.00	\$10,959,000.00	\$144,000.00	\$10,859,000.00	\$44,000.00
273	Trenton SSD	\$7,296,000.00	\$7,393,000.00	\$97,000.00	\$7,326,000.00	\$30,000.00
274	Bradford SSD	\$2,903,000.00	\$2,908,000.00	\$5,000.00	\$2,903,000.00	\$-

2016 Committee Recommendation Cost Projections (Guidance Counselor Scenarios)						
	<u>LEA Name</u>	<u>FY17 July Final</u>	<u>FY17 Counselors 1:250 (All Grades)</u>	<u>Variance (Scenario 1)</u>	<u>FY17 Counselors 1:400 Elementary, 1:300 Secondary</u>	<u>Variance (Scenario 2)</u>
275	Gibson County SSD	\$20,794,000.00	\$21,094,000.00	\$300,000.00	\$20,885,000.00	\$91,000.00
280	Giles County	\$18,700,000.00	\$18,966,000.00	\$266,000.00	\$18,782,000.00	\$82,000.00
290	Grainger County	\$21,475,000.00	\$21,757,000.00	\$282,000.00	\$21,561,000.00	\$86,000.00
300	Greene County	\$33,541,000.00	\$33,566,000.00	\$25,000.00	\$33,549,000.00	\$8,000.00
301	Greeneville City	\$13,808,000.00	\$13,997,000.00	\$189,000.00	\$13,867,000.00	\$59,000.00
310	Grundy County	\$13,137,000.00	\$13,146,000.00	\$9,000.00	\$13,140,000.00	\$3,000.00
320	Hamblen County	\$48,947,000.00	\$49,617,000.00	\$670,000.00	\$49,149,000.00	\$202,000.00
330	Hamilton County	\$149,442,000.00	\$151,782,000.00	\$2,340,000.00	\$150,139,000.00	\$697,000.00
340	Hancock County	\$6,729,000.00	\$6,811,000.00	\$82,000.00	\$6,755,000.00	\$26,000.00
350	Hardeman County	\$21,237,000.00	\$21,252,000.00	\$15,000.00	\$21,242,000.00	\$5,000.00
360	Hardin County	\$15,056,000.00	\$15,267,000.00	\$211,000.00	\$15,121,000.00	\$65,000.00
370	Hawkins County	\$36,790,000.00	\$37,290,000.00	\$500,000.00	\$36,944,000.00	\$154,000.00
371	Rogersville City	\$3,259,000.00	\$3,314,000.00	\$55,000.00	\$3,273,000.00	\$14,000.00
380	Haywood County	\$16,461,000.00	\$16,667,000.00	\$206,000.00	\$16,524,000.00	\$63,000.00
390	Henderson County	\$21,536,000.00	\$21,820,000.00	\$284,000.00	\$21,624,000.00	\$88,000.00
391	Lexington City	\$4,938,000.00	\$4,942,000.00	\$4,000.00	\$4,939,000.00	\$1,000.00
400	Henry County	\$15,284,000.00	\$15,477,000.00	\$193,000.00	\$15,346,000.00	\$62,000.00
401	Paris SSD	\$8,510,000.00	\$8,643,000.00	\$133,000.00	\$8,545,000.00	\$35,000.00
410	Hickman County	\$21,123,000.00	\$21,137,000.00	\$14,000.00	\$21,127,000.00	\$4,000.00
420	Houston County	\$8,050,000.00	\$8,152,000.00	\$102,000.00	\$8,081,000.00	\$31,000.00
430	Humphreys County	\$13,999,000.00	\$14,190,000.00	\$191,000.00	\$14,057,000.00	\$58,000.00
440	Jackson County	\$9,307,000.00	\$9,313,000.00	\$6,000.00	\$9,309,000.00	\$2,000.00
450	Jefferson County	\$35,505,000.00	\$36,012,000.00	\$507,000.00	\$35,659,000.00	\$154,000.00
460	Johnson County	\$12,617,000.00	\$12,625,000.00	\$8,000.00	\$12,619,000.00	\$2,000.00
470	Knox County	\$196,404,000.00	\$199,503,000.00	\$3,099,000.00	\$197,344,000.00	\$940,000.00
480	Lake County	\$5,008,000.00	\$5,045,000.00	\$37,000.00	\$5,008,000.00	\$-
490	Lauderdale County	\$24,969,000.00	\$24,986,000.00	\$17,000.00	\$24,974,000.00	\$5,000.00
500	Lawrence County	\$35,170,000.00	\$35,665,000.00	\$495,000.00	\$35,322,000.00	\$152,000.00
510	Lewis County	\$10,044,000.00	\$10,051,000.00	\$7,000.00	\$10,047,000.00	\$3,000.00
520	Lincoln County	\$20,214,000.00	\$20,495,000.00	\$281,000.00	\$20,300,000.00	\$86,000.00
521	Fayetteville City	\$7,564,000.00	\$7,676,000.00	\$112,000.00	\$7,597,000.00	\$33,000.00
530	Loudon County	\$20,376,000.00	\$20,392,000.00	\$16,000.00	\$20,381,000.00	\$5,000.00
531	Lenoir City	\$9,690,000.00	\$9,813,000.00	\$123,000.00	\$9,730,000.00	\$40,000.00
540	McMinn County	\$25,526,000.00	\$25,881,000.00	\$355,000.00	\$25,639,000.00	\$113,000.00
541	Athens City	\$7,626,000.00	\$7,744,000.00	\$118,000.00	\$7,658,000.00	\$32,000.00
542	Etowah City	\$1,779,000.00	\$1,806,000.00	\$27,000.00	\$1,786,000.00	\$7,000.00
550	McNairy County	\$23,327,000.00	\$23,643,000.00	\$316,000.00	\$23,424,000.00	\$97,000.00
560	Macon County	\$21,595,000.00	\$21,881,000.00	\$286,000.00	\$21,682,000.00	\$87,000.00
570	Madison County	\$48,672,000.00	\$49,361,000.00	\$689,000.00	\$48,879,000.00	\$207,000.00
580	Marion County	\$19,716,000.00	\$19,837,000.00	\$121,000.00	\$19,720,000.00	\$4,000.00
581	Richard City SSD	\$1,380,000.00	\$1,398,000.00	\$18,000.00	\$1,386,000.00	\$6,000.00
590	Marshall County	\$26,882,000.00	\$27,268,000.00	\$386,000.00	\$27,002,000.00	\$120,000.00
600	Maury County	\$54,216,000.00	\$55,010,000.00	\$794,000.00	\$54,454,000.00	\$238,000.00
610	Meigs County	\$10,243,000.00	\$10,372,000.00	\$129,000.00	\$10,283,000.00	\$40,000.00
620	Monroe County	\$27,703,000.00	\$27,948,000.00	\$245,000.00	\$27,709,000.00	\$6,000.00
621	Sweetwater City	\$7,876,000.00	\$7,999,000.00	\$123,000.00	\$7,910,000.00	\$34,000.00
630	Montgomery County	\$151,282,000.00	\$153,523,000.00	\$2,241,000.00	\$151,954,000.00	\$672,000.00

2016 Committee Recommendation Cost Projections (Guidance Counselor Scenarios)						
	<u>LEA Name</u>	<u>FY17 July Final</u>	<u>FY17 Counselors 1:250 (All Grades)</u>	<u>Variance (Scenario 1)</u>	<u>FY17 Counselors 1:400 Elementary, 1:300 Secondary</u>	<u>Variance (Scenario 2)</u>
640	Moore County	\$4,624,000.00	\$4,627,000.00	\$3,000.00	\$4,625,000.00	\$1,000.00
650	Morgan County	\$18,885,000.00	\$19,129,000.00	\$244,000.00	\$18,960,000.00	\$75,000.00
660	Obion County	\$17,528,000.00	\$17,541,000.00	\$13,000.00	\$17,532,000.00	\$4,000.00
661	Union City	\$7,734,000.00	\$7,848,000.00	\$114,000.00	\$7,770,000.00	\$36,000.00
670	Overton County	\$17,559,000.00	\$17,796,000.00	\$237,000.00	\$17,631,000.00	\$72,000.00
680	Perry County	\$6,215,000.00	\$6,219,000.00	\$4,000.00	\$6,216,000.00	\$1,000.00
690	Pickett County	\$4,193,000.00	\$4,227,000.00	\$34,000.00	\$4,196,000.00	\$3,000.00
700	Polk County	\$13,180,000.00	\$13,260,000.00	\$80,000.00	\$13,183,000.00	\$3,000.00
710	Putnam County	\$46,073,000.00	\$46,730,000.00	\$657,000.00	\$46,272,000.00	\$199,000.00
720	Rhea County	\$22,661,000.00	\$22,963,000.00	\$302,000.00	\$22,754,000.00	\$93,000.00
721	Dayton City	\$4,300,000.00	\$4,370,000.00	\$70,000.00	\$4,318,000.00	\$18,000.00
730	Roane County	\$29,483,000.00	\$29,504,000.00	\$21,000.00	\$29,489,000.00	\$6,000.00
740	Robertson County	\$56,167,000.00	\$56,954,000.00	\$787,000.00	\$56,405,000.00	\$238,000.00
750	Rutherford County	\$191,585,000.00	\$194,378,000.00	\$2,793,000.00	\$192,465,000.00	\$880,000.00
751	Murfreesboro City	\$38,581,000.00	\$39,257,000.00	\$676,000.00	\$38,750,000.00	\$169,000.00
760	Scott County	\$16,759,000.00	\$16,986,000.00	\$227,000.00	\$16,827,000.00	\$68,000.00
761	Oneida SSD	\$6,845,000.00	\$6,936,000.00	\$91,000.00	\$6,869,000.00	\$24,000.00
770	Sequatchie County	\$12,539,000.00	\$12,701,000.00	\$162,000.00	\$12,587,000.00	\$48,000.00
780	Sevier County	\$40,601,000.00	\$40,630,000.00	\$29,000.00	\$40,611,000.00	\$10,000.00
792	Shelby County	\$581,102,000.00	\$583,743,000.00	\$2,641,000.00	\$581,233,000.00	\$131,000.00
793	Arlington City	\$21,334,000.00	\$21,658,000.00	\$324,000.00	\$21,439,000.00	\$105,000.00
794	Bartlett City	\$38,320,000.00	\$38,568,000.00	\$248,000.00	\$38,329,000.00	\$9,000.00
795	Collierville City	\$35,909,000.00	\$36,469,000.00	\$560,000.00	\$36,078,000.00	\$169,000.00
796	Germantown City	\$25,079,000.00	\$25,168,000.00	\$89,000.00	\$25,085,000.00	\$6,000.00
797	Lakeland City	\$4,436,000.00	\$4,514,000.00	\$78,000.00	\$4,455,000.00	\$19,000.00
798	Millington City	\$12,584,000.00	\$12,594,000.00	\$10,000.00	\$12,587,000.00	\$3,000.00
800	Smith County	\$16,329,000.00	\$16,551,000.00	\$222,000.00	\$16,397,000.00	\$68,000.00
810	Stewart County	\$11,418,000.00	\$11,426,000.00	\$8,000.00	\$11,420,000.00	\$2,000.00
820	Sullivan County	\$38,913,000.00	\$39,434,000.00	\$521,000.00	\$39,030,000.00	\$117,000.00
821	Bristol City	\$15,121,000.00	\$15,351,000.00	\$230,000.00	\$15,193,000.00	\$72,000.00
822	Kingsport City	\$27,840,000.00	\$28,266,000.00	\$426,000.00	\$27,970,000.00	\$130,000.00
830	Sumner County	\$135,925,000.00	\$137,904,000.00	\$1,979,000.00	\$136,527,000.00	\$602,000.00
840	Tipton County	\$61,233,000.00	\$62,078,000.00	\$845,000.00	\$61,494,000.00	\$261,000.00
850	Trousdale County	\$7,079,000.00	\$7,171,000.00	\$92,000.00	\$7,106,000.00	\$27,000.00
860	Unicoi County	\$12,772,000.00	\$12,780,000.00	\$8,000.00	\$12,774,000.00	\$2,000.00
870	Union County	\$24,766,000.00	\$24,781,000.00	\$15,000.00	\$24,770,000.00	\$4,000.00
880	Van Buren County	\$4,787,000.00	\$4,789,000.00	\$2,000.00	\$4,787,000.00	\$-
890	Warren County	\$33,571,000.00	\$34,012,000.00	\$441,000.00	\$33,691,000.00	\$120,000.00
900	Washington County	\$32,346,000.00	\$32,843,000.00	\$497,000.00	\$32,501,000.00	\$155,000.00
901	Johnson City	\$29,825,000.00	\$30,293,000.00	\$468,000.00	\$29,966,000.00	\$141,000.00
910	Wayne County	\$13,710,000.00	\$13,719,000.00	\$9,000.00	\$13,713,000.00	\$3,000.00
920	Weakley County	\$22,387,000.00	\$22,692,000.00	\$305,000.00	\$22,481,000.00	\$94,000.00
930	White County	\$21,405,000.00	\$21,691,000.00	\$286,000.00	\$21,492,000.00	\$87,000.00
940	Williamson County	\$122,396,000.00	\$122,508,000.00	\$112,000.00	\$122,430,000.00	\$34,000.00
941	Franklin SSD	\$13,900,000.00	\$13,913,000.00	\$13,000.00	\$13,904,000.00	\$4,000.00
950	Wilson County	\$72,395,000.00	\$73,483,000.00	\$1,088,000.00	\$72,735,000.00	\$340,000.00

2016 Committee Recommendation Cost Projections (Guidance Counselor Scenarios)						
	<u>LEA Name</u>	<u>FY17 July Final</u>	<u>FY17 Counselors 1:250 (All Grades)</u>	<u>Variance (Scenario 1)</u>	<u>FY17 Counselors 1:400 Elementary, 1:300 Secondary</u>	<u>Variance (Scenario 2)</u>
951	Lebanon SSD	\$16,028,000.00	\$16,288,000.00	\$260,000.00	\$16,100,000.00	\$72,000.00
970	Dept. of Children Services	\$10,774,000.00	\$10,778,000.00	\$4,000.00	\$10,775,000.00	\$1,000.00
	Sub-Totals	\$4,387,118,000.00	\$4,434,834,000.00	\$47,716,000.00	\$4,400,360,000.00	\$13,242,000.00

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