



TENNESSEE
STATE BOARD OF EDUCATION

**BASIC EDUCATION PROGRAM
REVIEW COMMITTEE
2021 ANNUAL REPORT**

Table of Contents

I.	2020-21 BEP REVIEW COMMITTEE MEMBERS	4
II.	2021-22 BEP REVIEW COMMITTEE MEMBERS	5
III.	WORK OF THE COMMITTEE	6
	BEP COMMITTEE GUIDING PRINCIPLE STATEMENT	6
IV.	2021 EXECUTIVE SUMMARY	7
V.	UPDATE ON 2020 BEP COMMITTEE RECOMMENDATIONS	8
VI.	2021 BEP COMMITTEE RECOMMENDATIONS	9
	1. <i>Funding the number of school nurses at a level closer to national best practices</i>	9
	2. <i>Funding the number of school counselors at a level closer to national best practices</i>	9
	3. <i>Increased funding for Response to Intervention and Instruction (RTI²)</i>	9
	4. <i>Continued commitment to increased teacher compensation</i>	10
	5. <i>Increased funding for technology and accessibility</i>	10
VII.	2021 BEP REVIEW COMMITTEE NOTABLE ACTION ITEMS	11
	ADOPTION OF PRIORITY LIST.....	11
	ADOPTION OF THE ANNUAL REPORT	11
VIII.	BEP SALARY EQUITY ANALYSIS	12
	SALARY DISPARITY STATEMENT	12
	BACKGROUND	13
	DISCUSSION	14
	<i>Maximum versus Minimum</i>	14
	<i>Coefficient of Variation</i>	15
	<i>Analysis</i>	16
	REVIEW OF BEP SALARY COMPONENT FUNDING GAP	16
	REVIEW OF REGIONAL IN-STATE SALARY DISPARITY	18
IX.	REVIEW OF TEACHER SALARIES FOR THE U.S. SOUTHEASTERN REGION	20
X.	APPENDICES	21
	APPENDIX A: REGIONAL DISPARITY 2021, 2020 – BASED ON WEIGHTED AVERAGE SALARIES	22
	APPENDIX B: DISPARITY CHANGES BY REGIONAL RANK	29
	APPENDIX C: WEIGHTED AVERAGE EDUCATOR SALARIES BY SCHOOL SYSTEM	37
	APPENDIX D: SUMMARY OF POSSIBLE CHANGES TO BEP STAFFING RATIOS	40
	APPENDIX E: SCENARIO VARIANCES - BEP STAFFING RATIOS – NURSES	41
	APPENDIX F: SCENARIO VARIANCES - BEP STAFFING RATIOS – COUNSELORS	47
	APPENDIX G: SCENARIO VARIANCES - BEP STAFFING RATIOS – RTI ² POSITIONS	53
	APPENDIX H: IMPLEMENTATION OF SALARY TRANSPARENCY ACT OF 2019	59
	APPENDIX I: BEP REVIEW COMMITTEE PRIORITY LETTER	60
	APPENDIX J: BEP REVIEW COMMITTEE MEETING AGENDA FOR JUNE 8, 2021	63
	APPENDIX K: BEP REVIEW COMMITTEE MEETING AGENDA FOR AUGUST 23, 2021	64
	APPENDIX L: BEP REVIEW COMMITTEE MEETING AGENDA FOR OCTOBER 26, 2021	65
XI.	BIBLIOGRAPHY	66

List of Tables and Figures

Table 1: NEA average salary for the Southeast region vs. Tennessee average salary	12
Table 2: Weighted Average Salary	13
Table 3: Distribution for FY20 Salary and Compensation Data	14
Table 4: Weighted Average Salary Historical Disparity Data	15
Table 5: Salary Gap Analysis	17
Table 6: Regional Total Compensation Disparity Summary	18
Table 7: Regional Dollar Disparity Summary	19
Table 8: NEA Average Salary Summary	20
Figure 1: Coefficient of variation over time	16

I. 2020-21 BEP Review Committee Members

Mischelle Simcox
Director of Schools
Johnson County Schools

Rep. Mark White
Chair, House Education Committee
Tennessee General Assembly

David Connor
Executive Director
Tennessee County Services Association

Sen. Dolores Gresham
Chair, Senate Education Committee
Tennessee General Assembly

Ben Torres
Assistant Executive Director and General
Counsel
Tennessee School Boards Association

Eddie Pruett
Director of Schools
Gibson County Special School District

Chris Henson
Metro Nashville Public Schools

Sara Morrison
Executive Director
Tennessee State Board of Education

Lisa Myers
Finance Director
Coffee County Schools

Penny Schwinn
Commissioner
Department of Education

Butch Eley
Commissioner
Department of Finance and Administration

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

Larry Ridings
Tennessee School Systems for Equity

Lillian Hartgrove
Chairman
State Board of Education

Bob Eby
Vice Chairman
State Board of Education

Mickey Hall
Chief Financial Officer
Wilson County Schools

Justin P. Wilson
Comptroller of the Treasury

Robin W. Fairclough
Director of Special Programs
Houston County Schools

Dale Lynch
Executive Director
Tennessee Organization of School
Superintendents

Hon. Keith McDonald
Mayor of Bartlett
Tennessee Municipal League

Catherine Haire
Senate Budget Director
Office of Legislative Budget Analysis

Kurt Dronebarger
Director of Schools
White County Schools

II. 2021-22 BEP Review Committee Members

Mischelle Simcox
Director of Schools
Johnson County Schools

Rep. Mark White
Chair, House Education Administration
Committee
Tennessee General Assembly

David Connor
Executive Director
Tennessee County Services Association

Sen. Brian Kelsey
Chair, Senate Education Committee
Tennessee General Assembly

Ben Torres
Assistant Executive Director and General
Counsel
Tennessee School Boards Association

Eddie Pruett
Director of Schools
Gibson County Special School District

Chris Henson
Metro Nashville Public Schools

Sara Morrison
Executive Director
Tennessee State Board of Education

Freda Hammock
Finance Director
Jackson County Schools

Penny Schwinn
Commissioner
Department of Education

Butch Eley
Commissioner
Department of Finance and Administration

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

Marlon Davis
Tennessee School Systems for Equity

Lillian Hartgrove
Chairman
State Board of Education

Bob Eby
Vice Chairman
State Board of Education

Michael Smith
Chief Financial Officer
Wilson County Schools

Jason Mumpower
Comptroller of the Treasury

Robin W. Fairclough
Director of Special Programs
Houston County Schools

Dale Lynch
Executive Director
Tennessee Organization of School
Superintendents

Hon. Keith McDonald
Mayor of Bartlett
Tennessee Municipal League

Jessica Himes
House Budget Director
Office of Legislative Budget Analysis

Kurt Dronebarger
Director of Schools
White County Schools

III. 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 1 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 the 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 and a career path.

T.C.A. §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.

IV. 2021 Executive Summary

Each year, on or before November 1, the BEP Review Committee submits a report to the governor, the Tennessee General Assembly, and the State Board of Education identifying funding formula needs. This 2021 edition of the report summarizes the Committee's findings and presents the immediate and extended priorities identified by the Committee for fiscal year 2022-23.

2020 BEP Committee Priority Recommendations

1. Hold LEA funding harmless*
2. Continued commitment to increased teacher compensation
3. Increased funding for technology and accessibility
4. Funding the number of school counselors at a level closer to national best practices
5. Funding the number of school nurses at a level closer to national best practices
6. Increased funding for Response to Intervention and Instruction (RTI²)

*"The Committee requests that no LEA shall experience a reduction in the calculation of 2021-2022 BEP funding as a result of a reduction in overall student membership in academic year 2020-2021 or a reduction in specific categories of student enrollment such as special education, English language learners, at-risk students, etc. School systems that experience growth in average daily membership (ADM) for school year 2020-2021 shall have that growth included in the calculations of their funding."

2021 BEP Committee New Priority Recommendations

1. Funding the number of school nurses at a level closer to national best practices
2. Funding the number of school counselors at a level closer to national best practices
3. Increased funding for Response to Intervention and Instruction (RTI²)
4. Continued commitment to increased teacher compensation
5. Increased funding for technology and accessibility

2021 BEP Committee Notable Action Items

1. Adoption of Priority List
2. Adoption of the Annual Report

BEP Salary Equity Analysis

Review of Teacher Salaries for the U.S. Southeastern Region

V. Update on 2020 BEP Committee Recommendations

Since 2015, the BEP Review Committee has taken a metered approach to its annual report and presented a targeted list of crucial priorities to the governor and administration officials. The 2020 Annual Report included a set of recommendations that were tightly focused on immediately actionable modifications that the Committee expected to have a measurable impact on academic outcomes for fiscal year 2021-22.

2020 Priorities

1. Hold LEA funding harmless*
2. Continued commitment to increased teacher compensation
3. Increased funding for technology and accessibility
4. Funding the number of school counselors at a level closer to national best practices
5. Funding the number of school nurses at a level closer to national best practices
6. Increased funding for Response to Intervention and Instruction (RTI²)

*"The Committee requests that no LEA shall experience a reduction in the calculation of 2021-2022 BEP funding as a result of a reduction in overall student membership in academic year 2020-2021 or a reduction in specific categories of student enrollment such as special education, English language learners, at-risk students, etc. School systems that experience growth in average daily membership (ADM) for school year 2020-2021 shall have that growth included in the calculations of their funding."

The Committee is pleased to report that several of the 2020 priorities were successfully funded by Governor Lee and the General Assembly. Highlights of the 2021-22 budget include:

- \$70.5 million for BEP growth
- \$8.9 million for BEP Hold Harmless legislation
- \$120 million for teacher salaries, which equals a 4% increase to the instructional component of the BEP and raises the dollar value of the BEP instructional component to \$50,283
- \$11.6 million for BEP group health insurance
- \$100 million to provide high-speed broadband to every Tennessean
- \$86.5 million for learning loss initiatives
- \$250 million investment in the Mental Health Trust Fund

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

VI. 2021 BEP Committee Recommendations

The 2021 BEP Review Committee has ranked several suggested areas for formula improvement as a result of this year's meeting discussions, members' survey responses, and votes. See [Appendix I](#) for the 2021 BEP Committee's Priority Letter.

1. Funding the number of school nurses at a level closer to national best practices

The BEP Review Committee recognizes the importance of having high-quality nursing staff at all schools. The American Academy of Pediatrics (AAP) recommends a minimum of 1 full-time professional school nurse in every school building.¹ The National Association of School Nurses (NASN) asserts that daily access to a school nurse "can improve students' health, safety, and educational achievement."² In its Healthy People 2020 objectives, the U.S. Department of Health and Human Services recommends a ratio of at least one registered school nurse for every 750 students.³

Therefore, to meet the needs of all students, and in light of the ongoing public health crisis, the BEP Review Committee again recommends lowering the ratio of nurses to students. If the General Assembly chooses to lower the ratio from 1:3,000 to 1:750 with a minimum of 1 nurse per district to meet national best practices, this change in the ratio would increase state expenditures by \$42,981,000 and add 948.4 nursing positions. See [Appendix E](#) for cost estimates disaggregated by school system.

2. Funding the number of school counselors at a level closer to national best practices

Due to the expanded role and scope of responsibilities of school counselors in recent years, members of the BEP Review Committee have reported strong stakeholder interest in decreasing the current ratio of students to school counselors. School counselors utilize identified professional competencies to create comprehensive school counseling programs that focus on student outcomes, teach key student competencies, and help students navigate paths toward post-secondary opportunities. The BEP formula currently provides funding for school counselors at an average ratio of 1:500 for grades K-6 and 1:350 for grades 7-12. However, recent guidelines from the American School Counselor Association identify a ratio of 1:250 as the national best practice.⁴

The BEP Review Committee therefore recommends that additional funds be allocated within the BEP formula to bring Tennessee's counselor to student ratio into closer alignment with national best practices. If the Tennessee General Assembly chooses to lower the ratio to 1:250, this change would increase state expenditures by \$67,403,000 and add 1544.4 counselor positions. See [Appendix F](#) for cost estimates disaggregated by school system.

3. Increased funding for Response to Intervention and Instruction (RTI²)

The inclusion of an RTI² component to the BEP funding formula was one of the top priorities of the Committee in the 2017 BEP Review Committee Report. We are pleased that through the adoption of the 2018-19 state budget, RTI² was added to the BEP funding formula with the addition of \$13,334,000 and this funding was

¹ American Academy of Pediatrics, "Role of the School Nurse in Providing School Health Services," *Pediatrics* 137, no. 6 (2016), DOI: 10.1542/peds.2016-0852.

² National Association of School Nurses, *School Nurse Workload: Staffing for Safe Care* (Silver Spring, MD: NASN, 2020), <https://www.nasn.org/advocacy/professional-practice-documents/position-statements/ps-workload>.

³ U.S. Department of Health and Human Services, "Education and Community-Based Programs," last modified October 8, 2021, <https://www.healthypeople.gov/2020/topics-objectives/topic/educational-and-community-based-programs/objectives>.

⁴ American School Counselor Association, *ASCA National Model: A Framework for School Counseling Programs*, 4th ed. (Alexandria, VA: ASCA, 2019).

continued in the 2019-20 through 2021-22 budgets.

RTI² was adopted in 2013 to enhance the alignment of state law to the revised Individuals with Disabilities Education Act (IDEA). As of July 1, 2014, RTI² is the sole criterion by which a student may be identified as having a specific learning disability in Tennessee. Since RTI's inception, gaps in the identification of specific learning disabilities by racial subgroup have disappeared and male/female gaps largely disappeared prior to the COVID-19 pandemic. Tennessee's significant gains in student achievement in recent years suggest that the statewide RTI² framework positively impacts educational outcomes, notwithstanding the impact of the pandemic. However, stakeholders have reported to BEP Review Committee members that full implementation of all elements in the RTI² framework currently exceeds the capacity of schools and districts; therefore, we submit the below recommendation to address the capacity issues.

The BEP Review Committee gratefully acknowledges the inclusion of RTI² as a component of the formula and urges continued and increased investments in this crucial area. The BEP formula currently funds RTI² positions at a ratio of 1:2,750 with a minimum of one position per school system. While there is not a national recommended ratio for this critical area of work, if the Tennessee General Assembly chooses to lower the ratio to 1:1000, this change would increase state expenditures by \$26,601,000 and add 599.1 RTI² positions to begin addressing district capacity challenges. See [Appendix G](#) for cost estimates disaggregated by school system.

4. Continued commitment to increased teacher compensation

The BEP Review Committee remains firm in its belief that maintaining commitment to continuous improvement in educator compensation is essential to sustaining 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 educator compensation, in turn supporting the maintenance and enhancement of our human capital pipeline.

As many districts employ more counselors, nurses, and interventionists than the number funded through the BEP, teacher compensation increases are lower than the 4% approved in the annual budget in order to fund these additional positions. Priorities one through three, if funded at a lower ratio, would work in concert to increase local fiscal flexibility and allow for increased teacher compensation because the additional funds would be included in the instructional and classroom components of the BEP. Public education traditionally offers employee salaries that pale in comparison to those of similar jobs in the private sector. Although the BEP Review Committee recognizes that the BEP may not be able to meet these thresholds, the committee does suggest a need to be more competitive in these markets in order to recruit and retain the critical or hard to staff positions. Please reference [Appendix C](#) for a list of Weighted Average Educator Salaries by School System.

5. Increased funding for technology and accessibility

The BEP Review Committee recognizes the ongoing and increasing importance of technology in K-12 instruction and wishes to reiterate its recommendation from past years for renewed technology funding increases including the addition of an inflationary component and more funding based on annual growth in student populations. This is of particular importance as we work toward expanded broadband access and maintenance of equipment to provide students with instructional options designed to meet their K-12 and post-secondary goals. Despite the fact that substantial federal funds were received in the past year that allowed school systems to purchase additional technology and resources, these expenditures will create ongoing costs for future maintenance and upgrades of this technology.

VII. 2021 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 BEP. This committee is directed to meet at least four times a year to regularly review the BEP components and prepare an annual report on or before November 1 of each year. For 2021, three of the required committee meetings were held on June 8, August 23, and October 26. An additional meeting will take place in November or December 2021 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 <https://www.tn.gov/sbe/committees-and-initiatives/the-basic-education-program/past-bep-review-committee-activities.html>. The meeting agendas are also included in [Appendices J, K, and L](#) of this report.

[Adoption of Priority List](#)

Committee members completed a survey in July 2021 whereby they identified and ranked this year's priority recommendations. At the meeting of the BEP Review Committee on August 23, 2021, the Committee voted to adopt the 2021 priority list and 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, the Commissioner of Finance and Administration, and the Commissioner of Education in a letter. See [Appendix I](#) for the 2021 BEP Review Committee's Priority Letter.

[Adoption of the Annual Report](#)

The BEP Review Committee reviewed the draft of this 2021 report during the October 26 meeting. After reviewing feedback collected during this meeting, State Board of Education staff prepared an amended version and transmitted the same on or before November 1, 2021 pursuant to T.C.A. § 49-1-302(a)(4)(B).

VIII. 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 2021 fiscal year (FY21), the BEP salary component was \$48,330, compared to an average actual statewide licensed salary of \$55,917. This represents approximately a 15.7% gap in licensed salary funding levels.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the Tennessee BEP funding formula. In 2019-20, the average salary across all instructional positions for the U.S. Southeastern region was reported at \$55,168.⁵ The Tennessee actual average statewide licensed salary⁶ for the same year was \$55,554, approximately 0.7% above the regional average. Projected data for the 2020-21 school year lists the average salary for instructional positions within the U.S. Southeastern region as \$55,795, compared to an average salary of \$55,917 for the state of Tennessee. These projections place Tennessee approximately 0.2% above the regional average for the 2020-21 school year. Salary data by state is 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
FY17	2016-17	\$51,999	\$52,732	+1.4%
FY18	2017-18	\$52,075	\$53,821	+3.4%
FY19	2018-19	\$53,273	\$54,325	+2.0%
FY20	2019-20	\$55,168	\$55,554	+0.7%
FY21	2020-21	\$55,795*	\$55,917	+0.2%

Table 1: National Education Association (NEA) average salary for the Southeast region vs. Tennessee average salary

*Projected

⁵ NEA Research, *Rankings of the States 2020 and Estimates of School Statistics 2021* (Washington, DC: National Education Association, 2021), 45, [https://www.nea.org/sites/default/files/2021-04/2021%20Rankings and Estimates Report.pdf](https://www.nea.org/sites/default/files/2021-04/2021%20Rankings%20and%20Estimates%20Report.pdf).

⁶ The actual average statewide 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.

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 2014. Previously, the weighted average salary multiplied the salary in each cell of a district's bachelor's, master's, master's + 30, Ed.S., and Ph.D. salary schedule by 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 a means of progressing through the schedule – as well as the inclusion of differentiated pay – necessitated a change in the calculation of weighted average salary.

The new methodology multiplies the average salary earned by instructors with bachelor's and master's degrees in experience steps 0 through 30 by the percentage of instructors statewide in each cell. The sum of these products is the district's weighted average salary. The exclusion of salaries for master's + 30, Ed.S., and Ph.D. degrees from this methodology resulted 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
2004	\$ 37,029	
2005	\$ 38,114	\$ 1,085
2006	\$ 38,972	\$ 858
2007	\$ 40,091	\$ 1,119
2008	\$ 41,441	\$ 1,350
2009	\$ 41,758	\$ 317
2010	\$ 41,961	\$ 203
2011	\$ 41,102	\$ (859)
2012	\$ 42,950	\$ 1,848
2013	\$ 43,826	\$ 881
2014*	\$ 42,182	\$ (1,644)
2015*	\$ 43,216	\$ 972
2016*	\$ 44,024	\$ 808
2017*	\$ 45,038	\$ 1,014
2018*	\$ 46,368	\$ 1,330
2019*	\$ 47,134	\$ 766
2020*	\$ 48,170	\$ 1,036
2021*	\$ 47,837	\$ (333) ⁷

*Calculated using new methodology

Table 2: Weighted Average Salary

Note: In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the TDOE. TEA did not compile this information for the 2020-21 school year.

⁷The decline in weighted average salary between 2020 and 2021 was due to a reduction in the percentage of teachers with high levels of experience. Because there was no increase to the BEP instructional salary component in 2020-21, the decline in average experience was not offset by increases in pay for remaining teachers.

The table below shows the weighted average salary and actual average licensed salary figures for FY21.

	2021 Weighted Average Salary		2021 Actual Average Licensed Salary	
Minimum	Overton County	\$ 41,999	Grundy County	\$ 46,186
Statewide Average		\$ 47,837		\$ 55,917
Maximum	Oak Ridge City	\$ 58,585	Oak Ridge City	\$ 71,862
	Number of Systems below Average	91	Number of Systems below Average	106
	Number of Systems above Average	50	Number of Systems above Average	35

Table 3: Distribution for FY21 Salary and Compensation Data

Note: In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the TDOE. TEA did not compile this information for the 2020-21 school year.

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 35.23% in 2008 to 41.96% in 2011. The weighted average salary disparity then remained relatively steady through 2014 before declining in 2015 and 2016. Weighted average salary disparity rose in 2019 but declined in 2020 and 2021. In 2021, the range between the highest and lowest weighted average instructional salaries for the state was \$16,586. This yields a maximum versus minimum weighted average salary disparity of approximately 39.49%. Data from previous years is provided in Table 4 below.

Weighted Average Salary		
Year	Maximum vs Minimum	Coefficient of Variation
2003	45.75%	0.0791
2004	35.07%	0.0688
2005	35.60%	0.0696
2006	35.49%	0.0703
2007	35.36%	0.0722
2008	35.23%	0.0715
2009	37.86%	0.0745
2010	40.59%	0.0748
2011	41.96%	0.0758
2012	41.90%	0.0759
2013	41.79%	0.0756
2014*	41.56%	0.0717
2015*	40.45%	0.0840
2016*	38.70%	0.0819
2017*	39.00%	0.0820
2018*	38.88%	0.0794
2019*	42.98%	0.0793
2020*	40.40%	0.0806
2021*	39.49%	0.0789

**Calculated using new methodology*

Table 4: Weighted Average Salary Historical Disparity Data

Note: In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the TDOE. TEA did not compile this information for the 2020-21 school year.

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 (below), in 2003, before the infusion of salary equity funds, the CoV for weighted average salary was 0.0791. The value of the CoV decreased to 0.0688 in 2004, signifying a decrease in disparity. There was an increase in CoV in 2015, but since then disparity has primarily been steady or declining. The CoV for weighted average salary in 2021 showed a small decrease from the previous year, going from 0.0806 to 0.0789.

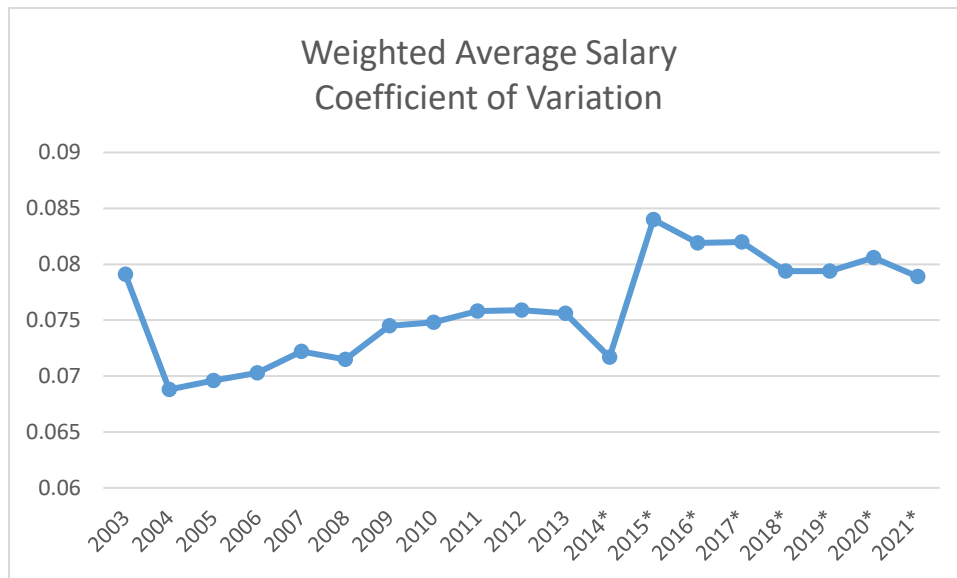


Figure 1: Coefficient of variation over time

*Weighted average salary calculated using new methodology

Analysis: The maximum versus minimum weighted average 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 has decreased since 2015, indicating that weighted average salaries are becoming more closely aligned to one another.

Review of BEP Salary Component Funding Gap

The following analysis is based on the annual statistical reports for teacher salaries, as reported by the Tennessee Department of Education (TDOE). 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 LEAs throughout the state. The most recently available data is from the 2020-21 academic year.

See [Appendix A](#) for complete Regional Disparity 2021, 2020 – Based on Weighted Average Salaries, and [Appendix C](#) for Weighted Average Salaries by School System. In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the TDOE, which then reported it to the BEP Review Committee. TEA did not compile this information for the 2020-21 school year.

Year	BEP Instructional Salary Component	Weighted Average Salary	Actual Average Licensed Salary Paid by LEAs	Percent Gap between BEP Instructional Salary Component and Actual Average Licensed Salary
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%
2018*	\$ 46,225	\$ 46,368	\$ 53,821	16.4%
2019*	\$ 47,150	\$ 47,134	\$ 54,325	15.3%
2020*	\$ 48,330	\$ 48,170	\$ 55,554	14.9%
2021*	\$ 48,330	\$ 47,837	\$ 55,917	15.7%

Table 5: Salary Gap Analysis

* Weighted average salary 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% gap in licensed salary funding levels.

In 2021, the BEP salary component was \$48,330, compared to an average statewide licensed salary of \$55,917. This represents roughly a 15.7% gap in licensed salary funding levels.

Review of Regional In-State Salary Disparity

Regional Total Compensation Disparity Summary		
Region	Immediate Trend Comparison of FY21 to FY20	General Trend (17 Years) Comparison of FY21 to FY04
Nashville	Decrease	Decrease Decrease in 6 Surrounding Systems Increase in 3 Surrounding Systems
Dyersburg	Decrease	Increase Increase in 7 Surrounding Systems Decrease in 5 Surrounding Systems
Greenville	Increase	Increase Increase in 9 Surrounding Systems
Chattanooga	Decrease	Decrease Decrease in 8 Surrounding Systems Increase in 7 Surrounding Systems
Knoxville	Increase	Increase Increase in 12 Surrounding Systems Decrease in 1 Surrounding System
Jackson	Increase	Increase Increase in 11 Surrounding Systems Decrease in 9 Surrounding Systems
Clarksville	Decrease	Increase Increase in 5 Surrounding Systems
Memphis	Increase	Increase Increase in 9 Surrounding Systems Decrease in 1 Surrounding System
Cookeville	Decrease	Increase Increase in 7 Surrounding Systems
Tri-Cities	Increase	Increase Increase in 8 Surrounding Systems Decrease in 3 Surrounding Systems
Franklin	Decrease	Increase Increase in 7 Surrounding Systems Decrease in 2 Surrounding Systems

Table 6: Regional Total Compensation Disparity Summary

REGIONAL DOLLAR DISPARITY <i>General Trend over 17 years</i>
<u>General DECREASING Trend (17 Years)</u> 2 Total County Regions
<u>General INCREASING Trend (17 Years)</u> 9 Total County Regions
<u>General MIXED Trend (17 Years)</u> 0 Total County Regions

Table 7: Regional Dollar Disparity Summary

IX. Review of Teacher Salaries for the U.S. Southeastern Region

As the National Education Association (NEA) has noted, each state’s Department of Education has its own system of accounting and reporting.⁸ Therefore, it is not always possible to obtain completely comparable data for every state. This is the most reliably reported data available and therefore this average is used as the chief comparison number for the disparity study. NEA provides estimates based on regression analyses, which may vary slightly from actual state data contained in this report.

Average Annual Salaries of Instructional Staff (Includes teachers, principals, and supervisors)		
State	2019-20	2020-21 (Estimated by NEA)
Alabama	56,273	56,495
Arkansas	53,235	54,006
Florida	49,469	49,810
Georgia	63,557	63,521
Kentucky	56,651	57,283
Louisiana	56,435	57,100
Mississippi	49,229	49,773
North Carolina	54,150	54,392
South Carolina	56,488	57,719
Tennessee	54,577	55,372
Virginia	59,874	61,938
West Virginia	52,075	52,127
Southeast	55,168	55,795
Source: National Education Association (nea.org)		

Table 8: NEA Average Salary Summary

⁸ NEA Research, *Rankings of the States 2020 and Estimates of School Statistics 2021*, 75.

X. APPENDICES

Appendix A: Regional Disparity 2021, 2020 – Based on Weighted Average Salaries

Nashville	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$56,127.43			Franklin SSD	\$57,192.31		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Lebanon SSD	\$55,764.99	\$362.44	0.65%	Murfreesboro City	\$56,365.01	\$827.30	1.45%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Murfreesboro City	\$55,347.84	\$779.59	1.39%	Lebanon SSD	\$55,269.80	\$1,922.51	3.36%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Williamson County	\$53,352.54	\$2,774.88	4.94%	Williamson County	\$54,145.69	\$3,046.62	5.33%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Davidson County	\$53,223.67	\$2,903.76	5.17%	Rutherford County	\$53,965.99	\$3,226.32	5.64%
Lebanon SSD	\$38,936.24	\$5,437.16	12.25%	Rutherford County	\$52,734.57	\$3,392.86	6.04%	Davidson County	\$52,427.43	\$4,764.88	8.33%
Sumner County	\$37,767.23	\$6,606.18	14.89%	Wilson County	\$51,589.98	\$4,537.45	8.08%	Robertson County	\$48,314.34	\$8,877.97	15.52%
Robertson County	\$36,410.19	\$7,963.21	17.95%	Sumner County	\$49,660.50	\$6,466.93	11.52%	Sumner County	\$48,249.17	\$8,943.14	15.64%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Robertson County	\$47,675.12	\$8,452.31	15.06%	Wilson County	\$47,391.72	\$9,800.59	17.14%
Wilson County	\$36,227.50	\$8,145.91	18.36%	Cheatham County	\$46,441.87	\$9,685.56	17.26%	Cheatham County	\$47,229.00	\$9,963.31	17.42%

Dyersburg	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Dyersburg City	\$40,261.04			Dyersburg City	\$50,041.37			Dyersburg City	\$51,265.90		
Alamo City	\$37,434.02	\$2,827.02	7.02%	Dyer County	\$49,005.50	\$1,035.87	2.07%	Dyer County	\$49,592.70	\$1,673.20	3.26%
Dyer County	\$37,409.86	\$2,851.18	7.08%	Union City	\$47,445.25	\$2,596.12	5.19%	Union City	\$47,522.02	\$3,743.88	7.30%
Bells City	\$37,388.85	\$2,872.19	7.13%	Bells City	\$46,811.70	\$3,229.68	6.45%	Lauderdale County	\$47,083.76	\$4,182.14	8.16%
Union City	\$36,720.75	\$3,540.29	8.79%	Obion County	\$46,492.90	\$3,548.47	7.09%	Bells City	\$46,896.68	\$4,369.22	8.52%
Lauderdale County	\$35,991.05	\$4,269.99	10.61%	Lauderdale County	\$46,213.37	\$3,828.00	7.65%	Obion County	\$46,689.97	\$4,575.93	8.93%
Lake County	\$35,747.14	\$4,513.90	11.21%	Humboldt City	\$46,033.07	\$4,008.30	8.01%	Gibson SSD	\$46,578.19	\$4,687.71	9.14%
Obion County	\$35,650.10	\$4,610.94	11.45%	Gibson SSD	\$45,898.96	\$4,142.41	8.28%	Humboldt City	\$46,578.19	\$4,687.71	9.14%
Gibson SSD	\$35,595.71	\$4,665.33	11.59%	Trenton SSD	\$45,240.12	\$4,801.25	9.59%	Trenton SSD	\$46,091.09	\$5,174.81	10.09%
Crockett County	\$35,380.86	\$4,880.18	12.12%	Milan SSD	\$44,859.44	\$5,181.93	10.36%	Milan SSD	\$45,630.12	\$5,635.78	10.99%
Milan SSD	\$35,252.58	\$5,008.45	12.44%	Alamo City	\$44,659.56	\$5,381.82	10.75%	Crockett County	\$45,450.07	\$5,815.83	11.34%
Trenton SSD	\$35,134.25	\$5,126.79	12.73%	Crockett County	\$44,384.02	\$5,657.35	11.31%	Alamo City	\$45,188.80	\$6,077.10	11.85%
Humboldt City	\$35,055.89	\$5,205.15	12.93%	Bradford SSD	\$44,219.01	\$5,822.37	11.64%	Bradford SSD	\$45,024.87	\$6,241.03	12.17%
Bradford SSD	\$35,022.11	\$5,238.93	13.01%	Lake County	\$43,658.12	\$6,383.25	12.76%	Lake County	\$43,852.12	\$7,413.78	14.46%

Greeneville	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Johnson City	\$40,723.09			Johnson City	\$55,640.76			Johnson City	\$56,050.45		
Greeneville City	\$40,409.45	\$313.64	0.77%	Hamblen County	\$50,180.70	\$5,460.06	9.81%	Hamblen County	\$50,894.35	\$5,156.09	9.20%
Rogersville City	\$36,297.98	\$4,425.11	10.87%	Greeneville City	\$50,092.39	\$5,548.38	9.97%	Greeneville City	\$50,334.88	\$5,715.56	10.20%
Washington County	\$36,289.46	\$4,433.63	10.89%	Rogersville City	\$47,695.52	\$7,945.25	14.28%	Rogersville City	\$48,316.25	\$7,734.20	13.80%
Hamblen County	\$36,249.61	\$4,473.48	10.99%	Washington County	\$46,907.52	\$8,733.25	15.70%	Washington County	\$47,163.43	\$8,887.02	15.86%
Hawkins County	\$35,952.94	\$4,770.15	11.71%	Newport City	\$46,457.43	\$9,183.33	16.50%	Newport City	\$46,486.46	\$9,563.99	17.06%
Greene County	\$35,637.02	\$5,086.07	12.49%	Greene County	\$45,370.08	\$10,270.68	18.46%	Greene County	\$46,293.70	\$9,756.75	17.41%
Unicoi County	\$35,570.10	\$5,153.00	12.65%	Unicoi County	\$45,283.25	\$10,357.52	18.61%	Unicoi County	\$44,882.45	\$11,168.00	19.92%
Cocke County	\$35,201.50	\$5,521.59	13.56%	Cocke County	\$44,064.38	\$11,576.38	20.81%	Cocke County	\$44,751.64	\$11,298.81	20.16%
Newport City	\$35,041.05	\$5,682.05	13.95%	Hawkins County	\$43,844.83	\$11,795.93	21.20%	Hawkins County	\$44,464.23	\$11,586.22	20.67%

Chattanooga	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Athens City	\$41,173.16			Hamilton County	\$52,645.89			Hamilton County	\$54,111.00		
Hamilton County	\$40,396.67	\$776.49	1.89%	Cleveland City	\$52,292.79	\$353.10	0.67%	Cleveland City	\$53,481.61	\$629.39	1.16%
Cleveland City	\$38,672.13	\$2,501.03	6.07%	Athens City	\$52,189.60	\$456.30	0.87%	Bradley County	\$53,481.61	\$629.39	1.16%
Bradley County	\$37,807.51	\$3,365.65	8.17%	Bradley County	\$51,102.60	\$1,543.30	2.93%	Athens City	\$53,055.67	\$1,055.33	1.95%
McMinn County	\$37,573.16	\$3,600.00	8.74%	Dayton City	\$49,449.14	\$3,196.75	6.07%	Dayton City	\$49,808.02	\$4,302.98	7.95%
Richard City	\$37,131.71	\$4,041.45	9.82%	Etowah City	\$48,906.71	\$3,739.18	7.10%	Etowah City	\$49,444.79	\$4,666.22	8.62%
Sweetwater City	\$36,959.83	\$4,213.33	10.23%	Polk County	\$48,638.85	\$4,007.05	7.61%	Polk County	\$49,219.24	\$4,891.76	9.04%
Monroe County	\$36,874.63	\$4,298.53	10.44%	Sweetwater City	\$48,618.01	\$4,027.89	7.65%	Sweetwater City	\$49,201.88	\$4,909.12	9.07%
Dayton City	\$36,678.30	\$4,494.86	10.92%	Meigs County	\$48,501.81	\$4,144.09	7.87%	Meigs County	\$49,180.25	\$4,930.75	9.11%
Etowah City	\$36,530.00	\$4,643.16	11.28%	Bledsoe County	\$47,289.73	\$5,356.17	10.17%	Bledsoe County	\$48,089.90	\$6,021.10	11.13%
Sequatchie County	\$36,371.46	\$4,801.70	11.66%	McMinn County	\$47,266.88	\$5,379.01	10.22%	McMinn County	\$47,767.43	\$6,343.57	11.72%
Rhea County	\$36,327.69	\$4,845.47	11.77%	Marion County	\$45,841.41	\$6,804.48	12.93%	Marion County	\$46,486.48	\$7,624.52	14.09%
Meigs County	\$35,988.63	\$5,184.53	12.59%	Monroe County	\$45,573.31	\$7,072.58	13.43%	Monroe County	\$46,251.20	\$7,859.80	14.53%
Marion County	\$35,209.68	\$5,963.48	14.48%	Richard City	\$45,234.29	\$7,411.61	14.08%	Richard City	\$45,568.43	\$8,542.58	15.79%
Polk County	\$35,056.79	\$6,116.37	14.86%	Sequatchie County	\$43,546.53	\$9,099.36	17.28%	Sequatchie County	\$44,088.13	\$10,022.87	18.52%
Bledsoe County	\$34,970.90	\$6,202.26	15.06%	Rhea County	\$42,705.35	\$9,940.54	18.88%	Rhea County	\$42,741.73	\$11,369.27	21.01%

Knoxville	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Oak Ridge	\$46,068.01			Oak Ridge	\$58,585.09			Oak Ridge	\$59,027.08		
Maryville City	\$43,656.56	\$2,411.45	5.23%	Maryville City	\$56,724.34	\$1,860.75	3.18%	Maryville City	\$57,703.96	\$1,323.13	2.24%
Alcoa City	\$43,569.83	\$2,498.18	5.42%	Lenoir City	\$51,389.98	\$7,195.11	12.28%	Knox County	\$52,173.86	\$6,853.22	11.61%
Blount County	\$39,648.41	\$6,419.60	13.94%	Knox County	\$50,617.86	\$7,967.23	13.60%	Alcoa City	\$51,723.99	\$7,303.10	12.37%
Clinton City	\$39,175.49	\$6,892.52	14.96%	Alcoa City	\$50,098.90	\$8,486.19	14.49%	Lenoir City	\$50,751.31	\$8,275.77	14.02%
Knox County	\$38,596.06	\$7,471.95	16.22%	Clinton City	\$48,800.78	\$9,784.31	16.70%	Clinton City	\$49,293.49	\$9,733.59	16.49%
Lenoir City	\$37,667.49	\$8,400.52	18.24%	Loudon County	\$48,016.12	\$10,568.97	18.04%	Roane County	\$47,930.08	\$11,097.01	18.80%
Anderson County	\$37,412.85	\$8,655.15	18.79%	Roane County	\$47,693.00	\$10,892.09	18.59%	Blount County	\$47,883.30	\$11,143.78	18.88%
Roane County	\$37,306.73	\$8,761.28	19.02%	Blount County	\$47,028.93	\$11,556.16	19.73%	Loudon County	\$47,748.11	\$11,278.98	19.11%
Loudon County	\$37,206.34	\$8,861.66	19.24%	Sevier County	\$46,583.78	\$12,001.31	20.49%	Anderson County	\$47,338.26	\$11,688.83	19.80%
Sevier County	\$36,882.52	\$9,185.49	19.94%	Anderson County	\$46,557.86	\$12,027.23	20.53%	Sevier County	\$47,181.96	\$11,845.13	20.07%
Union County	\$35,971.25	\$10,096.76	21.92%	Jefferson County	\$46,237.97	\$12,347.12	21.08%	Jefferson County	\$45,641.91	\$13,385.17	22.68%
Grainger County	\$35,728.15	\$10,339.86	22.44%	Union County	\$45,112.94	\$13,472.15	23.00%	Grainger County	\$45,336.19	\$13,690.90	23.19%
Jefferson County	\$35,288.18	\$10,779.82	23.40%	Grainger County	\$44,710.51	\$13,874.58	23.68%	Union County	\$45,003.25	\$14,023.83	23.76%

Jackson	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Madison County	\$38,860.31			Huntingdon SSD	\$48,839.86			Madison County	\$48,908.39		
Alamo City	\$37,434.02	\$1,426.29	3.67%	Madison County	\$48,141.52	\$698.34	1.43%	Henderson County	\$47,334.61	\$1,573.78	3.22%
Bells City	\$37,388.85	\$1,471.46	3.79%	Carroll County	\$47,710.69	\$1,129.17	2.31%	Carroll County	\$47,325.35	\$1,583.04	3.24%
Hardeman County	\$36,692.35	\$2,167.96	5.58%	McKenzie SSD	\$47,608.17	\$1,231.69	2.52%	Huntingdon SSD	\$47,053.06	\$1,855.34	3.79%
Henderson County	\$35,884.23	\$2,976.08	7.66%	Henderson County	\$46,846.36	\$1,993.51	4.08%	McKenzie SSD	\$47,053.06	\$1,855.34	3.79%
Haywood County	\$35,839.81	\$3,020.49	7.77%	Bells City	\$46,811.70	\$2,028.17	4.15%	Bells City	\$46,896.68	\$2,011.71	4.11%
Lexington City	\$35,824.55	\$3,035.76	7.81%	South Carroll SSD	\$46,516.10	\$2,323.76	4.76%	Gibson SSD	\$46,578.19	\$2,330.21	4.76%
Gibson SSD	\$35,595.71	\$3,264.60	8.40%	Chester County	\$46,278.38	\$2,561.48	5.24%	South Carroll SSD	\$46,246.57	\$2,661.82	5.44%
Hollow Rock Bruceton SSD	\$35,497.77	\$3,362.54	8.65%	Humboldt City	\$46,033.07	\$2,806.79	5.75%	Trenton SSD	\$46,091.09	\$2,817.30	5.76%
West Carroll SSD	\$35,404.08	\$3,456.23	8.89%	Gibson SSD	\$45,898.96	\$2,940.90	6.02%	Hardeman County	\$45,928.18	\$2,980.22	6.09%
Crockett County	\$35,380.86	\$3,479.45	8.95%	Trenton SSD	\$45,240.12	\$3,599.74	7.37%	Humboldt City	\$45,912.39	\$2,996.01	6.13%
McNairy County	\$35,378.09	\$3,482.22	8.96%	Hardeman County	\$45,217.30	\$3,622.57	7.42%	Milan SSD	\$45,630.12	\$3,278.27	6.70%
Chester County	\$35,331.36	\$3,528.95	9.08%	Lexington City	\$45,113.34	\$3,726.52	7.63%	Lexington City	\$45,623.20	\$3,285.19	6.72%
Huntingdon SSD	\$35,296.15	\$3,564.16	9.17%	West Carroll SSD	\$45,002.30	\$3,837.57	7.86%	Crockett County	\$45,450.07	\$3,458.32	7.07%
South Carroll SSD	\$35,289.42	\$3,570.88	9.19%	Hollow Rock Bruceton SSD	\$44,936.58	\$3,903.28	7.99%	Chester County	\$45,236.03	\$3,672.36	7.51%
McKenzie SSD	\$35,286.08	\$3,574.23	9.20%	Milan SSD	\$44,859.44	\$3,980.42	8.15%	Hollow Rock Bruceton SSD	\$45,211.40	\$3,696.99	7.56%
Milan SSD	\$35,252.58	\$3,607.72	9.28%	Alamo City	\$44,659.56	\$4,180.31	8.56%	Alamo City	\$45,188.80	\$3,719.59	7.61%
Carroll County	\$35,246.45	\$3,613.85	9.30%	Crockett County	\$44,384.02	\$4,455.84	9.12%	McNairy County	\$45,177.81	\$3,730.58	7.63%
Trenton SSD	\$35,134.25	\$3,726.06	9.59%	Bradford SSD	\$44,219.01	\$4,620.85	9.46%	Bradford SSD	\$45,024.87	\$3,883.52	7.94%
Humboldt City	\$35,055.89	\$3,804.42	9.79%	McNairy County	\$43,914.19	\$4,925.67	10.09%	West Carroll SSD	\$44,706.78	\$4,201.61	8.59%
Bradford SSD	\$35,022.11	\$3,838.20	9.88%	Haywood County	\$42,443.84	\$6,396.02	13.10%	Haywood County	\$42,435.01	\$6,473.38	13.24%

Clarksville	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Montgomery County	\$39,563.21			Montgomery County	\$52,590.31			Montgomery County	\$53,718.94		
Dickson County	\$36,424.10	\$3,139.11	7.93%	Robertson County	\$47,675.12	\$4,915.19	9.35%	Houston County	\$48,586.84	\$5,132.10	9.55%
Robertson County	\$36,410.19	\$3,153.02	7.97%	Houston County	\$47,668.56	\$4,921.75	9.36%	Robertson County	\$48,314.34	\$5,404.60	10.06%
Cheatham County	\$36,265.84	\$3,297.37	8.33%	Stewart County	\$46,860.05	\$5,730.26	10.90%	Stewart County	\$47,437.19	\$6,281.75	11.69%
Stewart County	\$35,629.43	\$3,933.78	9.94%	Cheatham County	\$46,441.87	\$6,148.44	11.69%	Cheatham County	\$47,229.00	\$6,489.94	12.08%
Houston County	\$35,625.45	\$3,937.76	9.95%	Dickson County	\$46,100.83	\$6,489.48	12.34%	Dickson County	\$46,585.62	\$7,133.33	13.28%

Memphis	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Shelby County	\$47,234.57			Arlington City	\$58,428.46			Arlington City	\$58,403.84		
Memphis City	\$47,234.53	\$0.04	0.00%	Bartlett City	\$57,604.65	\$823.81	1.41%	Shelby County	\$58,270.11	\$133.73	0.23%
Tipton County	\$36,690.08	\$10,544.49	22.32%	Germantown City	\$57,156.09	\$1,272.37	2.18%	Bartlett City	\$57,397.57	\$1,006.27	1.72%
Fayette County	\$36,408.89	\$10,825.68	22.92%	Collierville City	\$57,072.97	\$1,355.49	2.32%	Lakeland City	\$56,963.75	\$1,440.09	2.47%
Lauderdale County	\$35,991.05	\$11,243.52	23.80%	Lakeland City	\$56,408.35	\$2,020.11	3.46%	Collierville City	\$56,961.37	\$1,442.47	2.47%
Haywood County	\$35,839.81	\$11,394.76	24.12%	Shelby County	\$55,972.16	\$2,456.29	4.20%	Germantown City	\$56,829.97	\$1,573.87	2.69%
				Millington City	\$51,812.67	\$6,615.78	11.32%	Millington City	\$52,413.88	\$5,989.96	10.26%
				Tipton County	\$49,882.15	\$8,546.31	14.63%	Tipton County	\$51,005.66	\$7,398.18	12.67%
				Fayette County	\$46,326.09	\$12,102.37	20.71%	Lauderdale County	\$47,083.76	\$11,320.08	19.38%
				Lauderdale County	\$46,213.37	\$12,215.09	20.91%	Fayette County	\$46,193.93	\$12,209.91	20.91%
				Haywood County	\$42,443.84	\$15,984.62	27.36%	Haywood County	\$42,435.01	\$15,968.83	27.34%

Cookeville	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Putnam County	\$36,745.26			White County	\$48,640.98			White County	\$49,222.16		
DeKalb County	\$36,231.48	\$513.78	1.40%	DeKalb County	\$46,867.49	\$1,773.49	3.65%	DeKalb County	\$46,328.62	\$2,893.54	5.88%
Overton County	\$35,731.99	\$1,013.27	2.76%	Putnam County	\$46,328.82	\$2,312.16	4.75%	Putnam County	\$45,725.72	\$3,496.45	7.10%
Smith County	\$35,710.15	\$1,035.11	2.82%	Jackson County	\$45,140.77	\$3,500.21	7.20%	Jackson County	\$45,069.12	\$4,153.04	8.44%
Jackson County	\$35,498.82	\$1,246.44	3.39%	Fentress County	\$44,294.27	\$4,346.71	8.94%	Fentress County	\$44,876.55	\$4,345.62	8.83%
White County	\$35,473.35	\$1,271.91	3.46%	Cumberland County	\$44,121.44	\$4,519.54	9.29%	Cumberland County	\$44,660.70	\$4,561.47	9.27%
Fentress County	\$35,253.73	\$1,491.53	4.06%	Smith County	\$43,105.96	\$5,535.02	11.38%	Smith County	\$43,625.62	\$5,596.55	11.37%
Cumberland County	\$35,199.93	\$1,545.33	4.21%	Overton County	\$41,999.67	\$6,641.31	13.65%	Overton County	\$42,624.95	\$6,597.21	13.40%

Tri-Cities	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Kingsport City	\$43,633.38			Kingsport City	\$55,856.92			Johnson City	\$56,050.45		
Bristol City	\$41,614.28	\$2,019.10	4.63%	Johnson City	\$55,640.76	\$216.16	0.39%	Kingsport City	\$55,942.41	\$108.04	0.19%
Johnson City	\$40,723.09	\$2,910.28	6.67%	Bristol City	\$52,998.93	\$2,857.99	5.12%	Bristol City	\$53,885.84	\$2,164.60	3.86%
Elizabethton City	\$37,269.96	\$6,363.41	14.58%	Greeneville City	\$50,092.39	\$5,764.53	10.32%	Greeneville City	\$50,334.88	\$5,715.56	10.20%
Rogersville City	\$36,297.98	\$7,335.39	16.81%	Rogersville City	\$47,695.52	\$8,161.40	14.61%	Elizabethton City	\$48,631.44	\$7,419.00	13.24%
Washington County	\$36,289.46	\$7,343.92	16.83%	Elizabethton City	\$47,508.84	\$8,348.08	14.95%	Rogersville City	\$48,316.25	\$7,734.20	13.80%
Hawkins County	\$35,952.94	\$7,680.43	17.60%	Washington County	\$46,907.52	\$8,949.41	16.02%	Washington County	\$47,163.43	\$8,887.02	15.86%
Sullivan County	\$35,801.30	\$7,832.08	17.95%	Sullivan County	\$45,935.83	\$9,921.09	17.76%	Greene County	\$46,293.70	\$9,756.75	17.41%
Johnson County	\$35,679.78	\$7,953.60	18.23%	Greene County	\$45,370.08	\$10,486.84	18.77%	Sullivan County	\$45,997.00	\$10,053.44	17.94%
Greene County	\$35,637.02	\$7,996.36	18.33%	Unicoi County	\$45,283.25	\$10,573.67	18.93%	Unicoi County	\$44,882.45	\$11,168.00	19.92%
Unicoi County	\$35,570.10	\$8,063.28	18.48%	Hawkins County	\$43,844.83	\$12,012.09	21.51%	Hawkins County	\$44,464.23	\$11,586.22	20.67%
Carter County	\$35,492.46	\$8,140.92	18.66%	Carter County	\$43,801.05	\$12,055.87	21.58%	Carter County	\$44,150.45	\$11,899.99	21.23%
				Johnson County	\$42,838.82	\$13,018.10	23.31%	Johnson County	\$42,043.03	\$14,007.42	24.99%

Franklin	FY 04				FY 21				FY 20		
	FY 04	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$56,127.43			Franklin SSD	\$57,192.31		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Murfreesboro City	\$55,347.84	\$779.59	1.39%	Murfreesboro City	\$56,365.01	\$827.30	1.45%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Williamson County	\$53,352.54	\$2,774.88	4.94%	Williamson County	\$54,145.69	\$3,046.62	5.33%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Davidson County	\$53,223.67	\$2,903.76	5.17%	Rutherford County	\$53,965.99	\$3,226.32	5.64%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Rutherford County	\$52,734.57	\$3,392.86	6.04%	Davidson County	\$52,427.43	\$4,764.88	8.33%
Maury County	\$39,130.05	\$5,243.36	11.82%	Marshall County	\$48,521.69	\$7,605.73	13.55%	Marshall County	\$49,161.64	\$8,030.67	14.04%
Marshall County	\$37,335.50	\$7,037.90	15.86%	Maury County	\$47,489.50	\$8,637.93	15.39%	Maury County	\$48,448.48	\$8,743.83	15.29%
Hickman County	\$36,690.49	\$7,682.91	17.31%	Cheatham County	\$46,441.87	\$9,685.56	17.26%	Cheatham County	\$47,229.00	\$9,963.31	17.42%
Dickson County	\$36,424.10	\$7,949.30	17.91%	Dickson County	\$46,100.83	\$10,026.60	17.86%	Hickman County	\$46,728.10	\$10,464.21	18.30%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Hickman County	\$45,877.86	\$10,249.56	18.26%	Dickson County	\$46,585.62	\$10,606.69	18.55%

Appendix B: Disparity Changes by Regional Rank

The tables below display the change in weighted average salary over time for districts whose weighted average salary is not the highest in their region. A decrease indicates that the salary disparity decreased over time for that position. An increase indicates that the salary disparity for that position increased over time. A decrease in salary disparity is good, whereas an increase is not.

FY21 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	(1171.63)
3	(1671.23)
4	276.59
5	(1687.36)
6	(2044.30)
7	(2068.73)
8	(1496.28)
9	344.75
10	1539.65
General Trend	Decrease

FY20 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	(706.77)	(464.86)
3	(528.30)	(1142.92)
4	548.33	(271.74)
5	(1364.81)	(322.56)
6	(672.28)	(1372.03)
7	2271.79	(4340.52)
8	979.92	(2476.21)
9	1693.03	(1348.29)
10	1817.40	(277.75)
General Trend	Increase	Decrease

FY21 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	(1791.14)
3	(255.06)
4	357.49
5	(441.98)
6	(505.60)
7	(468.53)
8	135.92
9	301.75
10	373.36
11	530.56
12	617.22
13	1144.32
General Trend	Increase

FY20 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	(1153.82)	(637.32)
3	892.70	(1147.76)
4	1309.96	(952.47)
5	305.94	(747.92)
6	173.82	(679.41)
7	76.77	(545.30)
8	509.48	(373.56)
9	755.59	(453.84)
10	807.37	(434.01)
11	950.31	(419.75)
12	1035.88	(418.66)
13	2174.85	(1030.53)
General Trend	Increase	Decrease

FY21 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	5146.42
3	1123.27
4	3511.61
5	4259.77
6	4413.18
7	5184.61
8	5204.52
9	6054.79
10	6113.89
General Trend	Increase

FY20 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	4842.45	303.97
3	1290.45	(167.19)
4	3300.57	211.04
5	4413.53	(153.77)
6	4793.84	(380.66)
7	4670.68	513.93
8	6015.00	(810.48)
9	5777.22	277.57
10	5904.17	209.72
General Trend	Increase	Increase

FY21 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	(423.38)
3	(2044.73)
4	(1822.35)
5	(403.25)
6	(302.27)
7	(206.28)
8	(270.64)
9	(350.77)
10	713.01
11	577.31
12	1959.02
13	1888.05
14	1448.13
15	2982.99
16	3738.28
General Trend	Decrease

FY18 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	(147.09)	(276.29)
3	(1,871.63)	(173.10)
4	(2,310.32)	487.96
5	702.98	(1,106.23)
6	624.77	(927.03)
7	678.43	(884.71)
8	610.59	(881.23)
9	435.89	(786.66)
10	1,377.94	(664.93)
11	1,541.87	(964.55)
12	2,779.06	(820.04)
13	2,675.27	(787.22)
14	2,579.10	(1,130.97)
15	3,906.50	(923.51)
16	5,167.01	(1,428.73)
General Trend	Increase	Decrease

FY21 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	(550.70)
3	4696.93
4	1547.63
5	1593.67
6	2312.36
7	2168.44
8	2236.94
9	2794.88
10	3139.65
11	2841.74
12	2250.36
13	3132.29
14	3094.76
General Trend	Increase

FY20 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	(1,088.33)	537.62
3	4,355.04	341.89
4	883.50	664.13
5	1,383.25	210.42
6	2,261.65	50.71
7	2,696.49	(528.04)
8	2,488.63	(251.69)
9	2,517.70	277.18
10	2,827.16	312.48
11	2,659.64	182.10
12	3,288.41	(1,038.05)
13	3,351.04	(218.75)
14	3,244.00	(149.24)
General Trend	Increase	Increase

FY21 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	(727.95)
3	(342.28)
4	(936.27)
5	(982.57)
6	(992.33)
7	(712.01)
8	(703.12)
9	(555.75)
10	(515.33)
11	120.29
12	140.35
13	197.57
14	273.41
15	332.40
16	406.19
17	572.58
18	841.98
19	894.80
20	1121.25
21	2557.82
General Trend	Increase

FY20 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	147.49	(875.44)
3	111.58	(453.87)
4	(312.62)	(623.64)
5	(1,120.74)	138.17
6	(1,008.78)	16.45
7	(705.56)	(6.45)
8	(602.78)	(100.34)
9	(545.23)	(10.51)
10	(476.02)	(39.31)
11	(483.45)	603.73
12	(203.95)	344.30
13	(243.76)	441.33
14	(105.84)	379.25
15	101.47	230.93
16	122.77	283.43
17	111.87	460.72
18	116.73	725.26
19	157.46	737.33
20	397.19	724.06
21	2,635.18	(77.36)
General Trend	Decrease	Increase

FY21 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	1776.08
3	1768.73
4	2432.89
5	2214.66
6	2551.72
General Trend	Increase

FY20 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	1993.00	(216.92)
3	2251.58	(482.85)
4	2984.38	(551.49)
5	2556.16	(341.50)
6	3195.57	(643.85)
General Trend	Increase	Decrease

FY21 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	823.76
3	1272.33
4	1355.44
5	2020.06
6	2456.25
7	6615.74
8	(1998.18)
9	1276.69
10	971.57
11	4589.86
General Trend	Increase

FY20 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	133.68	690.08
3	1006.22	266.10
4	1440.04	(84.60)
5	1442.42	577.64
6	1573.83	882.42
7	5989.91	625.83
8	(3146.31)	1148.13
9	494.40	782.29
10	966.39	5.18
11	4574.07	15.79
General Trend	Increase	Increase

FY21 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	1259.71
3	1298.89
4	2465.10
5	3100.27
6	3247.63
7	4043.49
8	5095.98
General Trend	Increase

FY20 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	2379.76	(1120.05)
3	2483.18	(1184.29)
4	3117.93	(652.83)
5	3099.18	1.09
6	3289.55	(41.92)
7	4105.02	(61.53)
8	5051.88	44.10
General Trend	Increase	Decrease

FY21 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	(1802.94)
3	(52.29)
4	(598.88)
5	826.01
6	1004.16
7	1268.97
8	2089.01
9	2533.24
10	2577.32
11	3948.81
12	3914.95
General Trend	Increase

FY20 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	(1911.06)	108.12
3	(745.68)	693.39
4	(647.85)	48.97
5	83.61	742.40
6	390.28	613.88
7	1206.58	62.39
8	1924.67	164.34
9	2099.84	433.39
10	3171.64	(594.32)
11	3522.93	425.87
12	3759.08	155.88
General Trend	Increase	Increase

FY21 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)
1	
2	(754.48)
3	324.07
4	405.47
5	(1198.27)
6	2362.38
7	1600.03
8	2002.65
9	2077.30
10	2142.00
General Trend	Increase

FY20 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)	Change in \$ Disparity, Compared to Last Year (FY21 to FY20)
1		
2	(706.77)	(47.71)
3	595.81	(271.74)
4	728.02	(322.56)
5	173.76	(1372.03)
6	2787.32	(424.94)
7	1705.93	(105.91)
8	2280.40	(277.75)
9	2514.91	(437.61)
10	2499.13	(357.13)
General Trend	Increase	Decrease

Appendix C: Weighted Average Educator Salaries by School System

System Number	School System	Weighted Average Salary
10	Anderson County	\$46,557.86
11	Clinton City	\$48,800.78
12	Oak Ridge	\$58,585.09
20	Bedford County	\$48,692.94
30	Benton County	\$45,450.67
40	Bledsoe County	\$47,289.73
50	Blount County	\$47,028.93
51	Alcoa City	\$50,098.90
52	Maryville City	\$56,724.34
60	Bradley County	\$51,102.60
61	Cleveland City	\$52,292.79
70	Campbell County	\$46,873.57
80	Cannon County	\$45,069.33
90	Carroll County	\$47,710.69
92	Hollow Rock-Bruceton	\$44,936.58
93	Huntingdon SSD	\$48,839.86
94	McKenzie SSD	\$47,608.17
95	South Carroll SSD	\$46,516.10
97	West Carroll SSD	\$45,002.30
100	Carter County	\$43,801.05
101	Elizabethton City	\$47,508.84
110	Cheatham County	\$46,441.87
120	Chester County	\$46,278.38
130	Claiborne County	\$44,644.70
140	Clay County	\$45,352.82
150	Cocke County	\$44,064.38
151	Newport City	\$46,457.43
160	Coffee County	\$47,117.34
161	Manchester City	\$50,079.52
162	Tullahoma City	\$49,326.81
170	Crockett County	\$44,384.02
171	Alamo City	\$44,659.56
172	Bells City	\$46,811.70
180	Cumberland County	\$44,121.44
190	Davidson County	\$53,223.67
200	Decatur County	\$46,109.58
210	DeKalb County	\$46,867.49
220	Dickson County	\$46,100.83
230	Dyer County	\$49,005.50
231	Dyersburg City	\$50,041.37
240	Fayette County	\$46,326.09
250	Fentress County	\$44,294.27
260	Franklin County	\$45,882.97
271	Humboldt City	\$46,033.07
272	Milan SSD	\$44,859.44
273	Trenton SSD	\$45,240.12
274	Bradford SSD	\$44,219.01
275	Gibson SSD	\$45,898.96

System Number	School System	Weighted Average Salary
280	Giles County	\$47,470.56
290	Grainger County	\$44,710.51
300	Greene County	\$45,370.08
301	Greeneville City	\$50,092.39
310	Grundy County	\$42,377.43
320	Hamblen County	\$50,180.70
330	Hamilton County	\$52,645.89
340	Hancock County	\$43,483.28
350	Hardeman County	\$45,217.30
360	Hardin County	\$44,526.28
370	Hawkins County	\$43,844.83
371	Rogersville City	\$47,695.52
380	Haywood County	\$42,443.84
390	Henderson County	\$46,846.36
391	Lexington City	\$45,113.34
400	Henry County	\$49,723.66
401	Paris SSD	\$50,846.56
410	Hickman County	\$45,877.86
420	Houston County	\$47,668.56
430	Humphreys County	\$45,175.66
440	Jackson County	\$45,140.77
450	Jefferson County	\$46,237.97
460	Johnson County	\$42,838.82
470	Knox County	\$50,617.86
480	Lake County	\$43,658.12
490	Lauderdale County	\$46,213.37
500	Lawrence County	\$45,956.01
510	Lewis County	\$46,266.56
520	Lincoln County	\$44,865.63
521	Fayetteville City	\$51,293.79
530	Loudon County	\$48,016.12
531	Lenoir City	\$51,389.98
540	McMinn County	\$47,266.88
541	Athens City	\$52,189.60
542	Etowah City	\$48,906.71
550	McNairy County	\$43,914.19
560	Macon County	\$46,623.73
570	Madison County	\$48,141.52
580	Marion County	\$45,841.41
581	Richard City SSD	\$45,234.29
590	Marshall County	\$48,521.69
600	Maury County	\$47,489.50
610	Meigs County	\$48,501.81
620	Monroe County	\$45,573.31
621	Sweetwater City	\$48,618.01
630	Montgomery County	\$52,590.31
640	Moore County	\$47,741.63
650	Morgan County	\$44,573.81
660	Obion County	\$46,492.90
661	Union City	\$47,445.25
670	Overton County	\$41,999.67
680	Perry County	\$46,086.15

System Number	School System	Weighted Average Salary
690	Pickett County	\$43,705.92
700	Polk County	\$48,638.85
710	Putnam County	\$46,328.82
720	Rhea County	\$42,705.35
721	Dayton City	\$49,449.14
730	Roane County	\$47,693.00
740	Robertson County	\$47,675.12
750	Rutherford County	\$52,734.57
751	Murfreesboro City	\$55,347.84
760	Scott County	\$44,638.28
761	Oneida SSD	\$44,395.13
770	Sequatchie County	\$43,546.53
780	Sevier County	\$46,583.78
792	Shelby County	\$55,972.16
793	Arlington	\$58,428.46
794	Bartlett	\$57,604.65
795	Collierville	\$57,072.97
796	Germantown	\$57,156.09
797	Lakeland	\$56,408.35
798	Millington	\$51,812.67
800	Smith County	\$43,105.96
810	Stewart County	\$46,860.05
820	Sullivan County	\$45,935.83
821	Bristol City	\$52,998.93
822	Kingsport City	\$55,856.92
830	Sumner County	\$49,660.50
840	Tipton County	\$49,882.15
850	Trousdale County	\$46,062.60
860	Unicoi County	\$45,283.25
870	Union County	\$45,112.94
880	Van Buren County	\$45,540.55
890	Warren County	\$45,798.80
900	Washington County	\$46,907.52
901	Johnson City	\$55,640.76
910	Wayne County	\$43,409.31
920	Weakley County	\$45,727.47
930	White County	\$48,640.98
940	Williamson County	\$53,352.54
941	Franklin SSD	\$56,127.43
950	Wilson County	\$51,589.98
951	Lebanon City	\$55,764.99
STATEWIDE AVERAGE		\$47,837.22

Appendix D: Summary of Possible Changes to BEP Staffing Ratios

The table below provides a summary of the projected cost for possible changes to BEP Staffing Ratios. Tables showing the costs disaggregated by school system are provided in [Appendices E, F, and G](#).

Position	Old Ratio	Proposed Ratio	Estimated State Cost	Estimated Number of Additional Positions
Nurse	1:3000	1:750	\$ 42,981,000	948.4
Counselor	1:500; 1:350	1:250	\$ 67,403,000	1544.4
RTI ²	1:2750	1:1000	\$ 26,601,000	599.1

Note: These estimates use the FY22 July Hold Harmless BEP calculation as the base for estimating the cost of the proposed changes to the BEP formula. The use of this data as the base best approximates the anticipated number of students enrolled in FY22.

Appendix E: Scenario Variances - BEP Staffing Ratios – Nurses⁹

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ Nurses at 1:750</u>	
		<u>Allocation</u>	<u>w/ Nurses at 1:750</u>	<u>Variance¹⁰</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
10	Anderson County	33,837,000	34,152,000	315,000	2.0	8.1	6.1
11	Clinton City	5,107,000	5,119,000	12,000	1.0	1.2	0.2
12	Oak Ridge	23,721,000	23,956,000	235,000	1.5	6.1	4.6
20	Bedford County	53,801,000	54,295,000	494,000	2.9	11.6	8.7
30	Benton County	12,977,000	13,072,000	95,000	1.0	2.8	1.8
40	Bledsoe County	12,373,000	12,436,000	63,000	1.0	2.1	1.1
50	Blount County	49,728,000	50,237,000	509,000	3.5	13.9	10.4
51	Alcoa City	9,652,000	9,737,000	85,000	1.0	2.7	1.7
52	Maryville City	24,400,000	24,661,000	261,000	1.8	7.1	5.3
60	Bradley County	52,956,000	53,473,000	517,000	3.3	13.3	9.9
61	Cleveland City	31,100,000	31,393,000	293,000	1.9	7.5	5.6
70	Campbell County	30,682,000	30,962,000	280,000	1.7	6.8	5.1
80	Cannon County	12,424,000	12,512,000	88,000	1.0	2.6	1.6
90	Carroll County	2,056,000	2,056,000	0	1.0	1.0	0.0
92	Hollow Rock-Bruceton	4,116,000	4,112,000	(4,000)	1.0	1.0	0.0
93	Huntingdon SSD	7,735,000	7,770,000	35,000	1.0	1.7	0.7
94	McKenzie SSD	7,640,000	7,670,000	30,000	1.0	1.6	0.6
95	South Carroll SSD	2,158,000	2,156,000	(2,000)	1.0	1.0	0.0
97	West Carroll SSD	5,706,000	5,711,000	5,000	1.0	1.2	0.2
100	Carter County	30,252,000	30,527,000	275,000	1.6	6.5	4.8
101	Elizabethton City	14,693,000	14,823,000	130,000	1.0	3.3	2.3
110	Cheatham County	34,151,000	34,479,000	328,000	2.0	7.8	5.9
120	Chester County	18,614,000	18,773,000	159,000	1.0	3.7	2.7
130	Claiborne County	25,072,000	25,296,000	224,000	1.3	5.3	4.0

⁹ These estimates use the FY22 July Hold Harmless BEP calculation as the base for estimating the cost of the proposed changes to the BEP formula. The use of this data as the base best approximates the anticipated number of students enrolled in FY22.

¹⁰ Any negative variance is a result of rounding in the calculations.

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ Nurses at 1:750</u>	
		<u>Allocation</u>	<u>w/ Nurses at 1:750</u>	<u>Variance¹⁰</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
140	Clay County	7,354,000	7,372,000	18,000	1.0	1.4	0.4
150	Cocke County	26,719,000	26,958,000	239,000	1.5	5.8	4.4
151	Newport City	3,812,000	3,811,000	(1,000)	1.0	1.0	0.0
160	Coffee County	23,461,000	23,687,000	226,000	1.4	5.7	4.3
161	Manchester City	8,078,000	8,123,000	45,000	1.0	1.8	0.8
162	Tulahoma City	18,188,000	18,371,000	183,000	1.2	4.6	3.5
170	Crockett County	13,225,000	13,315,000	90,000	1.0	2.6	1.6
171	Alamo City	4,206,000	4,204,000	(2,000)	1.0	1.0	0.0
172	Bells City	2,685,000	2,684,000	(1,000)	1.0	1.0	0.0
180	Cumberland County	35,390,000	35,742,000	352,000	2.3	9.3	7.0
190	Davidson County	308,345,000	308,345,000	0	27.5	109.8	82.4
200	Decatur County	9,482,000	9,532,000	50,000	1.0	2.0	1.0
210	DeKalb County	17,452,000	17,598,000	146,000	1.0	3.7	2.7
220	Dickson County	42,214,000	42,632,000	418,000	2.7	10.6	8.0
230	Dyer County	21,897,000	22,099,000	202,000	1.2	5.0	3.7
231	Dyersburg City	14,007,000	14,130,000	123,000	1.0	3.3	2.3
240	Fayette County	17,128,000	17,128,000	0	1.1	4.3	3.2
250	Fentress County	13,018,000	13,114,000	96,000	1.0	2.8	1.8
260	Franklin County	27,460,000	27,721,000	261,000	1.7	6.7	5.0
271	Humboldt City	7,269,000	7,290,000	21,000	1.0	1.4	0.4
272	Milan SSD	12,312,000	12,397,000	85,000	1.0	2.5	1.5
273	Trenton SSD	8,187,000	8,224,000	37,000	1.0	1.7	0.7
274	Bradford SSD	3,813,000	3,812,000	(1,000)	1.0	1.0	0.0
275	Gibson SSD	23,661,000	23,879,000	218,000	1.3	5.2	3.9
280	Giles County	19,364,000	19,553,000	189,000	1.2	4.8	3.6
290	Grainger County	22,089,000	22,281,000	192,000	1.1	4.3	3.2
300	Greene County	34,282,000	34,609,000	327,000	2.0	8.2	6.1
301	Greeneville City	16,077,000	16,227,000	150,000	1.0	3.8	2.8
310	Grundy County	12,647,000	12,725,000	78,000	1.0	2.4	1.4

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ Nurses at 1:750</u>	
		<u>Allocation</u>	<u>w/ Nurses at 1:750</u>	<u>Variance¹⁰</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
320	Hamblen County	58,067,000	58,596,000	529,000	3.4	13.6	10.2
330	Hamilton County	178,547,000	180,504,000	1,957,000	14.7	58.7	44.1
340	Hancock County	7,352,000	7,361,000	9,000	1.0	1.2	0.2
350	Hardeman County	21,343,000	21,533,000	190,000	1.1	4.4	3.3
360	Hardin County	17,036,000	17,205,000	169,000	1.1	4.5	3.4
370	Hawkins County	38,272,000	38,622,000	350,000	2.1	8.5	6.3
371	Rogersville City	3,840,000	3,840,000	0	1.0	1.0	0.0
380	Haywood County	16,898,000	17,039,000	141,000	1.0	3.5	2.5
390	Henderson County	24,077,000	24,294,000	217,000	1.3	5.1	3.8
391	Lexington City	5,188,000	5,192,000	4,000	1.0	1.1	0.1
400	Henry County	16,794,000	16,944,000	150,000	1.0	3.9	2.9
401	Paris SSD	9,106,000	9,162,000	56,000	1.0	2.1	1.1
410	Hickman County	22,770,000	22,770,000	0	1.1	4.3	3.3
420	Houston County	9,088,000	9,126,000	38,000	1.0	1.7	0.7
430	Humphreys County	15,814,000	15,960,000	146,000	1.0	3.8	2.8
440	Jackson County	10,192,000	10,237,000	45,000	1.0	1.8	0.8
450	Jefferson County	39,388,000	39,764,000	376,000	2.3	9.3	6.9
460	Johnson County	13,627,000	13,627,000	0	1.0	2.6	1.6
470	Knox County	242,920,000	245,616,000	2,696,000	19.9	79.5	59.6
480	Lake County	5,282,000	5,276,000	(6,000)	1.0	1.0	0.0
490	Lauderdale County	25,090,000	25,307,000	217,000	1.2	4.9	3.7
500	Lawrence County	39,581,000	39,957,000	376,000	2.2	8.8	6.6
510	Lewis County	10,310,000	10,310,000	0	1.0	2.2	1.2
520	Lincoln County	22,351,000	22,555,000	204,000	1.2	5.0	3.7
521	Fayetteville City	8,002,000	8,041,000	39,000	1.0	1.7	0.7
530	Loudon County	22,205,000	22,205,000	0	1.5	6.2	4.6
531	Lenoir City	11,672,000	11,775,000	103,000	1.0	3.1	2.1
540	McMinn County	27,499,000	27,763,000	264,000	1.7	6.9	5.2
541	Athens City	8,871,000	8,929,000	58,000	1.0	2.2	1.2

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ Nurses at 1:750</u>	
		<u>Allocation</u>	<u>w/ Nurses at 1:750</u>	<u>Variance¹⁰</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
542	Etowah City	2,065,000	2,064,000	(1,000)	1.0	1.0	0.0
550	McNairy County	25,294,000	25,520,000	226,000	1.3	5.2	3.9
560	Macon County	25,613,000	25,838,000	225,000	1.3	5.2	3.9
570	Madison County	53,022,000	53,560,000	538,000	4.0	16.0	12.0
580	Marion County	21,215,000	21,415,000	200,000	1.3	5.1	3.9
581	Richard City SSD	1,450,000	1,450,000	0	1.0	1.0	0.0
590	Marshall County	30,412,000	30,706,000	294,000	1.8	7.1	5.3
600	Mauzy County	60,852,000	61,475,000	623,000	4.2	16.7	12.6
610	Meigs County	11,393,000	11,461,000	68,000	1.0	2.2	1.2
620	Monroe County	29,926,000	30,198,000	272,000	1.7	6.8	5.1
621	Sweetwater City	8,373,000	8,420,000	47,000	1.0	1.9	0.9
630	Montgomery County	204,343,000	206,318,000	1,975,000	11.9	47.8	35.8
640	Moore County	4,968,000	4,968,000	0	1.0	1.1	0.1
650	Morgan County	18,829,000	18,987,000	158,000	1.0	3.6	2.6
660	Obion County	18,558,000	18,725,000	167,000	1.0	4.2	3.1
661	Union City	8,925,000	8,979,000	54,000	1.0	2.0	1.0
670	Overton County	19,694,000	19,870,000	176,000	1.0	4.1	3.1
680	Perry County	6,949,000	6,960,000	11,000	1.0	1.3	0.3
690	Pickett County	3,988,000	3,988,000	0	1.0	1.0	0.0
700	Polk County	14,207,000	14,312,000	105,000	1.0	2.9	1.9
710	Putnam County	57,757,000	58,327,000	570,000	3.8	15.2	11.4
720	Rhea County	24,922,000	25,146,000	224,000	1.4	5.5	4.1
721	Dayton City	5,056,000	5,059,000	3,000	1.0	1.1	0.1
730	Roane County	33,088,000	33,408,000	320,000	2.1	8.4	6.3
740	Robertson County	72,997,000	73,688,000	691,000	4.2	16.6	12.5
750	Rutherford County	238,893,000	241,334,000	2,441,000	15.6	62.6	46.9
751	Murfreesboro City	48,115,000	48,574,000	459,000	2.9	11.6	8.7
760	Scott County	18,587,000	18,744,000	157,000	1.0	3.7	2.7
761	Oneida SSD	7,956,000	7,992,000	36,000	1.0	1.6	0.6

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>	<u>w/ Nurses at 1:750</u>	<u>Variance¹⁰</u>	<u>FY22 Hold Harmless</u>	<u>w/ Nurses at 1:750</u>	<u>Variance</u>
		<u>Allocation</u>			<u>Positions</u>	<u>(min 1)</u>	
770	Sequatchie County	13,414,000	13,512,000	98,000	1.0	2.8	1.8
780	Sevier County	44,289,000	44,289,000	0	4.8	19.1	14.3
792	Shelby County	667,423,000	673,633,000	6,210,000	38.9	155.5	116.6
793	Arlington	23,837,000	24,094,000	257,000	1.6	6.4	4.8
794	Bartlett	45,760,000	46,238,000	478,000	3.0	11.9	8.9
795	Collierville	46,578,000	47,065,000	487,000	3.0	12.1	9.1
796	Germantown	30,460,000	30,787,000	327,000	2.0	8.1	6.1
797	Lakeland	10,008,000	10,085,000	77,000	1.0	2.4	1.4
798	Millington	13,663,000	13,789,000	126,000	1.0	3.3	2.3
800	Smith County	17,999,000	18,164,000	165,000	1.0	3.9	2.9
810	Stewart County	12,650,000	12,742,000	92,000	1.0	2.7	1.7
820	Sullivan County	40,709,000	41,142,000	433,000	3.0	11.9	8.9
821	Bristol City	17,344,000	17,532,000	188,000	1.3	5.2	3.9
822	Kingsport City	33,239,000	33,595,000	356,000	2.5	9.8	7.4
830	Sumner County	157,984,000	159,560,000	1,576,000	10.0	39.8	29.9
840	Tipton County	63,534,000	64,134,000	600,000	3.4	13.7	10.3
850	Trousdale County	8,140,000	8,173,000	33,000	1.0	1.7	0.7
860	Unicoi County	13,465,000	13,567,000	102,000	1.0	2.9	1.9
870	Union County	32,041,000	32,326,000	285,000	1.5	6.1	4.6
880	Van Buren County	5,165,000	5,165,000	0	1.0	1.0	0.0
890	Warren County	37,368,000	37,717,000	349,000	2.1	8.3	6.3
900	Washington County	37,467,000	37,872,000	405,000	2.8	11.2	8.4
901	Johnson City	35,337,000	35,718,000	381,000	2.6	10.5	7.9
910	Wayne County	14,700,000	14,700,000	0	1.0	2.7	1.7
920	Weakley County	23,239,000	23,456,000	217,000	1.3	5.3	3.9
930	White County	23,423,000	23,637,000	214,000	1.3	5.0	3.8
940	Williamson County	143,949,000	145,808,000	1,859,000	13.6	54.4	40.8
941	Franklin SSD	15,216,000	15,216,000	0	1.2	4.6	3.5
950	Wilson County	88,214,000	89,150,000	936,000	6.2	24.9	18.7

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ Nurses at 1:750</u>	
		<u>Allocation</u>	<u>w/ Nurses at 1:750</u>	<u>Variance¹⁰</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
951	Lebanon City	18,892,000	19,087,000	195,000	1.3	5.1	3.8
970	Department of Children Services	10,856,000	10,856,000	0	1.0	1.6	0.6
TOTAL		5,033,765,000	5,076,746,000	42,981,000	358.2	1306.6	948.4

Appendix F: Scenario Variances - BEP Staffing Ratios – Counselors¹¹

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>		
		<u>Allocation</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>	<u>Positions</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>
10	Anderson County	33,837,000	34,289,000	452,000	14.7	23.9	9.2
11	Clinton City	5,107,000	5,198,000	91,000	1.8	3.7	1.8
12	Oak Ridge	23,721,000	24,071,000	350,000	10.9	17.9	7.1
20	Bedford County	53,801,000	54,566,000	765,000	20.7	34.6	13.9
30	Benton County	12,977,000	13,153,000	176,000	4.9	8.2	3.3
40	Bledsoe County	12,373,000	12,513,000	140,000	3.6	6.1	2.4
50	Blount County	49,728,000	50,465,000	737,000	24.0	40.2	16.2
51	Alcoa City	9,652,000	9,799,000	147,000	4.9	8.1	3.2
52	Maryville City	24,400,000	24,784,000	384,000	12.6	21.0	8.4
60	Bradley County	52,956,000	53,709,000	753,000	23.3	38.7	15.4
61	Cleveland City	31,100,000	31,526,000	426,000	13.2	21.9	8.7
70	Campbell County	30,682,000	31,099,000	417,000	12.0	20.0	8.0
80	Cannon County	12,424,000	12,597,000	173,000	4.5	7.6	3.0
90	Carroll County	2,056,000	2,056,000	0	0.0	0.0	0.0
92	Hollow Rock-Bruceton	4,116,000	4,172,000	56,000	1.5	2.4	1.0
93	Huntingdon SSD	7,735,000	7,853,000	118,000	3.0	5.1	2.0
94	McKenzie SSD	7,640,000	7,751,000	111,000	2.8	4.8	1.9
95	South Carroll SSD	2,158,000	2,187,000	29,000	0.8	1.3	0.5
97	West Carroll SSD	5,706,000	5,785,000	79,000	2.1	3.5	1.4
100	Carter County	30,252,000	30,664,000	412,000	11.5	19.0	7.5
101	Elizabethton City	14,693,000	14,901,000	208,000	5.9	9.7	3.8
110	Cheatham County	34,151,000	34,642,000	491,000	14.0	23.2	9.2
120	Chester County	18,614,000	18,868,000	254,000	6.4	10.8	4.3
130	Claiborne County	25,072,000	25,412,000	340,000	9.4	15.6	6.2

¹¹ These estimates use the FY22 July Hold Harmless BEP calculation as the base for estimating the cost of the proposed changes to the BEP formula. The use of this data as the base best approximates the anticipated number of students enrolled in FY22.

	<u>Allocation</u>			<u>Number of Positions</u>		
	<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>		
	Allocation	w/ Counselors at 1:250	Variance	Positions	w/ Counselors at 1:250	Variance
140 Clay County	7,354,000	7,449,000	95,000	2.5	4.2	1.7
150 Coker County	26,719,000	27,082,000	363,000	10.4	17.2	6.7
151 Newport City	3,812,000	3,873,000	61,000	1.3	2.5	1.1
160 Coffee County	23,461,000	23,792,000	331,000	10.4	16.9	6.5
161 Manchester City	8,078,000	8,205,000	127,000	3.0	5.5	2.5
162 Tullahoma City	18,188,000	18,467,000	279,000	8.2	13.7	5.5
170 Crockett County	13,225,000	13,386,000	161,000	4.9	7.7	2.7
171 Alamo City	4,206,000	4,272,000	66,000	1.1	2.3	1.1
172 Bells City	2,685,000	2,729,000	44,000	0.7	1.4	0.7
180 Cumberland County	35,390,000	35,915,000	525,000	16.5	27.7	11.2
190 Davidson County	308,345,000	309,002,000	657,000	192.4	325.4	133.0
200 Decatur County	9,482,000	9,605,000	123,000	3.6	5.9	2.3
210 DeKalb County	17,452,000	17,683,000	231,000	6.5	10.9	4.4
220 Dickson County	42,214,000	42,835,000	621,000	18.9	31.5	12.5
230 Dyer County	21,897,000	22,201,000	304,000	8.8	14.6	5.8
231 Dyersburg City	14,007,000	14,209,000	202,000	5.6	9.5	3.9
240 Fayette County	17,128,000	17,165,000	37,000	7.5	12.7	5.2
250 Fentress County	13,018,000	13,208,000	190,000	4.7	8.2	3.5
260 Franklin County	27,460,000	27,847,000	387,000	11.8	19.6	7.9
271 Humboldt City	7,269,000	7,367,000	98,000	2.4	4.2	1.8
272 Milan SSD	12,312,000	12,482,000	170,000	4.5	7.5	3.0
273 Trenton SSD	8,187,000	8,300,000	113,000	3.0	5.0	2.0
274 Bradford SSD	3,813,000	3,864,000	51,000	1.3	2.2	0.9
275 Gibson SSD	23,661,000	24,007,000	346,000	9.3	15.4	6.1
280 Giles County	19,364,000	19,645,000	281,000	8.6	14.3	5.7
290 Grainger County	22,089,000	22,377,000	288,000	7.6	12.6	4.9
300 Greene County	34,282,000	34,765,000	483,000	14.6	24.1	9.5
301 Greeneville City	16,077,000	16,300,000	223,000	6.7	11.1	4.4
310 Grundy County	12,647,000	12,804,000	157,000	4.2	6.9	2.7

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>		
		<u>Allocation</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>	<u>Positions</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>
320	Hamblen County	58,067,000	58,848,000	781,000	24.0	39.9	16.0
330	Hamilton County	178,547,000	181,389,000	2,842,000	103.2	174.0	70.9
340	Hancock County	7,352,000	7,436,000	84,000	2.2	3.6	1.4
350	Hardeman County	21,343,000	21,635,000	292,000	7.8	13.0	5.2
360	Hardin County	17,036,000	17,286,000	250,000	8.0	13.3	5.4
370	Hawkins County	38,272,000	38,800,000	528,000	15.3	25.1	9.8
371	Rogersville City	3,840,000	3,901,000	61,000	1.4	2.5	1.1
380	Haywood County	16,898,000	17,124,000	226,000	6.3	10.5	4.2
390	Henderson County	24,077,000	24,406,000	329,000	9.2	15.1	5.9
391	Lexington City	5,188,000	5,269,000	81,000	1.7	3.2	1.5
400	Henry County	16,794,000	17,009,000	215,000	7.2	11.5	4.3
401	Paris SSD	9,106,000	9,246,000	140,000	3.4	6.1	2.8
410	Hickman County	22,770,000	22,823,000	53,000	7.7	12.8	5.1
420	Houston County	9,088,000	9,207,000	119,000	3.0	5.0	2.0
430	Humphreys County	15,814,000	16,029,000	215,000	6.5	10.8	4.3
440	Jackson County	10,192,000	10,318,000	126,000	3.3	5.4	2.2
450	Jefferson County	39,388,000	39,957,000	569,000	16.5	27.5	11.0
460	Johnson County	13,627,000	13,658,000	31,000	4.7	7.8	3.1
470	Knox County	242,920,000	246,751,000	3,831,000	140.7	234.9	94.2
480	Lake County	5,282,000	5,321,000	39,000	2.0	2.8	0.8
490	Lauderdale County	25,090,000	25,415,000	325,000	8.7	14.4	5.7
500	Lawrence County	39,581,000	40,157,000	576,000	15.5	25.9	10.4
510	Lewis County	10,310,000	10,335,000	25,000	3.8	6.4	2.6
520	Lincoln County	22,351,000	22,665,000	314,000	8.9	14.7	5.8
521	Fayetteville City	8,002,000	8,112,000	110,000	3.0	5.1	2.0
530	Loudon County	22,205,000	22,268,000	63,000	10.6	18.3	7.7
531	Lenoir City	11,672,000	11,824,000	152,000	5.8	9.1	3.3
540	McMinn County	27,499,000	27,887,000	388,000	12.8	20.6	7.9
541	Athens City	8,871,000	9,019,000	148,000	3.5	6.5	3.0

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>		
		<u>Allocation</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>	<u>Positions</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>
542	Etowah City	2,065,000	2,096,000	31,000	0.8	1.4	0.6
550	McNairy County	25,294,000	25,632,000	338,000	9.3	15.4	6.0
560	Macon County	25,613,000	25,970,000	357,000	9.0	15.3	6.3
570	Madison County	53,022,000	53,786,000	764,000	27.6	46.5	18.9
580	Marion County	21,215,000	21,520,000	305,000	9.2	15.3	6.1
581	Richard City SSD	1,450,000	1,453,000	3,000	0.5	0.8	0.3
590	Marshall County	30,412,000	30,858,000	446,000	12.6	21.1	8.4
600	Mauzy County	60,852,000	61,785,000	933,000	29.5	49.6	20.1
610	Meigs County	11,393,000	11,540,000	147,000	3.9	6.5	2.6
620	Monroe County	29,926,000	30,330,000	404,000	12.4	20.2	7.8
621	Sweetwater City	8,373,000	8,504,000	131,000	3.1	5.6	2.5
630	Montgomery County	204,343,000	207,372,000	3,029,000	83.2	140.3	57.1
640	Moore County	4,968,000	4,977,000	9,000	2.2	3.4	1.2
650	Morgan County	18,829,000	19,078,000	249,000	6.5	10.7	4.2
660	Obion County	18,558,000	18,813,000	255,000	7.4	12.4	4.9
661	Union City	8,925,000	9,054,000	129,000	3.5	6.0	2.5
670	Overton County	19,694,000	19,963,000	269,000	7.2	12.0	4.8
680	Perry County	6,949,000	7,030,000	81,000	2.3	3.8	1.5
690	Pickett County	3,988,000	3,995,000	7,000	2.0	2.4	0.4
700	Polk County	14,207,000	14,394,000	187,000	5.1	8.4	3.3
710	Putnam County	57,757,000	58,588,000	831,000	26.6	44.4	17.8
720	Rhea County	24,922,000	25,260,000	338,000	9.9	16.2	6.3
721	Dayton City	5,056,000	5,134,000	78,000	1.8	3.2	1.5
730	Roane County	33,088,000	33,550,000	462,000	14.7	24.4	9.8
740	Robertson County	72,997,000	74,023,000	1,026,000	29.9	49.2	19.3
750	Rutherford County	238,893,000	242,392,000	3,499,000	114.0	185.0	71.0
751	Murfreesboro City	48,115,000	48,958,000	843,000	17.1	34.2	17.1
760	Scott County	18,587,000	18,840,000	253,000	6.6	10.9	4.4
761	Oneida SSD	7,956,000	8,067,000	111,000	2.9	4.8	1.9

	<u>Allocation</u>			<u>Number of Positions</u>		
	<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>		
	<u>Allocation</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>	<u>Positions</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>
770 Sequatchie County	13,414,000	13,588,000	174,000	5.0	8.2	3.2
780 Sevier County	44,289,000	44,401,000	112,000	33.7	56.4	22.7
792 Shelby County	667,423,000	676,880,000	9,457,000	268.9	455.7	186.8
793 Arlington	23,837,000	24,197,000	360,000	11.8	18.9	7.1
794 Bartlett	45,760,000	46,461,000	701,000	21.1	35.0	13.9
795 Collierville	46,578,000	47,302,000	724,000	21.5	35.8	14.3
796 Germantown	30,460,000	30,943,000	483,000	14.5	24.1	9.6
797 Lakeland	10,008,000	10,174,000	166,000	4.0	7.3	3.3
798 Millington	13,663,000	13,863,000	200,000	5.9	9.9	3.9
800 Smith County	17,999,000	18,248,000	249,000	6.9	11.5	4.6
810 Stewart County	12,650,000	12,817,000	167,000	4.8	7.9	3.1
820 Sullivan County	40,709,000	41,329,000	620,000	21.3	35.3	14.0
821 Bristol City	17,344,000	17,612,000	268,000	9.2	15.2	6.0
822 Kingsport City	33,239,000	33,751,000	512,000	17.4	28.9	11.5
830 Sumner County	157,984,000	160,339,000	2,355,000	69.8	116.9	47.1
840 Tipton County	63,534,000	64,458,000	924,000	24.5	40.7	16.2
850 Trousdale County	8,140,000	8,249,000	109,000	3.1	5.1	2.0
860 Unicoi County	13,465,000	13,641,000	176,000	5.2	8.6	3.4
870 Union County	32,041,000	32,487,000	446,000	10.9	18.2	7.3
880 Van Buren County	5,165,000	5,174,000	9,000	2.0	2.9	0.9
890 Warren County	37,368,000	37,900,000	532,000	14.8	24.7	9.9
900 Washington County	37,467,000	38,044,000	577,000	20.0	33.0	13.0
901 Johnson City	35,337,000	35,901,000	564,000	18.5	31.2	12.7
910 Wayne County	14,700,000	14,733,000	33,000	4.9	8.1	3.2
920 Weakley County	23,239,000	23,571,000	332,000	9.3	15.5	6.3
930 White County	23,423,000	23,748,000	325,000	8.8	14.7	5.9
940 Williamson County	143,949,000	146,511,000	2,562,000	96.7	160.0	63.3
941 Franklin SSD	15,216,000	15,260,000	44,000	7.4	13.6	6.2
950 Wilson County	88,214,000	89,567,000	1,353,000	44.7	73.5	28.8

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>		
		<u>Allocation</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>	<u>Positions</u>	<u>w/ Counselors at 1:250</u>	<u>Variance</u>
951	Lebanon City	18,892,000	19,210,000	318,000	8.2	15.0	6.8
970	Department of Children Services	10,856,000	10,856,000	0	3.8	4.9	1.1
TOTAL		5,033,765,000	5,101,168,000	67,403,000	2,295.2	3,839.6	1,544.4

Appendix G: Scenario Variances - BEP Staffing Ratios – RTI² Positions¹²

		Allocation			Number of Positions		
		FY22 Hold Harmless		Variance ¹³	FY22 Hold Harmless		Variance
		Allocation	w/ RTI ² at 1:1000		Positions	w/ RTI ² at 1:1000 (min 1)	
10	Anderson County	33,837,000	34,025,000	188,000	2.22	6.11	3.9
11	Clinton City	5,107,000	5,107,000	0	1.00	1.00	0.0
12	Oak Ridge	23,721,000	23,862,000	141,000	1.66	4.56	2.9
20	Bedford County	53,801,000	54,108,000	307,000	3.17	8.71	5.5
30	Benton County	12,977,000	13,033,000	56,000	1.00	2.07	1.1
40	Bledsoe County	12,373,000	12,403,000	30,000	1.00	1.58	0.6
50	Blount County	49,728,000	50,033,000	305,000	3.78	10.40	6.6
51	Alcoa City	9,652,000	9,701,000	49,000	1.00	2.04	1.0
52	Maryville City	24,400,000	24,557,000	157,000	1.94	5.35	3.4
60	Bradley County	52,956,000	53,271,000	315,000	3.61	9.94	6.3
61	Cleveland City	31,100,000	31,277,000	177,000	2.04	5.61	3.6
70	Campbell County	30,682,000	30,854,000	172,000	1.85	5.10	3.2
80	Cannon County	12,424,000	12,474,000	50,000	1.00	1.92	0.9
90	Carroll County	2,056,000	2,056,000	0	1.00	1.00	0.0
92	Hollow Rock-Bruceton	4,116,000	4,113,000	(3,000)	1.00	1.00	0.0
93	Huntingdon SSD	7,735,000	7,746,000	11,000	1.00	1.27	0.3
94	McKenzie SSD	7,640,000	7,645,000	5,000	1.00	1.20	0.2
95	South Carroll SSD	2,158,000	2,156,000	(2,000)	1.00	1.00	0.0
97	West Carroll SSD	5,706,000	5,702,000	(4,000)	1.00	1.00	0.0
100	Carter County	30,252,000	30,423,000	171,000	1.76	4.84	3.1
101	Elizabethton City	14,693,000	14,775,000	82,000	1.00	2.48	1.5
110	Cheatham County	34,151,000	34,354,000	203,000	2.14	5.87	3.7
120	Chester County	18,614,000	18,719,000	105,000	1.00	2.75	1.8
130	Claiborne County	25,072,000	25,211,000	139,000	1.44	3.97	2.5

¹² These estimates use the FY22 July Hold Harmless BEP calculation as the base for estimating the cost of the proposed changes to the BEP formula. The use of this data as the base best approximates the anticipated number of students enrolled in FY22.

¹³ Any negative variance is a result of rounding in the calculations.

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ RTI² at 1:1000</u>	
		<u>Allocation</u>	<u>w/ RTI² at 1:1000</u>	<u>Variance¹³</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
140	Clay County	7,354,000	7,351,000	(3,000)	1.00	1.05	0.1
150	Cocke County	26,719,000	26,865,000	146,000	1.59	4.38	2.8
151	Newport City	3,812,000	3,812,000	0	1.00	1.00	0.0
160	Coffee County	23,461,000	23,598,000	137,000	1.56	4.29	2.7
161	Manchester City	8,078,000	8,097,000	19,000	1.00	1.39	0.4
162	Tullahoma City	18,188,000	18,298,000	110,000	1.26	3.47	2.2
170	Crockett County	13,225,000	13,277,000	52,000	1.00	1.94	0.9
171	Alamo City	4,206,000	4,205,000	(1,000)	1.00	1.00	0.0
172	Bells City	2,685,000	2,684,000	(1,000)	1.00	1.00	0.0
180	Cumberland County	35,390,000	35,601,000	211,000	2.55	7.01	4.5
190	Davidson County	308,345,000	308,610,000	265,000	29.95	82.36	52.4
200	Decatur County	9,482,000	9,502,000	20,000	1.00	1.50	0.5
210	DeKalb County	17,452,000	17,546,000	94,000	1.01	2.77	1.8
220	Dickson County	42,214,000	42,469,000	255,000	2.90	7.98	5.1
230	Dyer County	21,897,000	22,021,000	124,000	1.35	3.71	2.4
231	Dyersburg City	14,007,000	14,083,000	76,000	1.00	2.45	1.5
240	Fayette County	17,128,000	17,143,000	15,000	1.17	3.21	2.0
250	Fentress County	13,018,000	13,073,000	55,000	1.00	2.09	1.1
260	Franklin County	27,460,000	27,619,000	159,000	1.82	5.01	3.2
271	Humboldt City	7,269,000	7,270,000	1,000	1.00	1.07	0.1
272	Milan SSD	12,312,000	12,360,000	48,000	1.00	1.89	0.9
273	Trenton SSD	8,187,000	8,198,000	11,000	1.00	1.26	0.3
274	Bradford SSD	3,813,000	3,812,000	(1,000)	1.00	1.00	0.0
275	Gibson SSD	23,661,000	23,794,000	133,000	1.42	3.90	2.5
280	Giles County	19,364,000	19,478,000	114,000	1.31	3.61	2.3
290	Grainger County	22,089,000	22,208,000	119,000	1.17	3.21	2.0
300	Greene County	34,282,000	34,484,000	202,000	2.22	6.12	3.9
301	Greeneville City	16,077,000	16,172,000	95,000	1.03	2.83	1.8
310	Grundy County	12,647,000	12,689,000	42,000	1.00	1.78	0.8

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ RTI² at 1:1000</u>	
		<u>Allocation</u>	<u>w/ RTI² at 1:1000</u>	<u>Variance¹³</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
320	Hamblen County	58,067,000	58,388,000	321,000	3.70	10.17	6.5
330	Hamilton County	178,547,000	179,685,000	1,138,000	16.02	44.06	28.0
340	Hancock County	7,352,000	7,349,000	(3,000)	1.00	1.00	0.0
350	Hardeman County	21,343,000	21,461,000	118,000	1.19	3.28	2.1
360	Hardin County	17,036,000	17,138,000	102,000	1.23	3.39	2.2
370	Hawkins County	38,272,000	38,487,000	215,000	2.31	6.35	4.0
371	Rogersville City	3,840,000	3,840,000	0	1.00	1.00	0.0
380	Haywood County	16,898,000	16,988,000	90,000	1.00	2.65	1.7
390	Henderson County	24,077,000	24,210,000	133,000	1.40	3.85	2.4
391	Lexington City	5,188,000	5,187,000	(1,000)	1.00	1.00	0.0
400	Henry County	16,794,000	16,885,000	91,000	1.06	2.92	1.9
401	Paris SSD	9,106,000	9,133,000	27,000	1.00	1.56	0.6
410	Hickman County	22,770,000	22,791,000	21,000	1.18	3.26	2.1
420	Houston County	9,088,000	9,101,000	13,000	1.00	1.28	0.3
430	Humphreys County	15,814,000	15,906,000	92,000	1.03	2.83	1.8
440	Jackson County	10,192,000	10,209,000	17,000	1.00	1.38	0.4
450	Jefferson County	39,388,000	39,617,000	229,000	2.53	6.94	4.4
460	Johnson County	13,627,000	13,636,000	9,000	1.00	1.98	1.0
470	Knox County	242,920,000	244,498,000	1,578,000	21.67	59.60	37.9
480	Lake County	5,282,000	5,278,000	(4,000)	1.00	1.00	0.0
490	Lauderdale County	25,090,000	25,225,000	135,000	1.35	3.70	2.4
500	Lawrence County	39,581,000	39,814,000	233,000	2.40	6.59	4.2
510	Lewis County	10,310,000	10,315,000	5,000	1.00	1.62	0.6
520	Lincoln County	22,351,000	22,476,000	125,000	1.36	3.73	2.4
521	Fayetteville City	8,002,000	8,017,000	15,000	1.00	1.30	0.3
530	Loudon County	22,205,000	22,229,000	24,000	1.68	4.63	2.9
531	Lenoir City	11,672,000	11,733,000	61,000	1.00	2.32	1.3
540	McMinn County	27,499,000	27,656,000	157,000	1.89	5.21	3.3
541	Athens City	8,871,000	8,902,000	31,000	1.00	1.64	0.6

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ RTI² at 1:1000</u>	
		<u>Allocation</u>	<u>w/ RTI² at 1:1000</u>	<u>Variance¹³</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
542	Etowah City	2,065,000	2,065,000	0	1.00	1.00	0.0
550	McNairy County	25,294,000	25,434,000	140,000	1.42	3.91	2.5
560	Macon County	25,613,000	25,754,000	141,000	1.41	3.88	2.5
570	Madison County	53,022,000	53,337,000	315,000	4.35	11.97	7.6
580	Marion County	21,215,000	21,336,000	121,000	1.40	3.86	2.5
581	Richard City SSD	1,450,000	1,450,000	0	1.00	1.00	0.0
590	Marshall County	30,412,000	30,594,000	182,000	1.94	5.34	3.4
600	Mauzy County	60,852,000	61,228,000	376,000	4.57	12.56	8.0
610	Meigs County	11,393,000	11,428,000	35,000	1.00	1.67	0.7
620	Monroe County	29,926,000	30,092,000	166,000	1.86	5.10	3.2
621	Sweetwater City	8,373,000	8,394,000	21,000	1.00	1.41	0.4
630	Montgomery County	204,343,000	205,559,000	1,216,000	13.03	35.83	22.8
640	Moore County	4,968,000	4,966,000	(2,000)	1.00	1.00	0.0
650	Morgan County	18,829,000	18,930,000	101,000	1.00	2.71	1.7
660	Obion County	18,558,000	18,659,000	101,000	1.14	3.14	2.0
661	Union City	8,925,000	8,950,000	25,000	1.00	1.53	0.5
670	Overton County	19,694,000	19,803,000	109,000	1.11	3.07	2.0
680	Perry County	6,949,000	6,941,000	(8,000)	1.00	1.00	0.0
690	Pickett County	3,988,000	3,987,000	(1,000)	1.00	1.00	0.0
700	Polk County	14,207,000	14,269,000	62,000	1.00	2.14	1.1
710	Putnam County	57,757,000	58,101,000	344,000	4.14	11.38	7.2
720	Rhea County	24,922,000	25,059,000	137,000	1.50	4.12	2.6
721	Dayton City	5,056,000	5,056,000	0	1.00	1.00	0.0
730	Roane County	33,088,000	33,281,000	193,000	2.28	6.28	4.0
740	Robertson County	72,997,000	73,423,000	426,000	4.53	12.46	7.9
750	Rutherford County	238,893,000	240,383,000	1,490,000	17.07	46.93	29.9
751	Murfreesboro City	48,115,000	48,391,000	276,000	3.17	8.71	5.5
760	Scott County	18,587,000	18,685,000	98,000	1.01	2.77	1.8
761	Oneida SSD	7,956,000	7,968,000	12,000	1.00	1.21	0.2

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>	<u>w/ RTI² at 1:1000</u>	<u>Variance¹³</u>	<u>FY22 Hold Harmless</u>	<u>w/ RTI² at 1:1000</u>	<u>Variance</u>
		<u>Allocation</u>			<u>Positions</u>	<u>(min 1)</u>	
770	Sequatchie County	13,414,000	13,472,000	58,000	1.00	2.11	1.1
780	Sevier County	44,289,000	44,336,000	47,000	5.21	14.32	9.1
792	Shelby County	667,423,000	671,208,000	3,785,000	42.40	116.59	74.2
793	Arlington	23,837,000	23,991,000	154,000	1.74	4.77	3.0
794	Bartlett	45,760,000	46,048,000	288,000	3.24	8.91	5.7
795	Collierville	46,578,000	46,872,000	294,000	3.30	9.06	5.8
796	Germantown	30,460,000	30,657,000	197,000	2.21	6.08	3.9
797	Lakeland	10,008,000	10,051,000	43,000	1.00	1.83	0.8
798	Millington	13,663,000	13,739,000	76,000	1.00	2.51	1.5
800	Smith County	17,999,000	18,101,000	102,000	1.07	2.95	1.9
810	Stewart County	12,650,000	12,702,000	52,000	1.00	2.00	1.0
820	Sullivan County	40,709,000	40,967,000	258,000	3.25	8.94	5.7
821	Bristol City	17,344,000	17,457,000	113,000	1.42	3.90	2.5
822	Kingsport City	33,239,000	33,451,000	212,000	2.67	7.35	4.7
830	Sumner County	157,984,000	158,946,000	962,000	10.86	29.86	19.0
840	Tipton County	63,534,000	63,909,000	375,000	3.74	10.29	6.5
850	Trousdale County	8,140,000	8,148,000	8,000	1.00	1.29	0.3
860	Unicoi County	13,465,000	13,524,000	59,000	1.00	2.18	1.2
870	Union County	32,041,000	32,222,000	181,000	1.67	4.59	2.9
880	Van Buren County	5,165,000	5,164,000	(1,000)	1.00	1.00	0.0
890	Warren County	37,368,000	37,583,000	215,000	2.27	6.25	4.0
900	Washington County	37,467,000	37,708,000	241,000	3.05	8.38	5.3
901	Johnson City	35,337,000	35,563,000	226,000	2.86	7.87	5.0
910	Wayne County	14,700,000	14,710,000	10,000	1.00	2.05	1.0
920	Weakley County	23,239,000	23,374,000	135,000	1.43	3.95	2.5
930	White County	23,423,000	23,556,000	133,000	1.37	3.76	2.4
940	Williamson County	143,949,000	145,029,000	1,080,000	14.83	40.79	26.0
941	Franklin SSD	15,216,000	15,232,000	16,000	1.26	3.46	2.2
950	Wilson County	88,214,000	88,780,000	566,000	6.79	18.67	11.9

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY22 Hold Harmless</u>			<u>FY22 Hold Harmless</u>	<u>w/ RTI² at 1:1000</u>	
		<u>Allocation</u>	<u>w/ RTI² at 1:1000</u>	<u>Variance¹³</u>	<u>Positions</u>	<u>(min 1)</u>	<u>Variance</u>
951	Lebanon City	18,892,000	19,009,000	117,000	1.39	3.81	2.4
970	Department of Children Services	10,856,000	10,856,000	0	1.00	1.23	0.2
TOTAL		5,033,765,000	5,059,966,000	26,201,000	384.88	984.02	599.1

Appendix H: Implementation of Salary Transparency Act of 2019

In alignment with T.C.A. § 49-3-306, local education agencies (LEAs) are to report to the Tennessee Department of Education (TDOE) how any increases in state funding for instructional salaries and wages were utilized. This information is then to be reported to the BEP review committee to be included in the committee's annual report.

For the 2021 fiscal year, LEAs did not receive increased state funding for instructional salaries and wages. Therefore the requirement for LEAs to report how additional funds were used does not apply.



BILL LEE
GOVERNOR

TENNESSEE
STATE BOARD OF EDUCATION
5th FLOOR, DAVY CROCKETT TOWER
500 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243
615-741-2966
www.tn.gov/sbe

SARA H. MORRISON
EXECUTIVE DIRECTOR

The BEP Review Committee

August 30, 2021
Honorable Bill Lee
Governor of the State of Tennessee
Electronic Mail
Messenger Mail

Dear Governor Lee,

Thank you for your continued commitment to improving education in Tennessee, on behalf of the BEP Review Committee. The Committee has worked diligently, with a new approach since 2015, to provide you and other administration officials with a timely list of unanimously agreed upon education funding priorities and the BEP Annual report. With the current budget you and your administration made an extraordinary investment in Tennessee's children and the educators who serve them. You have our sincerest appreciation and gratitude.

The BEP Review Committee members were recently surveyed, and top priorities were identified for funding in the next budget cycle. The Committee then met to prioritize both the long-term funding needs within the BEP formula and to understand the one-time ESSER dollars impacting local education agency budget decisions. It is my duty as chairman to provide you with the 2021 priorities. The committee recognizes that our annual report produced in November comes too late to be an effective tool for you and your cabinet during the creation of the state budget, whereas a simple priority list, provided below, can be informative and useful in the budget creation process. The Committee's five priorities, in order are:

1. Funding the number of school nurses at a level closer to national best practices

The BEP Review Committee recognizes the importance of having high-quality nursing staff at all schools. The American Academy of Pediatrics (AAP) recommends a minimum of 1 full-time professional school nurse in every school building. The National Association of School Nurses (NASN) asserts that daily access to a school nurse "can significantly improve students' health, safety, and abilities to learn." In its Healthy People 2020 objectives, the U.S. Department of Health and Human Services recommends a ratio of at least one registered school nurse for every 750 students.

Therefore, to meet the needs of all students, and in light of the ongoing public health crisis, the BEP Review Committee again recommends lowering the ratio of nurses to students. If the Tennessee General Assembly chose to lower the current ratio of 1:3,000 to 1:750 with a minimum of 1 nurse per district to meet national best practices, this change in the ratio would increase state expenditures by \$42,981,000 and 948.4 nursing positions.

2. Funding the number of school counselors at a level closer to national best practices

Due to the expanded role and scope of responsibilities of school counselors in recent years, members of the BEP Review Committee have reported strong stakeholder interest in decreasing the current ratio of students to school counselors. School counselors utilize identified professional competencies to create comprehensive school counseling programs that focus on student outcomes, teach key student competencies, and help students navigate paths toward post-secondary opportunities. The BEP formula currently provides funding for school counselors at an average ratio of 1:500 for grades K-6 and 1:350 for grades 7-12. However, recent guidelines from the American School Counselor Association identify a ratio of 1:250 as the national best practice.

The BEP Review Committee recommends additional funds be allocated within the BEP formula to bring Tennessee's counselor to student ratio into closer alignment with national best practices. If the Tennessee General Assembly chose to lower the ratio to 1:250, this change would increase state expenditures by \$67,403,000 and 1544.4 counselor positions.

3. Increased funding for Response to Intervention and Instruction (RTI²)

The inclusion of an RTI² component to the BEP funding formula was one of the top priorities of the Committee in the 2017 BEP Review Committee Report. We are pleased that through the adoption of the 2018-19 state budget, RTI² was added to the BEP funding formula with the addition of \$13,334,000 and this funding was continued in the 2019-20 through 2021-22 budgets. RTI² was adopted in 2013 to enhance the alignment of state law to the revised Individuals with Disabilities Education Act. As of July 1, 2014, RTI² is the sole criterion by which a student may be identified as having a specific learning disability in Tennessee. Since then, gaps in identification of specific learning disabilities by racial subgroup have disappeared and male/female gaps have mostly disappeared pre- pandemic. Tennessee's significant gains in student achievement in recent years suggest that the statewide RTI² framework has had a positive impact on educational outcomes, notwithstanding the impact of the COVID-19 pandemic. 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; therefore, we submit the below recommendation to address the capacity issues.

The BEP Review Committee gratefully acknowledges the inclusion of RTI² as a component of the formula and urges continued and increased investments in this crucial area. The BEP formula currently funds RTI² positions at a ratio of 1:2,750 with a minimum of one position per school system. If the Tennessee General Assembly chose to lower the ratio to 1:1000, this change would increase state expenditures by \$26,601,000 and 599.1 RTI² positions and begin to address district capacity challenges.

4. Continued commitment to increased teacher compensation

The BEP Review 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 educator compensation, in turn supporting the maintenance and enhancement of our human capital pipeline.

As many districts employ more counselors, nurses, and interventionists than the number funded in the BEP, teacher compensation percentages are lower than the 4% approved in the annual budget in order to fund these other additional positions. Priorities one through three, if funded at a higher ratio, would work in concert to increase local fiscal flexibility, and allow for increased teacher compensation.

5. Increased funding for technology and accessibility

The BEP Review Committee recognizes the ongoing and increasing importance of technology in K-12 instruction and wishes to reiterate its recommendation from past years for renewed increases to technology funding including the addition of an inflationary component and more funding based on annual growth in student populations. This is of particular importance as we work toward expanded broadband access and maintenance of equipment to provide students with instructional options designed

to meet their K-12 and post-secondary goals. We, the BEP Review Committee members, thank you in advance for utilizing the Committee's 2021 priority list to guide you and your team during the 2022-23 budget process.

Sincerely,

A handwritten signature in cursive script that reads "Lillian Hartgrove".

Lillian Hartgrove

Chairman Tennessee State Board of Education

CC. Commissioner Butch Ely, F & A

CC. Commissioner Penny Schwinn, Education



BEP Review Committee

June 8th, 2021

1:00 P.M. CDT

URL: <https://tn.webex.com/tn/onstage/g.php?MTID=e24c845f768b6ca5253977ca04e79343b>

Event number: 172 541 2580

Event password: 5scorevalues

Phone: 415-655-0001

Access Code: 172 541 2580

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|-------|--|-----------------------------------|
| I. | Welcome | Chairman Lillian Hartgrove |
| II. | Roll Call to Establish a Quorum | Nathan James |
| III. | Statement of Necessity | Nathan James |
| IV. | Legislative Update | Nathan James |
| V. | Budget Update | F&A |
| VI. | Discussion of potential priorities | Nathan James |
| VII. | Process Discussion for Remainder of the Year | Nathan James |
| VIII. | Closing Remarks and Adjournment | Chairman Lillian Hartgrove |



AGENDA

BEP Review Committee

Date and time: Monday, August 23, 2021 10:00 am Central Daylight Time

Duration: 2 hours

URL: <https://tn.webex.com/tn/onstage/g.php?MTID=e22d0d2a3ba36002a6aa1ef80e565ce0d>

Event number: 180 531 7306

Event password: 5scorevalues

Phone: 1-415-655-0001

Access code: 180 531 7306

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|------|-------------------------------------|-----------------------------------|
| I. | Welcome | Chairman Lillian Hartgrove |
| II. | Roll Call to Establish a Quorum | Nathan James |
| III. | Statement of Necessity | Nathan James |
| IV. | Discussion of Identified Priorities | Chairman and Members |
| V. | Authorizing Priority Letter | Nathan James |
| VI. | Closing Remarks and Adjournment | Chairman Lillian Hartgrove |



AGENDA
BEP Review Committee

Date and time: Tuesday, October 26, 2021 9:00 am Central Daylight Time

Duration: 2 hours

URL for attendees:

<https://tn.webex.com/tn/onstage/g.php?MTID=e33d18e02854b4061b19b7f27d09bd163>

Event number: 2309 078 6373

Event password: Scorevalues

Phone: 1-415-655-0001

Access code: 2309 078 6373

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|------|---------------------------------|---------------------------------------|
| I. | Welcome | Chairman Lillian Hartgrove |
| II. | Roll Call to Establish a Quorum | Nathan James |
| III. | Statement of Necessity | Nathan James |
| IV. | Review of Annual Report | Erika Leicht, Nathan James SBE |
| V. | Next Steps | Nathan James |
| VI. | Closing Remarks and Adjournment | Chairman Lillian Hartgrove |

XI. Bibliography

- American Academy of Pediatrics. "Role of the School Nurse in Providing School Health Services." *Pediatrics* 137, no. 6 (2016). DOI: 10.1542/peds.2016-0852.
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- National Association of School Nurses. *School Nurse Workload: Staffing for Safe Care*. Silver Spring, MD: NASN, 2020. <https://www.nasn.org/advocacy/professional-practice-documents/position-statements/ps-workload>.
- NEA Research. *Rankings of the States 2020 and Estimates of School Statistics 2021*. Washington, DC: National Education Association, 2021. https://www.nea.org/sites/default/files/2021-04/2021%20Rankings_and_Estimates_Report.pdf.
- U.S. Department of Health and Human Services. "Educational and Community-Based Programs." Last modified October 8, 2021. <https://www.healthypeople.gov/2020/topics-objectives/topic/educational-and-community-based-programs/objectives>.