

Salaries and Benefits

Disparity in Compensation: A Look at Weighted Averages

Exhibit Packet

A Presentation to the BEP Review Committee
October 29, 2007

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SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY 04*	WEIGHTED AVERAGE SALARY 07	CURRENT RANKING		WEIGHTED AVERAGE INSURANCE 04	WEIGHTED AVERAGE INSURANCE 07	CURRENT RANKING		SALARY PLUS INSURANCE 04	SALARY PLUS INSURANCE 07	CURRENT RANKING	
			RANKING	CHANGE			RANKING	CHANGE			RANKING	CHANGE
10 Anderson County	\$37,412.85	\$40,416.11	44	(10)	\$4,273.68	\$5,128.23	95	(9)	\$41,686.53	\$45,544.35	59	(6)
11 Clinton City	\$39,175.49	\$41,842.97	29	(9)	\$4,493.04	\$5,288.03	86	(7)	\$43,668.53	\$47,131.00	37	(14)
12 Oak Ridge	\$46,068.01	\$48,854.64	3	0	\$4,927.04	\$6,086.30	53	11	\$50,995.05	\$54,940.94	2	1
20 Bedford County	\$36,412.04	\$39,825.61	56	(2)	\$5,376.20	\$5,413.77	78	(41)	\$41,788.24	\$45,239.38	63	(12)
30 Benton County	\$35,523.22	\$38,455.19	86	9	\$5,367.48	\$6,336.88	37	3	\$40,890.70	\$44,792.07	72	(5)
40 Bledsoe County	\$34,970.90	\$37,576.66	122	14	\$3,827.31	\$5,217.15	91	18	\$38,798.21	\$42,793.81	111	13
50 Blount County	\$39,648.41	\$43,154.13	19	(1)	\$4,944.89	\$6,506.36	21	41	\$44,593.30	\$49,660.49	17	2
51 Alcoa City	\$43,569.83	\$47,269.27	5	2	\$5,584.28	\$6,769.64	15	3	\$49,154.11	\$54,038.91	4	1
52 Maryville City	\$43,656.56	\$47,752.43	4	1	\$4,264.79	\$5,253.26	88	1	\$47,921.34	\$53,005.69	6	2
60 Bradley County	\$37,807.51	\$42,267.23	26	2	\$4,408.68	\$5,250.45	89	(8)	\$42,216.19	\$47,517.69	32	9
61 Cleveland City	\$38,672.13	\$42,407.40	23	3	\$4,855.73	\$5,822.32	70	(4)	\$43,527.86	\$48,229.72	27	(3)
70 Campbell County	\$35,260.54	\$37,411.93	129	(13)	\$6,200.20	\$6,578.77	17	(14)	\$41,460.74	\$43,990.71	91	(35)
80 Cannon County	\$37,751.06	\$39,297.98	65	(35)	\$4,266.49	\$5,877.43	68	20	\$42,017.56	\$45,175.41	65	(19)
90 Carroll County	\$35,246.45	\$37,947.19	101	20	\$3,071.39	\$3,595.31	134	(2)	\$38,317.84	\$41,542.50	129	5
92 Hollow Rock-Bruceton SSD	\$35,497.77	\$37,642.23	117	(19)	\$3,471.34	\$3,995.25	122	(1)	\$38,969.11	\$41,637.47	127	(6)
93 Huntingdon SSD	\$35,296.15	\$37,465.94	123	(12)	\$3,371.38	\$4,195.32	118	7	\$38,667.53	\$41,661.26	126	2
94 McKenzie SSD	\$35,286.08	\$37,770.27	111	3	\$3,755.80	\$4,793.74	106	5	\$39,041.87	\$42,564.01	117	3
95 South Carroll SSD	\$35,289.42	\$37,452.25	124	(12)	\$3,416.58	\$3,764.00	129	(7)	\$38,706.00	\$41,216.25	133	(7)
97 West Carroll SSD	\$35,404.08	\$37,583.64	121	(18)	\$3,412.60	\$3,994.77	123	1	\$38,816.68	\$41,578.41	128	(6)
100 Carter County	\$35,492.46	\$37,741.49	113	(14)	\$5,380.51	\$6,375.34	33	(7)	\$40,872.97	\$44,116.83	85	(17)
101 Elizabethton City	\$37,269.96	\$40,957.60	37	2	\$4,984.07	\$5,917.53	65	(9)	\$42,254.03	\$46,875.13	43	(5)
110 Cheatham County	\$36,265.84	\$39,610.90	60	1	\$5,920.80	\$6,930.37	10	0	\$42,186.64	\$46,541.27	48	(6)
120 Chester County	\$35,331.36	\$38,083.46	98	10	\$4,636.87	\$5,145.33	94	(20)	\$39,968.23	\$43,228.79	103	(4)
130 Claiborne County	\$35,253.96	\$37,420.17	127	(9)	\$3,235.50	\$4,458.35	116	11	\$38,489.45	\$41,878.53	122	10
140 Clay County	\$35,376.40	\$37,014.60	134	(28)	\$3,071.39	\$3,595.31	134	(2)	\$38,447.79	\$40,609.91	136	(3)
150 Coker County	\$35,201.50	\$37,881.80	106	18	\$5,181.30	\$6,126.96	50	(1)	\$40,382.81	\$44,008.76	89	0
151 Newport City	\$35,041.05	\$38,323.41	88	45	\$5,371.08	\$6,377.25	26	13	\$40,412.13	\$44,700.66	75	13
160 Coffee County	\$36,851.32	\$40,522.67	43	2	\$5,379.80	\$6,376.14	32	0	\$42,231.12	\$46,898.82	42	(2)
161 Manchester City	\$39,023.52	\$42,400.60	24	(1)	\$5,378.07	\$6,336.86	40	(7)	\$44,401.59	\$48,737.45	23	(1)
162 Tullahoma City	\$39,156.32	\$42,285.95	25	(4)	\$5,952.16	\$7,040.07	8	1	\$45,108.48	\$49,326.02	19	(1)
170 Crockett County	\$35,380.86	\$38,101.97	96	8	\$3,753.98	\$4,404.26	117	(5)	\$39,134.84	\$42,506.22	118	(2)
171 Alamo City**	\$37,434.02	\$37,692.39	116	(83)	\$3,412.68	\$3,994.46	125	(2)	\$40,846.70	\$41,686.84	125	(56)
172 Bells City	\$37,388.85	\$39,994.21	52	(16)	\$4,095.16	\$4,793.74	106	(8)	\$41,484.02	\$44,787.95	73	(18)
180 Cumberland County	\$35,199.93	\$37,707.73	115	10	\$6,178.64	\$7,294.58	5	(1)	\$41,378.57	\$45,002.31	70	(13)
190 Davidson County	\$44,373.40	\$47,059.37	6	(2)	\$5,357.13	\$5,312.05	84	(42)	\$49,730.54	\$52,371.42	8	(4)
200 Decatur County	\$35,441.20	\$38,382.37	87	15	\$3,671.28	\$4,195.32	118	(1)	\$39,112.48	\$42,577.69	116	2
210 DeKalb County	\$36,231.48	\$38,683.85	81	(18)	\$4,305.53	\$4,999.75	101	(17)	\$40,537.01	\$43,683.60	94	(15)
220 Dickson County	\$36,424.10	\$40,116.90	49	4	\$4,255.53	\$5,170.41	93	(3)	\$40,679.63	\$45,287.31	62	10
230 Dyer County	\$37,409.86	\$40,310.65	45	(10)	\$4,592.74	\$5,387.80	82	(5)	\$42,002.59	\$45,698.45	56	(9)
231 Dyersburg City	\$40,261.04	\$43,342.84	17	(1)	\$5,709.55	\$6,237.72	44	(29)	\$45,970.59	\$49,580.56	18	(5)
240 Fayette County	\$36,408.89	\$38,682.76	82	(26)	\$4,111.47	\$4,835.03	103	(7)	\$40,520.36	\$43,517.79	100	(20)
250 Fentress County	\$35,253.73	\$37,416.80	128	(9)	\$5,413.11	\$6,360.21	35	(10)	\$40,666.84	\$43,777.01	93	(19)
260 Franklin County	\$35,693.51	\$39,755.58	59	24	\$4,961.38	\$6,366.51	34	26	\$40,654.89	\$46,122.09	51	24
271 Humboldt City	\$35,055.89	\$37,968.64	100	31	\$3,730.34	\$5,026.99	99	15	\$38,786.23	\$42,995.63	106	19
272 Milan SSD	\$35,252.58	\$37,798.76	110	10	\$4,014.14	\$5,000.95	100	2	\$39,266.73	\$42,799.71	110	4
273 Trenton SSD	\$35,134.25	\$37,601.26	119	8	\$3,671.38	\$4,555.32	115	0	\$38,805.63	\$42,156.58	120	3
274 Bradford SSD	\$35,022.11	\$37,197.82	132	2	\$3,671.28	\$4,699.32	112	4	\$38,693.39	\$41,897.14	121	6
275 Gibson SSD	\$35,595.71	\$38,160.02	92	(3)	\$3,948.80	\$4,632.34	114	(11)	\$39,544.51	\$42,792.37	112	(4)
280 Giles County	\$35,053.14	\$38,765.14	76	56	\$5,378.07	\$6,336.91	36	(3)	\$40,431.21	\$45,102.05	67	20
290 Grainger County	\$35,728.15	\$37,872.57	107	(26)	\$4,712.71	\$6,148.20	47	24	\$40,440.87	\$44,020.77	88	(3)
300 Greene County	\$35,637.02	\$38,747.66	78	8	\$4,945.07	\$5,939.35	62	(1)	\$40,582.09	\$44,687.01	77	0
301 Greeneville City	\$40,409.45	\$43,282.82	18	(4)	\$4,731.62	\$5,292.35	85	(15)	\$45,141.07	\$48,575.18	25	(8)
310 Grundy County	\$35,792.76	\$38,455.85	85	(9)	\$3,879.82	\$5,124.23	96	10	\$39,672.58	\$43,580.08	97	9
320 Hamblen County	\$36,249.61	\$39,955.14	54	8	\$6,002.65	\$6,805.37	13	(5)	\$42,252.26	\$46,760.51	46	(7)

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			RANKING	CHANGE			RANKING	CHANGE			RANKING	CHANGE
330 Hamilton County	\$40,396.67	\$43,492.39	16	(1)	\$5,057.60	\$7,290.79	6	46	\$45,454.27	\$50,783.18	16	0
340 Hancock County	\$35,470.54	\$37,014.60	134	(33)	\$3,075.40	\$3,628.22	131	(2)	\$38,545.93	\$40,642.83	135	(4)
350 Hardeman County	\$36,692.35	\$40,133.05	48	0	\$5,571.36	\$6,557.66	18	1	\$42,263.70	\$46,690.71	47	(10)
360 Hardin County	\$35,093.57	\$37,266.91	131	(3)	\$5,349.18	\$6,336.85	41	2	\$40,442.74	\$43,603.77	95	(11)
370 Hawkins County	\$35,952.94	\$38,193.04	90	(21)	\$5,191.23	\$6,127.65	49	(3)	\$41,144.18	\$44,320.69	82	(23)
371 Rogersville City	\$36,297.98	\$40,880.88	39	20	\$4,209.03	\$6,047.11	56	37	\$40,507.01	\$46,927.98	40	41
380 Haywood County	\$35,839.81	\$39,762.59	58	14	\$4,231.44	\$5,376.54	83	8	\$40,071.25	\$45,139.13	66	30
390 Henderson County	\$35,884.23	\$39,460.71	61	9	\$4,095.21	\$5,045.79	98	(1)	\$39,979.44	\$44,506.50	81	16
391 Lexington City	\$35,824.55	\$38,899.49	73	1	\$4,299.92	\$5,686.47	73	12	\$40,124.46	\$44,585.96	79	16
400 Henry County	\$35,298.39	\$38,969.19	71	38	\$4,483.54	\$6,080.04	54	26	\$39,781.93	\$45,049.23	69	36
401 Paris SSD	\$35,824.61	\$41,711.25	31	42	\$4,080.10	\$5,506.58	75	25	\$39,904.71	\$47,217.83	36	66
410 Hickman County	\$36,690.49	\$38,951.55	72	(23)	\$5,003.98	\$5,720.37	72	(18)	\$41,694.47	\$44,671.92	78	(26)
420 Houston County	\$35,625.45	\$38,784.60	75	13	\$4,271.30	\$4,795.29	105	(18)	\$39,896.76	\$43,579.90	98	5
430 Humphreys County	\$35,347.06	\$38,090.53	97	10	\$4,968.87	\$5,937.99	63	(4)	\$40,315.93	\$44,028.52	87	3
440 Jackson County	\$35,498.82	\$37,629.59	118	(21)	\$4,939.04	\$3,628.22	131	(68)	\$40,437.86	\$41,257.81	131	(45)
450 Jefferson County	\$35,288.18	\$38,164.60	91	22	\$5,380.50	\$6,377.23	27	0	\$40,668.69	\$44,541.84	80	(7)
460 Johnson County	\$35,679.78	\$37,895.89	104	(20)	\$3,932.27	\$4,736.95	109	(5)	\$39,612.05	\$42,632.84	115	(8)
470 Knox County	\$38,596.06	\$42,241.17	28	(1)	\$4,081.42	\$5,074.17	97	2	\$42,677.48	\$47,315.34	35	0
480 Lake County	\$35,747.14	\$37,996.49	99	(21)	\$4,801.15	\$5,995.20	59	9	\$40,548.29	\$43,991.69	90	(12)
490 Lauderdale County	\$35,991.05	\$40,297.27	46	20	\$5,871.64	\$7,025.56	9	2	\$41,862.69	\$47,322.83	34	16
500 Lawrence County	\$35,079.47	\$37,594.34	120	9	\$5,378.07	\$6,336.88	37	(4)	\$40,457.55	\$43,931.22	92	(10)
510 Lewis County	\$35,581.24	\$37,741.82	112	(21)	\$3,473.38	\$3,973.23	126	(6)	\$39,054.62	\$41,715.05	124	(5)
520 Lincoln County	\$35,271.70	\$38,723.35	79	36	\$4,046.38	\$4,828.23	104	(3)	\$39,318.08	\$43,551.58	99	14
521 Fayetteville City	\$35,792.25	\$45,534.64	10	67	\$4,970.40	\$5,874.99	69	(11)	\$40,762.66	\$51,409.63	11	60
530 Loudon County	\$37,206.34	\$40,153.12	47	(7)	\$5,380.50	\$6,377.23	27	0	\$42,586.85	\$46,530.36	49	(13)
531 Lenoir City	\$37,667.49	\$41,687.90	32	(1)	\$5,167.07	\$6,086.33	52	(2)	\$42,834.56	\$47,774.22	30	2
540 McMinn County	\$37,573.16	\$41,033.05	36	(4)	\$5,380.50	\$6,377.23	27	0	\$42,953.66	\$47,410.28	33	(2)
541 Athens City	\$41,173.16	\$44,480.00	13	(1)	\$5,380.47	\$6,377.23	27	4	\$46,553.62	\$50,857.23	13	(2)
542 Etowah City	\$36,530.00	\$40,612.50	42	10	\$5,562.69	\$6,336.88	37	(17)	\$42,092.69	\$46,949.38	39	5
550 McNairy County	\$35,378.09	\$37,902.69	103	2	\$3,839.47	\$5,175.90	92	16	\$39,217.57	\$43,078.59	104	11
560 Macon County	\$35,847.31	\$38,195.11	89	(18)	\$4,334.05	\$5,396.10	80	3	\$40,181.36	\$43,591.22	96	(2)
570 Madison County	\$38,860.31	\$41,609.99	33	(8)	\$2,648.52	\$3,994.77	123	13	\$41,508.82	\$45,604.76	57	(3)
580 Marion County	\$35,209.68	\$37,811.55	109	13	\$5,375.20	\$6,477.60	22	16	\$40,584.88	\$44,289.15	83	(7)
581 Richard City	\$37,131.71	\$39,323.93	64	(23)	\$3,175.35	\$3,728.19	130	(2)	\$40,307.06	\$43,052.12	105	(14)
590 Marshall County	\$37,335.50	\$40,019.65	51	(14)	\$5,664.98	\$6,077.62	55	(39)	\$43,000.49	\$46,097.26	52	(22)
600 Maury County	\$39,130.05	\$42,444.50	22	0	\$5,378.04	\$6,336.83	42	(6)	\$44,508.09	\$48,781.33	21	0
610 Meigs County	\$35,988.63	\$42,244.82	27	40	\$4,837.91	\$5,948.90	61	6	\$40,826.54	\$48,193.72	28	42
620 Monroe County	\$36,874.63	\$39,823.73	57	(13)	\$6,172.67	\$7,295.75	4	1	\$43,047.30	\$47,119.48	38	(9)
621 Sweetwater City	\$36,959.83	\$41,817.67	30	12	\$5,814.98	\$6,800.91	14	(1)	\$42,774.82	\$48,618.59	24	9
630 Montgomery County	\$39,563.21	\$43,141.83	20	(1)	\$4,996.18	\$5,598.34	74	(19)	\$44,559.39	\$48,740.17	22	(2)
640 Moore County	\$35,517.47	\$38,976.93	70	26	\$5,460.22	\$6,391.65	24	(2)	\$40,977.69	\$45,368.58	60	5
650 Morgan County	\$35,526.11	\$37,014.60	134	(40)	\$4,408.68	\$5,250.45	89	(8)	\$39,934.79	\$42,265.06	119	(18)
660 Obion County	\$35,650.10	\$38,753.85	77	8	\$4,541.42	\$6,145.50	48	30	\$40,191.52	\$44,899.35	71	22
661 Union City	\$36,720.75	\$39,020.95	69	(22)	\$6,020.99	\$6,526.07	20	(13)	\$42,741.74	\$45,547.02	58	(24)
670 Overton County	\$35,731.99	\$37,887.75	105	(25)	\$4,225.27	\$4,778.19	108	(16)	\$39,957.26	\$42,665.94	114	(14)
680 Perry County	\$35,259.96	\$37,420.76	126	(9)	\$3,311.38	\$3,835.32	128	(2)	\$38,571.34	\$41,256.08	132	(2)
690 Pickett County	\$35,207.87	\$37,367.07	130	(7)	\$3,071.39	\$3,595.31	134	(2)	\$38,279.26	\$40,962.38	134	1
700 Polk County	\$35,056.79	\$40,795.54	41	89	\$5,195.28	\$6,015.33	57	(12)	\$40,252.07	\$46,810.87	45	47
710 Putnam County	\$36,745.26	\$39,067.06	68	(22)	\$6,464.65	\$7,296.51	3	(1)	\$43,209.91	\$46,363.57	50	(23)
720 Rhea County	\$36,327.69	\$38,716.11	80	(22)	\$4,678.31	\$6,377.23	27	45	\$41,006.01	\$45,093.34	68	(5)
721 Dayton City	\$36,678.30	\$39,271.76	67	(16)	\$5,364.71	\$6,532.13	19	22	\$42,043.01	\$45,803.89	54	(9)
730 Roane County	\$37,306.73	\$40,949.58	38	0	\$6,043.90	\$7,189.82	7	(1)	\$43,350.63	\$48,139.39	29	(3)
740 Robertson County	\$36,410.19	\$39,860.66	55	0	\$6,774.74	\$7,875.87	2	(1)	\$43,184.93	\$47,736.53	31	(3)
750 Rutherford County	\$39,782.28	\$43,891.55	15	2	\$5,854.05	\$6,894.28	11	1	\$45,636.33	\$50,785.83	15	0

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			RANKING	CHANGE			RANKING	CHANGE			RANKING	CHANGE
751 Murfreesboro City	\$41,875.11	\$45,510.40	11	(1)	\$5,156.07	\$5,910.79	67	(16)	\$47,031.18	\$51,421.19	10	0
760 Scott County	\$35,566.00	\$37,727.88	114	(21)	\$4,891.11	\$5,778.51	71	(6)	\$40,457.11	\$43,506.39	101	(18)
761 Oneida SSD	\$35,296.42	\$37,450.61	125	(15)	\$4,160.90	\$5,450.91	77	17	\$39,457.32	\$42,901.52	108	2
770 Sequatchie County	\$36,371.46	\$39,377.01	62	(5)	\$4,773.68	\$5,935.09	64	5	\$41,145.14	\$45,312.10	61	(3)
780 Sevier County	\$36,882.52	\$40,857.96	40	3	\$5,041.09	\$5,975.58	60	(7)	\$41,923.61	\$46,833.55	44	5
790 Shelby County	\$47,234.57	\$50,101.49	1	0	\$3,928.15	\$4,685.39	113	(8)	\$51,162.72	\$54,786.87	3	(1)
791 Memphis City	\$47,234.53	\$50,070.09	2	0	\$5,181.56	\$6,009.48	58	(10)	\$52,416.09	\$56,079.57	1	0
800 Smith County	\$35,710.15	\$37,851.93	108	(26)	\$5,380.48	\$6,301.29	43	(13)	\$41,090.63	\$44,153.22	84	(24)
810 Stewart County	\$35,629.43	\$39,342.58	63	24	\$5,460.22	\$6,391.65	24	(2)	\$41,089.65	\$45,734.23	55	6
820 Sullivan County	\$35,801.30	\$38,674.84	83	(8)	\$5,190.61	\$6,103.50	51	(4)	\$40,991.91	\$44,778.34	74	(10)
821 Bristol City	\$41,614.28	\$45,451.81	12	(1)	\$4,668.01	\$5,394.31	81	(8)	\$46,282.29	\$50,846.12	14	(2)
822 Kingsport City	\$43,633.38	\$46,945.38	7	(1)	\$4,607.77	\$5,399.37	79	(3)	\$48,241.14	\$52,344.75	9	(3)
830 Sumner County	\$37,767.23	\$41,503.06	34	(5)	\$5,737.21	\$6,745.66	16	(2)	\$43,504.43	\$48,248.73	26	(1)
840 Tipton County	\$36,690.08	\$42,621.70	21	29	\$5,452.93	\$6,432.49	23	1	\$42,143.02	\$49,054.19	20	23
850 Trousdale County	\$35,583.81	\$38,140.77	93	(3)	\$3,771.38	\$4,720.42	111	(1)	\$39,355.19	\$42,861.19	109	2
860 Unicoi County	\$35,570.10	\$38,515.23	84	8	\$5,468.57	\$6,176.54	45	(24)	\$41,038.66	\$44,691.77	76	(14)
870 Union County	\$35,971.25	\$39,293.22	66	2	\$3,504.17	\$5,915.16	66	53	\$39,475.42	\$45,208.38	64	45
880 Van Buren County	\$36,053.69	\$38,110.13	95	(30)	\$3,075.40	\$3,628.22	131	(1)	\$39,129.09	\$41,738.36	123	(6)
890 Warren County	\$35,188.32	\$38,815.94	74	52	\$3,075.40	\$3,957.58	127	3	\$38,263.71	\$42,773.52	113	23
900 Washington County	\$36,289.46	\$40,060.31	50	10	\$4,629.46	\$6,848.65	12	63	\$40,918.92	\$46,908.96	41	25
901 Johnson City	\$40,723.09	\$45,911.72	9	4	\$4,983.96	\$5,283.96	87	(30)	\$45,707.05	\$51,195.68	12	2
910 Wayne County	\$34,986.44	\$37,158.57	133	2	\$3,621.38	\$4,195.32	118	0	\$38,607.83	\$41,353.89	130	(1)
920 Weakley County	\$35,742.72	\$38,136.08	94	(15)	\$4,119.85	\$4,841.47	102	(7)	\$39,862.58	\$42,977.55	107	(3)
930 White County	\$35,473.35	\$37,929.29	102	(2)	\$3,871.46	\$5,465.40	76	31	\$39,344.81	\$43,394.69	102	10
940 Williamson County	\$41,922.59	\$44,449.73	14	(5)	\$5,606.33	\$8,176.31	1	16	\$47,528.92	\$52,626.04	7	2
941 Franklin SSD	\$42,839.34	\$46,921.36	8	0	\$5,244.95	\$6,176.09	46	(2)	\$48,084.29	\$53,097.45	5	2
950 Wilson County	\$36,227.50	\$41,102.41	35	29	\$3,750.00	\$4,734.96	110	3	\$39,977.50	\$45,837.37	53	45
951 Lebanon SSD	\$38,936.24	\$39,974.29	53	(29)	\$3,048.80	\$4,094.33	121	14	\$41,985.04	\$44,068.62	86	(38)
AVERAGE AMOUNT	\$37,029.21	\$40,091.33			\$4,668.91	\$5,612.25			\$41,698.12	\$45,703.58		

* Based upon revised 2004 salary schedules.

** System applied salary equity money only to personnel existing prior to passage of act.

SCHOOL SYSTEM	SALARY SCHEDULE FACTOR 04	SALARY SCHEDULE FACTOR 07	PERCENT CHANGE	INSURANCE PACKAGE FACTOR 04	INSURANCE PACKAGE FACTOR 07	PERCENT CHANGE	COMPENSATION FACTOR 04	COMPENSATION FACTOR 07	PERCENT CHANGE
10 Anderson County	101.04%	100.81%	-0.2%	91.53%	91.38%	-0.2%	99.97%	99.65%	-0.3%
11 Clinton City	105.80%	104.37%	-1.4%	96.23%	94.22%	-2.0%	104.73%	103.12%	-1.6%
12 Oak Ridge	124.41%	121.86%	-2.6%	105.53%	108.45%	2.9%	122.30%	120.21%	-2.1%
20 Bedford County	98.33%	99.34%	1.0%	115.15%	96.46%	-18.7%	100.22%	98.98%	-1.2%
30 Benton County	95.93%	95.92%	0.0%	114.96%	112.91%	-2.1%	98.06%	98.01%	-0.1%
40 Bledsoe County	94.44%	93.73%	-0.7%	81.97%	92.96%	11.0%	93.05%	93.63%	0.6%
50 Blount County	107.07%	107.64%	0.6%	105.91%	115.93%	10.0%	106.94%	108.66%	1.7%
51 Alcoa City	117.66%	117.90%	0.2%	119.61%	120.62%	1.0%	117.88%	118.24%	0.4%
52 Maryville City	117.90%	119.11%	1.2%	91.34%	93.60%	2.3%	114.92%	115.98%	1.1%
60 Bradley County	102.10%	105.43%	3.3%	94.43%	93.55%	-0.9%	101.24%	103.97%	2.7%
61 Cleveland City	104.44%	105.78%	1.3%	104.00%	103.74%	-0.3%	104.39%	105.53%	1.1%
70 Campbell County	95.22%	93.32%	-1.9%	132.80%	117.22%	-15.6%	99.43%	96.25%	-3.2%
80 Cannon County	101.95%	98.02%	-3.9%	91.38%	104.73%	13.3%	100.77%	98.84%	-1.9%
90 Carroll County	95.19%	94.65%	-0.5%	65.78%	64.06%	-1.7%	91.89%	90.90%	-1.0%
92 Hollow Rock-Bruceton SSD	95.86%	93.89%	-2.0%	74.35%	71.19%	-3.2%	93.46%	91.10%	-2.4%
93 Huntingdon SSD	95.32%	93.45%	-1.9%	72.21%	74.75%	2.5%	92.73%	91.16%	-1.6%
94 McKenzie SSD	95.29%	94.21%	-1.1%	80.44%	85.42%	5.0%	93.63%	93.13%	-0.5%
95 South Carroll SSD	95.30%	93.42%	-1.9%	73.18%	67.07%	-6.1%	92.82%	90.18%	-2.6%
97 West Carroll SSD	95.61%	93.75%	-1.9%	73.09%	71.18%	-1.9%	93.09%	90.97%	-2.1%
100 Carter County	95.85%	94.14%	-1.7%	115.24%	113.60%	-1.6%	98.02%	96.53%	-1.5%
101 Elizabethton City	100.65%	102.16%	1.5%	106.75%	105.44%	-1.3%	101.33%	102.56%	1.2%
110 Cheatham County	97.94%	98.80%	0.9%	126.81%	123.49%	-3.3%	101.17%	101.83%	0.7%
120 Chester County	95.41%	94.99%	-0.4%	99.31%	91.68%	-7.6%	95.85%	94.59%	-1.3%
130 Claiborne County	95.21%	93.34%	-1.9%	69.30%	79.44%	10.1%	92.31%	91.63%	-0.7%
140 Clay County	95.54%	92.33%	-3.2%	65.78%	64.06%	-1.7%	92.21%	88.86%	-3.4%
150 Coccoe County	95.06%	94.49%	-0.6%	110.97%	109.17%	-1.8%	96.85%	96.29%	-0.6%
151 Newport City	94.63%	95.59%	1.0%	115.04%	113.63%	-1.4%	96.92%	97.81%	0.9%
160 Coffee County	99.52%	101.08%	1.6%	115.23%	113.61%	-1.6%	101.28%	102.62%	1.3%
161 Manchester City	105.39%	105.76%	0.4%	115.19%	112.91%	-2.3%	106.48%	106.64%	0.2%
162 Tullahoma City	105.74%	105.47%	-0.3%	127.49%	125.44%	-2.0%	108.18%	107.93%	-0.3%
170 Crockett County	95.55%	95.04%	-0.5%	80.40%	78.48%	-1.9%	93.85%	93.00%	-0.8%
171 Alamo City*	101.09%	94.02%	-7.1%	73.09%	71.17%	-1.9%	97.96%	91.21%	-6.7%
172 Bells City	100.97%	99.76%	-1.2%	87.71%	85.42%	-2.3%	99.49%	98.00%	-1.5%
180 Cumberland County	95.06%	94.05%	-1.0%	132.34%	129.98%	-2.4%	99.23%	98.47%	-0.8%
190 Davidson County	119.83%	117.38%	-2.5%	114.74%	94.65%	-20.1%	119.26%	114.59%	-4.7%
200 Decatur County	95.71%	95.74%	0.0%	78.63%	74.75%	-3.9%	93.80%	93.16%	-0.6%
210 DeKalb County	97.85%	96.49%	-1.4%	92.22%	89.09%	-3.1%	97.22%	95.58%	-1.6%
220 Dickson County	98.37%	100.06%	1.7%	91.15%	92.13%	1.0%	97.56%	99.09%	1.5%
230 Dyer County	101.03%	100.55%	-0.5%	98.37%	96.00%	-2.4%	100.73%	99.99%	-0.7%
231 Dyersburg City	108.73%	108.11%	-0.6%	122.29%	111.14%	-11.1%	110.25%	108.48%	-1.8%
240 Fayette County	98.32%	96.49%	-1.8%	88.06%	86.15%	-1.9%	97.18%	95.22%	-2.0%
250 Fentress County	95.21%	93.33%	-1.9%	115.94%	113.33%	-2.6%	97.53%	95.78%	-1.7%

SOURCE: Personnel and salary schedule information provided by Department of Education and TEA. Calculations by Comptroller's staff.

SCHOOL SYSTEM	SALARY SCHEDULE FACTOR 04	SALARY SCHEDULE FACTOR 07	PERCENT CHANGE	INSURANCE PACKAGE FACTOR 04	INSURANCE PACKAGE FACTOR 07	PERCENT CHANGE	COMPENSATION FACTOR 04	COMPENSATION FACTOR 07	PERCENT CHANGE
260 Franklin County	96.39%	99.16%	2.8%	106.26%	113.44%	7.2%	97.50%	100.92%	3.4%
271 Humboldt City	94.67%	94.71%	0.0%	79.90%	89.57%	9.7%	93.02%	94.07%	1.1%
272 Milan SSD	95.20%	94.28%	-0.9%	85.98%	89.11%	3.1%	94.17%	93.65%	-0.5%
273 Trenton SSD	94.88%	93.79%	-1.1%	78.63%	81.17%	2.5%	93.06%	92.24%	-0.8%
274 Bradford SSD	94.58%	92.78%	-1.8%	78.63%	83.73%	5.1%	92.79%	91.67%	-1.1%
275 Gibson SSD	96.13%	95.18%	-0.9%	84.58%	82.54%	-2.0%	94.84%	93.63%	-1.2%
280 Giles County	94.66%	96.69%	2.0%	115.19%	112.91%	-2.3%	96.96%	98.68%	1.7%
290 Grainger County	96.49%	94.47%	-2.0%	100.94%	109.55%	8.6%	96.98%	96.32%	-0.7%
300 Greene County	96.24%	96.65%	0.4%	105.91%	105.83%	-0.1%	97.32%	97.78%	0.5%
301 Greeneville City	109.13%	107.96%	-1.2%	101.34%	94.30%	-7.0%	108.26%	106.28%	-2.0%
310 Grundy County	96.66%	95.92%	-0.7%	83.10%	91.30%	8.2%	95.14%	95.35%	0.2%
320 Hamblen County	97.89%	99.66%	1.8%	128.57%	121.26%	-7.3%	101.33%	102.31%	1.0%
330 Hamilton County	109.09%	108.48%	-0.6%	108.33%	129.91%	21.6%	109.01%	111.11%	2.1%
340 Hancock County	95.79%	92.33%	-3.5%	65.87%	64.65%	-1.2%	92.44%	88.93%	-3.5%
350 Hardeman County	99.09%	100.10%	1.0%	119.33%	116.85%	-2.5%	101.36%	102.16%	0.8%
360 Hardin County	94.77%	92.96%	-1.8%	114.57%	112.91%	-1.7%	96.99%	95.41%	-1.6%
370 Hawkins County	97.09%	95.27%	-1.8%	111.19%	109.18%	-2.0%	98.67%	96.97%	-1.7%
371 Rogersville City	98.03%	101.97%	3.9%	90.15%	107.75%	17.6%	97.14%	102.68%	5.5%
380 Haywood County	96.79%	99.18%	2.4%	90.63%	95.80%	5.2%	96.10%	98.76%	2.7%
390 Henderson County	96.91%	98.43%	1.5%	87.71%	89.91%	2.2%	95.88%	97.38%	1.5%
391 Lexington City	96.75%	97.03%	0.3%	92.10%	101.32%	9.2%	96.23%	97.55%	1.3%
400 Henry County	95.33%	97.20%	1.9%	96.03%	108.34%	12.3%	95.40%	98.57%	3.2%
401 Paris SSD	96.75%	104.04%	7.3%	87.39%	98.12%	10.7%	95.70%	103.31%	7.6%
410 Hickman County	99.09%	97.16%	-1.9%	107.18%	101.93%	-5.3%	99.99%	97.74%	-2.2%
420 Houston County	96.21%	96.74%	0.5%	91.48%	85.44%	-6.0%	95.68%	95.35%	-0.3%
430 Humphreys County	95.46%	95.01%	-0.4%	106.42%	105.80%	-0.6%	96.69%	96.33%	-0.4%
440 Jackson County	95.87%	93.86%	-2.0%	105.79%	64.65%	-41.1%	96.98%	90.27%	-6.7%
450 Jefferson County	95.30%	95.19%	-0.1%	115.24%	113.63%	-1.6%	97.53%	97.46%	-0.1%
460 Johnson County	96.36%	94.52%	-1.8%	84.22%	84.40%	0.2%	95.00%	93.28%	-1.7%
470 Knox County	104.23%	105.36%	1.1%	87.42%	90.41%	3.0%	102.35%	103.53%	1.2%
480 Lake County	96.54%	94.77%	-1.8%	102.83%	106.82%	4.0%	97.24%	96.25%	-1.0%
490 Lauderdale County	97.20%	100.51%	3.3%	125.76%	125.18%	-0.6%	100.39%	103.54%	3.1%
500 Lawrence County	94.73%	93.77%	-1.0%	115.19%	112.91%	-2.3%	97.02%	96.12%	-0.9%
510 Lewis County	96.09%	94.14%	-2.0%	74.39%	70.80%	-3.6%	93.66%	91.27%	-2.4%
520 Lincoln County	95.25%	96.59%	1.3%	86.67%	86.03%	-0.6%	94.29%	95.29%	1.0%
521 Fayetteville City	96.66%	113.58%	16.9%	106.46%	104.68%	-1.8%	97.76%	112.48%	14.7%
530 Loudon County	100.48%	100.15%	-0.3%	115.24%	113.63%	-1.6%	102.13%	101.81%	-0.3%
531 Lenoir City	101.72%	103.98%	2.3%	110.67%	108.45%	-2.2%	102.73%	104.53%	1.8%
540 McMinn County	101.47%	102.35%	0.9%	115.24%	113.63%	-1.6%	103.01%	103.73%	0.7%
541 Athens City	111.19%	110.95%	-0.2%	115.24%	113.63%	-1.6%	111.64%	111.28%	-0.4%
542 Etowah City	98.65%	101.30%	2.6%	119.14%	112.91%	-6.2%	100.95%	102.73%	1.8%
550 McNairy County	95.54%	94.54%	-1.0%	82.23%	92.23%	10.0%	94.05%	94.26%	0.2%

SOURCE: Personnel and salary schedule information provided by Department of Education and TEA. Calculations by Comptroller's staff.

SCHOOL SYSTEM	SALARY SCHEDULE FACTOR 04	SALARY SCHEDULE FACTOR 07	PERCENT CHANGE	INSURANCE PACKAGE FACTOR 04	INSURANCE PACKAGE FACTOR 07	PERCENT CHANGE	COMPENSATION FACTOR 04	COMPENSATION FACTOR 07	PERCENT CHANGE
560 Macon County	96.81%	95.27%	-1.5%	92.83%	96.15%	3.3%	96.36%	95.38%	-1.0%
570 Madison County	104.94%	103.79%	-1.2%	56.73%	71.18%	14.5%	99.55%	99.78%	0.2%
580 Marion County	95.09%	94.31%	-0.8%	115.13%	115.42%	0.3%	97.33%	96.91%	-0.4%
581 Richard City	100.28%	98.09%	-2.2%	68.01%	66.43%	-1.6%	96.66%	94.20%	-2.5%
590 Marshall County	100.83%	99.82%	-1.0%	121.33%	108.29%	-13.0%	103.12%	100.86%	-2.3%
600 Maury County	105.67%	105.87%	0.2%	115.19%	112.91%	-2.3%	106.74%	106.73%	0.0%
610 Meigs County	97.19%	105.37%	8.2%	103.62%	106.00%	2.4%	97.91%	105.45%	7.5%
620 Monroe County	99.58%	99.33%	-0.2%	132.21%	130.00%	-2.2%	103.24%	103.10%	-0.1%
621 Sweetwater City	99.81%	104.31%	4.5%	124.55%	121.18%	-3.4%	102.58%	106.38%	3.8%
630 Montgomery County	106.84%	107.61%	0.8%	107.01%	99.75%	-7.3%	106.86%	106.64%	-0.2%
640 Moore County	95.92%	97.22%	1.3%	116.95%	113.89%	-3.1%	98.27%	99.27%	1.0%
650 Morgan County	95.94%	92.33%	-3.6%	94.43%	93.55%	-0.9%	95.77%	92.48%	-3.3%
660 Obion County	96.28%	96.66%	0.4%	97.27%	109.50%	12.2%	96.39%	98.24%	1.9%
661 Union City	99.17%	97.33%	-1.8%	128.96%	116.28%	-12.7%	102.50%	99.66%	-2.8%
670 Overton County	96.50%	94.50%	-2.0%	90.50%	85.14%	-5.4%	95.83%	93.35%	-2.5%
680 Perry County	95.22%	93.34%	-1.9%	70.92%	68.34%	-2.6%	92.50%	90.27%	-2.2%
690 Pickett County	95.08%	93.20%	-1.9%	65.78%	64.06%	-1.7%	91.80%	89.63%	-2.2%
700 Polk County	94.67%	101.76%	7.1%	111.27%	107.18%	-4.1%	96.53%	102.42%	5.9%
710 Putnam County	99.23%	97.45%	-1.8%	138.46%	130.01%	-8.5%	103.63%	101.44%	-2.2%
720 Rhea County	98.11%	96.57%	-1.5%	100.20%	113.63%	13.4%	98.34%	98.66%	0.3%
721 Dayton City	99.05%	97.96%	-1.1%	114.90%	116.39%	1.5%	100.83%	100.22%	-0.6%
730 Roane County	100.75%	102.14%	1.4%	129.45%	128.11%	-1.3%	103.96%	105.33%	1.4%
740 Robertson County	98.33%	99.42%	1.1%	145.10%	140.33%	-4.8%	103.57%	104.45%	0.9%
750 Rutherford County	107.43%	109.48%	2.0%	125.38%	122.84%	-2.5%	109.44%	111.12%	1.7%
751 Murfreesboro City	113.09%	113.52%	0.4%	110.43%	105.32%	-5.1%	112.79%	112.51%	-0.3%
760 Scott County	96.05%	94.10%	-1.9%	104.76%	102.96%	-1.8%	97.02%	95.19%	-1.8%
761 Oneida SSD	95.32%	93.41%	-1.9%	89.12%	97.13%	8.0%	94.63%	93.87%	-0.8%
770 Sequatchie County	98.22%	98.22%	0.0%	102.24%	105.75%	3.5%	98.67%	99.14%	0.5%
780 Sevier County	99.60%	101.91%	2.3%	107.97%	106.47%	-1.5%	100.54%	102.47%	1.9%
790 Shelby County	127.56%	124.97%	-2.6%	84.13%	83.49%	-0.6%	122.70%	119.87%	-2.8%
791 Memphis City	127.56%	124.89%	-2.7%	110.98%	107.08%	-3.9%	125.70%	122.70%	-3.0%
800 Smith County	96.44%	94.41%	-2.0%	115.24%	112.28%	-3.0%	98.54%	96.61%	-1.9%
810 Stewart County	96.22%	98.13%	1.9%	116.95%	113.89%	-3.1%	98.54%	100.07%	1.5%
820 Sullivan County	96.68%	96.47%	-0.2%	111.17%	108.75%	-2.4%	98.31%	97.98%	-0.3%
821 Bristol City	112.38%	113.37%	1.0%	99.98%	96.12%	-3.9%	110.99%	111.25%	0.3%
822 Kingsport City	117.84%	117.10%	-0.7%	98.69%	96.21%	-2.5%	115.69%	114.53%	-1.2%
830 Sumner County	101.99%	103.52%	1.5%	122.88%	120.20%	-2.7%	104.33%	105.57%	1.2%
840 Tipton County	99.08%	106.31%	7.2%	116.79%	114.62%	-2.2%	101.07%	107.33%	6.3%
850 Trousdale County	96.10%	95.13%	-1.0%	80.78%	84.11%	3.3%	94.38%	93.78%	-0.6%
860 Unicoi County	96.06%	96.07%	0.0%	117.13%	110.05%	-7.1%	98.42%	97.79%	-0.6%
870 Union County	97.14%	98.01%	0.9%	75.05%	105.40%	30.3%	94.67%	98.92%	4.2%
880 Van Buren County	97.37%	95.06%	-2.3%	65.87%	64.65%	-1.2%	93.84%	91.32%	-2.5%

SCHOOL SYSTEM	SALARY SCHEDULE FACTOR 04	SALARY SCHEDULE FACTOR 07	PERCENT CHANGE	INSURANCE PACKAGE FACTOR 04	INSURANCE PACKAGE FACTOR 07	PERCENT CHANGE	COMPENSATION FACTOR 04	COMPENSATION FACTOR 07	PERCENT CHANGE
890 Warren County	95.03%	96.82%	1.8%	65.87%	70.52%	4.6%	91.76%	93.59%	1.8%
900 Washington County	98.00%	99.92%	1.9%	99.16%	122.03%	22.9%	98.13%	102.64%	4.5%
901 Johnson City	109.98%	114.52%	4.5%	106.75%	94.15%	-12.6%	109.61%	112.02%	2.4%
910 Wayne County	94.48%	92.68%	-1.8%	77.56%	74.75%	-2.8%	92.59%	90.48%	-2.1%
920 Weakley County	96.53%	95.12%	-1.4%	88.24%	86.27%	-2.0%	95.60%	94.04%	-1.6%
930 White County	95.80%	94.61%	-1.2%	82.92%	97.38%	14.5%	94.36%	94.95%	0.6%
940 Williamson County	113.21%	110.87%	-2.3%	120.08%	145.69%	25.6%	113.98%	115.15%	1.2%
941 Franklin SSD	115.69%	117.04%	1.3%	112.34%	110.05%	-2.3%	115.32%	116.18%	0.9%
950 Wilson County	97.83%	102.52%	4.7%	80.32%	84.37%	4.0%	95.87%	100.29%	4.4%
951 Lebanon SSD	105.15%	99.71%	-5.4%	65.30%	72.95%	7.7%	100.69%	96.42%	-4.3%
STATEWIDE FACTOR	100.00%	100.00%		100.00%	100.00%		100.00%	100.00%	

* Applied salary equity money only to existing personnel as of passage of act.

	SCHOOL SYSTEM	Weighted Average		Weighted Average		% of Total	
		Total Paid	Ranking	Total Cost	Paid	Ranking	
10	Anderson County	\$5,128.23	95	\$8,062.72	63.60%	99	
11	Clinton City	\$5,288.03	86	\$8,062.72	65.59%	92	
12	Oak Ridge	\$6,086.30	53	\$8,062.72	75.49%	57	
20	Bedford County	\$5,413.77	78	\$8,062.72	67.15%	88	
30	Benton County	\$6,336.88	37	\$7,989.58	79.31%	32	
40	Bledsoe County	\$5,217.15	91	\$8,062.72	64.71%	97	
50	Blount County	\$6,506.36	21	\$6,962.86	93.44%	2	
51	Alcoa City	\$6,769.64	15	\$8,038.65	84.21%	18	
52	Maryville City	\$5,253.26	88	\$5,643.50	93.09%	3	
60	Bradley County	\$5,250.45	89	\$8,062.72	65.12%	94	
61	Cleveland City	\$5,822.32	70	\$8,062.72	72.21%	76	
70	Campbell County	\$6,578.77	17	\$8,062.72	81.59%	23	
80	Cannon County	\$5,877.43	68	\$8,062.72	72.90%	74	
90	Carroll County	\$3,595.31	134	\$7,989.58	45.00%	131	
92	Hollow Rock-Bruceton SSD	\$3,995.25	122	\$7,989.58	50.01%	123	
93	Huntingdon SSD	\$4,195.32	118	\$7,989.58	52.51%	119	
94	McKenzie SSD	\$4,793.74	106	\$7,989.58	60.00%	109	
95	South Carroll SSD	\$3,764.00	129	\$7,989.58	47.11%	129	
97	West Carroll SSD	\$3,994.77	123	\$7,989.58	50.00%	124	
100	Carter County	\$6,375.34	33	\$8,062.72	79.07%	45	
101	Elizabethton City	\$5,917.53	65	\$8,062.72	73.39%	70	
110	Cheatham County	\$6,930.37	10	\$7,936.06	87.33%	10	
120	Chester County	\$5,145.33	94	\$7,989.58	64.40%	98	
130	Claiborne County	\$4,458.35	116	\$6,092.62	73.18%	72	
140	Clay County	\$3,595.31	134	\$7,989.58	45.00%	131	
150	Cocke County	\$6,126.96	50	\$8,062.72	75.99%	54	
151	Newport City	\$6,377.25	26	\$8,062.72	79.10%	38	
160	Coffee County	\$6,376.14	32	\$8,062.72	79.08%	44	
161	Manchester City	\$6,336.86	40	\$7,989.58	79.31%	35	
162	Tullahoma City	\$7,040.07	8	\$8,062.72	87.32%	11	
170	Crockett County	\$4,404.26	117	\$7,991.47	55.11%	118	
171	Alamo City	\$3,994.46	125	\$7,989.58	50.00%	126	
172	Bells City	\$4,793.74	106	\$7,989.58	60.00%	109	
180	Cumberland County	\$7,294.58	5	\$8,062.72	90.47%	7	
190	Davidson County	\$5,312.05	84	\$7,082.75	75.00%	62	
200	Decatur County	\$4,195.32	118	\$7,989.58	52.51%	119	
210	DeKalb County	\$4,999.75	101	\$7,936.06	63.00%	102	

	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
220	Dickson County	\$5,170.41	93	\$7,936.06	65.15%	93
230	Dyer County	\$5,387.80	82	\$7,991.47	67.42%	86
231	Dyersburg City	\$6,237.72	44	\$7,991.47	78.05%	47
240	Fayette County	\$4,835.03	103	\$7,991.47	60.50%	107
250	Fentress County	\$6,360.21	35	\$7,989.58	79.61%	29
260	Franklin County	\$6,366.51	34	\$8,062.72	78.96%	46
271	Humboldt City	\$5,026.99	99	\$7,989.58	62.92%	104
272	Milan SSD	\$5,000.95	100	\$7,989.58	62.59%	105
273	Trenton SSD	\$4,555.32	115	\$7,989.58	57.02%	117
274	Bradford SSD	\$4,699.32	112	\$7,989.58	58.82%	114
275	Gibson SSD	\$4,632.34	114	\$7,989.58	57.98%	115
280	Giles County	\$6,336.91	36	\$7,989.58	79.31%	31
290	Grainger County	\$6,148.20	47	\$8,062.72	76.25%	51
300	Greene County	\$5,939.35	62	\$8,062.72	73.66%	68
301	Greeneville City	\$5,292.35	85	\$8,062.72	65.64%	91
310	Grundy County	\$5,124.23	96	\$8,062.72	63.55%	100
320	Hamblen County	\$6,805.37	13	\$8,062.72	84.41%	16
330	Hamilton County	\$7,290.79	6	\$8,828.52	82.58%	20
340	Hancock County	\$3,628.22	131	\$8,062.72	45.00%	131
350	Hardeman County	\$6,557.66	18	\$7,989.58	82.08%	21
360	Hardin County	\$6,336.85	41	\$7,989.58	79.31%	36
370	Hawkins County	\$6,127.65	49	\$8,062.72	76.00%	53
371	Rogersville City	\$6,047.11	56	\$8,062.72	75.00%	61
380	Haywood County	\$5,376.54	83	\$7,991.47	67.28%	87
390	Henderson County	\$5,045.79	98	\$7,989.58	63.15%	101
391	Lexington City	\$5,686.47	73	\$7,989.58	71.17%	79
400	Henry County	\$6,080.04	54	\$7,989.58	76.10%	52
401	Paris SSD	\$5,506.58	75	\$7,989.58	68.92%	82
410	Hickman County	\$5,720.37	72	\$7,936.06	72.08%	77
420	Houston County	\$4,795.29	105	\$7,989.58	60.02%	108
430	Humphreys County	\$5,937.99	63	\$7,989.58	74.32%	65
440	Jackson County	\$3,628.22	131	\$8,062.72	45.00%	131
450	Jefferson County	\$6,377.23	27	\$8,062.72	79.10%	39
460	Johnson County	\$4,736.95	109	\$6,715.18	70.54%	80
470	Knox County	\$5,074.17	97	\$8,062.72	62.93%	103
480	Lake County	\$5,995.20	59	\$7,989.58	75.04%	60
490	Lauderdale County	\$7,025.56	9	\$7,991.47	87.91%	9

	SCHOOL SYSTEM	Weighted Average		Weighted Average		% of Total	
		Total Paid	Ranking	Total Cost	Paid	Ranking	
500	Lawrence County	\$6,336.88	37	\$7,989.58	79.31%	32	
510	Lewis County	\$3,973.23	126	\$7,936.06	50.07%	122	
520	Lincoln County	\$4,828.23	104	\$8,062.72	59.88%	111	
521	Fayetteville City	\$5,874.99	69	\$8,062.72	72.87%	75	
530	Loudon County	\$6,377.23	27	\$8,062.72	79.10%	39	
531	Lenoir City	\$6,086.33	52	\$8,062.72	75.49%	56	
540	McMinn County	\$6,377.23	27	\$8,062.72	79.10%	39	
541	Athens City	\$6,377.23	27	\$8,062.72	79.10%	39	
542	Etowah City	\$6,336.88	37	\$7,989.58	79.31%	32	
550	McNairy County	\$5,175.90	92	\$7,989.58	64.78%	96	
560	Macon County	\$5,396.10	80	\$7,936.06	67.99%	84	
570	Madison County	\$3,994.77	123	\$7,989.58	50.00%	124	
580	Marion County	\$6,477.60	22	\$8,062.72	80.34%	26	
581	Richard City	\$3,728.19	130	\$8,062.72	46.24%	130	
590	Marshall County	\$6,077.62	55	\$8,062.72	75.38%	58	
600	Maury County	\$6,336.83	42	\$7,989.58	79.31%	37	
610	Meigs County	\$5,948.90	61	\$8,062.72	73.78%	67	
620	Monroe County	\$7,295.75	4	\$8,062.72	90.49%	6	
621	Sweetwater City	\$6,800.91	14	\$8,062.72	84.35%	17	
630	Montgomery County	\$5,598.34	74	\$6,586.27	85.00%	14	
640	Moore County	\$6,391.65	24	\$7,989.58	80.00%	27	
650	Morgan County	\$5,250.45	89	\$8,062.72	65.12%	94	
660	Obion County	\$6,145.50	48	\$7,989.58	76.92%	49	
661	Union City	\$6,526.07	20	\$7,989.58	81.68%	22	
670	Overton County	\$4,778.19	108	\$8,062.72	59.26%	113	
680	Perry County	\$3,835.32	128	\$7,989.58	48.00%	128	
690	Pickett County	\$3,595.31	134	\$7,989.58	45.00%	131	
700	Polk County	\$6,015.33	57	\$8,062.72	74.61%	63	
710	Putnam County	\$7,296.51	3	\$8,062.72	90.50%	5	
720	Rhea County	\$6,377.23	27	\$8,062.72	79.10%	39	
721	Dayton City	\$6,532.13	19	\$8,062.72	81.02%	24	
730	Roane County	\$7,189.82	7	\$8,062.72	89.17%	8	
740	Robertson County	\$7,875.87	2	\$7,936.06	99.24%	1	
750	Rutherford County	\$6,894.28	11	\$7,992.37	86.26%	12	
751	Murfreesboro City	\$5,910.79	67	\$7,936.06	74.48%	64	
760	Scott County	\$5,778.51	71	\$8,062.72	71.67%	78	
761	Oneida SSD	\$5,450.91	77	\$8,062.72	67.61%	85	

	SCHOOL SYSTEM	Weighted Average		Weighted Average		% of Total	
		Total Paid	Ranking	Total Cost	Paid	Ranking	
770	Sequatchie County	\$5,935.09	64	\$8,062.72	73.61%	69	
780	Sevier County	\$5,975.58	60	\$8,062.72	74.11%	66	
790	Shelby County	\$4,685.39	113	\$6,692.93	70.00%	81	
791	Memphis City	\$6,009.48	58	\$7,993.60	75.18%	59	
800	Smith County	\$6,301.29	43	\$7,936.06	79.40%	30	
810	Stewart County	\$6,391.65	24	\$7,989.58	80.00%	27	
820	Sullivan County	\$6,103.50	51	\$8,062.72	75.70%	55	
821	Bristol City	\$5,394.31	81	\$8,062.72	66.90%	90	
822	Kingsport City	\$5,399.37	79	\$8,062.72	66.97%	89	
830	Sumner County	\$6,745.66	16	\$7,936.06	85.00%	13	
840	Tipton County	\$6,432.49	23	\$7,991.47	80.49%	25	
850	Trousdale County	\$4,720.42	111	\$7,936.06	59.48%	112	
860	Unicoi County	\$6,176.54	45	\$8,062.72	76.61%	50	
870	Union County	\$5,915.16	66	\$8,062.72	73.36%	71	
880	Van Buren County	\$3,628.22	131	\$8,062.72	45.00%	131	
890	Warren County	\$3,957.58	127	\$8,062.72	49.08%	127	
900	Washington County	\$6,848.65	12	\$8,062.72	84.94%	15	
901	Johnson City	\$5,283.96	87	\$6,376.46	82.87%	19	
910	Wayne County	\$4,195.32	118	\$7,989.58	52.51%	119	
920	Weakley County	\$4,841.47	102	\$7,989.58	60.60%	106	
930	White County	\$5,465.40	76	\$7,989.58	68.41%	83	
940	Williamson County	\$8,176.31	1	\$8,981.26	91.04%	4	
941	Franklin SSD	\$6,176.09	46	\$7,936.06	77.82%	48	
950	Wilson County	\$4,734.96	110	\$6,473.45	73.14%	73	
951	Lebanon SSD	\$4,094.33	121	\$7,180.99	57.02%	116	
AVERAGE AMOUNT		\$5,612.25		\$7,926.96	70.80%		

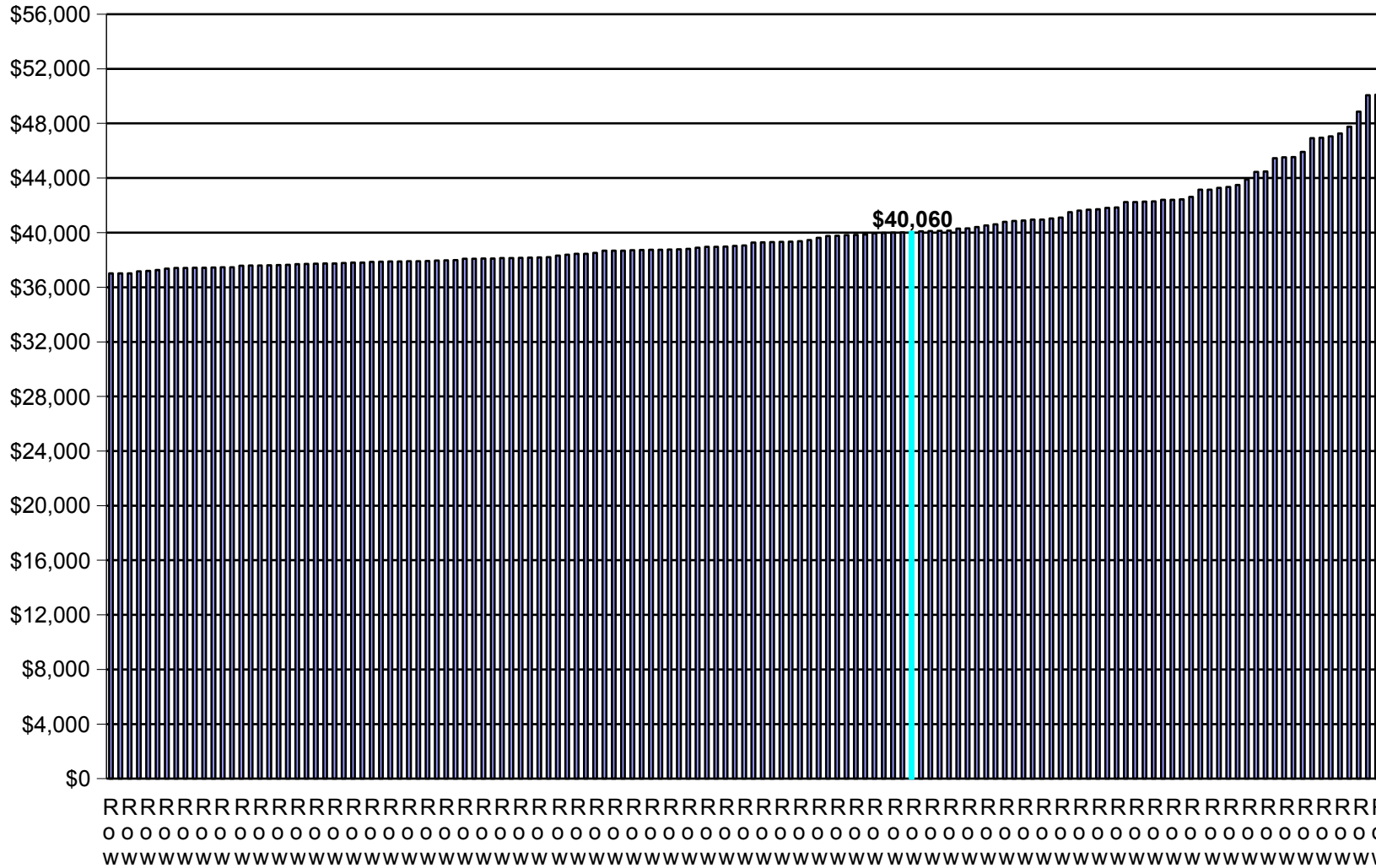
	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	SALARIES PLUS INSURANCE PAID
Max versus Min	35.36%	127.42%	38.09%
Range Ratio 95-5	25.48%	91.02%	26.68%
Range Ratio 90-10	18.29%	70.23%	21.41%
Range Ratio 75-25	9.42%	31.50%	9.05%
Top 10 / Bottom 10	1.16	1.80	1.17
Coefficient of Variation	0.0722	0.1792	0.0726
Max Salary vs. Min Salary		67.15%	38.09%
Range Ratio 95-5 by Salary		-19.25%	19.05%
Range Ratio 90-10 by Salary		22.24%	18.84%
Range Ratio 75-25 by Salary		-26.91%	5.09%
Top 10 / Bottom 10 by Salary		1.05	1.14

Review of 2004 Disparity Findings*

	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	SALARIES PLUS INSURANCE PAID
Max versus Min	35.28%	155.79%	37.33%
Range Ratio 95-5	24.36%	95.78%	24.55%
Range Ratio 90-10	15.12%	67.92%	17.67%
Range Ratio 75-25	5.63%	33.98%	7.03%
Top 10 / Bottom 10	1.26	2.02	1.28
Coefficient of Variation	0.0688	0.1894	0.0691
Max Salary vs. Min Salary		-3.70%	30.08%
Range Ratio 95-5 by Salary		3.83%	21.63%
Range Ratio 90-10 by Salary		1.07%	13.37%
Range Ratio 75-25 by Salary		20.00%	7.04%
Top 10 / Bottom 10 by Salary		1.17	1.25

* - Post 2004 revisions occurred on certain school systems

Weighted Average Salary

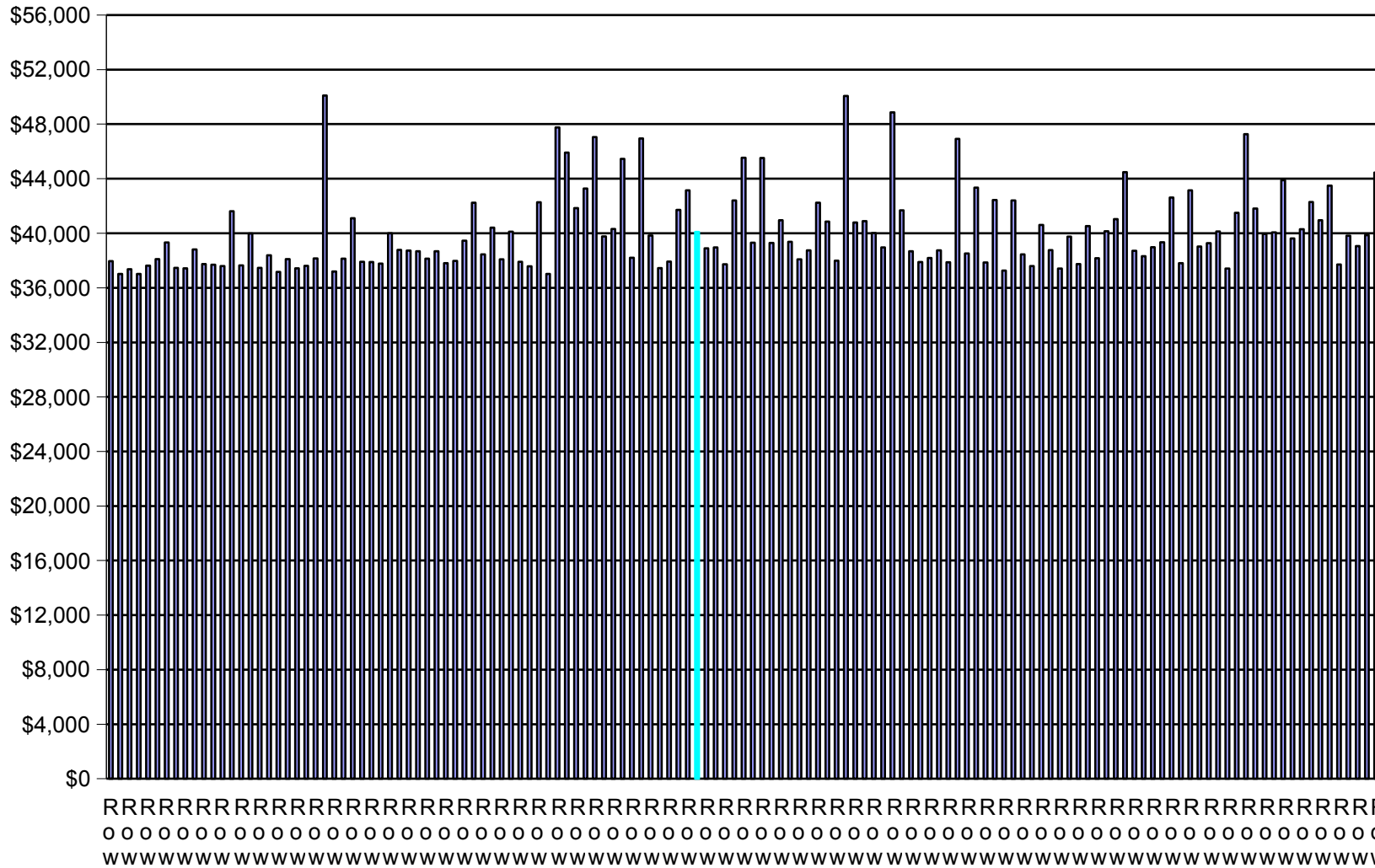


SOURCE: Personnel and salary schedule information provided by Department of Education and TEA.
Calculations by Comptroller's staff.



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Weighted Average Salary Ranked by Insurance



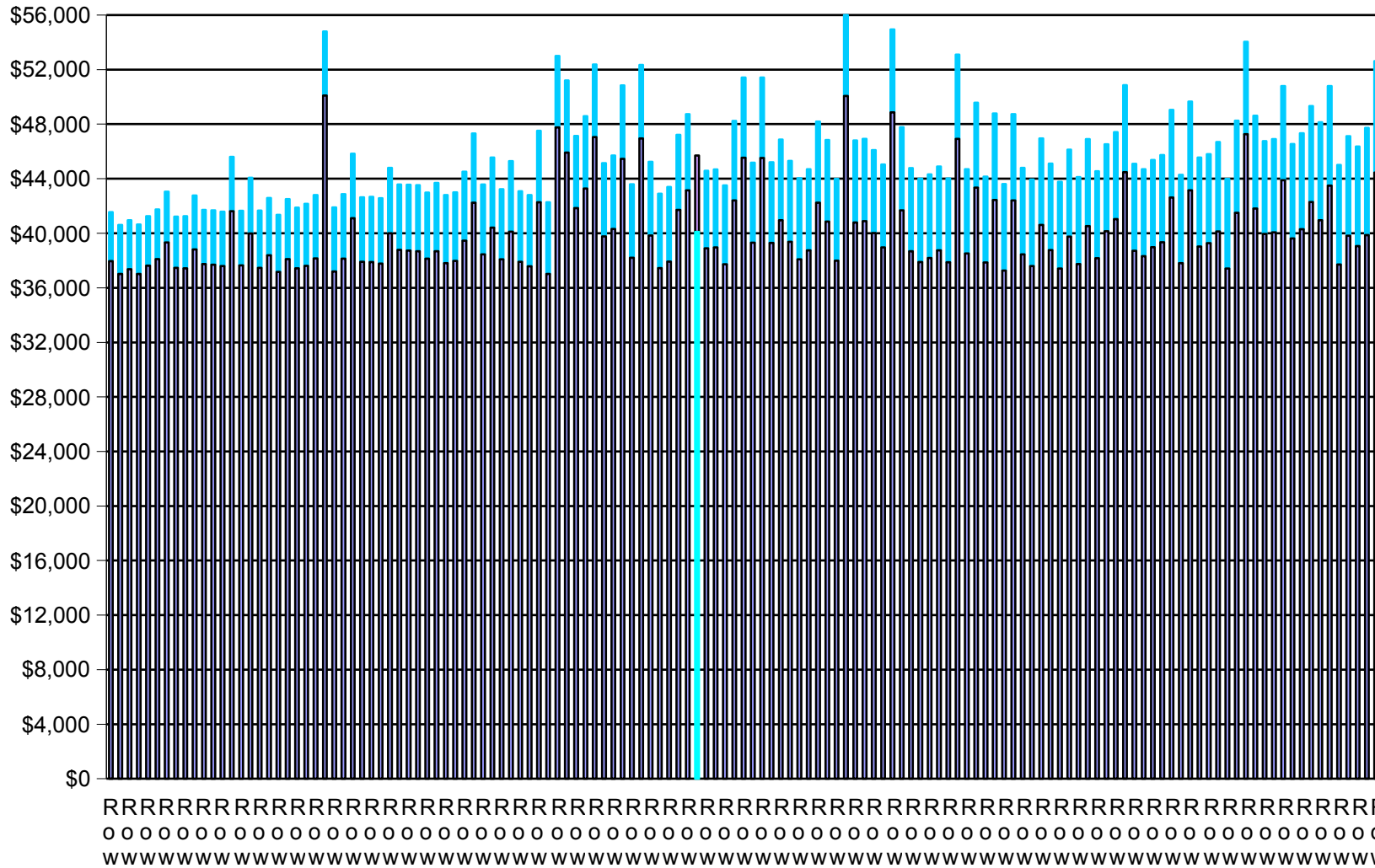
SOURCE: Personnel, salary schedule and Insurance information provided by Department of Education and TEA.
Calculations by Comptroller's staff.

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Weighted Average Salary Plus Health Insurance Ranked by Health Insurance Paid



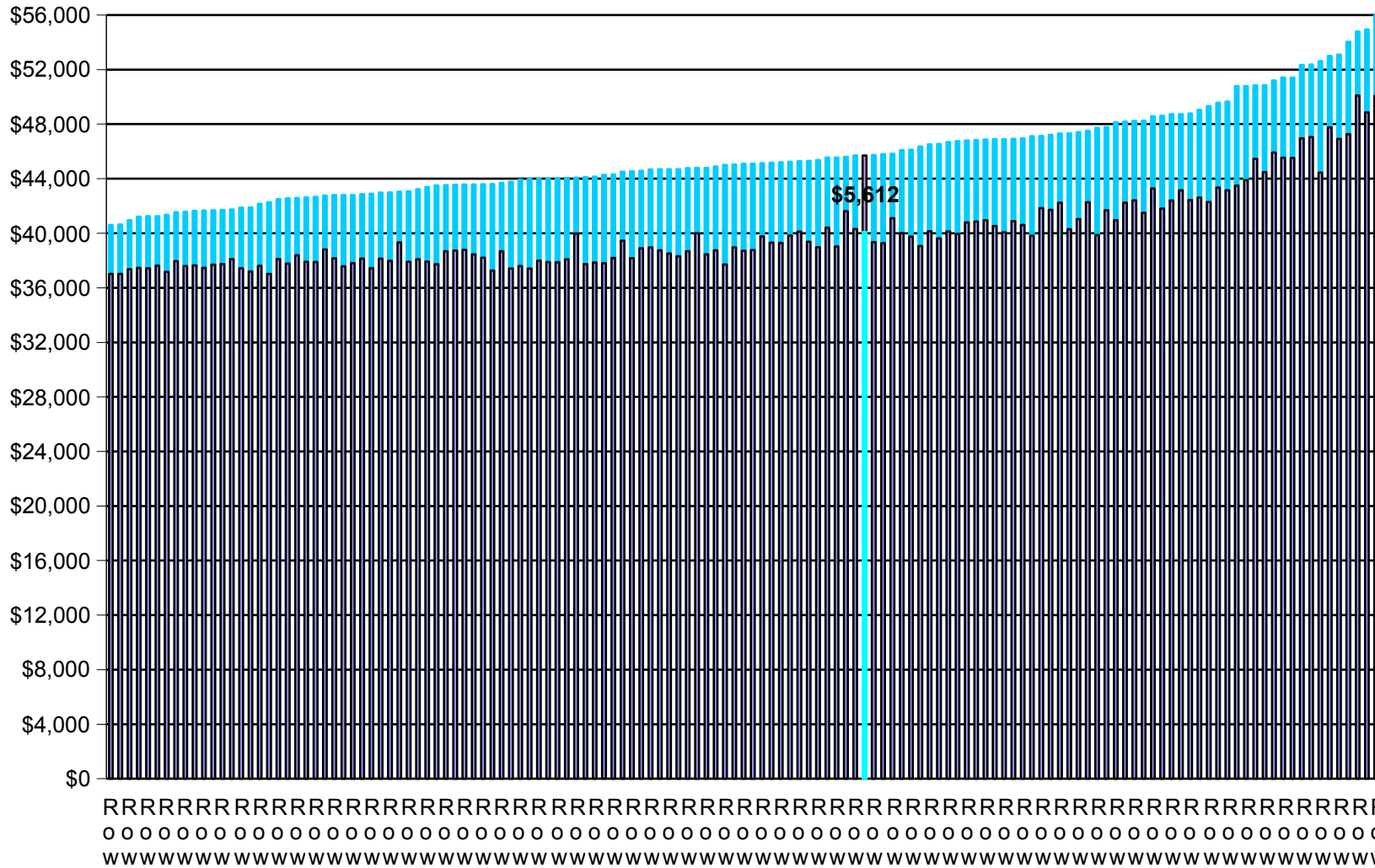
SOURCE: Personnel, salary schedule and Insurance information provided by Department of Education and TEA.
Calculations by Comptroller's staff.

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Weighted Average Salary Plus Health Insurance Paid Ranked by Sum



SOURCE: Personnel, salary schedule and insurance information provided by Department of Education and TEA.
Calculations by Comptroller's staff.



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