



TENNESSEE
STATE BOARD OF EDUCATION

**BASIC EDUCATION PROGRAM
REVIEW COMMITTEE
2017 ANNUAL REPORT**

Table of Contents

List of Tables and Figures	3
2016-17 BEP Review Committee Members	4
2017-18 BEP Review Committee Members	5
Work of the Committee	6
BEP Committee Guiding Principle Statement	6
2017 Executive Summary	7
Update on 2016 BEP Committee Recommendations	8
2017 BEP Committee Recommendations	8
Sustained Commitment to Educator Compensation	8
Fund the Number of School Counselors at a Level Closer to National Best Practices	9
Increase Technology Funding in Schools	9
Funding Response to Instruction and Intervention Positions	9
Lower the Ratio of Students to Nurses	10
2017 BEP Review Committee Notable Action Items	10
Adoption of Priority List	10
Adoption of the Annual Report	10
BEP Salary Equity Analysis	11
Salary Disparity Statement	11
Background	12
Discussion	13
Review of BEP Salary Component Funding Gap	15
Review of Regional In-State Salary Disparity	16
Review of Teacher Salaries for the US Southeastern Region	17
Appendices	18
Appendix A: Regional Disparity 2017-2016 – Based on Weighted Average Salaries	20
Appendix B: Weighted Average Salaries and Insurance Data	35
Appendix C: Cost Estimates for 2017 Committee Recommendations	40
References:	62

List of Tables and Figures

Table 1: NEA Average Salary for the Southeast Region vs. Tennessee Average Salary	11
Table 2: Weighted Average Salary With and Without Average Insurance	12
Table 3: Distribution for FY16 Salary and Compensation Data.....	13
Table 4: Weighted Averages Historical Disparity Data	13
Table 5: Salary Gap Analysis.....	15
Table 6: Regional Total Compensation Disparity Summary.....	16
Table 7: NEA Average Salary Summary.....	17
Figure 1: Coefficient of Variation Overtime	14
Figure 2: FY17-18 Weighted Average Salary Disparities	14

2016-17 BEP Review Committee Members

Lyle Ailshie

Director of Schools
Kingsport City Schools

Rep. Harry Brooks

Chair, House Education Planning and
Administration Committee
TN General Assembly

David Connor

Executive Director
TN County Services Association

Sen. Dolores Gresham

Chair, Senate Education Committee
TN General Assembly

Ben Torres

Director of Policy Services
TN School Boards Association

Vincent Harvell

Deputy Superintendent
Fayette County Schools

Chris Henson

Chief Operating Officer
Metro Nashville Public Schools

Sara Heyburn Morrison

Executive Director
State Board of Education

Dorsey Hopson

Director of Schools
Shelby County Schools

Karen King

Assistant Superintendent
Sevier County Schools

Candice McQueen

Commissioner
Department of Education

Larry Martin

Commissioner
Department of Finance & Administration

Wayne Miller

Executive Director
TN Organization of School Superintendents

Mitchell Moore

City Manager, City of Athens
Tennessee Municipal League

Rick Nicholson

Senate Budget Analysis Director
Office of Legislative Budget Analysis

Don Odom

Director of Schools
Rutherford County Schools

Cliff Lippard

Executive Director
TN Advisory Commission on Intergovernmental
Relations (TACIR)

Larry Ridings

TN School Systems for Equity

Fielding Rolston

Chairman
State Board of Education

Mary Ann Sparks

Deputy Director of Schools
Wilson County Schools

Justin P. Wilson

Comptroller
Comptroller of the Treasury

Hunter Zanardi

Instructional Specialist
Putnam County Schools

2017-18 BEP Review Committee Members

Mischelle Simcox
Director of Schools
Johnson County Schools

Harry Brooks
Chair, House Education Administration and
Planning Committee
Tennessee General Assembly

David Connor
Executive Director
Tennessee County Services Association

Dolores Gresham
Chair, Senate Education Committee
Tennessee General Assembly

Ben Torres
Director of Government Relations
Tennessee Schools Board Association

Vincent Harvell
Deputy Superintendent COO
Fayette County Schools

Shawn Joseph
Director of Schools
Metro Nashville Public Schools

Sara Heyburn Morrison
Executive Director
Tennessee State Board of Education

Dorsey Hopson
Director of Schools
Shelby County Schools

Karen King
Assistant Superintendent
Sevier County Schools

Candice McQueen
Commissioner
Department of Education

Larry Martin
Commissioner
Department of Finance and Administration

Dale Lynch
Executive Director
Tennessee Organization of School Superintendents

Keith McDonald
Mayor
City of Bartlett

Cathy Higgins
House Budget Director
Office of Legislative Budget Analysis

Bobby Cox
Director of Schools
Warren County Schools

Cliff Lippard
Executive Director
Tennessee Advisory Commission on
Intergovernmental Relations(TACIR)

Larry Ridings
Tennessee School Systems for Equity

Fielding Rolston
Chairman
Tennessee State Board of Education

Mickey Hall
Chief Financial Officer
Wilson County Schools

Justin P. Wilson
Comptroller of the Treasury

Hunter Zanardi
Instructional Specialist
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 delineates 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 LEAs, 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 laid out 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.

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.

2017 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 related to the following areas:

- 2016 BEP Committee Priority Recommendations Update
- 2017 BEP Committee New Priority Recommendations
 1. Sustained Commitment to Educator Compensation
 2. Funding the Number of School Counselors at a Level Close to National Best Practices
 3. Increase Technology Funding in Schools
 4. Funding Response to Instruction and Intervention Positions
 5. Lower the Ratio of Students to Nurses
- 2017 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 2017 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 2016 BEP Committee Recommendations

In its 2016 Annual Report, the BEP Review 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 two of the priorities 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. Highlights of the BEP Enhancement Act and 2016 BEP priorities are as follows:

- The Governor's proposed budget includes nearly \$250 million in total new funding for K-12 education, including a \$200 million increase for the BEP—one of the largest funding increases in Tennessee history.
- Teacher Salaries: \$100.4 million in teacher compensation.
- English Language Learners: \$22.2 million in additional BEP funding was implemented to assist districts in educating English language learners.

This year's Tennessee Actual Average Licensed Salary supersedes the NEA Regional Licensed Salary. 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.

2017 BEP Committee Recommendations

The 2017 BEP Review Committee has priority ranked the following five suggested areas for formula improvement as a result of this year's meeting discussions, by survey, and vote of the members:

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. Please reference Appendix B for a list of the Weighted Average Salaries and Insurance Data.

Funding the Number of School Counselors at a Level Closer to National Best Practices

As the role and scope of responsibilities for school guidance counselors has expanded in recent years, members of the BEP Review Committee have reported strong stakeholder interest in decreasing the current ratio of students to guidance counselors. School counselors create comprehensive school counseling programs that focus on student outcomes, teach key student competencies, help navigate students toward post-secondary opportunities, and are delivered with identified professional competencies. 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 national best practice.²

The BEP Review 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 \$56,518,000.

Increase Technology Funding in Schools

The BEP Review Committee recognizes the importance of technology in instruction. The addition of \$51 million for technology in the classroom in FY14 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 Review 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 \$12,163,000. The second – an allocation for school technology funding outside the BEP formula – would increase state expenditures in direct proportion to the amount allocated. The committee acknowledges that not every system benefits from expansion of technology funding within the formula and contemplates the increase outside of the formula as an observation not specifically required by Tenn. Code Ann. §49-1-302(a)(4)(B).

Funding 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 RTI² Task force and the TDOE. 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 and instruction 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.

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

² ASCA National Model A Framework for School Counseling (American School Counselor Association 2016).

At present, there is no allocated funding inside or outside the BEP formula specifically for RTI² positions. Therefore, to support schools and districts in their implementation of RTI² and ensure that schools have capacity to serve all students, the BEP Review Committee recommends allocating funds for RTI² positions. Estimates from TDOE indicate that funding such positions inside the BEP formula at a ratio of 1:1000 would increase state expenditures by \$35,072,000.

Lower the Ratio of Students to Nurses

Lower the Ratio of Students to Nurses The BEP Review Committee recognizes the importance of having high quality nursing staff at all schools. The National Association of School Nurses (NASN) and the American Academy of pediatrics (AAP) recommend that school districts provide full-time school nurses in every school building. The National Association of State School Nurse Consultants and NASN (2012, 2014) assert that every student needs direct access to a school nurse so that all students have the opportunity to be healthy, safe, and ready to learn. According to the Center for Disease Control and Prevention, schools should have one nurse for every 750 students. Research from both organizations have pointed to the fact that full-time nurses and dependable funding are essential to achieving high quality health services and to meet student needs.

Therefore, in order to meet the needs of all students, the BEP committee recommends lowering the ratio of students to nurses. If for instance the General Assembly chose to lower the ratio from 1:3000 to 1:750 in order to meet national best practices, this change in the ratio would increase state expenditure by \$35,678,000.

2017 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 1st of each year. For 2017, the required committee meetings were held on May 5th, August 8th, and October 30th. An additional meeting will take place in November or December of 2017 to set plans for the ensuing year. 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 recommendations during the August 7, 2017 meeting. The committee also directed Mr. Nathan James, Director of Legislative & External Affairs for the State Board of Education, to transmit these priorities to the office of the Governor, Commissioner of Finance and Administration and the Commissioner of Education 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 voting at the August 8th meeting.

Adoption of the Annual Report

The BEP committee reviewed the draft of this 2017 report during the October 30th meeting. After reviewing feedback collected during this meeting, State Board of Education staff prepared a amended version and transmitted the same on or before November 1,2017 pursuant to Tenn. Code Ann. §49-1-302(a)(4)(B).

³ School Nurse Workload – Staffing for Safe Care (2016).

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 U.S. region.

For the 2017 fiscal year (FY17), the BEP salary component was \$44,430, compared to an average actual statewide licensed salary of \$52,732.⁴ This represents approximately a 18.6% gap in licensed salary funding levels. The \$52,732 average teacher salary for Tennessee is calculated using the methodology described in the full disparity report referenced in Appendix A.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the Tennessee BEP funding formula. In 2015-16, the average salary across all instructional positions for the U.S. Southeastern region was reported at \$51,895.⁵ The Tennessee actual average statewide licensed salary⁶ for the same year was \$51,386, approximately .99% below the regional average. Projected data for the 2016-17 school year list the average salary for instructional positions within the U.S. Southeastern region as \$51,893,⁷ compared to an average salary of \$52,732 for the state of Tennessee. These projections place Tennessee approximately 1% above the regional average for the 2016-17 school year. Complete data tables are provided in the review of teacher salaries for the U.S. Southeastern region section of this report.

	School Year	NEA Regional Estimate	TN Actual Average Licensed Salary	Gap
FY14	2013-14	\$50,482	\$50,116	0.73%
FY15	2014-15	\$51,406	\$50,463	1.87%
FY16	2015-16	\$51,895	\$51,386	0.99%
FY17	2016-17	\$51,893*	\$52,732	1%

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

⁴ 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.

⁵ NEA Research, Rankings & Estimates: Rankings of the States 2015 and Estimates of School Statistics 2017 (National Education Association 2017). Pg. 92

⁶ The actual average statewide licensed salary figure is calculated as an average of all educational license holders in the state of Tennessee – including superintendents 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.

⁷ 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 Ph.D. 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 Bachelors and Masters 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 Ph.D. degrees from this methodology did result in an expected decrease in weighted average salary for 2014 and 2015. However, as of FY16, values 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 Weighed 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	0.50%	\$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%
2017*	\$45,038	\$1,014	2%	\$52,467	\$1,717	3%

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 FY17.

	2017 Weighted Average Salary		2017 Actual Average Licensed Salary		2017 Weighted Average Total Compensation	
Minimum	Sequatchie County	\$39,128	Richard City	\$43,165	Van Buren County	\$45,753
Statewide Average		\$45,038		\$52,732		\$52,467
Maximum	Lakeland Municipal	\$54,389	Oak Ridge	\$66,065	Oak Ridge	\$62,173
	Number of Systems below Average	85	Number of Systems below Average	109	Number of Systems below Average	79
	Number of Systems above Average	56	Number of Systems above Average	32	Number of Systems above Average	62

Table 3: Distribution 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 2017, the range between the highest and lowest weighted average instructional salaries for the state was \$15,261. This yields a maximum versus minimum weighted average salary disparity of approximately 39%. Data from previous years is provided in Table 4 below.

Year	Salary		Insurance		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
2017*	39.00%	0.08200	158.42%	0.1774	35.89%	0.080

Table 4: Weighted Averages Historical Disparity Data

*Calculated using new methodology

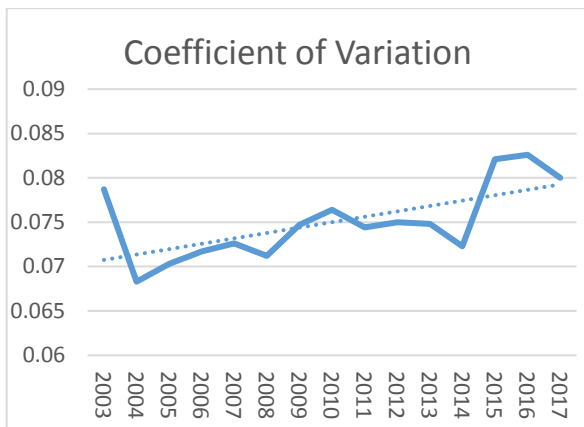


Figure 1: Coefficient of variation overtime

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 left), 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 0.0683, signifying a decrease in disparity. Since 2004 there has been a minimal fluctuation in disparity. The CoV for total teacher compensation in 2017 saw a decrease of .8%, going from 0.0826 to 0.080.

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 2016 to 2017 therefore indicates that weighted average salaries are closely aligned to one another.

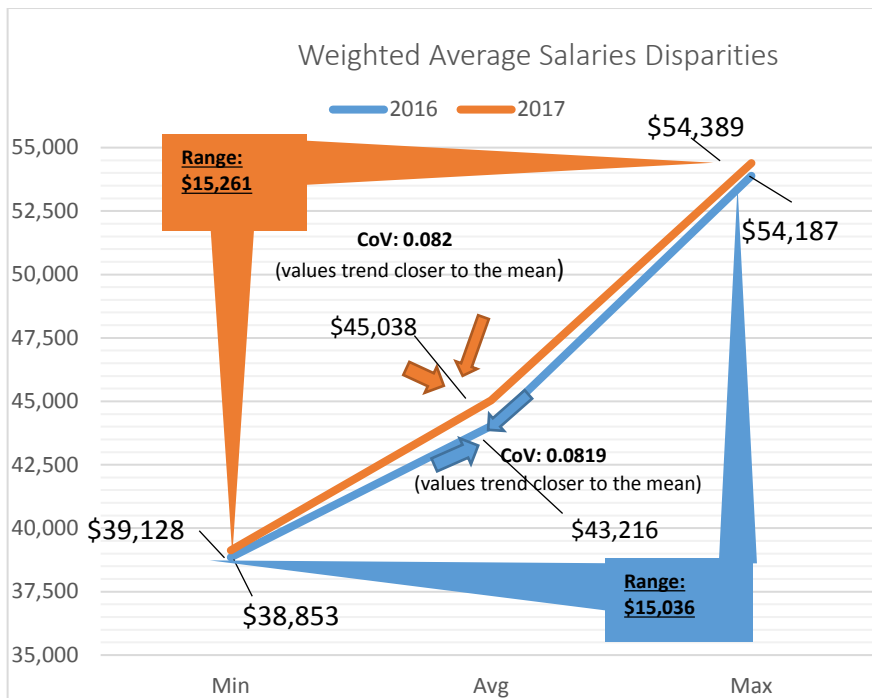


Figure 2: FY16-17 Weighted Average Salary Disparities

Review of BEP Salary Component Funding Gap

The following analysis is based on the annual statistical reports for teacher salaries, as reported by TDOE.⁸ 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 2016-17 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%
2017	\$44,430	\$45,038	\$52,732	18.6%

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 2017, the BEP salary component was \$44,430, compared to an average statewide licensed salary of \$52,732. This represents roughly a 18.6 percent gap in licensed salary funding levels.

⁸ Complete data disaggregated by county and district is provided in Appendix B.

Review of Regional In-State Salary Disparity

Region	Immediate Trend FY17 to FY16	General Trend (13 Years) Comparison of FY17 to FY04
Nashville	Decrease	Decrease
		Decrease in 7 Surrounding Systems Increase in 2 Surrounding Systems
Dyersburg	Increase	Increase
		Increase in 7 Surrounding Systems Decrease in 5 Surrounding Systems
Greeneville	Decrease	Increase
		Increase in 9 Surrounding Systems
Chattanooga	Increase	Increase
		Increase in 13 Surrounding Systems Decrease in 2 Surrounding Systems
Knoxville	Increase	Increase
		Increase in 11 Surrounding Systems Decrease in 2 Surrounding Systems
Jackson	Increase	Decrease
		Decrease in 12 Surrounding Systems Increase in 8 Surrounding Systems
Clarksville	Increase	Increase
		Increase in 5 Surrounding Systems
Memphis	Mixed	Increase
		Increase in 9 Surrounding Systems Decrease in 2 Surrounding Systems
Cookeville	Increase	Increase
		Increase in 6 Surrounding Systems Decrease in 1 Surrounding System
Tri-Cities	Increase	Increase
		Increase in 10 Surrounding Systems Decrease in 1 Surrounding Systems
Franklin	Increase	Increase
		Increase in 5 Surrounding Systems Decrease in 4 Surrounding Systems

Table 6: Regional Total Compensation Disparity Summary⁹

⁹ Full layout of Regional Disparity Chart is listed under Appendix A.

Review of Teacher Salaries for the US Southeastern Region

As the National Education Association has noted, each state’s Department of Education has its own system of accounting and reporting.¹⁰ 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.¹¹

Average Annual Salaries of Instructional Staff (Includes teachers, principals, and supervisors)		
State	2015-2016	2016-17(Estimated)
Alabama	50,513	50,743
Arkansas	51,515	52,017
Florida	50,690	51,075
Georgia	56,814	57,256
Kentucky	54,663	54,918
Louisiana	58,729	58,331
Mississippi	44,196	44,335
North Carolina	47,941	49,837
South Carolina	51,508	51,507
Tennessee	50,462	50,846
Virginia	52,995	53,424
West Virginia	48,173	48,428
Southeast	51,895	51,893
Source : National Education Association (nea.org)		

Table 7: NEA Average Salary Summary

¹⁰ NEA Research. 2016. Pg. 97.

¹¹ 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

(This page intentionally left blank)

Appendix A: Regional Disparity 2017-2016 – Based on Weighted Average Salaries

Nashville	FY 04				FY 17				FY 16		
	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$52,447.00			Franklin SSD	\$51,169.62		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Lebanon SSD	\$52,013.00	\$434.00	0.83%	Lebanon SSD	\$50,044.68	\$1,124.94	2.20%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Murfreesboro City	\$51,430.00	\$1,017.00	1.94%	Murfreesboro City	\$49,677.26	\$1,492.36	2.92%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Davidson County	\$49,919.00	\$2,528.00	4.82%	Davidson County	\$49,033.06	\$2,136.56	4.18%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Williamson County	\$49,489.00	\$2,958.00	5.64%	Williamson County	\$48,003.88	\$3,165.74	6.19%
Lebanon SSD	\$38,936.24	\$5,437.16	12.25%	Rutherford County	\$49,066.00	\$3,381.00	6.45%	Rutherford County	\$47,409.46	\$3,760.16	7.35%
Sumner County	\$37,767.23	\$6,606.18	14.89%	Wilson County	\$47,900.00	\$4,547.00	8.67%	Wilson County	\$45,042.99	\$6,126.63	11.97%
Robertson County	\$36,410.19	\$7,963.21	17.95%	Sumner County	\$45,014.00	\$7,433.00	14.17%	Sumner County	\$44,732.31	\$6,437.31	12.58%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Cheatham County	\$44,908.00	\$7,539.00	14.37%	Cheatham County	\$44,721.62	\$6,448.00	12.60%
Wilson County	\$36,227.50	\$8,145.91	18.36%	Robertson County	\$43,684.00	\$8,763.00	16.71%	Robertson County	\$42,688.90	\$8,480.72	16.57%

Dyersburg	FY 04				FY 17				FY 16		
	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Dyersburg City	\$40,261.04			Dyersburg City	\$47,490.00			Dyersburg City	\$45,817.67		
Alamo City	\$37,434.02	\$2,827.02	7.02%	Dyer County	\$46,007.00	\$1,483.00	3.12%	Bells City	\$44,453.56	\$1,364.11	2.98%
Dyer County	\$37,409.86	\$2,851.18	7.08%	Union City	\$45,846.00	\$1,644.00	3.46%	Dyer County	\$43,685.59	\$2,132.08	4.65%
Bells City	\$37,388.85	\$2,872.19	7.13%	Bells City	\$45,329.00	\$2,161.00	4.55%	Union City	\$43,513.60	\$2,304.07	5.03%
Union City	\$36,720.75	\$3,540.29	8.79%	Obion County	\$44,017.00	\$3,473.00	7.31%	Lauderdale County	\$42,882.75	\$2,934.92	6.41%
Lauderdale County	\$35,991.05	\$4,269.99	10.61%	Lauderdale County	\$43,857.00	\$3,633.00	7.65%	Obion County	\$42,660.65	\$3,157.02	6.89%
Lake County	\$35,747.14	\$4,513.90	11.21%	Gibson SSD	\$43,444.00	\$4,046.00	8.52%	Crockett County	\$41,955.97	\$3,861.70	8.43%
Obion County	\$35,650.10	\$4,610.94	11.45%	Milan SSD	\$42,764.00	\$4,726.00	9.95%	Gibson SSD	\$41,835.04	\$3,982.63	8.69%
Gibson SSD	\$35,595.71	\$4,665.33	11.59%	Crockett County	\$42,724.00	\$4,766.00	10.04%	Alamo City	\$41,670.51	\$4,147.16	9.05%
Crockett County	\$35,380.86	\$4,880.18	12.12%	Trenton SSD	\$42,258.00	\$5,232.00	11.02%	Milan SSD	\$41,382.16	\$4,435.51	9.68%
Milan SSD	\$35,252.58	\$5,008.45	12.44%	Humboldt City	\$42,133.00	\$5,357.00	11.28%	Humboldt City	\$41,222.76	\$4,594.91	10.03%
Trenton SSD	\$35,134.25	\$5,126.79	12.73%	Bradford SSD	\$41,679.00	\$5,811.00	12.24%	Trenton SSD	\$41,166.78	\$4,650.89	10.15%
Humboldt City	\$35,055.89	\$5,205.15	12.93%	Alamo City	\$41,475.00	\$6,015.00	12.67%	Lake County	\$41,111.45	\$4,706.22	10.27%
Bradford SSD	\$35,022.11	\$5,238.93	13.01%	Lake County	\$41,275.00	\$6,215.00	13.09%	Bradford SSD	\$40,385.90	\$5,431.77	11.86%

Greeneville	FY 04				FY 17				FY 16		
	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Johnson City	\$40,723.09			Johnson City	\$52,561.00			Johnson City	\$51,712.72		
Greeneville City	\$40,409.45	\$313.64	0.77%	Hamblen County	\$47,372.00	\$5,189.00	9.87%	Hamblen County	\$45,431.51	\$6,281.21	12.15%
Rogersville City	\$36,297.98	\$4,425.11	10.87%	Greeneville City	\$46,899.00	\$5,662.00	10.77%	Greeneville City	\$45,378.29	\$6,334.43	12.25%

Washington County	\$36,289.46	\$4,433.63	10.89%	Rogersville City	\$45,317.00	\$7,244.00	13.78%	Washington County	\$44,375.14	\$7,337.58	14.19%
Hamblen County	\$36,249.61	\$4,473.48	10.99%	Washington County	\$44,726.00	\$7,835.00	14.91%	Rogersville City	\$43,873.30	\$7,839.42	15.16%
Hawkins County	\$35,952.94	\$4,770.15	11.71%	Greene County	\$43,720.00	\$8,841.00	16.82%	Newport City	\$42,454.68	\$9,258.04	17.90%
Greene County	\$35,637.02	\$5,086.07	12.49%	Newport City	\$43,413.00	\$9,148.00	17.40%	Greene County	\$42,396.61	\$9,316.11	18.02%
Unicoi County	\$35,570.10	\$5,153.00	12.65%	Unicoi County	\$42,404.00	\$10,157.00	19.32%	Unicoi County	\$41,572.70	\$10,140.02	19.61%
Cocke County	\$35,201.50	\$5,521.59	13.56%	Hawkins County	\$41,809.00	\$10,752.00	20.46%	Hawkins County	\$40,803.28	\$10,909.44	21.10%
Newport City	\$35,041.05	\$5,682.05	13.95%	Cocke County	\$41,387.00	\$11,174.00	21.26%	Cocke County	\$40,507.57	\$11,205.15	21.67%

	FY 04				FY 17				FY 16		
Chattanooga	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Athens City	\$41,173.16			Athens City	\$50,832.00			Athens City	\$49,675.00		
Hamilton County	\$40,396.67	\$776.49	1.89%	Cleveland City	\$49,396.00	\$1,436.00	2.82%	Cleveland City	\$48,928.64	\$746.36	1.50%
Cleveland City	\$38,672.13	\$2,501.03	6.07%	Hamilton County	\$48,675.00	\$2,157.00	4.24%	Bradley County	\$47,686.55	\$1,988.45	4.00%
Bradley County	\$37,807.51	\$3,365.65	8.17%	Bradley County	\$48,114.00	\$2,718.00	5.35%	Hamilton County	\$47,594.08	\$2,080.92	4.19%
McMinn County	\$37,573.16	\$3,600.00	8.74%	Etowah City	\$46,868.00	\$3,964.00	7.80%	Etowah City	\$45,866.44	\$3,808.56	7.67%
Richard City	\$37,131.71	\$4,041.45	9.82%	Meigs County	\$46,738.00	\$4,094.00	8.05%	Meigs County	\$45,424.14	\$4,250.86	8.56%
Sweetwater City	\$36,959.83	\$4,213.33	10.23%	Dayton City	\$46,378.00	\$4,454.00	8.76%	Dayton City	\$45,328.16	\$4,346.84	8.75%
Monroe County	\$36,874.63	\$4,298.53	10.44%	McMinn County	\$45,752.00	\$5,080.00	9.99%	McMinn County	\$44,861.10	\$4,813.90	9.69%
Dayton City	\$36,678.30	\$4,494.86	10.92%	Polk County	\$44,753.00	\$6,079.00	11.96%	Sequatchie County	\$43,429.06	\$6,245.94	12.57%
Etowah City	\$36,530.00	\$4,643.16	11.28%	Sweetwater City	\$44,733.00	\$6,099.00	12.00%	Polk County	\$43,407.36	\$6,267.64	12.62%
Sequatchie County	\$36,371.46	\$4,801.70	11.66%	Bledsoe County	\$44,727.00	\$6,105.00	12.01%	Bledsoe County	\$42,496.54	\$7,178.46	14.45%
Rhea County	\$36,327.69	\$4,845.47	11.77%	Marion County	\$43,352.00	\$7,480.00	14.72%	Marion County	\$42,374.62	\$7,300.38	14.70%
Meigs County	\$35,988.63	\$5,184.53	12.59%	Monroe County	\$43,104.00	\$7,728.00	15.20%	Monroe County	\$42,311.91	\$7,363.09	14.82%
Marion County	\$35,209.68	\$5,963.48	14.48%	Richard City	\$41,710.00	\$9,122.00	17.95%	Sweetwater City	\$42,100.81	\$7,574.19	15.25%
Polk County	\$35,056.79	\$6,116.37	14.86%	Rhea County	\$41,127.00	\$9,705.00	19.09%	Rhea County	\$40,832.56	\$8,842.44	17.80%
Bledsoe County	\$34,970.90	\$6,202.26	15.06%	Sequatchie County	\$39,128.00	\$11,704.00	23.02%	Richard City	\$40,621.74	\$9,053.26	18.22%

	FY 04				FY 17				FY 16		
Knoxville	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Oak Ridge	\$46,068.01			Oak Ridge	\$54,213.00			Oak Ridge	\$52,454.84		
Maryville City	\$43,656.56	\$2,411.45	5.23%	Maryville City	\$52,357.00	\$1,856.00	3.42%	Maryville City	\$50,778.47	\$1,676.37	3.20%
Alcoa City	\$43,569.83	\$2,498.18	5.42%	Alcoa City	\$50,138.00	\$4,075.00	7.52%	Alcoa City	\$48,903.73	\$3,551.11	6.77%
Blount County	\$39,648.41	\$6,419.60	13.94%	Lenoir City	\$47,653.00	\$6,560.00	12.10%	Knox County	\$46,503.71	\$5,951.14	11.35%
Clinton City	\$39,175.49	\$6,892.52	14.96%	Knox County	\$47,530.00	\$6,683.00	12.33%	Lenoir City	\$46,198.99	\$6,255.85	11.93%
Knox County	\$38,596.06	\$7,471.95	16.22%	Blount County	\$45,889.00	\$8,324.00	15.35%	Blount County	\$45,167.26	\$7,287.59	13.89%
Lenoir City	\$37,667.49	\$8,400.52	18.24%	Loudon County	\$45,347.00	\$8,866.00	16.35%	Roane County	\$44,368.75	\$8,086.09	15.42%
Anderson County	\$37,412.85	\$8,655.15	18.79%	Roane County	\$45,062.00	\$9,151.00	16.88%	Sevier County	\$44,328.58	\$8,126.27	15.49%
Roane County	\$37,306.73	\$8,761.28	19.02%	Sevier County	\$44,830.00	\$9,383.00	17.31%	Loudon County	\$44,298.53	\$8,156.31	15.55%
Loudon County	\$37,206.34	\$8,861.66	19.24%	Clinton City	\$44,672.00	\$9,541.00	17.60%	Clinton City	\$43,871.61	\$8,583.23	16.36%
Sevier County	\$36,882.52	\$9,185.49	19.94%	Anderson County	\$44,083.00	\$10,130.00	18.69%	Anderson County	\$43,157.63	\$9,297.21	17.72%
Union County	\$35,971.25	\$10,096.76	21.92%	Grainger County	\$42,477.00	\$11,736.00	21.65%	Jefferson County	\$41,261.31	\$11,193.54	21.34%

Grainger County	\$35,728.15	\$10,339.86	22.44%	Jefferson County	\$42,449.00	\$11,764.00	21.70%	Grainger County	\$41,127.40	\$11,327.45	21.59%
Jefferson County	\$35,288.18	\$10,779.82	23.40%	Union County	\$41,177.00	\$13,036.00	24.05%	Union County	\$40,327.51	\$12,127.33	23.12%

Jackson	FY 04				FY 17				FY 16		
	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Madison County	\$38,860.31			Madison County	\$46,226.00			Madison County	\$44,753.54		
Alamo City	\$37,434.02	\$1,426.29	3.67%	Bells City	\$45,329.00	\$897.00	1.94%	Bells City	\$44,453.56	\$299.98	0.67%
Bells City	\$37,388.85	\$1,471.46	3.79%	Henderson County	\$45,198.00	\$1,028.00	2.22%	Chester County	\$43,644.74	\$1,108.80	2.48%
Hardeman County	\$36,692.35	\$2,167.96	5.58%	Huntingdon SSD	\$45,140.00	\$1,086.00	2.35%	Henderson County	\$43,631.62	\$1,121.92	2.51%
Henderson County	\$35,884.23	\$2,976.08	7.66%	McKenzie SSD	\$44,036.00	\$2,190.00	4.74%	McKenzie SSD	\$43,160.64	\$1,592.90	3.56%
Haywood County	\$35,839.81	\$3,020.49	7.77%	Chester County	\$43,859.00	\$2,367.00	5.12%	Huntingdon SSD	\$43,078.80	\$1,674.74	3.74%
Lexington City	\$35,824.55	\$3,035.76	7.81%	Lexington City	\$43,756.00	\$2,470.00	5.34%	Haywood County	\$43,062.78	\$1,690.77	3.78%
Gibson SSD	\$35,595.71	\$3,264.60	8.40%	Gibson SSD	\$43,444.00	\$2,782.00	6.02%	Lexington City	\$42,754.73	\$1,998.81	4.47%
Hollow Rock Bruceton SSD	\$35,497.77	\$3,362.54	8.65%	Hardeman County	\$43,369.00	\$2,857.00	6.18%	Hardeman County	\$42,748.38	\$2,005.16	4.48%
West Carroll SSD	\$35,404.08	\$3,456.23	8.89%	Haywood County	\$42,964.00	\$3,262.00	7.06%	Crockett County	\$41,955.97	\$2,797.58	6.25%
Crockett County	\$35,380.86	\$3,479.45	8.95%	South Carroll SSD	\$42,945.00	\$3,281.00	7.10%	Gibson SSD	\$41,835.04	\$2,918.51	6.52%
McNairy County	\$35,378.09	\$3,482.22	8.96%	Milan SSD	\$42,763.00	\$3,463.00	7.49%	Alamo City	\$41,670.51	\$3,083.04	6.89%
Chester County	\$35,331.36	\$3,528.95	9.08%	Crockett County	\$42,724.00	\$3,502.00	7.58%	South Carroll SSD	\$41,607.61	\$3,145.94	7.03%
Huntingdon SSD	\$35,296.15	\$3,564.16	9.17%	Carroll County	\$42,388.00	\$3,838.00	8.30%	Milan SSD	\$41,382.16	\$3,371.39	7.53%
South Carroll SSD	\$35,289.42	\$3,570.88	9.19%	Trenton SSD	\$42,258.00	\$3,968.00	8.58%	Humboldt City	\$41,222.76	\$3,530.79	7.89%
McKenzie SSD	\$35,286.08	\$3,574.23	9.20%	McNairy County	\$42,144.00	\$4,082.00	8.83%	Trenton SSD	\$41,166.78	\$3,586.76	8.01%
Milan SSD	\$35,252.58	\$3,607.72	9.28%	Humboldt City	\$42,133.00	\$4,093.00	8.85%	Carroll County	\$41,073.16	\$3,680.38	8.22%
Carroll County	\$35,246.45	\$3,613.85	9.30%	West Carroll SSD	\$41,951.00	\$4,275.00	9.25%	Hollow Rock Bruceton SSD	\$41,068.62	\$3,684.92	8.23%
Trenton SSD	\$35,134.25	\$3,726.06	9.59%	Hollow Rock Bruceton SSD	\$41,753.00	\$4,473.00	9.68%	McNairy County	\$40,960.10	\$3,793.44	8.48%
Humboldt City	\$35,055.89	\$3,804.42	9.79%	Bradford SSD	\$41,679.00	\$4,547.00	9.84%	West Carroll SSD	\$40,703.05	\$4,050.49	9.05%
Bradford SSD	\$35,022.11	\$3,838.20	9.88%	Alamo City	\$41,475.00	\$4,751.00	10.28%	Bradford SSD	\$40,385.90	\$4,367.65	9.76%

Clarksville	FY 04				FY 17				FY 16		
	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Montgomery County	\$39,563.21			Montgomery County	\$50,378.00			Montgomery County	\$48,104.33		
Dickson County	\$36,424.10	\$3,139.11	7.93%	Cheatham County	\$44,908.00	\$5,470.00	10.86%	Cheatham County	\$44,721.62	\$3,382.71	7.03%
Robertson County	\$36,410.19	\$3,153.02	7.97%	Stewart County	\$44,365.00	\$6,013.00	11.94%	Stewart County	\$43,482.49	\$4,621.85	9.61%
Cheatham County	\$36,265.84	\$3,297.37	8.33%	Houston County	\$43,749.00	\$6,629.00	13.16%	Dickson County	\$42,823.77	\$5,280.56	10.98%
Stewart County	\$35,629.43	\$3,933.78	9.94%	Robertson County	\$43,684.00	\$6,694.00	13.29%	Houston County	\$42,689.11	\$5,415.22	11.26%
Houston County	\$35,625.45	\$3,937.76	9.95%	Dickson County	\$43,082.00	\$7,296.00	14.48%	Robertson County	\$42,688.90	\$5,415.43	11.26%

Memphis	FY 04				FY 17				FY 16		
	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Shelby County	\$47,234.57			Lakeland City	\$54,389.00			Germantown City	\$53,888.53		
Memphis City	\$47,234.53	\$0.04	0.00%	Arlington City	\$54,178.00	\$211.00	0.39%	Lakeland City	\$53,641.06	\$247.48	0.46%
Tipton County	\$36,690.08	\$10,544.49	22.32%	Millington City	\$54,020.00	\$369.00	0.68%	Millington City	\$53,588.39	\$300.14	0.56%
Fayette County	\$36,408.89	\$10,825.68	22.92%	Germantown City	\$53,868.00	\$521.00	0.96%	Collierville City	\$53,358.58	\$529.95	0.98%
Lauderdale County	\$35,991.05	\$11,243.52	23.80%	Collierville City	\$53,574.00	\$815.00	1.50%	Bartlett City	\$53,349.54	\$538.99	1.00%
Haywood County	\$35,839.81	\$11,394.76	24.12%	Shelby County	\$53,490.00	\$899.00	1.65%	Arlington City	\$53,249.57	\$638.96	1.19%
				Bartlett City	\$53,103.00	\$1,286.00	2.36%	Shelby County	\$52,755.69	\$1,132.84	2.10%
				Tipton County	\$48,447.00	\$5,942.00	10.93%	Tipton County	\$47,643.68	\$6,244.86	11.59%
				Lauderdale County	\$43,857.00	\$10,532.00	19.36%	Haywood County	\$43,062.78	\$10,825.76	20.09%
				Haywood County	\$42,964.00	\$11,425.00	21.01%	Lauderdale County	\$42,882.75	\$11,005.78	20.42%
				Fayette County	\$41,765.00	\$12,624.00	23.21%	Fayette County	\$41,101.02	\$12,787.51	23.73%

Cookeville	FY 04				FY 17				FY 16		
	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Putnam County	\$36,745.26			Putnam County	\$45,821.00			Putnam County	\$45,177.65		
DeKalb County	\$36,231.48	\$513.78	1.40%	White County	\$45,523.00	\$298.00	0.65%	White County	\$43,594.51	\$1,583.14	3.50%
Overton County	\$35,731.99	\$1,013.27	2.76%	DeKalb County	\$42,288.00	\$3,533.00	7.71%	DeKalb County	\$41,875.06	\$3,302.59	7.31%
Smith County	\$35,710.15	\$1,035.11	2.82%	Jackson County	\$41,854.00	\$3,967.00	8.66%	Fentress County	\$41,209.77	\$3,967.87	8.78%
Jackson County	\$35,498.82	\$1,246.44	3.39%	Fentress County	\$41,537.00	\$4,284.00	9.35%	Jackson County	\$41,068.91	\$4,108.73	9.09%
White County	\$35,473.35	\$1,271.91	3.46%	Cumberland County	\$40,651.00	\$5,170.00	11.28%	Cumberland County	\$40,548.20	\$4,629.44	10.25%
Fentress County	\$35,253.73	\$1,491.53	4.06%	Overton County	\$40,557.00	\$5,264.00	11.49%	Overton County	\$40,331.24	\$4,846.41	10.73%
Cumberland County	\$35,199.93	\$1,545.33	4.21%	Smith County	\$40,494.00	\$5,327.00	11.63%	Smith County	\$40,239.31	\$4,938.33	10.93%

Tri-Cities	FY 04				FY 17				FY 16		
	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Kingsport City	\$43,633.38			Kingsport City	\$54,181.00			Kingsport City	\$52,064.16		
Bristol City	\$41,614.28	\$2,019.10	4.63%	Johnson City	\$52,561.00	\$1,620.00	2.99%	Johnson City	\$51,712.72	\$351.44	0.68%
Johnson City	\$40,723.09	\$2,910.28	6.67%	Bristol City	\$50,607.00	\$3,574.00	6.60%	Bristol City	\$48,937.25	\$3,126.92	6.01%
Elizabethton City	\$37,269.96	\$6,363.41	14.58%	Greeneville City	\$46,899.00	\$7,282.00	13.44%	Greeneville City	\$45,378.29	\$6,685.87	12.84%
Rogersville City	\$36,297.98	\$7,335.39	16.81%	Elizabethton City	\$46,255.00	\$7,926.00	14.63%	Elizabethton City	\$44,876.32	\$7,187.84	13.81%
Washington County	\$36,289.46	\$7,343.92	16.83%	Rogersville City	\$45,317.00	\$8,864.00	16.36%	Washington County	\$44,375.14	\$7,689.02	14.77%
Hawkins County	\$35,952.94	\$7,680.43	17.60%	Washington County	\$44,726.00	\$9,455.00	17.45%	Rogersville City	\$43,873.30	\$8,190.86	15.73%
Sullivan County	\$35,801.30	\$7,832.08	17.95%	Greene County	\$43,721.00	\$10,460.00	19.31%	Greene County	\$42,396.61	\$9,667.55	18.57%
Johnson County	\$35,679.78	\$7,953.60	18.23%	Sullivan County	\$42,524.00	\$11,657.00	21.51%	Sullivan County	\$42,381.86	\$9,682.30	18.60%
Greene County	\$35,637.02	\$7,996.36	18.33%	Unicoi County	\$42,405.00	\$11,776.00	21.73%	Unicoi County	\$41,572.70	\$10,491.46	20.15%

Unicoi County	\$35,570.10	\$8,063.28	18.48%	Johnson County	\$42,238.00	\$11,943.00	22.04%	Hawkins County	\$40,803.28	\$11,260.88	21.63%
Carter County	\$35,492.46	\$8,140.92	18.66%	Carter County	\$41,861.00	\$12,320.00	22.74%	Carter County	\$40,551.88	\$11,512.29	22.11%
				Hawkins County	\$41,809.00	\$12,372.00	22.83%	Johnson County	\$39,999.32	\$12,064.85	23.17%

	FY 04				FY 17				FY 16		
Franklin	FY 04	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity		FY 16	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$52,447.00			Franklin SSD	\$51,169.62		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Murfreesboro City	\$51,430.00	\$1,017.00	1.94%	Murfreesboro City	\$49,677.26	\$1,492.36	2.92%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Davidson County	\$49,919.00	\$2,528.00	4.82%	Davidson County	\$49,033.06	\$2,136.56	4.18%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Williamson County	\$49,489.00	\$2,958.00	5.64%	Williamson County	\$48,003.88	\$3,165.74	6.19%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Rutherford County	\$49,066.00	\$3,381.00	6.45%	Rutherford County	\$47,409.46	\$3,760.16	7.35%
Maury County	\$39,130.05	\$5,243.36	11.82%	Marshall County	\$46,190.00	\$6,257.00	11.93%	Marshall County	\$44,793.19	\$6,376.43	12.46%
Marshall County	\$37,335.50	\$7,037.90	15.86%	Maury County	\$45,619.00	\$6,828.00	13.02%	Cheatham County	\$44,721.62	\$6,448.00	12.60%
Hickman County	\$36,690.49	\$7,682.91	17.31%	Cheatham County	\$44,908.00	\$7,539.00	14.37%	Maury County	\$44,176.67	\$6,992.95	13.67%
Dickson County	\$36,424.10	\$7,949.30	17.91%	Dickson County	\$43,082.00	\$9,365.00	17.86%	Dickson County	\$42,823.77	\$8,345.85	16.31%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Hickman County	\$42,748.00	\$9,699.00	18.49%	Hickman County	\$41,512.72	\$9,656.90	18.87%

FY17 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	(1100.07)
3	(1433.81)
4	29.71
5	(1633.12)
6	(2056.16)
7	(2059.18)
8	(530.21)
9	(568.56)
10	617.09
General Trend	Decrease

FY16 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	(409.13)	(690.94)
3	(958.45)	(475.36)
4	(361.73)	391.44
5	(1425.38)	(207.74)
6	(1677.00)	(379.16)
7	(479.55)	(1579.63)
8	(1525.90)	995.69
9	(1659.56)	1091.00
10	334.81	282.28
General Trend	Decrease	Decrease

FY17 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	(1344.02)
3	(1207.18)
4	(711.19)
5	(636.99)
6	(467.90)
7	115.06
8	100.67
9	351.82
10	348.55
11	684.21
12	809.85
13	976.07
General Trend	Increase

FY16 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	(1462.91)	118.89
3	(719.10)	(488.08)
4	(568.12)	(143.07)
5	(1112.97)	475.98
6	(652.20)	184.30
7	(628.31)	743.37
8	(518.17)	618.84
9	(444.67)	796.49
10	(413.54)	762.09
11	(475.90)	1160.11
12	(498.93)	1308.78
13	192.84	783.23
General Trend	Decrease	Increase

FY17 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	4875.36
3	1236.89
4	2810.37
5	3361.52
6	4070.85
7	4061.93
8	5004.00
9	5230.41
10	5491.95
General Trend	Increase

FY16 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	\$5,967.57	(1,092.21)
3	\$1,909.32	(672.43)
4	\$2,903.95	(93.58)
5	\$3,365.94	(4.42)
6	\$4,487.89	(417.04)
7	\$4,230.04	(168.11)
8	\$4,987.02	16.98
9	\$5,387.85	(157.44)
10	\$5,523.10	(31.15)
General Trend	Increase	Decrease

FY17 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	659.51
3	(344.03)
4	(647.65)
5	364.00
6	52.55
7	240.67
8	781.47
9	1584.14
10	1455.84
11	1303.30
12	2634.53
13	2543.47
14	3158.52
15	3588.63
16	5501.74
General Trend	Increase

FY16 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	(30.12)	689.64
3	(512.58)	168.55
4	(1,284.73)	637.08
5	208.56	155.44
6	209.42	(156.86)
7	133.51	107.16
8	515.37	266.10
9	1,751.09	(166.94)
10	1,624.48	(168.64)
11	2,376.76	(1,073.46)
12	2,454.91	179.62
13	2,178.56	364.91
14	1,610.71	1,547.81
15	2,726.07	862.56
16	2,851.00	2,650.74
General Trend	increase	Increase

FY17 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	(555.45)
3	1576.82
4	140.40
5	(209.52)
6	852.05
7	465.48
8	495.85
9	621.72
10	679.34
11	944.51
12	1639.24
13	1424.14
14	2256.18
General Trend	Increase

FY16 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	(735.08)	179.63
3	1,052.93	523.89
4	(468.46)	608.86
5	(636.67)	427.15
6	(184.36)	1,036.41
7	(314.43)	779.91
8	(528.89)	1,024.73
9	(604.96)	1,226.69
10	(278.43)	957.77
11	111.72	832.79
12	1,096.78	542.46
13	987.59	436.55
14	1,347.51	908.67
General Trend	Decrease	Increase

FY17 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	(529.29)
3	(443.46)
4	(1081.96)
5	(786.08)
6	(653.49)
7	(565.76)
8	(482.60)
9	(505.54)
10	(194.23)
11	(198.45)
12	(19.22)
13	(26.95)
14	273.84
15	397.12
16	507.77
17	485.28
18	661.15
19	746.94
20	742.58
21	912.80
General Trend	Decrease

FY16 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	(1,126.31)	597.02
3	(362.66)	(80.80)
4	(1,046.04)	(35.92)
5	(1,383.18)	597.10
6	(1,345.75)	692.26
7	(1,345.00)	779.23
8	(1,265.79)	783.19
9	(1,357.37)	851.84
10	(658.66)	464.42
11	(560.94)	362.49
12	(399.18)	379.96
13	(383.01)	356.06
14	(192.77)	466.61
15	(40.10)	437.21
16	12.53	495.24
17	72.66	412.62
18	71.07	590.08
19	67.38	679.56
20	246.08	496.51
21	529.45	383.35
General Trend	Decrease	Increase

FY17 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	2330.89
3	2859.98
4	3331.63
5	2760.22
6	3358.24
General Trend	Increase

FY16 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	243.60	2087.29
3	1468.83	1391.15
4	1983.19	1348.44
5	1481.44	1278.78
6	1477.67	1880.57
General Trend	Increase	Increase

FY17 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	210.96
3	368.96
4	520.96
5	814.96
6	898.96
7	1285.96
8	(4602.49)
9	(293.68)
10	181.48
11	1229.24
General Trend	Increase

FY16 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	247.43	(36.48)
3	300.10	68.86
4	529.91	(8.95)
5	538.95	276.01
6	638.92	260.04
7	1132.80	153.16
8	(4299.63)	(302.86)
9	0.07	(293.76)
10	(237.74)	419.22
11	1392.75	(163.51)
General Trend	Increase	Mixed

FY17 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	(215.78)
3	2519.73
4	2931.89
5	3037.56
6	3898.09
7	3772.47
8	3781.67
General Trend	Increase

FY16 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	1069.36	(1285.14)
3	2289.32	230.41
4	2932.76	(0.87)
5	2862.29	175.27
6	3357.53	540.56
7	3354.88	417.59
8	3393.00	388.67
General Trend	Increase	Increase

FY17 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	(399.10)
3	663.72
4	918.59

FY16 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	(1667.66)	1268.56
3	216.63	447.08
4	322.46	596.13

5	590.61
6	1520.08
7	1774.57
8	2627.92
9	3703.40
10	3779.64
11	3879.72
12	4179.08
General Trend	Increase

5	(147.55)	738.16
6	345.11	1174.98
7	510.43	1264.14
8	1835.47	792.45
9	1728.70	1974.70
10	2495.10	1284.54
11	3197.60	682.12
12	3371.37	807.71
General Trend	Increase	Increase

FY17 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)
1	
2	(517.07)
3	77.19
4	459.71
5	(1210.12)
6	1013.64
7	(209.90)
8	(143.91)
9	1415.70
10	1591.44
General Trend	Increase

FY16 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY16 to FY04)	Change in \$ Disparity, Compared to Last Year (FY17 to FY16)
1		
2	(41.71)	(475.36)
3	(314.25)	391.44
4	667.45	(207.74)
5	(830.96)	(379.16)
6	1133.08	(119.43)
7	(589.90)	380.00
8	(689.96)	546.05
9	396.55	1019.15
10	1549.34	42.10
General Trend	Decrease	Increase

Appendix B: Weighted Average Salaries and Insurance Data

School System	Salary	Insurance Paid	Compensation
Anderson County	\$44,082.86	\$7,117.64	\$51,200.50
Clinton City	\$44,672.43	\$6,152.60	\$50,825.03
Oak Ridge	\$54,213.27	\$7,959.86	\$62,173.13
Bedford County	\$44,829.35	\$7,791.60	\$52,620.95
Benton County	\$43,390.55	\$8,388.14	\$51,778.70
Bledsoe County	\$44,726.79	\$8,220.86	\$52,947.64
Blount County	\$45,888.80	\$9,109.91	\$54,998.71
Alcoa City	\$50,137.85	\$9,084.39	\$59,222.24
Maryville City	\$52,356.80	\$8,026.41	\$60,383.21
Bradley County	\$48,114.05	\$7,473.93	\$55,587.98
Cleveland City	\$49,396.39	\$7,621.58	\$57,017.97
Campbell County	\$43,048.50	\$8,778.74	\$51,827.23
Cannon County	\$41,917.11	\$7,654.16	\$49,571.27
Carroll County	\$42,387.67	\$6,276.41	\$48,664.08
Hollow Rock-Bruceton	\$41,752.51	\$5,418.60	\$47,171.11
Huntingdon SSD	\$45,140.09	\$6,293.49	\$51,433.58
McKenzie SSD	\$44,036.48	\$6,904.09	\$50,940.57
South Carroll SSD	\$42,944.88	\$4,817.60	\$47,762.48
West Carroll SSD	\$41,951.33	\$5,875.04	\$47,826.37
Carter County	\$41,861.02	\$6,964.26	\$48,825.28
Elizabethton City	\$46,255.44	\$7,777.34	\$54,032.77
Cheatham County	\$44,907.97	\$7,980.47	\$52,888.44
Chester County	\$43,859.07	\$5,337.93	\$49,197.00
Claiborne County	\$41,036.81	\$6,796.17	\$47,832.98
Clay County	\$41,029.54	\$5,630.05	\$46,659.59
Cocke County	\$41,386.96	\$7,965.65	\$49,352.61
Newport City	\$43,413.40	\$7,647.25	\$51,060.65

Coffee County	\$44,102.66	\$8,198.46	\$52,301.12
Manchester City	\$48,624.58	\$8,047.84	\$56,672.42
Tulahoma City	\$45,859.25	\$6,913.81	\$52,773.06
Crockett County	\$42,724.31	\$5,676.39	\$48,400.70
Alamo City	\$41,474.83	\$5,345.43	\$46,820.25
Bells City	\$45,328.91	\$6,423.47	\$51,752.38
Cumberland County	\$40,651.45	\$9,817.66	\$50,469.11
Davidson County	\$49,918.83	\$9,235.33	\$59,154.17
Decatur County	\$42,298.80	\$5,507.63	\$47,806.43
DeKalb County	\$42,287.50	\$6,461.82	\$48,749.32
Dickson County	\$43,082.23	\$6,849.35	\$49,931.59
Dyer County	\$46,006.82	\$7,217.91	\$53,224.73
Dyersburg City	\$47,489.95	\$6,922.68	\$54,412.63
Fayette County	\$41,765.02	\$5,946.95	\$47,711.97
Fentress County	\$41,536.99	\$5,343.15	\$46,880.14
Franklin County	\$43,885.35	\$7,835.86	\$51,721.21
Humboldt City	\$42,132.50	\$7,236.86	\$49,369.36
Milan SSD	\$42,763.89	\$6,526.38	\$49,290.27
Trenton SSD	\$42,258.49	\$5,768.37	\$48,026.86
Bradford SSD	\$41,679.22	\$5,874.54	\$47,553.76
Gibson SSD	\$43,444.26	\$6,127.71	\$49,571.97
Giles County	\$43,006.38	\$6,675.27	\$49,681.66
Grainger County	\$42,476.71	\$8,242.94	\$50,719.65
Greene County	\$43,720.79	\$7,889.18	\$51,609.97
Greeneville City	\$46,899.40	\$7,439.98	\$54,339.37
Grundy County	\$40,107.87	\$7,965.09	\$48,072.96
Hamblen County	\$47,372.27	\$8,179.47	\$55,551.73
Hamilton County	\$48,674.79	\$12,449.69	\$61,124.49
Hancock County	\$39,761.93	\$6,378.78	\$46,140.71
Hardeman County	\$43,369.43	\$6,394.33	\$49,763.75
Hardin County	\$41,458.09	\$8,346.07	\$49,804.16
Hawkins County	\$41,809.43	\$8,169.04	\$49,978.47
Rogersville City	\$45,316.65	\$8,062.43	\$53,379.09

Haywood County	\$42,963.77	\$7,471.83	\$50,435.60
Henderson County	\$45,198.11	\$6,958.75	\$52,156.87
Lexington City	\$43,756.06	\$7,534.13	\$51,290.19
Henry County	\$46,029.67	\$7,531.56	\$53,561.23
Paris SSD	\$48,938.68	\$6,671.94	\$55,610.62
Hickman County	\$42,748.03	\$6,500.77	\$49,248.80
Houston County	\$43,749.10	\$6,557.65	\$50,306.74
Humphreys County	\$41,820.57	\$8,145.55	\$49,966.12
Jackson County	\$41,854.12	\$6,282.76	\$48,136.89
Jefferson County	\$42,448.73	\$8,413.21	\$50,861.95
Johnson County	\$42,237.73	\$6,269.36	\$48,507.08
Knox County	\$47,529.67	\$6,395.90	\$53,925.57
Lake County	\$41,275.06	\$6,007.33	\$47,282.39
Lauderdale County	\$43,856.59	\$8,094.51	\$51,951.10
Lawrence County	\$43,727.75	\$8,030.55	\$51,758.30
Lewis County	\$43,413.51	\$5,357.98	\$48,771.48
Lincoln County	\$45,699.37	\$7,470.69	\$53,170.07
Fayetteville City	\$45,643.43	\$6,935.59	\$52,579.02
Loudon County	\$45,347.06	\$8,112.34	\$53,459.40
Lenoir City	\$47,652.55	\$7,918.68	\$55,571.23
McMinn County	\$45,751.76	\$8,384.29	\$54,136.05
Athens City	\$50,832.06	\$7,500.56	\$58,332.62
Etowah City	\$46,868.19	\$8,394.98	\$55,263.17
McNairy County	\$42,143.61	\$7,239.55	\$49,383.16
Macon County	\$43,760.03	\$7,386.67	\$51,146.70
Madison County	\$46,226.42	\$6,118.11	\$52,344.54
Marion County	\$43,352.29	\$8,504.07	\$51,856.36
Richard City SSD	\$41,710.10	\$5,788.22	\$47,498.31
Marshall County	\$46,190.11	\$8,831.44	\$55,021.55
Maury County	\$45,618.57	\$8,413.21	\$54,031.77
Meigs County	\$46,737.56	\$7,230.66	\$53,968.22
Monroe County	\$43,104.24	\$9,565.73	\$52,669.97
Sweetwater City	\$44,732.73	\$8,194.24	\$52,926.97

Montgomery County	\$50,377.79	\$9,587.17	\$59,964.96
Moore County	\$44,259.18	\$8,643.78	\$52,902.96
Morgan County	\$42,168.67	\$8,125.79	\$50,294.45
Obion County	\$44,016.57	\$6,046.69	\$50,063.26
Union City	\$45,846.03	\$8,407.59	\$54,253.61
Overton County	\$40,556.70	\$8,413.54	\$48,970.24
Perry County	\$41,834.28	\$5,057.60	\$46,891.88
Pickett County	\$41,214.06	\$4,817.69	\$46,031.75
Polk County	\$44,752.78	\$7,112.82	\$51,865.60
Putnam County	\$45,820.93	\$8,531.07	\$54,352.01
Rhea County	\$41,126.76	\$8,681.75	\$49,808.50
Dayton City	\$46,378.14	\$9,038.46	\$55,416.59
Roane County	\$45,062.40	\$8,579.39	\$53,641.79
Robertson County	\$43,684.38	\$8,985.77	\$52,670.15
Rutherford County	\$49,065.83	\$11,373.96	\$60,439.79
Murfreesboro City	\$51,429.94	\$5,907.88	\$57,337.81
Scott County	\$41,843.64	\$7,329.69	\$49,173.33
Oneida SSD	\$41,371.88	\$7,846.43	\$49,218.31
Sequatchie County	\$39,128.43	\$7,417.82	\$46,546.25
Sevier County	\$44,830.08	\$8,469.74	\$53,299.81
Shelby County	\$53,490.06	\$7,609.43	\$61,099.49
Arlington City	\$54,177.58	\$6,936.65	\$61,114.23
Bartlett City	\$53,103.07	\$7,136.73	\$60,239.80
Collierville City	\$53,573.95	\$7,388.77	\$60,962.73
Germantown City	\$53,867.64	\$7,441.07	\$61,308.70
Lakeland City	\$54,388.92	\$7,342.43	\$61,731.34
Millington City	\$54,019.81	\$7,311.61	\$61,331.42
Smith County	\$40,494.38	\$8,413.21	\$48,907.59
Stewart County	\$44,364.80	\$8,352.67	\$52,717.47
Sullivan County	\$42,524.34	\$8,312.10	\$50,836.44
Bristol City	\$50,607.41	\$7,072.90	\$57,680.31
Kingsport City	\$54,181.32	\$6,733.22	\$60,914.55
Sumner County	\$45,013.52	\$10,985.89	\$55,999.41

Tipton County	\$48,447.05	\$8,495.15	\$56,942.20
Trousdale County	\$41,316.39	\$5,361.71	\$46,678.10
Unicoi County	\$42,404.70	\$8,360.87	\$50,765.57
Union County	\$41,177.17	\$7,438.47	\$48,615.64
Van Buren County	\$40,411.68	\$5,340.94	\$45,752.63
Warren County	\$44,172.39	\$6,366.64	\$50,539.03
Washington County	\$44,725.85	\$7,289.60	\$52,015.45
Johnson City	\$52,560.87	\$6,194.78	\$58,755.65
Wayne County	\$41,639.28	\$5,551.11	\$47,190.39
Weakley County	\$42,637.87	\$7,297.84	\$49,935.72
White County	\$45,523.42	\$7,866.98	\$53,390.40
Williamson County	\$49,489.15	\$12,022.91	\$61,512.06
Franklin SSD	\$52,446.83	\$8,260.26	\$60,707.09
Wilson County	\$47,900.06	\$6,615.00	\$54,515.06
Lebanon City	\$52,013.19	\$6,905.19	\$58,918.39
Average Amount	\$45,038.20	\$7,429.26	\$52,467.46

Appendix C: Cost Estimates for 2017 Committee Recommendations

The table below provides a summary of the projected cost for recommendations 2-5.¹² Tables showing the costs disaggregated by district and county are provided in Appendix C.

<u>BEP Improvement</u>	<u>Statewide Estimated Cost</u>
2. Counselor ratio changed to 1:250 students (all grade levels)	\$56,528,000
3. Technology - Raising the BEP expenditures from 40 million to 60 million	\$12,163,000
4. RTI - Funding RTI positions- 1:1000	\$35,072,000
5. Nurses - Lower the ratio of students to nurses 1:750	\$35,678,000

¹² 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.

Counselors

LEA #	LEA	FY18 July Final	Counselors 1:250	Variance
10	Anderson County	\$31,410,000	\$31,842,000	\$432,000
11	Clinton City	\$4,486,000	\$4,565,000	\$79,000
12	Oak Ridge City	\$21,085,000	\$21,395,000	\$310,000
20	Bedford County	\$47,624,000	\$48,308,000	\$684,000
30	Benton County	\$11,979,000	\$12,135,000	\$156,000
40	Bledsoe County	\$11,910,000	\$12,046,000	\$136,000
50	Blount County	\$46,926,000	\$46,989,000	\$63,000
51	Alcoa City	\$8,223,000	\$8,345,000	\$122,000
52	Maryville City	\$21,382,000	\$21,710,000	\$328,000
60	Bradley County	\$47,266,000	\$47,938,000	\$672,000
61	Cleveland City	\$27,666,000	\$28,052,000	\$386,000
70	Campbell County	\$29,050,000	\$29,449,000	\$399,000
80	Cannon County	\$11,345,000	\$11,438,000	\$93,000
90	Carroll County	\$2,009,000	\$2,009,000	\$0
92	H Rock-Bruceton SSD	\$3,805,000	\$3,856,000	\$51,000
93	Huntingdon SSD	\$6,896,000	\$6,997,000	\$101,000
94	McKenzie SSD	\$7,244,000	\$7,349,000	\$105,000
95	South Carroll Co SSD	\$1,966,000	\$1,993,000	\$27,000
97	West Carroll Co SSD	\$5,252,000	\$5,324,000	\$72,000
100	Carter County	\$29,993,000	\$30,404,000	\$411,000
101	Elizabethton City	\$13,303,000	\$13,492,000	\$189,000
110	Cheatham County	\$33,611,000	\$34,015,000	\$404,000
120	Chester County	\$17,078,000	\$17,318,000	\$240,000
130	Claiborne County	\$24,899,000	\$24,930,000	\$31,000
140	Clay County	\$6,409,000	\$6,493,000	\$84,000
150	Cocke County	\$23,996,000	\$24,327,000	\$331,000
151	Newport City	\$3,518,000	\$3,574,000	\$56,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

160	Coffee County	\$21,547,000	\$21,847,000	\$300,000
161	Manchester City	\$7,087,000	\$7,193,000	\$106,000
162	Tullahoma City	\$16,108,000	\$16,350,000	\$242,000
170	Crockett County	\$12,386,000	\$12,538,000	\$152,000
171	Alamo City	\$3,796,000	\$3,856,000	\$60,000
172	Bells City	\$2,391,000	\$2,429,000	\$38,000
180	Cumberland County	\$31,989,000	\$32,464,000	\$475,000
190	Davidson County	\$300,621,000	\$304,742,000	\$4,121,000
200	Decatur County	\$8,888,000	\$9,003,000	\$115,000
210	DeKalb County	\$15,902,000	\$16,115,000	\$213,000
220	Dickson County	\$41,261,000	\$41,860,000	\$599,000
230	Dyer County	\$19,613,000	\$19,889,000	\$276,000
231	Dyersburg City	\$13,442,000	\$13,634,000	\$192,000
240	Fayette County	\$16,346,000	\$16,365,000	\$19,000
250	Fentress County	\$12,043,000	\$12,059,000	\$16,000
260	Franklin County	\$26,028,000	\$26,172,000	\$144,000
271	Humboldt City	\$6,604,000	\$6,693,000	\$89,000
272	Milan SSD	\$11,310,000	\$11,464,000	\$154,000
273	Trenton SSD	\$7,396,000	\$7,496,000	\$100,000
274	Bradford SSD	\$3,252,000	\$3,294,000	\$42,000
275	Gibson County SSD	\$21,410,000	\$21,725,000	\$315,000
280	Giles County	\$18,836,000	\$19,111,000	\$275,000
290	Grainger County	\$21,513,000	\$21,793,000	\$280,000
300	Greene County	\$33,873,000	\$33,918,000	\$45,000
301	Greeneville City	\$14,050,000	\$14,246,000	\$196,000
310	Grundy County	\$13,408,000	\$13,423,000	\$15,000
320	Hamblen County	\$51,973,000	\$52,680,000	\$707,000
330	Hamilton County	\$154,728,000	\$157,204,000	\$2,476,000
340	Hancock County	\$6,785,000	\$6,868,000	\$83,000
350	Hardeman County	\$21,479,000	\$21,506,000	\$27,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

360	Hardin County	\$15,181,000	\$15,303,000	\$122,000
370	Hawkins County	\$36,192,000	\$36,694,000	\$502,000
371	Rogersville City	\$3,502,000	\$3,559,000	\$57,000
380	Haywood County	\$16,256,000	\$16,459,000	\$203,000
390	Henderson County	\$21,852,000	\$22,150,000	\$298,000
391	Lexington City	\$4,807,000	\$4,814,000	\$7,000
400	Henry County	\$15,382,000	\$15,581,000	\$199,000
401	Paris SSD	\$8,345,000	\$8,477,000	\$132,000
410	Hickman County	\$21,611,000	\$21,637,000	\$26,000
420	Houston County	\$8,410,000	\$8,519,000	\$109,000
430	Humphreys County	\$13,991,000	\$14,009,000	\$18,000
440	Jackson County	\$9,591,000	\$9,711,000	\$120,000
450	Jefferson County	\$36,102,000	\$36,629,000	\$527,000
460	Johnson County	\$12,901,000	\$12,917,000	\$16,000
470	Knox County	\$207,876,000	\$211,175,000	\$3,299,000
480	Lake County	\$5,102,000	\$5,106,000	\$4,000
490	Lauderdale County	\$25,239,000	\$25,271,000	\$32,000
500	Lawrence County	\$35,994,000	\$36,512,000	\$518,000
510	Lewis County	\$9,784,000	\$9,797,000	\$13,000
520	Lincoln County	\$20,279,000	\$20,565,000	\$286,000
521	Fayetteville City	\$7,471,000	\$7,581,000	\$110,000
530	Loudon County	\$20,908,000	\$20,937,000	\$29,000
531	Lenoir City	\$9,819,000	\$9,944,000	\$125,000
540	McMinn County	\$26,091,000	\$26,460,000	\$369,000
541	Athens City	\$7,702,000	\$7,826,000	\$124,000
542	Etowah City	\$1,826,000	\$1,853,000	\$27,000
550	McNairy County	\$23,837,000	\$24,165,000	328000
560	Macon County	\$23,006,000	\$23,320,000	\$314000
570	Madison County	\$48,849,000	\$49,561,000	\$712000
580	Marion County	\$19,876,000	\$20,014,000	\$138000

Appendix C: Cost Estimates for 2017 Committee Recommendations

581	Richard City SSD	\$1,386,000	\$1,388,000	\$2,000
590	Marshall County	\$28,423,000	\$28,837,000	\$414,000
600	Maury County	\$57,221,000	\$58,087,000	\$866,000
610	Meigs County	\$10,248,000	\$10,380,000	\$132,000
620	Monroe County	\$28,232,000	\$28,268,000	\$3,6000
621	Sweetwater City	\$8,054,000	\$8,182,000	\$128,000
630	Montgomery County	\$164,055,000	\$166,532,000	\$2,477,000
640	Moore County	\$4,718,000	\$4,722,000	\$4,000
650	Morgan County	\$19,389,000	\$19,638,000	\$249,000
660	Obion County	\$17,503,000	\$17,525,000	\$22,000
661	Union City	\$8,124,000	\$8,241,000	\$117,000
670	Overton County	\$17,346,000	\$17,368,000	\$22,000
680	Perry County	\$6,373,000	\$6,388,000	\$15,000
690	Pickett County	\$4,093,000	\$4,095,000	\$2,000
700	Polk County	\$13,034,000	\$13,104,000	\$70,000
710	Putnam County	\$49,279,000	\$49,989,000	\$710,000
720	Rhea County	\$23,065,000	\$23,380,000	\$315,000
721	Dayton City	\$4,524,000	\$4,597,000	\$7,3000
730	Roane County	\$30,281,000	\$30,320,000	\$39,000
740	Robertson County	\$59,781,000	\$60,618,000	\$837,000
750	Rutherford County	\$205,168,000	\$208,184,000	\$3,016,000
751	Murfreesboro City	\$40,636,000	\$41,352,000	\$716,000
760	Scott County	\$16,684,000	\$16,912,000	\$228,000
761	Oneida SSD	\$7,170,000	\$7,270,000	\$100,000
770	Sequatchie County	\$12,439,000	\$12,602,000	\$163,000
780	Sevier County	\$41,754,000	\$41,810,000	\$56,000
792	Shelby County	\$594,460,000	\$602,787,000	\$8,327,000
793	Arlington City	\$20,753,000	\$20,861,000	\$108,000
794	Bartlett City	\$39,862,000	\$40,487,000	\$625,000
795	Collierville City	\$38,218,000	\$38,816,000	\$598,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

796	Germantown City	\$26,317,000	\$26,735,000	\$418,000
797	Lakeland City	\$6,881,000	\$7,006,000	\$125,000
798	Millington City	\$12,939,000	\$12,956,000	\$17,000
800	Smith County	\$16,778,000	\$17,006,000	\$228,000
810	Stewart County	\$11,697,000	\$11,711,000	\$14,000
820	Sullivan County	\$39,255,000	\$39,381,000	\$126,000
821	Bristol City	\$15,583,000	\$15,826,000	\$243,000
822	Kingsport City	\$29,395,000	\$29,856,000	\$461,000
830	Sumner County	\$141,290,000	\$143,377,000	\$2,087,000
840	Tipton County	\$61,412,000	\$62,285,000	\$873,000
850	Trousdale County	\$7,738,000	\$7,840,000	\$102,000
860	Unicoi County	\$12,829,000	\$12,845,000	\$16,000
870	Union County	\$25,364,000	\$25,395,000	\$31,000
880	Van Buren County	\$4,887,000	\$4,891,000	\$4,000
890	Warren County	\$35,102,000	\$35,594,000	\$492,000
900	Washington County	\$33,413,000	\$33,918,000	\$505,000
901	Johnson City	\$30,687,000	\$31,169,000	\$482,000
910	Wayne County	\$14,037,000	\$14,053,000	\$16,000
920	Weakley County	\$22,789,000	\$22,819,000	\$30,000
930	White County	\$21,854,000	\$22,144,000	\$290,000
940	Williamson County	\$126,358,000	\$127,776,000	\$1,418,000
941	Franklin SSD	\$14,331,000	\$14,354,000	\$23,000
950	Wilson County	\$77,781,000	\$78,961,000	\$1,180,000
951	Lebanon SSD	\$16,489,000	\$16,761,000	\$272,000
970	Dept. of Children Services	<u>\$10,012,000</u>	<u>\$10,012,000</u>	<u>0</u>
		\$4,541,669,000	\$4,598,187,000	\$56,518,000

Technology

LEA #	LEA	FY18 July Final	Add'l Technology	Variance
10	Anderson County	\$31,410,000	\$31,512,000	\$102,000
11	Clinton City	\$4,486,000	\$4,501,000	\$15,000
12	Oak Ridge City	\$21,085,000	\$21,155,000	\$70,000
20	Bedford County	\$47,624,000	\$47,775,000	\$151,000
30	Benton County	\$11,979,000	\$12,015,000	\$36,000
40	Bledsoe County	\$11,910,000	\$11,941,000	\$31,000
50	Blount County	\$46,926,000	\$46,926,000	\$0
51	Alcoa City	\$8,223,000	\$8,252,000	\$29,000
52	Maryville City	\$21,382,000	\$21,461,000	\$79,000
60	Bradley County	\$47,266,000	\$47,425,000	\$159,000
61	Cleveland City	\$27,666,000	\$27,756,000	\$90,000
70	Campbell County	\$29,050,000	\$29,142,000	\$92,000
80	Cannon County	\$11,345,000	\$11,345,000	\$0
90	Carroll County	\$2,009,000	\$2,009,000	\$0
92	H Rock-Bruceton SSD	\$3,805,000	\$3,816,000	\$11,000
93	Huntingdon SSD	\$6,896,000	\$6,918,000	\$22,000
94	McKenzie SSD	\$7,244,000	\$7,267,000	\$23,000
95	South Carroll Co SSD	\$1,966,000	\$1,972,000	\$6,000
97	West Carroll Co SSD	\$5,252,000	\$5,268,000	\$16,000
100	Carter County	\$29,993,000	\$30,086,000	\$93,000
101	Elizabethton City	\$13,303,000	\$13,347,000	\$44,000
110	Cheatham County	\$33,611,000	\$33,640,000	\$29,000
120	Chester County	\$17,078,000	\$17,132,000	\$54,000
130	Claiborne County	\$24,899,000	\$24,899,000	\$0
140	Clay County	\$6,409,000	\$6,428,000	\$19,000
150	Cocke County	\$23,996,000	\$24,072,000	\$76,000
151	Newport City	\$3,518,000	\$3,529,000	\$11,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

160	Coffee County	\$21,547,000	\$21,618,000	\$71,000
161	Manchester City	\$7,087,000	\$7,108,000	\$21,000
162	Tulahoma City	\$16,108,000	\$16,163,000	\$55,000
170	Crockett County	\$12,386,000	\$12,423,000	\$37,000
171	Alamo City	\$3,796,000	\$3,807,000	\$11,000
172	Bells City	\$2,391,000	\$2,397,000	\$6,000
180	Cumberland County	\$31,989,000	\$32,100,000	\$111,000
190	Davidson County	\$300,621,000	\$301,564,000	\$943,000
200	Decatur County	\$8,888,000	\$8,914,000	\$26,000
210	DeKalb County	\$15,902,000	\$15,951,000	\$49,000
220	Dickson County	\$41,261,000	\$41,398,000	\$137,000
230	Dyer County	\$19,613,000	\$19,677,000	\$64,000
231	Dyersburg City	\$13,442,000	\$13,487,000	\$45,000
240	Fayette County	\$16,346,000	\$16,346,000	\$0
250	Fentress County	\$12,043,000	\$12,043,000	\$0
260	Franklin County	\$26,028,000	\$26,028,000	\$0
271	Humboldt City	\$6,604,000	\$6,623,000	\$19,000
272	Milan SSD	\$11,310,000	\$11,344,000	\$34,000
273	Trenton SSD	\$7,396,000	\$7,419,000	\$23,000
274	Bradford SSD	\$3,252,000	\$3,262,000	\$10,000
275	Gibson County SSD	\$21,410,000	\$21,480,000	\$70,000
280	Giles County	\$18,836,000	\$18,899,000	\$63,000
290	Grainger County	\$21,513,000	\$21,576,000	\$63,000
300	Greene County	\$33,873,000	\$33,873,000	\$0
301	Greeneville City	\$14,050,000	\$14,095,000	\$45,000
310	Grundy County	\$13,408,000	\$13,408,000	\$0
320	Hamblen County	\$51,973,000	\$52,136,000	\$163,000
330	Hamilton County	\$154,728,000	\$155,318,000	\$590,000
340	Hancock County	\$6,785,000	\$6,803,000	\$18,000
350	Hardeman County	\$21,479,000	\$21,479,000	\$0

Appendix C: Cost Estimates for 2017 Committee Recommendations

360	Hardin County	\$15,181,000	\$15,181,000	\$0
370	Hawkins County	\$36,192,000	\$36,308,000	\$116,000
371	Rogersville City	\$3,502,000	\$3,513,000	\$11,000
380	Haywood County	\$16,256,000	\$16,305,000	\$49,000
390	Henderson County	\$21,852,000	\$21,920,000	\$68,000
391	Lexington City	\$4,807,000	\$4,807,000	\$0
400	Henry County	\$15,382,000	\$15,431,000	\$49,000
401	Paris SSD	\$8,345,000	\$8,372,000	\$27,000
410	Hickman County	\$21,611,000	\$21,611,000	\$0
420	Houston County	\$8,410,000	\$8,434,000	\$24,000
430	Humphreys County	\$13,991,000	\$13,991,000	\$0
440	Jackson County	\$9,591,000	\$9,618,000	\$27,000
450	Jefferson County	\$36,102,000	\$36,222,000	\$120,000
460	Johnson County	\$12,901,000	\$12,901,000	\$0
470	Knox County	\$207,876,000	\$208,679,000	\$803,000
480	Lake County	\$5,102,000	\$5,102,000	\$0
490	Lauderdale County	\$25,239,000	\$25,239,000	\$0
500	Lawrence County	\$35,994,000	\$36,111,000	\$117,000
510	Lewis County	\$9,784,000	\$9,784,000	\$0
520	Lincoln County	\$20,279,000	\$20,344,000	\$65,000
521	Fayetteville City	\$7,471,000	\$7,494,000	\$23,000
530	Loudon County	\$20,908,000	\$20,908,000	\$0
531	Lenoir City	\$9,819,000	\$9,852,000	\$33,000
540	McMinn County	\$26,091,000	\$26,180,000	\$89,000
541	Athens City	\$7,702,000	\$7,727,000	\$25,000
542	Etowah City	\$1,826,000	\$1,831,000	\$5,000
550	McNairy County	\$23,837,000	\$23,911,000	\$74,000
560	Macon County	\$23,006,000	\$23,075,000	\$69,000
570	Madison County	\$48,849,000	\$49,021,000	\$172,000
580	Marion County	\$19,876,000	\$19,876,000	\$0

Appendix C: Cost Estimates for 2017 Committee Recommendations

581	Richard City SSD	\$1,386,000	\$1,386,000	\$0
590	Marshall County	\$28,423,000	\$28,517,000	\$94,000
600	Maury County	\$57,221,000	\$57,417,000	\$196,000
610	Meigs County	\$10,248,000	\$10,278,000	\$30,000
620	Monroe County	\$28,232,000	\$28,232,000	\$0
621	Sweetwater City	\$8,054,000	\$8,080,000	\$26,000
630	Montgomery County	\$164,055,000	\$164,611,000	\$556,000
640	Moore County	\$4,718,000	\$4,718,000	\$0
650	Morgan County	\$19,389,000	\$19,444,000	\$55,000
660	Obion County	\$17,503,000	\$17,503,000	\$0
661	Union City	\$8,124,000	\$8,151,000	\$27,000
670	Overton County	\$17,346,000	\$17,346,000	\$0
680	Perry County	\$6,373,000	\$6,373,000	\$0
690	Pickett County	\$4,093,000	\$4,093,000	\$0
700	Polk County	\$13,034,000	\$13,034,000	\$0
710	Putnam County	\$49,279,000	\$49,446,000	\$167,000
720	Rhea County	\$23,065,000	\$23,138,000	\$73,000
721	Dayton City	\$4,524,000	\$4,538,000	\$14,000
730	Roane County	\$30,281,000	\$30,281,000	\$0
740	Robertson County	\$59,781,000	\$59,971,000	\$190,000
750	Rutherford County	\$205,168,000	\$205,885,000	\$717,000
751	Murfreesboro City	\$40,636,000	\$40,769,000	\$133,000
760	Scott County	\$16,684,000	\$16,735,000	\$51,000
761	Oneida SSD	\$7,170,000	\$7,193,000	\$23,000
770	Sequatchie County	\$12,439,000	\$12,478,000	\$39,000
780	Sevier County	\$41,754,000	\$41,754,000	\$0
792	Shelby County	\$594,460,000	\$596,276,000	\$1,816,000
793	Arlington City	\$20,753,000	\$20,753,000	\$0
794	Bartlett City	\$39,862,000	\$40,001,000	\$139,000
795	Collierville City	\$38,218,000	\$38,351,000	\$133,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

796	Germantown City	\$26,317,000	\$26,412,000	\$95,000
797	Lakeland City	\$6,881,000	\$6,905,000	\$24,000
798	Millington City	\$12,939,000	\$12,939,000	\$0
800	Smith County	\$16,778,000	\$16,830,000	\$52,000
810	Stewart County	\$11,697,000	\$11,697,000	\$0
820	Sullivan County	\$39,255,000	\$39,255,000	\$0
821	Bristol City	\$15,583,000	\$15,641,000	\$58,000
822	Kingsport City	\$29,395,000	\$29,505,000	\$110,000
830	Sumner County	\$141,290,000	\$141,770,000	\$480,000
840	Tipton County	\$61,412,000	\$61,609,000	\$197,000
850	Trousdale County	\$7,738,000	\$7,760,000	\$22,000
860	Unicoi County	\$12,829,000	\$12,829,000	\$0
870	Union County	\$25,364,000	\$25,364,000	\$0
880	Van Buren County	\$4,887,000	\$4,887,000	\$0
890	Warren County	\$35,102,000	\$35,213,000	\$111,000
900	Washington County	\$33,413,000	\$33,537,000	\$124,000
901	Johnson City	\$30,687,000	\$30,801,000	\$114,000
910	Wayne County	\$14,037,000	\$14,037,000	\$0
920	Weakley County	\$22,789,000	\$22,789,000	\$0
930	White County	\$21,854,000	\$21,916,000	\$62,000
940	Williamson County	\$126,358,000	\$126,358,000	\$0
941	Franklin SSD	\$14,331,000	\$14,331,000	\$0
950	Wilson County	\$77,781,000	\$78,061,000	\$280,000
951	Lebanon SSD	\$16,489,000	\$16,546,000	\$57,000
970	Dept. of Children Services	\$10,012,000	\$10,012,000	\$0
		\$4,541,669,000	\$4,553,832,000	\$12,163,000

RTI

LEA #	LEA	FY18 July Final	RTI 1:1000	Variance
10	Anderson County	\$31,410,000	\$31,696,000	\$286,000
11	Clinton City	\$4,486,000	\$4,531,000	\$45,000
12	Oak Ridge City	\$21,085,000	\$21,283,000	\$198,000
20	Bedford County	\$47,624,000	\$48,048,000	\$424,000
30	Benton County	\$11,979,000	\$12,079,000	\$100,000
40	Bledsoe County	\$11,910,000	\$11,999,000	\$89,000
50	Blount County	\$46,926,000	\$46,967,000	\$41,000
51	Alcoa City	\$8,223,000	\$8,302,000	\$79,000
52	Maryville City	\$21,382,000	\$21,594,000	\$212,000
60	Bradley County	\$47,266,000	\$47,700,000	\$434,000
61	Cleveland City	\$27,666,000	\$27,910,000	\$244,000
70	Campbell County	\$29,050,000	\$29,308,000	\$258,000
80	Cannon County	\$11,345,000	\$11,382,000	\$37,000
90	Carroll County	\$2,009,000	\$2,014,000	\$5,000
92	H Rock-Bruceton SSD	\$3,805,000	\$3,859,000	\$54,000
93	Huntingdon SSD	\$6,896,000	\$6,964,000	\$68,000
94	McKenzie SSD	\$7,244,000	\$7,315,000	\$71,000
95	South Carroll Co SSD	\$1,966,000	\$2,019,000	\$53,000
97	West Carroll Co SSD	\$5,252,000	\$5,308,000	\$56,000
100	Carter County	\$29,993,000	\$30,253,000	\$260,000
101	Elizabethton City	\$13,303,000	\$13,425,000	\$122,000
110	Cheatham County	\$33,611,000	\$33,840,000	\$229,000
120	Chester County	\$17,078,000	\$17,230,000	\$152,000
130	Claiborne County	\$24,899,000	\$24,919,000	\$20,000
140	Clay County	\$6,409,000	\$6,460,000	\$51,000
150	Cocke County	\$23,996,000	\$24,213,000	\$217,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

151	Newport City	\$3,518,000	\$3,566,000	\$48,000
160	Coffee County	\$21,547,000	\$21,745,000	\$198,000
161	Manchester City	\$7,087,000	\$7,146,000	\$59,000
162	Tulahoma City	\$16,108,000	\$16,261,000	\$153,000
170	Crockett County	\$12,386,000	\$12,498,000	\$112,000
171	Alamo City	\$3,796,000	\$3,851,000	\$55,000
172	Bells City	\$2,391,000	\$2,445,000	\$54,000
180	Cumberland County	\$31,989,000	\$32,286,000	\$297,000
190	Davidson County	\$300,621,000	\$303,054,000	\$2,433,000
200	Decatur County	\$8,888,000	\$8,962,000	\$74,000
210	DeKalb County	\$15,902,000	\$16,034,000	\$132,000
220	Dickson County	\$41,261,000	\$41,640,000	\$379,000
230	Dyer County	\$19,613,000	\$19,790,000	\$177,000
231	Dyersburg City	\$13,442,000	\$13,564,000	\$122,000
240	Fayette County	\$16,346,000	\$16,358,000	\$12,000
250	Fentress County	\$12,043,000	\$12,052,000	\$9,000
260	Franklin County	\$26,028,000	\$26,050,000	\$22,000
271	Humboldt City	\$6,604,000	\$6,658,000	\$54,000
272	Milan SSD	\$11,310,000	\$11,410,000	\$100,000
273	Trenton SSD	\$7,396,000	\$7,461,000	\$65,000
274	Bradford SSD	\$3,252,000	\$3,303,000	\$51,000
275	Gibson County SSD	\$21,410,000	\$21,610,000	\$200,000
280	Giles County	\$18,836,000	\$19,007,000	\$171,000
290	Grainger County	\$21,513,000	\$21,694,000	\$181,000
300	Greene County	\$33,873,000	\$33,902,000	\$29,000
301	Greeneville City	\$14,050,000	\$14,175,000	\$125,000
310	Grundy County	\$13,408,000	\$13,418,000	\$10,000
320	Hamblen County	\$51,973,000	\$52,418,000	\$445,000
330	Hamilton County	\$154,728,000	\$156,252,000	\$1,524,000
340	Hancock County	\$6,785,000	\$6,840,000	\$55,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

350	Hardeman County	\$21,479,000	\$21,496,000	\$17,000
360	Hardin County	\$15,181,000	\$15,221,000	\$40,000
370	Hawkins County	\$36,192,000	\$36,519,000	\$327,000
371	Rogersville City	\$3,502,000	\$3,551,000	\$49,000
380	Haywood County	\$16,256,000	\$16,390,000	\$134,000
390	Henderson County	\$21,852,000	\$22,047,000	\$195,000
391	Lexington City	\$4,807,000	\$4,812,000	\$5,000
400	Henry County	\$15,382,000	\$15,515,000	\$133,000
401	Paris SSD	\$8,345,000	\$8,418,000	\$73,000
410	Hickman County	\$21,611,000	\$21,628,000	\$17,000
420	Houston County	\$8,410,000	\$8,478,000	\$68,000
430	Humphreys County	\$13,991,000	\$14,002,000	\$11,000
440	Jackson County	\$9,591,000	\$9,668,000	\$77,000
450	Jefferson County	\$36,102,000	\$36,432,000	\$330,000
460	Johnson County	\$12,901,000	\$12,911,000	\$10,000
470	Knox County	\$207,876,000	\$209,960,000	\$2,084,000
480	Lake County	\$5,102,000	\$5,107,000	\$5,000
490	Lauderdale County	\$25,239,000	\$25,259,000	\$20,000
500	Lawrence County	\$35,994,000	\$36,322,000	\$328,000
510	Lewis County	\$9,784,000	\$9,792,000	\$8,000
520	Lincoln County	\$20,279,000	\$20,462,000	\$183,000
521	Fayetteville City	\$7,471,000	\$7,537,000	\$66,000
530	Loudon County	\$20,908,000	\$20,925,000	\$17,000
531	Lenoir City	\$9,819,000	\$9,907,000	\$88,000
540	McMinn County	\$26,091,000	\$26,342,000	\$251,000
541	Athens City	\$7,702,000	\$7,773,000	\$71,000
542	Etowah City	\$1,826,000	\$1,870,000	\$44,000
550	McNairy County	\$23,837,000	\$24,048,000	\$211,000
560	Macon County	\$23,006,000	\$23,203,000	\$197,000
570	Madison County	\$48,849,000	\$49,296,000	\$447,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

580	Marion County	\$19,876,000	\$19,916,000	\$40,000
581	Richard City SSD	\$1,386,000	\$1,391,000	\$5,000
590	Marshall County	\$28,423,000	\$28,686,000	\$263,000
600	Maury County	\$57,221,000	\$57,755,000	\$534,000
610	Meigs County	\$10,248,000	\$10,334,000	\$86,000
620	Monroe County	\$28,232,000	\$28,256,000	\$24,000
621	Sweetwater City	\$8,054,000	\$8,125,000	\$71,000
630	Montgomery County	\$164,055,000	\$165,594,000	\$1,539,000
640	Moore County	\$4,718,000	\$4,723,000	\$5,000
650	Morgan County	\$19,389,000	\$19,549,000	\$160,000
660	Obion County	\$17,503,000	\$17,517,000	\$14,000
661	Union City	\$8,124,000	\$8,196,000	\$72,000
670	Overton County	\$17,346,000	\$17,360,000	\$14,000
680	Perry County	\$6,373,000	\$6,378,000	\$5,000
690	Pickett County	\$4,093,000	\$4,115,000	\$22,000
700	Polk County	\$13,034,000	\$13,044,000	\$10,000
710	Putnam County	\$49,279,000	\$49,733,000	\$454,000
720	Rhea County	\$23,065,000	\$23,270,000	\$205,000
721	Dayton City	\$4,524,000	\$4,572,000	\$48,000
730	Roane County	\$30,281,000	\$30,307,000	\$26,000
740	Robertson County	\$59,781,000	\$60,307,000	\$526,000
750	Rutherford County	\$205,168,000	\$207,142,000	\$1,974,000
751	Murfreesboro City	\$40,636,000	\$41,000,000	\$364,000
760	Scott County	\$16,684,000	\$16,828,000	\$144,000
761	Oneida SSD	\$7,170,000	\$7,234,000	\$64,000
770	Sequatchie County	\$12,439,000	\$12,548,000	\$109,000
780	Sevier County	\$41,754,000	\$41,789,000	\$35,000
792	Shelby County	\$594,460,000	\$599,623,000	\$5,163,000
793	Arlington City	\$20,753,000	\$20,773,000	\$20,000
794	Bartlett City	\$39,862,000	\$40,254,000	\$392,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

795	Collierville City	\$38,218,000	\$38,592,000	\$374,000
796	Germantown City	\$26,317,000	\$26,581,000	\$264,000
797	Lakeland City	\$6,881,000	\$6,945,000	\$64,000
798	Millington City	\$12,939,000	\$12,950,000	\$11,000
800	Smith County	\$16,778,000	\$16,924,000	\$146,000
810	Stewart County	\$11,697,000	\$11,706,000	\$9,000
820	Sullivan County	\$39,255,000	\$39,292,000	\$37,000
821	Bristol City	\$15,583,000	\$15,741,000	\$158,000
822	Kingsport City	\$29,395,000	\$29,688,000	\$293,000
830	Sumner County	\$141,290,000	\$142,616,000	\$1,326,000
840	Tipton County	\$61,412,000	\$61,966,000	\$554,000
850	Trousdale County	\$7,738,000	\$7,803,000	\$65,000
860	Unicoi County	\$12,829,000	\$12,840,000	\$11,000
870	Union County	\$25,364,000	\$25,383,000	\$19,000
880	Van Buren County	\$4,887,000	\$44,892,000	\$5,000
890	Warren County	\$35,102,000	\$35,413,000	\$311,000
900	Washington County	\$33,413,000	\$33,738,000	\$325,000
901	Johnson City	\$30,687,000	\$30,986,000	\$299,000
910	Wayne County	\$14,037,000	\$14,047,000	\$10,000
920	Weakley County	\$22,789,000	\$22,808,000	\$19,000
930	White County	\$21,854,000	\$22,038,000	\$184,000
940	Williamson County	\$126,358,000	\$126,971,000	\$613,000
941	Franklin SSD	\$14,331,000	\$14,344,000	\$13,000
950	Wilson County	\$77,781,000	\$78,547,000	\$766,000
951	Lebanon SSD	\$16,489,000	\$16,640,000	\$151,000
970	Dept. of Children Services	<u>\$10,012,000</u>	<u>\$10,012,000</u>	<u>\$0</u>
		\$4,541,669,000	\$4,576,741,000	\$35,072,000

Nurses

LEA #	LEA	FY18 July Final	Nurses 1:750	Variance
10	Anderson County	\$31,410,000	\$31,706,000	\$296,000
11	Clinton City	\$4,486,000	\$4,495,000	\$9,000
12	Oak Ridge City	\$21,085,000	\$21,289,000	\$204,000
20	Bedford County	\$47,624,000	\$48,060,000	\$436,000
30	Benton County	\$11,979,000	\$12,065,000	\$86,000
40	Bledsoe County	\$11,910,000	\$11,974,000	\$64,000
50	Blount County	\$46,926,000	\$46,926,000	\$0
51	Alcoa City	\$8,223,000	\$8,292,000	\$69,000
52	Maryville City	\$21,382,000	\$21,610,000	\$228,000
60	Bradley County	\$47,266,000	\$47,726,000	\$460,000
61	Cleveland City	\$27,666,000	\$27,925,000	\$259,000
70	Campbell County	\$29,050,000	\$29,318,000	\$268,000
80	Cannon County	\$11,345,000	\$11,363,000	\$18,000
90	Carroll County	\$2,009,000	\$2,009,000	\$0
92	H Rock-Bruceton SSD	\$3,805,000	\$3,801,000	(\$4,000)
93	Huntingdon SSD	\$6,896,000	\$6,923,000	\$27,000
94	McKenzie SSD	\$7,244,000	\$7,275,000	\$31,000
95	South Carroll Co SSD	\$1,966,000	\$1,965,000	(\$1,000)
97	West Carroll Co SSD	\$5,252,000	\$5,258,000	\$6,000
100	Carter County	\$29,993,000	\$30,259,000	\$266,000
101	Elizabethton City	\$13,303,000	\$13,420,000	\$117,000
110	Cheatham County	\$33,611,000	\$33,849,000	\$238,000
120	Chester County	\$17,078,000	\$17,229,000	\$151,000
130	Claiborne County	\$24,899,000	\$24,899,000	\$0
140	Clay County	\$6,409,000	\$6,424,000	\$15,000
150	Cocke County	\$23,996,000	\$24,212,000	\$216,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

151	Newport City	\$3,518,000	\$3,516,000	(\$2,000)
160	Coffee County	\$21,547,000	\$21,751,000	\$204,000
161	Manchester City	\$7,087,000	\$7,121,000	\$34,000
162	Tulahoma City	\$16,108,000	\$16,266,000	\$158,000
170	Crockett County	\$12,386,000	\$12,472,000	\$86,000
171	Alamo City	\$3,796,000	\$3,795,000	(\$1,000)
172	Bells City	\$2,391,000	\$2,390,000	(\$1,000)
180	Cumberland County	\$31,989,000	\$32,309,000	\$320,000
190	Davidson County	\$300,621,000	\$303,555,000	\$2,934,000
200	Decatur County	\$8,888,000	\$8,937,000	\$49,000
210	DeKalb County	\$15,902,000	\$16,037,000	\$135,000
220	Dickson County	\$41,261,000	\$41,658,000	\$397,000
230	Dyer County	\$19,613,000	\$19,797,000	\$184,000
231	Dyersburg City	\$13,442,000	\$13,565,000	\$123,000
240	Fayette County	\$16,346,000	\$16,346,000	\$0
250	Fentress County	\$12,043,000	\$12,043,000	\$0
260	Franklin County	\$26,028,000	\$26,054,000	\$26,000
271	Humboldt City	\$6,604,000	\$6,625,000	\$21,000
272	Milan SSD	\$11,310,000	\$11,389,000	\$79,000
273	Trenton SSD	\$7,396,000	\$7,430,000	\$34,000
274	Bradford SSD	\$3,252,000	\$3,251,000	(\$1,000)
275	Gibson County SSD	\$21,410,000	\$21,607,000	\$197,000
280	Giles County	\$18,836,000	\$19,017,000	\$181,000
290	Grainger County	\$21,513,000	\$21,697,000	\$184,000
300	Greene County	\$33,873,000	\$33,873,000	\$0
301	Greeneville City	\$14,050,000	\$14,178,000	\$128,000
310	Grundy County	\$13,408,000	\$13,408,000	\$0
320	Hamblen County	\$51,973,000	\$52,445,000	\$472,000
330	Hamilton County	\$154,728,000	\$156,446,000	\$1,718,000
340	Hancock County	\$6,785,000	\$6,797,000	\$12,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

350	Hardeman County	\$21,479,000	\$21,479,000	\$0
360	Hardin County	\$15,181,000	\$15,232,000	\$51,000
370	Hawkins County	\$36,192,000	\$36,521,000	\$329,000
371	Rogersville City	\$3,502,000	\$3,501,000	(\$1,000)
380	Haywood County	\$16,256,000	\$16,393,000	\$137,000
390	Henderson County	\$21,852,000	\$22,045,000	\$193,000
391	Lexington City	\$4,807,000	\$4,807,000	\$0
400	Henry County	\$15,382,000	\$15,519,000	\$137,000
401	Paris SSD	\$8,345,000	\$8,398,000	\$53,000
410	Hickman County	\$21,611,000	\$21,611,000	\$0
420	Houston County	\$8,410,000	\$8,446,000	\$36,000
430	Humphreys County	\$13,991,000	\$13,991,000	\$0
440	Jackson County	\$9,591,000	\$9,638,000	\$47,000
450	Jefferson County	\$36,102,000	\$36,448,000	\$346,000
460	Johnson County	\$12,901,000	\$12,901,000	\$0
470	Knox County	\$207,876,000	\$210,217,000	\$2,341,000
480	Lake County	\$5,102,000	\$5,102,000	\$0
490	Lauderdale County	\$25,239,000	\$25,239,000	\$0
500	Lawrence County	\$35,994,000	\$36,333,000	\$339,000
510	Lewis County	\$9,784,000	\$9,784,000	\$0
520	Lincoln County	\$20,279,000	\$20,465,000	\$186,000
521	Fayetteville City	\$7,471,000	\$7,511,000	\$40,000
530	Loudon County	\$20,908,000	\$20,908,000	\$0
531	Lenoir City	\$9,819,000	\$9,903,000	\$84,000
540	McMinn County	\$26,091,000	\$26,342,000	\$251,000
541	Athens City	\$7,702,000	\$7,749,000	\$47,000
542	Etowah City	\$1,826,000	\$1,825,000	(\$1,000)
550	McNairy County	\$23,837,000	\$24,051,000	\$214,000
560	Macon County	\$23,006,000	\$23,206,000	\$200,000
570	Madison County	\$48,849,000	\$49,350,000	\$501,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

580	Marion County	\$19,876,000	\$19,911,000	\$35,000
581	Richard City SSD	\$1,386,000	\$1,386,000	\$0
590	Marshall County	\$28,423,000	\$28,696,000	\$273,000
600	Maury County	\$57,221,000	\$57,788,000	\$567,000
610	Meigs County	\$10,248,000	\$10,307,000	\$59,000
620	Monroe County	\$28,232,000	\$28,232,000	\$0
621	Sweetwater City	\$8,054,000	\$8,104,000	\$50,000
630	Montgomery County	\$164,055,000	\$165,665,000	\$1,610,000
640	Moore County	\$4,718,000	\$4,718,000	\$0
650	Morgan County	\$19,389,000	\$19,549,000	\$160,000
660	Obion County	\$17,503,000	\$17,503,000	\$0
661	Union City	\$8,124,000	\$8,177,000	\$53,000
670	Overton County	\$17,346,000	\$17,346,000	\$0
680	Perry County	\$6,373,000	\$6,373,000	\$0
690	Pickett County	\$4,093,000	\$4,093,000	\$0
700	Polk County	\$13,034,000	\$13,034,000	\$0
710	Putnam County	\$49,279,000	\$49,767,000	\$488,000
720	Rhea County	\$23,065,000	\$23,270,000	\$205,000
721	Dayton City	\$4,524,000	\$4,528,000	\$4,000
730	Roane County	\$30,281,000	\$30,281,000	\$0
740	Robertson County	\$59,781,000	\$60,330,000	\$549,000
750	Rutherford County	\$205,168,000	\$207,246,000	\$2,078,000
751	Murfreesboro City	\$40,636,000	\$41,022,000	\$386,000
760	Scott County	\$16,684,000	\$16,824,000	\$140,000
761	Oneida SSD	\$7,170,000	\$7,204,000	\$34,000
770	Sequatchie County	\$12,439,000	\$12,535,000	\$96,000
780	Sevier County	\$41,754,000	\$41,754,000	\$0
792	Shelby County	\$594,460,000	\$599,934,000	\$5,474,000
793	Arlington City	\$20,753,000	\$20,779,000	\$26,000

Appendix C: Cost Estimates for 2017 Committee Recommendations

794	Bartlett City	\$39,862,000	\$40,280,000	\$418,000
795	Collierville City	\$38,218,000	\$38,617,000	\$399,000
796	Germantown City	\$26,317,000	\$26,600,000	\$283,000
797	Lakeland City	\$6,881,000	\$6,926,000	\$45,000
798	Millington City	\$12,939,000	\$12,939,000	\$0
800	Smith County	\$16,778,000	\$16,928,000	\$150,000
810	Stewart County	\$11,697,000	\$11,697,000	\$0
820	Sullivan County	\$39,255,000	\$39,255,000	\$0
821	Bristol City	\$15,583,000	\$15,755,000	\$172,000
822	Kingsport City	\$29,395,000	\$29,715,000	\$320,000
830	Sumner County	\$141,290,000	\$142,682,000	\$1,392,000
840	Tipton County	\$61,412,000	\$61,979,000	\$567,000
850	Trousdale County	\$7,738,000	\$7,769,000	\$31,000
860	Unicoi County	\$12,829,000	\$12,829,000	\$0
870	Union County	\$25,364,000	\$25,364,000	\$0
880	Van Buren County	\$4,887,000	\$4,887,000	\$0
890	Warren County	\$35,102,000	\$35,424,000	\$322,000
900	Washington County	\$33,413,000	\$33,771,000	\$358,000
901	Johnson City	\$30,687,000	\$31,017,000	\$330,000
910	Wayne County	\$14,037,000	\$14,037,000	\$0
920	Weakley County	\$22,789,000	\$22,789,000	\$0
930	White County	\$21,854,000	\$22,044,000	\$190,000
940	Williamson County	\$126,358,000	\$127,134,000	\$776,000
941	Franklin SSD	\$14,331,000	\$14,331,000	\$0
950	Wilson County	\$77,781,000	\$78,594,000	\$813,000
951	Lebanon SSD	\$16,489,000	\$16,654,000	\$165,000
970	Dept. of Children Services	\$10,012,000	\$10,012,000	\$0
		\$4,541,669,000	\$4,577,347,000	\$35,678,000

References:

American School Counselor Association. "ASCA National Model: A Framework for School Counseling Programs." Herndon, VA: ASCA Publications, 2016.

[https://www.schoolcounselor.org/asca/media/asca/ASCA National Model Templates/ANMExecSumm.pdf](https://www.schoolcounselor.org/asca/media/asca/ASCA_National_Model_Templates/ANMExecSumm.pdf).

NEA Research. "Rankings & Estimates: Rankings of the States 2016 and Estimates of School Statistics 2017." National Education Association, 2017.

http://www.nea.org/assets/docs/2016_NEA_Rankings_And_Estimates.pdf.

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." Nashville, TN: Tennessee Comptroller of the Treasury, 2016.

[http://www.comptroller.tn.gov/Repository/RE/BEPQ&A updated 4.12.pdf](http://www.comptroller.tn.gov/Repository/RE/BEPQ&A_updated_4.12.pdf).

School Nurse Workload— Staffing for Safe Care. (n.d.). Retrieved October 23, 2017, from

<http://journals.sagepub.com/doi/pdf/10.1177/1942602X15594143>

Tennessee Department of Education. "RTI2 Framework 2013 Implementation Guide." Nashville, TN, 2013.

https://www.tn.gov/assets/entities/education/attachments/se_eligibility_rti_implementation_guide.pdf.

Tennessee State Board of Education. "Special Education Guidelines and Standards." Nashville, TN, 2013.

[https://tn.gov/assets/entities/sbe/attachments/4-19-13-III G Special Ed Guidelines and Standards.pdf](https://tn.gov/assets/entities/sbe/attachments/4-19-13-III_G_Special_Ed_Guidelines_and_Standards.pdf).