

Basic Education Program Review Committee Annual Report

November 1, 2012

**State Board of Education
9th Floor Andrew Johnson Tower
710 James Robertson Parkway
Nashville, TN 37243
615-741-2966 www.tn.gov/sbe**

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2012-2013 BEP Review Committee Members

Lyle Ailshie

Director of Schools
Kingsport City Schools

John Aitken

Director of Schools
Shelby County Schools

Tommy Bragg

Mayor, City of Murfreesboro
Tennessee Municipal League

Keith Brewer

Executive Director
Tennessee Organization of School
Superintendents

Melissa Brown

Research & Information
Tennessee Education Association

Denise Brown

Director of Schools
Unicoi County Schools

Kriner Cash

Director of Schools
Memphis City Schools

David Connor

Executive Director
Tennessee County Commissioners
Association

Mike Edwards

Tennessee State Board of Education

Mark Emkes

Commissioner
Dept. of Finance and Administration

Delores Gresham

Chair, Senate Education Committee

Lee Harrell

Tennessee School Boards Association

Vincent Harvell

Director of Business Operations
Haywood County Schools

Chris Henson

Assistant Superintendent
Metro Nashville Public Schools

Kevin Huffman

Commissioner, Department of Education

Karen King

Director of Finance
Sevier County Schools

Richard Montgomery

Chair, House Education Committee

Rick Nicholson

Office of Legislative Budget Analysis

Gary Nixon

Executive Director
Tennessee State Board of Education

Don Odom

Director of Schools
Rutherford County Schools

Lynnise Roehrich-Patrick

Executive Director
Tennessee Advisory Commission on
Intergovernmental Relations (TACIR)

Larry Ridings

Tennessee School Systems for Equity

Fielding Rolston

Chairman, Tennessee State Board of
Education

Justin P. Wilson

Comptroller of the Treasury

Work of the Committee

Tennessee Code Annotated 49-1-302(4)(a) specifies that the State Board of Education shall establish a review committee for the Tennessee basic education program (BEP). This committee is directed to meet at least four times a year and regularly review the BEP components including the preparation of an annual report on or before November 1 of each year.

“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.”

This report includes recommendations on needed revisions, additions, and deletions to the formula, as well as, an analysis of instructional salary disparity among local education agencies. This report considers total instructional salary disparity among local education agencies, differences in benefits and other compensation among local education agencies, inflation, and instructional salaries in the southeast and other regions.

BEP Committee Guiding Principle Statement

The BEP review committee recognizes the constitutional mandate as defined by the Tennessee Supreme Court that the General Assembly shall maintain and support a system of free public schools that provide, at least, the opportunity to acquire general knowledge, develop the powers of reasoning and judgment, and generally prepare students intellectually for a mature life. To this end, the committee’s work shall be driven by this recognition.

Executive Summary

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

- Technology Readiness for PARCC Implementation
- Fiscal Update to Immediate Priority Recommendations
 1. BEP Insurance Premiums
 2. BEP Capital Outlay
 3. Professional Development Component
 4. Assistant Principal Positions According to SACS Accreditation Ratios
- Fiscal Update to Extended Priority Recommendations
- 2012 BEP Committee Notable Action Items
- Salary Disparity Analysis
- State Salary Comparison (Southeast)

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

Recommendations of the Committee

The BEP Review Committee commends the state of Tennessee for participating in the Partnership for Assessment of Readiness for College and Careers (PARCC) and fully recommends the PARCC on-line assessments as a pathway to college and career readiness by the end of high school. The committee acknowledges, however, that these assessments will challenge the technology infrastructure capacity of many school districts throughout the state. Therefore, the committee supports increased and targeted state investment* in technology to assist school districts in their efforts to prepare for the administration of online PARCC assessments beginning in the 2014-15 school year.

**Specific amount of recommendation to be determined by the Tennessee Department of Education's PARCC Technology Readiness Survey.*

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

BEP Formula Improvements

The 2012 BEP Review Committee has priority ranked the following recommendations as a result of this year's meeting discussions:

BEP Formula Improvement #1

The BEP Review Committee recommends that the full cost of 12 months of insurance premiums be incorporated into the BEP funding formula. The estimated cost of this recommendation is ~\$57.6 million.

The committee became aware that BEP insurance premiums are funded on 10 months vs. 12 months, based on a March 2011 letter from the Office of the Comptroller.

The committee reiterates that school districts have always paid for 12 months of premiums.

BEP Formula Improvement #2

The BEP Review Committee recommends that capital outlay reduction resulting from Public Chapter 1135 (Section 1, Capital Outlay, Public Acts 2010) be reinstated. The estimated cost of this reinstatement is ~\$34.4 million, based on the cost per square foot, as calculated from the most recent RS Means capital costs report.

It was the general sense of the committee that the net impact of reducing capital outlay growth is the redefinition of "fully funding" the BEP formula. Many systems base their budgets on the assumption of capital outlay growth dollars as recurring. The net impact will be negative for many local education agencies.

Because capital outlay growth is driven by average daily membership (ADM), there is the potential for an increase in the negative impact, particularly within systems experiencing an annual increase in ADMs.

BEP Formula Improvement #3

The BEP Review Committee recommends establishing new BEP components for professional development. It is recommended that teacher professional development be funded at 1 percent of instructional salaries. The estimated cost of this recommendation is ~\$24.6 million.

BEP Formula Improvement #4

The BEP Review Committee recommends incorporating current SACS accreditation ratios in the method used to generate Assistant Principal positions in the BEP. The estimated cost of this recommendation is ~\$9.35 million.

Additional BEP Formula Improvements Recommended in Previous Years as an extended priority.

Before implementation of BEP 2.0, the committee established priorities as recommended improvements to the funding formula. A summary of the full cost for implementation is below. The appendix contains a system level breakdown for each recommendation.

The committee restates the need to implement immediate priorities from previous annual reports. These priorities are as follows:

- Continue phase-in of Public Chapter 369 of the 105th General Assembly (BEP 2.0).
- Reduce, by at least 2 to 3 students, the class size ratios used to generate instructional positions (including vocational positions) in grades 7 – 12. This reduction in class size ratios should apply only to the method used to generate funds in the BEP and should not impact existing minimum class size ratios as defined by the Education Improvement Act of 1992.
- Establish new BEP components for professional development and mentoring. It is recommended that teacher professional development be funded at 1 percent of instructional salaries. It is recommended that mentoring for new teachers and principals be funded at a ratio of 1 mentor per 12 professionals, assuming at least 1 mentor per school system.
- Reduce funding ratios for Nurses from 1:3,000 towards 1:1,500.
- Reduce funding ratios for Technology Coordinators from 1:6,400 towards 1:2,500.
- Increase funding for teacher materials and supplies from \$200 to \$300.

- In order to account for inflationary increases in the BEP formula, the existing \$20 million allocation for technology should be applied to the reduction of technology coordinator ratios per ADM.
- The BEP formula should incorporate funding for a new position in each local education agency, the instructional technology coordinator, to support the district wide implementation of technology in three key areas:
 - Improved student academic achievement through the use of instructional technology in elementary and secondary schools
 - Information, media, and ICT literacy of administrators, teachers and students
 - Effective integration of technology resources and systems through professional development and teacher training to establish research-based instructional models
- Create a new component for instructional technology within the classroom category.

The following table represents the 2012 cost of prior recommendations from the committee.

2012 State Cost of BEP Prior Review Committee Recommendations

<u>Component Change</u>	<u>State Cost</u>	<u>Hold Harmless</u>	<u>Total</u>
Fully Implement BEP 2.0	\$ 141,352,000	\$ 11,129,000	\$ 152,481,000
*12 Months Insurance	\$ 57,632,000	\$ -	\$ 57,632,000
*Capital Outlay Restored	\$ 34,366,000	\$ -	\$ 34,366,000
*Professional Development (1% of instructional salaries)	\$ 24,613,000	\$ -	\$ 24,613,000
*Reduce Assistant Principal Ratio to SACS standard	\$ 9,352,000	\$ -	\$ 9,352,000
Reduce 7-12 ratios, including CTE, by 3 students	\$ 85,024,000	\$ -	\$ 85,024,000
New BEP Component for Mentors (1:12 professional positions)	\$ 13,861,000	\$ -	\$ 13,861,000
Reduce funding ratios for nurses from 1:3,000 to 1:1,500	\$ 11,990,000	\$ 67,000	\$ 12,057,000
Reduce funding ratios for Technology Coordinators from 1:6,400 to 1:3,200	\$ 4,018,000	\$ 181,000	\$ 4,199,000
Increase Funding for teacher materials and supplies by \$100	\$ 6,234,000	\$ -	\$ 6,234,000
Instructional Technology Coordinator (1 per LEA)	\$ 5,651,000	\$ -	\$ 5,651,000
Total State Cost of all Recommendations	\$ 394,093,000	\$ 11,377,000	\$ 405,470,000

***Denotes prioritized previous committee recommendations**

BEP Insurance Premiums Detailed Funding Analysis by County

Immediate Priority: The committee recommends that the full cost of 12 months of insurance premiums be incorporated into the BEP funding formula. The estimated cost of this recommendation is ~\$56.8 million.

Background and Discussion

The committee reviewed the Comptroller's letter from March 28, 2011 examining the history of BEP insurance calculation within the BEP formula. Since inception (1992), insurance premiums have been calculated on the following parameters:

- Average monthly insurance premiums for all individuals participating in the state insurance plan
- Consideration of 10 out of 12 months of insurance premiums.

The committee requested that the department of education perform a fiscal projection accounting for the total cost of 12 months of insurance premiums. The statewide impact is ~\$57.6 million in 2012 dollars (see table below).

FY12 BEP Impact of Funding 12 months Health Insurance				
#	System	10 months insurance	12 months insurance	variance
10	Anderson County	28,269,000	28,688,000	419,000
11	Clinton City	3,895,000	3,957,000	62,000
12	Oak Ridge City	18,434,000	18,715,000	281,000
20	Bedford County	35,699,000	36,267,000	568,000
30	Benton County	10,986,000	11,154,000	168,000
40	Bledsoe County	10,749,000	10,905,000	156,000
50	Blount County	42,646,000	43,315,000	669,000
51	Alcoa City	6,496,000	6,598,000	102,000
52	Maryville City	17,807,000	18,092,000	285,000
60	Bradley County	41,571,000	42,205,000	634,000
61	Cleveland City	21,051,000	21,375,000	324,000
70	Campbell County	26,214,000	26,608,000	394,000
80	Cannon County	10,358,000	10,515,000	157,000
90	Carroll County	1,892,000	1,920,000	28,000
92	H Rock-Bruceton SSD	3,421,000	3,473,000	52,000
93	Huntingdon SSD	5,852,000	5,943,000	91,000
94	McKenzie SSD	6,554,000	6,653,000	99,000

95	South Carroll Co SSD	1,809,000	1,838,000	29,000
97	West Carroll Co SSD	4,821,000	4,896,000	75,000
100	Carter County	27,127,000	27,537,000	410,000
101	Elizabethton City	10,667,000	10,830,000	163,000
110	Cheatham County	30,670,000	31,135,000	465,000
120	Chester County	13,875,000	14,085,000	210,000
130	Claiborne County	22,972,000	23,317,000	345,000
140	Clay County	5,496,000	5,580,000	84,000
150	Cocke County	22,271,000	22,599,000	328,000
151	Newport City	3,119,000	3,168,000	49,000
160	Coffee County	18,252,000	18,531,000	279,000
161	Manchester City	6,153,000	6,252,000	99,000
162	Tullahoma City	13,262,000	13,467,000	205,000
170	Crockett County	9,563,000	9,704,000	141,000
171	Alamo City	3,205,000	3,256,000	51,000
172	Bells City	2,098,000	2,132,000	34,000
180	Cumberland County	27,518,000	27,937,000	419,000
190	Davidson County	236,211,000	239,486,000	3,275,000
200	Decatur County	7,761,000	7,879,000	118,000
210	DeKalb County	13,506,000	13,711,000	205,000
220	Dickson County	35,813,000	36,364,000	551,000
230	Dyer County	16,491,000	16,737,000	246,000
231	Dyersburg City	11,974,000	12,155,000	181,000
240	Fayette County	13,072,000	13,268,000	196,000
250	Fentress County	11,591,000	11,766,000	175,000
260	Franklin County	24,714,000	25,089,000	375,000
271	Humboldt City	6,014,000	6,103,000	89,000
272	Milan SSD	10,205,000	10,361,000	156,000
273	Trenton SSD	6,588,000	6,689,000	101,000
274	Bradford SSD	2,763,000	2,807,000	44,000
275	Gibson County SSD	17,623,000	17,894,000	271,000
280	Giles County	17,265,000	17,526,000	261,000
290	Grainger County	18,807,000	19,088,000	281,000
300	Greene County	30,427,000	30,885,000	458,000
301	Greeneville City	11,690,000	11,871,000	181,000
310	Grundy County	12,320,000	12,506,000	186,000
320	Hamblen County	40,427,000	41,051,000	624,000
330	Hamilton County	127,945,000	129,948,000	2,003,000
340	Hancock County	5,924,000	6,013,000	89,000
350	Hardeman County	20,306,000	20,605,000	299,000
360	Hardin County	13,878,000	14,090,000	212,000
370	Hawkins County	35,260,000	35,795,000	535,000

371	Rogersville City	2,975,000	3,023,000	48,000
380	Haywood County	15,954,000	16,191,000	237,000
390	Henderson County	17,853,000	18,122,000	269,000
391	Lexington City	4,688,000	4,763,000	75,000
400	Henry County	13,925,000	14,133,000	208,000
401	Paris SSD	7,461,000	7,578,000	117,000
410	Hickman County	19,025,000	19,310,000	285,000
420	Houston County	7,506,000	7,622,000	116,000
430	Humphreys County	13,643,000	13,851,000	208,000
440	Jackson County	8,147,000	8,268,000	121,000
450	Jefferson County	30,722,000	31,191,000	469,000
460	Johnson County	10,882,000	11,047,000	165,000
470	Knox County	167,082,000	169,751,000	2,669,000
480	Lake County	4,777,000	4,849,000	72,000
490	Lauderdale County	23,190,000	23,534,000	344,000
500	Lawrence County	31,971,000	32,455,000	484,000
510	Lewis County	9,085,000	9,221,000	136,000
520	Lincoln County	18,198,000	18,476,000	278,000
521	Fayetteville City	5,394,000	5,479,000	85,000
530	Loudon County	18,944,000	19,242,000	298,000
531	Lenoir City	8,340,000	8,466,000	126,000
540	McMinn County	23,651,000	24,006,000	355,000
541	Athens City	6,432,000	6,533,000	101,000
542	Etowah City	1,511,000	1,534,000	23,000
550	McNairy County	21,023,000	21,338,000	315,000
560	Macon County	18,826,000	19,110,000	284,000
570	Madison County	43,315,000	43,980,000	665,000
580	Marion County	18,948,000	19,237,000	289,000
581	Richard City SSD	1,452,000	1,474,000	22,000
590	Marshall County	23,464,000	23,819,000	355,000
600	Mauzy County	46,351,000	47,068,000	717,000
610	Meigs County	9,111,000	9,247,000	136,000
620	Monroe County	25,265,000	25,644,000	379,000
621	Sweetwater City	7,000,000	7,111,000	111,000
630	Montgomery County	124,306,000	126,244,000	1,938,000
640	Moore County	4,515,000	4,586,000	71,000
650	Morgan County	17,562,000	17,825,000	263,000
660	Obion County	15,957,000	16,199,000	242,000
661	Union City	6,148,000	6,241,000	93,000
670	Overton County	17,108,000	17,365,000	257,000
680	Perry County	5,781,000	5,868,000	87,000
690	Pickett County	3,752,000	3,810,000	58,000

700	Polk County	12,577,000	12,764,000	187,000
710	Putnam County	39,924,000	40,552,000	628,000
720	Rhea County	20,062,000	20,363,000	301,000
721	Dayton City	3,656,000	3,713,000	57,000
730	Roane County	26,791,000	27,209,000	418,000
740	Robertson County	49,568,000	50,339,000	771,000
750	Rutherford County	155,334,000	157,754,000	2,420,000
751	Murfreesboro City	29,840,000	30,325,000	485,000
760	Scott County	14,901,000	15,119,000	218,000
761	Oneida SSD	6,168,000	6,263,000	95,000
770	Sequatchie County	11,201,000	11,371,000	170,000
780	Sevier County	34,138,000	34,670,000	532,000
790	Shelby County	181,405,000	184,030,000	2,625,000
791	Memphis City	443,472,000	449,655,000	6,183,000
800	Smith County	15,246,000	15,477,000	231,000
810	Stewart County	10,867,000	11,034,000	167,000
820	Sullivan County	37,539,000	38,119,000	580,000
821	Bristol City	13,207,000	13,414,000	207,000
822	Kingsport City	23,298,000	23,662,000	364,000
830	Sumner County	115,730,000	117,547,000	1,817,000
840	Tipton County	56,931,000	57,791,000	860,000
850	Trousdale County	6,727,000	6,830,000	103,000
860	Unicoi County	12,279,000	12,466,000	187,000
870	Union County	24,221,000	24,592,000	371,000
880	Van Buren County	3,693,000	3,750,000	57,000
890	Warren County	30,943,000	31,416,000	473,000
900	Washington County	30,307,000	30,785,000	478,000
901	Johnson City	24,598,000	24,987,000	389,000
910	Wayne County	12,604,000	12,794,000	190,000
920	Weakley County	21,192,000	21,513,000	321,000
930	White County	19,767,000	20,065,000	298,000
940	Williamson County	101,382,000	102,841,000	1,459,000
941	Franklin SSD	13,000,000	13,189,000	189,000
950	Wilson County	58,446,000	59,367,000	921,000
951	Lebanon SSD	13,634,000	13,851,000	217,000
970	Dept. of Children Services	6,939,000	7,044,000	105,000
		3,826,174,000	3,883,806,000	57,632,000

BEP Capital Outlay Detailed Funding Analysis by County

Immediate Priority: The committee recommends that capital outlay reduction resulting from Public Chapter 1135 (Section 1, Capital Outlay, Public Acts 2010) be reinstated. The estimated cost of this reinstatement is ~\$34.4 million in 2012 dollars.

Background and Discussion

The committee reviewed the main points of discussion from previous year's reports.

- It was the general sense of the committee that the net impact of reducing capital outlay growth is the redefinition of “fully funding” the BEP formula. Many systems base their budgets on the assumption of capital outlay growth dollars as recurring. The net impact will be negative for many local education agencies.
- Because capital outlay growth is driven by average daily membership (ADM), there is the potential for an increase in the negative impact, particularly within systems experiencing an annual increase in ADMs.

FY12 BEP Cost of Including Full Capital Outlay Unit Costs				
#	System	Funding w/o Capital Outlay	Funding w/ Capital Outlay Restored	Variance
10	Anderson County	28,269,000	28,520,000	251,000
11	Clinton City	3,895,000	3,927,000	32,000
12	Oak Ridge City	18,434,000	18,604,000	170,000
20	Bedford County	35,699,000	36,085,000	386,000
30	Benton County	10,986,000	11,093,000	107,000
40	Bledsoe County	10,749,000	10,849,000	100,000
50	Blount County	42,646,000	43,029,000	383,000
51	Alcoa City	6,496,000	6,557,000	61,000
52	Maryville City	17,807,000	17,978,000	171,000
60	Bradley County	41,571,000	41,978,000	407,000
61	Cleveland City	21,051,000	21,255,000	204,000
70	Campbell County	26,214,000	26,470,000	256,000
80	Cannon County	10,358,000	10,466,000	108,000
90	Carroll County	1,892,000	1,891,000	(1,000)
92	H Rock-Bruceton SSD	3,421,000	3,457,000	36,000

93	Huntingdon SSD	5,852,000	5,917,000	65,000
94	McKenzie SSD	6,554,000	6,626,000	72,000
95	South Carroll Co SSD	1,809,000	1,828,000	19,000
97	West Carroll Co SSD	4,821,000	4,872,000	51,000
100	Carter County	27,127,000	27,394,000	267,000
101	Elizabethton City	10,667,000	10,781,000	114,000
110	Cheatham County	30,670,000	31,005,000	335,000
120	Chester County	13,875,000	14,026,000	151,000
130	Claiborne County	22,972,000	23,195,000	223,000
140	Clay County	5,496,000	5,548,000	52,000
150	Cocke County	22,271,000	22,497,000	226,000
151	Newport City	3,119,000	3,151,000	32,000
160	Coffee County	18,252,000	18,431,000	179,000
161	Manchester City	6,153,000	6,207,000	54,000
162	Tullahoma City	13,262,000	13,395,000	133,000
170	Crockett County	9,563,000	9,669,000	106,000
171	Alamo City	3,205,000	3,237,000	32,000
172	Bells City	2,098,000	2,119,000	21,000
180	Cumberland County	27,518,000	27,760,000	242,000
190	Davidson County	236,211,000	237,544,000	1,333,000
200	Decatur County	7,761,000	7,833,000	72,000
210	DeKalb County	13,506,000	13,636,000	130,000
220	Dickson County	35,813,000	36,169,000	356,000
230	Dyer County	16,491,000	16,654,000	163,000
231	Dyersburg City	11,974,000	12,100,000	126,000
240	Fayette County	13,072,000	13,171,000	99,000
250	Fentress County	11,591,000	11,690,000	99,000
260	Franklin County	24,714,000	24,951,000	237,000
271	Humboldt City	6,014,000	6,074,000	60,000
272	Milan SSD	10,205,000	10,311,000	106,000
273	Trenton SSD	6,588,000	6,658,000	70,000
274	Bradford SSD	2,763,000	2,790,000	27,000
275	Gibson County SSD	17,623,000	17,814,000	191,000
280	Giles County	17,265,000	17,431,000	166,000
290	Grainger County	18,807,000	19,008,000	201,000
300	Greene County	30,427,000	30,723,000	296,000
301	Greeneville City	11,690,000	11,803,000	113,000
310	Grundy County	12,320,000	12,443,000	123,000
320	Hamblen County	40,427,000	40,797,000	370,000
330	Hamilton County	127,945,000	128,836,000	891,000
340	Hancock County	5,924,000	5,982,000	58,000
350	Hardeman County	20,306,000	20,507,000	201,000
360	Hardin County	13,878,000	14,004,000	126,000

370	Hawkins County	35,260,000	35,616,000	356,000
371	Rogersville City	2,975,000	3,007,000	32,000
380	Haywood County	15,954,000	16,111,000	157,000
390	Henderson County	17,853,000	18,042,000	189,000
391	Lexington City	4,688,000	4,736,000	48,000
400	Henry County	13,925,000	14,057,000	132,000
401	Paris SSD	7,461,000	7,531,000	70,000
410	Hickman County	19,025,000	19,227,000	202,000
420	Houston County	7,506,000	7,579,000	73,000
430	Humphreys County	13,643,000	13,773,000	130,000
440	Jackson County	8,147,000	8,230,000	83,000
450	Jefferson County	30,722,000	31,034,000	312,000
460	Johnson County	10,882,000	10,983,000	101,000
470	Knox County	167,082,000	168,360,000	1,278,000
480	Lake County	4,777,000	4,823,000	46,000
490	Lauderdale County	23,190,000	23,434,000	244,000
500	Lawrence County	31,971,000	32,305,000	334,000
510	Lewis County	9,085,000	9,182,000	97,000
520	Lincoln County	18,198,000	18,384,000	186,000
521	Fayetteville City	5,394,000	5,448,000	54,000
530	Loudon County	18,944,000	19,103,000	159,000
531	Lenoir City	8,340,000	8,414,000	74,000
540	McMinn County	23,651,000	23,884,000	233,000
541	Athens City	6,432,000	6,488,000	56,000
542	Etowah City	1,511,000	1,523,000	12,000
550	McNairy County	21,023,000	21,244,000	221,000
560	Macon County	18,826,000	19,017,000	191,000
570	Madison County	43,315,000	43,616,000	301,000
580	Marion County	18,948,000	19,128,000	180,000
581	Richard City SSD	1,452,000	1,466,000	14,000
590	Marshall County	23,464,000	23,713,000	249,000
600	Maury County	46,351,000	46,764,000	413,000
610	Meigs County	9,111,000	9,202,000	91,000
620	Monroe County	25,265,000	25,517,000	252,000
621	Sweetwater City	7,000,000	7,067,000	67,000
630	Montgomery County	124,306,000	125,526,000	1,220,000
640	Moore County	4,515,000	4,556,000	41,000
650	Morgan County	17,562,000	17,746,000	184,000
660	Obion County	15,957,000	16,113,000	156,000
661	Union City	6,148,000	6,208,000	60,000
670	Overton County	17,108,000	17,285,000	177,000
680	Perry County	5,781,000	5,835,000	54,000
690	Pickett County	3,752,000	3,786,000	34,000

700	Polk County	12,577,000	12,707,000	130,000
710	Putnam County	39,924,000	40,275,000	351,000
720	Rhea County	20,062,000	20,263,000	201,000
721	Dayton City	3,656,000	3,692,000	36,000
730	Roane County	26,791,000	27,022,000	231,000
740	Robertson County	49,568,000	50,066,000	498,000
750	Rutherford County	155,334,000	156,907,000	1,573,000
751	Murfreesboro City	29,840,000	30,117,000	277,000
760	Scott County	14,901,000	15,056,000	155,000
761	Oneida SSD	6,168,000	6,236,000	68,000
770	Sequatchie County	11,201,000	11,312,000	111,000
780	Sevier County	34,138,000	34,388,000	250,000
790	Shelby County	181,405,000	182,973,000	1,568,000
791	Memphis City	443,472,000	447,047,000	3,575,000
800	Smith County	15,246,000	15,401,000	155,000
810	Stewart County	10,867,000	10,978,000	111,000
820	Sullivan County	37,539,000	37,859,000	320,000
821	Bristol City	13,207,000	13,321,000	114,000
822	Kingsport City	23,298,000	23,497,000	199,000
830	Sumner County	115,730,000	116,906,000	1,176,000
840	Tipton County	56,931,000	57,550,000	619,000
850	Trousdale County	6,727,000	6,793,000	66,000
860	Unicoi County	12,279,000	12,392,000	113,000
870	Union County	24,221,000	24,501,000	280,000
880	Van Buren County	3,693,000	3,727,000	34,000
890	Warren County	30,943,000	31,252,000	309,000
900	Washington County	30,307,000	30,572,000	265,000
901	Johnson City	24,598,000	24,812,000	214,000
910	Wayne County	12,604,000	12,731,000	127,000
920	Weakley County	21,192,000	21,404,000	212,000
930	White County	19,767,000	19,971,000	204,000
940	Williamson County	101,382,000	102,105,000	723,000
941	Franklin SSD	13,000,000	13,079,000	79,000
950	Wilson County	58,446,000	59,034,000	588,000
951	Lebanon SSD	13,634,000	13,755,000	121,000
970	Dept. of Children Services	6,939,000	7,030,000	91,000
		3,826,174,000	3,860,540,000	34,366,000

2012 BEP Review Committee Notable Action Items

One of the first items for discussion during the 2012 committee meetings was the need to develop a guiding principle to focus the work of the committee. This principle was approved by the committee by a vote of 10 yes, 2 no, and 2 abstain.

BEP Committee Guiding Principle Statement

The BEP review committee recognizes the constitutional mandate as defined by the Tennessee Supreme Court that the General Assembly shall maintain and support a system of free public schools that provide, at least, the opportunity to acquire general knowledge, develop the powers of reasoning and judgment, and generally prepare students intellectually for a mature life. To this end, the committee's work shall be driven by this recognition.

Technology Readiness Statement Recommendation

The committee developed a priority statement with regard to the technology readiness of the state in preparation for the upcoming PARCC assessments. This recommendation was approved by the committee by a vote of 18 yes, 0 no, and 1 abstain.

The BEP Review Committee commends the state of Tennessee for participating in the Partnership for Assessment of Readiness for College and Careers (PARCC) and fully recommends the PARCC on-line assessments as a pathway to college and career readiness by the end of high school. The committee acknowledges, however, that these assessments will challenge the technology infrastructure capacity of many school districts throughout the state. Therefore, the committee supports increased and targeted state investment* in technology to assist school districts in their efforts to prepare for the administration of online PARCC assessments beginning in the 2014-15 school year.

**Specific amount of recommendation to be determined by the Tennessee Department of Education's PARCC Technology Readiness Survey.*

BEP Committee Recommendation Process Diagram

The committee requested that a diagram be developed to document the process of the BEP committee's recommendations to better understand the scope and impact of the committee's work on policy.

BEP Committee Recommendation Pathway



Tenn. Code Ann. § 49-1-302

(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.

Salary Disparity Statement

The committee decided to report salary disparity with a statement to include the following three components: the current BEP salary component, the average statewide licensed instructor salary for Tennessee, and the Southeastern state average teacher salary. This recommendation was approved by the committee by a vote of 14 yes, 0 no, and 5 abstain.

For the 2011-2012 school year, the BEP salary component was \$38,700, compared to an average statewide licensed instructor salary of \$49,649. This represents a ~28.0 percent gap in teacher salary funding levels.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the TN BEP funding formula. Comparisons to other states, however, are based only on teachers' salaries. The southeastern average for teachers was \$48,090.² in the 2011-2012 school year; the average salary in Tennessee for teachers that year was \$47,082 or ~24.0 percent less.

Note: The \$47,082 TN average teacher salary is based upon the same calculations provided in the full disparity report. It should be noted that the NEA calculations listed Tennessee at \$46,613 for an average teacher salary.

² **Source** : National Education Association (nea.org), National Center for Education Statistics (nces.ed.gov), 2011

BEP Salary Equity Analysis

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.

Discussion

Maximum versus Minimum: In 2003, before the infusion of salary equity dollars, the maximum versus minimum weighted average salary disparity was 45.75%. For three years beginning in 2009 there was a noticeable increase in the weighted average salary disparity, increasing from 37.86% in 2009 to 40.59% in 2010 to 41.96% in 2011; however, it remains steady with the 2012 analysis.

Maximum versus Minimum	Weighted Average Salary	Weighted Average Insurance Paid	Total Compensation
2003	45.75%	155.79%	45.28%
2004	35.07%	185.64%	36.94%
2005	35.60%	155.79%	37.82%
2006	35.49%	138.76%	37.93%
2007	35.36%	127.42%	37.98%
2008	35.23%	126.44%	37.63%
2009	37.86%	228.15%	39.65%
2010	40.59%	206.64%	41.81%
2011	41.96%	161.49%	44.81%
2012	41.90%	161.49%	41.73%

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. In 2003, before the infusion of salary equity funds, the CoV for total teacher compensation was 0.0787. The value of the CoV decreased in 2004 from 0.0787 to 0.0691, signifying a decrease in disparity. Since then, there has been a slow and steady increase leveling out with 2012 values changing slightly from the 2011 values.

Coefficient of Variation	Weighted Average Salary	Weighted Average Insurance Paid	Total Compensation
2003	0.0791	0.1890	0.0787
2004	0.0688	0.1894	0.0691
2005	0.0696	0.1890	0.0703
2006	0.0703	0.1863	0.0717
2007	0.0722	0.1792	0.0726
2008	0.0715	0.1760	0.0712
2009	0.0745	0.1927	0.0747
2010	0.0748	0.1942	0.0764
2011	0.0758	0.1686	0.0744
2012	0.0759	0.1685	0.0750

Year	Weighted Average Salary	Change	Weighted Average Salary and Weighed Average Insurance	Change
2004	\$37,462		\$42,131	
2005	\$38,114	\$652	\$43,267	\$1,136
2006	\$38,972	\$858	\$44,284	\$1,017
2007	\$40,091	\$1,119	\$45,704	\$1,420
2008	\$41,441	\$1,350	\$47,434	\$1,730
2009	\$41,758	\$317	\$47,854	\$420
2010	\$41,961	\$203	\$48,270	\$416
2011	\$41,102	-\$859	\$48,834	\$564
2012	\$42,950	\$1,848	\$49,717	\$883
Change Since 2004		\$5,488	\$7,586	

Review of BEP Salary vs. DOE Average Annual Statistical Report Teacher Salary

The following analysis is based on the annual statistical reports for teacher salaries, as reported by the Department of Education (See Appendix C). It is important to note that this methodology is different than the total teacher compensation methodology. However, it does reflect the actual salaries, not accounting for difference in training and experience, across local education agencies throughout the state. The most recently available data is for the 2011-2012 academic year.

Year	BEP Instructional Salary Component	Actual Average Licensed Salary paid by LEA's	Gap in funding
2005	\$ 34,000	\$ 44,000	29.4%
2006	\$ 35,586	\$ 44,413	24.8%
2007	\$ 36,515	\$ 45,739	25.3%
2008	\$ 38,000	\$ 46,922	23.5%
2009	\$ 38,000	\$ 47,880	26.0%
2010	\$ 38,000	\$ 47,817	25.8%
2011	\$ 38,000	\$ 48,154	26.7%
2012	\$ 38,700	\$ 49,649	28.3%

In 2004, the BEP salary component was \$34,000, compared to an average statewide licensed instructor salary of \$42,171. This represents a ~24.0 percent gap in teacher salary funding levels.

In 2012, the BEP salary component was \$38,700, compared to an average statewide licensed instructor salary of \$49,649. This represents a ~28.0 percent gap in teacher salary funding levels.

Review of regional in state salary disparity

Regional Disparity Summary		
Region	Immediate Trend FY12 to FY11	General Trend (8 Years) Comparison of FY12 to FY04
Nashville	Increase	Increase
		Increase in 6 Surrounding Systems
		Decrease in 3 Surrounding Systems
Dyersburg	Decrease	Decrease
		Decrease in 11 Surrounding Systems
		Increase in 1 Surrounding System
Greeneville	Increase	Increase
		Increase in 9 Surrounding Systems
Chattanooga	Increase	Increase
		Increase in 8 Surrounding Systems
		Decrease in 1 Surrounding System
Knoxville	Decrease	Mixed (Decrease)
		Decrease in 8 Surrounding Systems
		Increase in 5 Surrounding Systems

Jackson	Increase	Mixed
		Increase in 10 Surrounding Systems
		Decrease in 10 Surrounding Systems
Clarksville	Decrease	Increase
		Increase in 5 Surrounding Systems
Memphis	Increase	Increase
		Increase in 3 Surrounding Systems
		Decrease in 1 Surrounding System
Cookeville	Decrease	Increase
		Increase in 7 Surrounding Systems
Tri-Cities	Increase	Increase
		Increase in 9 Surrounding Systems
		Decrease in 2 Surrounding Systems
Franklin	Increase	Increase
		Increase in 7 Surrounding Systems
		Decrease in 2 Surrounding Systems

REGIONAL DOLLAR DISPARITY

General Trend over 6 years

General DECREASING Trend (6 Years)

1 Total County Region

General MIXED Trend (6 Years)

2 Total County Regions

General INCREASING Trend (6 Years)

8 Total County Regions

Nashville	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Davidson County	\$ 50,094.38			Williamson County	\$ 58,811.64			Williamson County	\$ 56,723.51		
Franklin SSD	\$ 48,420.39	\$ 1,673.99	3.34%	Franklin SSD	\$ 57,794.39	\$ 1,017.25	1.73%	Franklin SSD	\$ 56,264.48	\$ 459.04	0.81%
Williamson County	\$ 47,840.12	\$ 2,254.26	4.50%	Davidson County	\$ 56,575.72	\$ 2,235.92	3.80%	Davidson County	\$ 55,270.62	\$ 1,452.90	2.56%
Murfreesboro City	\$ 47,518.00	\$ 2,576.38	5.14%	Murfreesboro City	\$ 54,728.71	\$ 4,082.93	6.94%	Murfreesboro City	\$ 53,857.68	\$ 2,865.83	5.05%
Rutherford County	\$ 46,213.11	\$ 3,881.27	7.75%	Rutherford County	\$ 54,001.38	\$ 4,810.26	8.18%	Rutherford County	\$ 53,163.30	\$ 3,560.22	6.28%
Sumner County	\$ 44,098.27	\$ 5,996.11	11.97%	Sumner County	\$ 52,501.57	\$ 6,310.07	10.73%	Sumner County	\$ 51,818.55	\$ 4,904.97	8.65%
Robertson County	\$ 43,903.03	\$ 6,191.35	12.36%	Wilson County	\$ 52,363.82	\$ 6,447.82	10.96%	Robertson County	\$ 50,801.48	\$ 5,922.03	10.44%
Cheatham County	\$ 42,819.34	\$ 7,275.04	14.52%	Robertson County	\$ 51,522.41	\$ 7,289.23	12.39%	Cheatham County	\$ 50,201.80	\$ 6,521.71	11.50%
Lebanon SSD	\$ 42,440.85	\$ 7,653.53	15.28%	Cheatham County	\$ 50,900.08	\$ 7,911.56	13.45%	Wilson County	\$ 50,142.76	\$ 6,580.75	11.60%
Wilson County	\$ 40,442.33	\$ 9,652.05	19.27%	Lebanon SSD	\$ 49,795.07	\$ 9,016.57	15.33%	Lebanon SSD	\$ 48,753.10	\$ 7,970.41	14.05%

Dyersburg	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Dyersburg City	\$ 46,413.44			Dyersburg City	\$ 52,675.98			Dyersburg City	\$ 52,063.39		
Union City	\$ 43,029.29	\$ 3,384.15	7.29%	Obion County	\$ 49,929.28	\$ 2,746.70	5.21%	Obion County	\$ 49,010.76	\$ 3,052.63	5.86%
Dyer County	\$ 42,401.68	\$ 4,011.76	8.64%	Union City	\$ 49,364.44	\$ 3,311.54	6.29%	Union City	\$ 48,450.96	\$ 3,612.43	6.94%
Bells City	\$ 41,925.45	\$ 4,487.99	9.67%	Dyer County	\$ 48,794.91	\$ 3,881.07	7.37%	Dyer County	\$ 48,121.12	\$ 3,942.27	7.57%
Lake County	\$ 40,822.79	\$ 5,590.65	12.05%	Bells City	\$ 48,734.59	\$ 3,941.39	7.48%	Bells City	\$ 47,924.23	\$ 4,139.16	7.95%
Obion County	\$ 40,683.65	\$ 5,729.79	12.35%	Humboldt City	\$ 47,249.88	\$ 5,426.10	10.30%	Crockett County	\$ 46,357.57	\$ 5,705.82	10.96%
Alamo City	\$ 40,093.10	\$ 6,320.34	13.62%	Milan SSD	\$ 47,079.32	\$ 5,596.66	10.62%	Milan SSD	\$ 46,349.31	\$ 5,714.08	10.98%
Gibson SSD	\$ 39,877.66	\$ 6,535.78	14.08%	Crockett County	\$ 47,059.51	\$ 5,616.47	10.66%	Humboldt City	\$ 46,340.76	\$ 5,722.63	10.99%
Milan SSD	\$ 39,541.42	\$ 6,872.02	14.81%	Lake County	\$ 46,732.62	\$ 5,943.36	11.28%	Lake County	\$ 46,024.85	\$ 6,038.54	11.60%
Crockett County	\$ 39,535.59	\$ 6,877.85	14.82%	Gibson SSD	\$ 46,280.22	\$ 6,395.76	12.14%	Gibson SSD	\$ 45,573.91	\$ 6,489.48	12.46%
Humboldt City	\$ 39,141.99	\$ 7,271.45	15.67%	Trenton SSD	\$ 46,267.37	\$ 6,408.61	12.17%	Trenton SSD	\$ 45,559.22	\$ 6,504.17	12.49%
Trenton SSD	\$ 39,055.12	\$ 7,358.32	15.85%	Alamo City	\$ 46,030.20	\$ 6,645.78	12.62%	Alamo City	\$ 45,341.50	\$ 6,721.89	12.91%
Bradford SSD	\$ 38,967.93	\$ 7,445.51	16.04%	Bradford SSD	\$ 45,202.32	\$ 7,473.66	14.19%	Bradford SSD	\$ 44,503.72	\$ 7,559.66	14.52%

Greeneville	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Johnson City	\$ 46,513.41			Johnson City	\$ 57,566.25			Johnson City	\$ 56,169.77		
Greeneville City	\$ 45,452.16	\$ 1,061.25	2.28%	Hamblen County	\$ 51,122.40	\$ 6,443.85	11.19%	Rogersville City	\$ 50,384.99	\$ 5,784.78	10.30%
Hamblen County	\$ 42,535.50	\$ 3,977.91	8.55%	Rogersville City	\$ 51,120.11	\$ 6,446.14	11.20%	Hamblen County	\$ 50,189.48	\$ 5,980.29	10.65%
Newport City	\$ 42,098.24	\$ 4,415.17	9.49%	Greeneville City	\$ 50,872.67	\$ 6,693.58	11.63%	Greeneville City	\$ 50,140.14	\$ 6,029.63	10.73%
Washington County	\$ 41,760.27	\$ 4,753.14	10.22%	Washington County	\$ 50,869.83	\$ 6,696.42	11.63%	Washington County	\$ 49,539.37	\$ 6,630.40	11.80%
Rogersville City	\$ 41,537.30	\$ 4,976.11	10.70%	Newport City	\$ 49,582.60	\$ 7,983.65	13.87%	Newport City	\$ 48,876.04	\$ 7,293.73	12.99%
Hawkins County	\$ 41,448.75	\$ 5,064.66	10.89%	Unicoi County	\$ 48,580.94	\$ 8,985.31	15.61%	Unicoi County	\$ 47,745.10	\$ 8,424.67	15.00%
Unicoi County	\$ 41,313.20	\$ 5,200.21	11.18%	Greene County	\$ 48,366.45	\$ 9,199.80	15.98%	Greene County	\$ 47,640.53	\$ 8,529.24	15.18%
Greene County	\$ 40,858.95	\$ 5,654.46	12.16%	Cocke County	\$ 47,643.20	\$ 9,923.05	17.24%	Cocke County	\$ 46,845.90	\$ 9,323.87	16.60%
Cocke County	\$ 40,660.45	\$ 5,852.96	12.58%	Hawkins County	\$ 47,459.02	\$ 10,107.23	17.56%	Hawkins County	\$ 46,844.69	\$ 9,325.08	16.60%

Chattanooga	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Hamilton County	\$ 45,760.79			Hamilton County	\$ 55,596.83			Hamilton County	\$ 54,159.46		
Cleveland City	\$ 43,981.52	\$ 1,779.27	3.89%	Bradley County	\$ 53,070.81	\$ 2,526.02	4.54%	Bradley County	\$ 52,138.47	\$ 2,020.99	3.73%
Bradley County	\$ 42,733.74	\$ 3,027.05	6.61%	Cleveland City	\$ 52,888.01	\$ 2,708.82	4.87%	Cleveland City	\$ 51,691.32	\$ 2,468.14	4.56%
Meigs County	\$ 42,545.95	\$ 3,214.84	7.03%	Meigs County	\$ 51,457.95	\$ 4,138.88	7.44%	Meigs County	\$ 50,675.43	\$ 3,484.02	6.43%
Dayton City	\$ 42,512.41	\$ 3,248.38	7.10%	Dayton City	\$ 51,172.86	\$ 4,423.97	7.96%	Dayton City	\$ 50,268.88	\$ 3,890.57	7.18%
Sequatchie County	\$ 41,419.67	\$ 4,341.12	9.49%	Sequatchie County	\$ 49,112.56	\$ 6,484.27	11.66%	Sequatchie County	\$ 48,336.69	\$ 5,822.77	10.75%
Rhea County	\$ 41,280.54	\$ 4,480.25	9.79%	Rhea County	\$ 48,889.73	\$ 6,707.10	12.06%	Rhea County	\$ 48,181.61	\$ 5,977.85	11.04%
Marion County	\$ 40,894.51	\$ 4,866.28	10.63%	Marion County	\$ 48,662.83	\$ 6,934.00	12.47%	Marion County	\$ 47,763.11	\$ 6,396.35	11.81%
Richard City	\$ 40,571.60	\$ 5,189.19	11.34%	Bledsoe County	\$ 46,070.28	\$ 9,526.55	17.14%	Bledsoe County	\$ 45,379.19	\$ 8,780.27	16.21%
Bledsoe County	\$ 39,068.72	\$ 6,692.07	14.62%	Richard City	\$ 45,597.37	\$ 9,999.46	17.99%	Richard City	\$ 44,875.07	\$ 9,284.38	17.14%

Knoxville	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Oak Ridge	\$ 51,359.95			Maryville City	\$ 59,118.04			Maryville City	\$ 58,496.29		
Alcoa City	\$ 49,510.75	\$ 1,849.20	3.60%	Oak Ridge	\$ 59,111.91	\$ 6.13	0.01%	Oak Ridge	\$ 58,139.65	\$ 356.64	0.61%
Maryville City	\$ 48,447.78	\$ 2,912.17	5.67%	Alcoa City	\$ 57,812.89	\$ 1,305.15	2.21%	Alcoa City	\$ 56,892.14	\$ 1,604.14	2.74%
Blount County	\$ 44,904.20	\$ 6,455.75	12.57%	Roane County	\$ 53,071.58	\$ 6,046.46	10.23%	Blount County	\$ 52,315.76	\$ 6,180.53	10.57%
Clinton City	\$ 43,974.76	\$ 7,385.19	14.38%	Lenoir City	\$ 52,676.71	\$ 6,441.33	10.90%	Roane County	\$ 51,718.85	\$ 6,777.44	11.59%
Roane County	\$ 43,814.23	\$ 7,545.72	14.69%	Blount County	\$ 52,099.82	\$ 7,018.22	11.87%	Lenoir City	\$ 51,711.48	\$ 6,784.81	11.60%
Lenoir City	\$ 43,482.81	\$ 7,877.14	15.34%	Sevier County	\$ 51,884.38	\$ 7,233.67	12.24%	Sevier County	\$ 51,196.99	\$ 7,299.30	12.48%
Knox County	\$ 43,329.87	\$ 8,030.08	15.63%	Knox County	\$ 51,170.38	\$ 7,947.66	13.44%	Clinton City	\$ 50,287.86	\$ 8,208.43	14.03%
Loudon County	\$ 43,050.50	\$ 8,309.45	16.18%	Knox County	\$ 50,679.09	\$ 8,438.95	14.27%	Knox County	\$ 50,010.19	\$ 8,486.09	14.51%
Sevier County	\$ 42,253.68	\$ 9,106.27	17.73%	Anderson County	\$ 49,786.24	\$ 9,331.80	15.79%	Loudon County	\$ 49,080.61	\$ 9,415.68	16.10%
Anderson County	\$ 41,961.07	\$ 9,398.88	18.30%	Loudon County	\$ 49,721.86	\$ 9,396.19	15.89%	Anderson County	\$ 49,036.82	\$ 9,459.47	16.17%
Jefferson County	\$ 40,943.22	\$ 10,416.73	20.28%	Jefferson County	\$ 48,224.38	\$ 10,893.66	18.43%	Jefferson County	\$ 47,531.49	\$ 10,964.80	18.74%
Grainger County	\$ 40,715.40	\$ 10,644.55	20.73%	Union County	\$ 48,156.51	\$ 10,961.53	18.54%	Union County	\$ 47,461.99	\$ 11,034.30	18.86%
Union County	\$ 40,093.13	\$ 11,266.82	21.94%	Grainger County	\$ 47,532.77	\$ 11,585.27	19.60%	Grainger County	\$ 46,800.07	\$ 11,696.22	19.99%

Jackson	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Hardeman County	\$ 43,026.06			Madison County	\$ 50,081.13			Madison County	\$ 49,082.06		
Madison County	\$ 41,969.69	\$ 1,056.37	2.46%	Haywood County	\$ 48,916.70	\$ 1,164.43	2.33%	Haywood County	\$ 48,172.17	\$ 909.89	1.85%
Bells City	\$ 41,925.45	\$ 1,100.61	2.56%	Hardeman County	\$ 48,800.34	\$ 1,280.78	2.56%	Hardeman County	\$ 48,064.28	\$ 1,017.78	2.07%
Haywood County	\$ 40,891.54	\$ 2,134.52	4.96%	Bells City	\$ 48,734.59	\$ 1,346.53	2.69%	Bells City	\$ 47,924.23	\$ 1,157.83	2.36%
Lexington City	\$ 40,464.56	\$ 2,561.50	5.95%	Lexington City	\$ 48,162.85	\$ 1,918.28	3.83%	Lexington City	\$ 47,439.89	\$ 1,642.17	3.35%
Chester County	\$ 40,319.24	\$ 2,706.82	6.29%	McKenzie SSD	\$ 47,430.11	\$ 2,651.02	5.29%	Henderson County	\$ 46,716.08	\$ 2,365.98	4.82%
Henderson County	\$ 40,253.90	\$ 2,772.16	6.44%	Henderson County	\$ 47,409.91	\$ 2,671.22	5.33%	McKenzie SSD	\$ 46,693.09	\$ 2,388.97	4.87%
Alamo City	\$ 40,093.10	\$ 2,932.96	6.82%	Huntingdon SSD	\$ 47,308.21	\$ 2,772.92	5.54%	Crockett County	\$ 46,357.57	\$ 2,724.49	5.55%
Gibson SSD	\$ 39,877.66	\$ 3,148.40	7.32%	Humboldt City	\$ 47,249.88	\$ 2,831.25	5.65%	Milan SSD	\$ 46,349.31	\$ 2,732.75	5.57%
Milan SSD	\$ 39,541.42	\$ 3,484.64	8.10%	Milan SSD	\$ 47,079.32	\$ 3,001.80	5.99%	Humboldt City	\$ 46,340.76	\$ 2,741.30	5.59%
Crockett County	\$ 39,535.59	\$ 3,490.47	8.11%	Crockett County	\$ 47,059.51	\$ 3,021.61	6.03%	McNairy County	\$ 45,967.24	\$ 3,114.82	6.35%
McNairy County	\$ 39,492.10	\$ 3,533.96	8.21%	McNairy County	\$ 46,661.30	\$ 3,419.82	6.83%	Huntingdon SSD	\$ 45,830.66	\$ 3,251.40	6.62%
McKenzie SSD	\$ 39,316.13	\$ 3,709.93	8.62%	Gibson SSD	\$ 46,280.22	\$ 3,800.91	7.59%	Gibson SSD	\$ 45,573.91	\$ 3,508.15	7.15%
Hollow Rock Bruceton SSD	\$ 39,243.64	\$ 3,782.42	8.79%	Trenton SSD	\$ 46,267.37	\$ 3,813.75	7.62%	Trenton SSD	\$ 45,559.22	\$ 3,522.84	7.18%
Humboldt City	\$ 39,141.99	\$ 3,884.07	9.03%	Carroll County	\$ 46,189.59	\$ 3,891.54	7.77%	Alamo City	\$ 45,341.50	\$ 3,740.56	7.62%
West Carroll SSD	\$ 39,091.22	\$ 3,934.84	9.15%	Chester County	\$ 46,178.99	\$ 3,902.14	7.79%	Carroll County	\$ 45,308.46	\$ 3,773.60	7.69%
Trenton SSD	\$ 39,055.12	\$ 3,970.94	9.23%	Alamo City	\$ 46,030.20	\$ 4,050.92	8.09%	Chester County	\$ 45,084.69	\$ 3,997.36	8.14%
South Carroll SSD	\$ 38,980.47	\$ 4,045.59	9.40%	Bradford SSD	\$ 45,202.32	\$ 4,878.80	9.74%	Bradford SSD	\$ 44,503.72	\$ 4,578.33	9.33%
Bradford SSD	\$ 38,967.93	\$ 4,058.13	9.43%	South Carroll SSD	\$ 45,110.99	\$ 4,970.14	9.92%	West Carroll SSD	\$ 43,976.19	\$ 5,105.87	10.40%
Huntingdon SSD	\$ 38,942.06	\$ 4,084.00	9.49%	West Carroll SSD	\$ 44,675.66	\$ 5,405.47	10.79%	South Carroll SSD	\$ 43,764.94	\$ 5,317.11	10.83%
Carroll County	\$ 38,588.36	\$ 4,437.70	10.31%	Hollow Rock Bruceton SSD	\$ 44,371.96	\$ 5,709.17	11.40%	Hollow Rock Bruceton SSD	\$ 43,670.82	\$ 5,411.24	11.02%

Clarksville	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Montgomery County	\$ 45,002.88			Montgomery County	\$ 56,835.05			Montgomery County	\$ 56,756.36		
Robertson County	\$ 43,903.03	\$ 1,099.85	2.44%	Robertson County	\$ 51,522.41	\$ 5,312.64	9.35%	Robertson County	\$ 50,801.48	\$ 5,954.88	10.49%
Cheatham County	\$ 42,819.34	\$ 2,183.54	4.85%	Cheatham County	\$ 50,900.08	\$ 5,934.97	10.44%	Cheatham County	\$ 50,201.80	\$ 6,554.56	11.55%
Stewart County	\$ 42,171.03	\$ 2,831.85	6.29%	Stewart County	\$ 50,176.12	\$ 6,658.93	11.72%	Stewart County	\$ 49,486.25	\$ 7,270.11	12.81%
Dickson County	\$ 41,445.41	\$ 3,557.47	7.90%	Dickson County	\$ 49,108.94	\$ 7,726.11	13.59%	Dickson County	\$ 48,417.19	\$ 8,339.17	14.69%
Houston County	\$ 40,171.29	\$ 4,831.59	10.74%	Houston County	\$ 48,117.96	\$ 8,717.09	15.34%	Houston County	\$ 46,556.74	\$ 10,199.62	17.97%

Memphis	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Memphis City	\$ 52,782.06			Memphis City	\$ 61,369.55			Memphis City	\$ 60,394.49		
Shelby County	\$ 51,528.69	\$ 1,253.37	2.37%	Shelby County	\$ 60,010.54	\$ 1,359.02	2.21%	Shelby County	\$ 58,771.09	\$ 1,623.40	2.69%
Tipton County	\$ 43,832.11	\$ 8,949.95	16.96%	Tipton County	\$ 54,117.00	\$ 7,252.55	11.82%	Tipton County	\$ 53,294.23	\$ 7,100.26	11.76%
Haywood County	\$ 40,891.54	\$ 11,890.52	22.53%	Haywood County	\$ 48,916.70	\$ 12,452.85	20.29%	Haywood County	\$ 48,172.17	\$ 12,222.32	20.24%
Fayette County	\$ 40,794.95	\$ 11,987.11	22.71%	Fayette County	\$ 47,334.10	\$ 14,035.45	22.87%	Fayette County	\$ 46,633.80	\$ 13,760.69	22.78%

Cookeville	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Putnam County	\$ 43,475.06			Putnam County	\$ 52,183.10			Putnam County	\$ 51,487.35		
Cumberland County	\$ 41,654.99	\$ 1,820.07	4.19%	White County	\$ 49,291.47	\$ 2,891.62	5.54%	White County	\$ 48,312.54	\$ 3,174.81	6.17%
Smith County	\$ 41,365.17	\$ 2,109.89	4.85%	Cumberland County	\$ 48,266.15	\$ 3,916.94	7.51%	Cumberland County	\$ 47,510.73	\$ 3,976.61	7.72%
Fentress County	\$ 41,059.21	\$ 2,415.85	5.56%	Smith County	\$ 47,844.31	\$ 4,338.79	8.31%	Smith County	\$ 47,171.48	\$ 4,315.86	8.38%
DeKalb County	\$ 40,868.22	\$ 2,606.84	6.00%	DeKalb County	\$ 47,816.86	\$ 4,366.23	8.37%	Overton County	\$ 46,491.73	\$ 4,995.62	9.70%
Jackson County	\$ 40,712.40	\$ 2,762.66	6.35%	Fentress County	\$ 47,263.18	\$ 4,919.91	9.43%	DeKalb County	\$ 46,487.35	\$ 5,000.00	9.71%
Overton County	\$ 40,231.80	\$ 3,243.26	7.46%	Overton County	\$ 47,178.32	\$ 5,004.78	9.59%	Fentress County	\$ 46,349.02	\$ 5,138.32	9.98%
White County	\$ 39,615.42	\$ 3,859.64	8.88%	Jackson County	\$ 45,079.80	\$ 7,103.29	13.61%	Jackson County	\$ 44,368.47	\$ 7,118.88	13.83%

Tri-Cities	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Kingsport City	\$ 48,588.55			Johnson City	\$ 57,566.25			Johnson City	\$ 56,169.77		
Bristol City	\$ 46,852.66	\$ 1,735.89	3.57%	Kingsport City	\$ 57,170.12	\$ 396.13	0.69%	Kingsport City	\$ 55,931.48	\$ 238.30	0.42%
Johnson City	\$ 46,513.41	\$ 2,075.14	4.27%	Bristol City	\$ 55,356.41	\$ 2,209.84	3.84%	Bristol City	\$ 54,613.74	\$ 1,556.03	2.77%
Elizabethton City	\$ 42,939.03	\$ 5,649.52	11.63%	Rogersville City	\$ 51,120.11	\$ 6,446.14	11.20%	Rogersville City	\$ 50,384.99	\$ 5,784.78	10.30%
Washington County	\$ 41,760.27	\$ 6,828.28	14.05%	Washington County	\$ 50,869.83	\$ 6,696.42	11.63%	Washington County	\$ 49,539.37	\$ 6,630.40	11.80%
Rogersville City	\$ 41,537.30	\$ 7,051.25	14.51%	Elizabethton City	\$ 50,259.36	\$ 7,306.89	12.69%	Elizabethton City	\$ 49,487.09	\$ 6,682.68	11.90%
Hawkins County	\$ 41,448.75	\$ 7,139.80	14.69%	Sullivan County	\$ 48,727.32	\$ 8,838.94	15.35%	Sullivan County	\$ 48,046.84	\$ 8,122.93	14.46%
Unicoi County	\$ 41,313.20	\$ 7,275.35	14.97%	Unicoi County	\$ 48,580.94	\$ 8,985.31	15.61%	Unicoi County	\$ 47,745.10	\$ 8,424.67	15.00%
Sullivan County	\$ 41,302.14	\$ 7,286.41	15.00%	Greene County	\$ 48,366.45	\$ 9,199.80	15.98%	Greene County	\$ 47,640.53	\$ 8,529.24	15.18%
Carter County	\$ 41,149.46	\$ 7,439.09	15.31%	Johnson County	\$ 47,829.52	\$ 9,736.73	16.91%	Hawkins County	\$ 46,844.69	\$ 9,325.08	16.60%
Greene County	\$ 40,858.95	\$ 7,729.60	15.91%	Hawkins County	\$ 47,459.02	\$ 10,107.23	17.56%	Carter County	\$ 46,409.84	\$ 9,759.93	17.38%
Johnson County	\$ 39,889.64	\$ 8,698.91	17.90%	Carter County	\$ 47,116.25	\$ 10,450.00	18.15%	Johnson County	\$ 45,532.78	\$ 10,636.99	18.94%

Franklin	FY 04				FY 12				FY 11		
	FY 04	\$ Disparity	% Disparity		FY 12	\$ Disparity	% Disparity		FY 11	\$ Disparity	% Disparity
Davidson County	\$ 50,094.39			Williamson County	\$ 58,811.64			Williamson County	\$ 56,723.51		
Franklin SSD	\$ 48,420.39	\$ 1,674.00	3.34%	Franklin SSD	\$ 57,794.39	\$ 1,017.26	1.73%	Franklin SSD	\$ 56,264.48	\$ 459.04	0.81%
Williamson County	\$ 47,840.12	\$ 2,254.27	4.50%	Davidson County	\$ 56,575.72	\$ 2,235.93	3.80%	Davidson County	\$ 55,270.62	\$ 1,452.90	2.56%
Murfreesboro City	\$ 47,518.00	\$ 2,576.39	5.14%	Murfreesboro City	\$ 54,728.71	\$ 4,082.94	6.94%	Murfreesboro City	\$ 53,857.68	\$ 2,865.83	5.05%
Rutherford County	\$ 46,213.11	\$ 3,881.28	7.75%	Rutherford County	\$ 54,001.38	\$ 4,810.27	8.18%	Rutherford County	\$ 53,163.30	\$ 3,560.22	6.28%
Maury County	\$ 44,967.76	\$ 5,126.63	10.23%	Maury County	\$ 51,977.36	\$ 6,834.29	11.62%	Maury County	\$ 51,180.72	\$ 5,542.79	9.77%
Marshall County	\$ 43,490.14	\$ 6,604.25	13.18%	Marshall County	\$ 51,163.26	\$ 7,648.39	13.00%	Marshall County	\$ 50,485.65	\$ 6,237.87	11.00%
Cheatham County	\$ 42,819.34	\$ 7,275.05	14.52%	Cheatham County	\$ 50,900.08	\$ 7,911.57	13.45%	Cheatham County	\$ 50,201.80	\$ 6,521.71	11.50%
Hickman County	\$ 42,003.58	\$ 8,090.81	16.15%	Dickson County	\$ 49,108.94	\$ 9,702.70	16.50%	Dickson County	\$ 48,417.19	\$ 8,306.32	14.64%
Dickson County	\$ 41,445.41	\$ 8,648.98	17.27%	Hickman County	\$ 47,586.54	\$ 11,225.11	19.09%	Hickman County	\$ 46,877.07	\$ 9,846.44	17.36%

FY 12 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	(656.74)
3	(18.34)
4	1506.55
5	928.99
6	313.96
7	256.47
8	14.19
9	258.03
10	(635.48)
General Trend	Increase

FY 11 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	(1214.96)	558.21
3	(801.37)	783.02
4	289.45	1217.10
5	(321.06)	1250.04
6	(1091.15)	1405.10
7	(269.32)	525.79
8	(753.33)	767.52
9	(1072.78)	1330.81
10	(1681.64)	1046.16
General Trend	Decrease	Increase

FY 12 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	(637.45)
3	(700.22)
4	(606.92)
5	(1649.26)
6	(303.69)
7	(723.68)
8	(919.31)
9	(928.66)
10	(482.09)
11	(862.84)
12	(712.54)
13	28.15
General Trend	Decrease

FY 11 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	(331.52)	(305.93)
3	(399.33)	(300.89)
4	(545.72)	(61.20)
5	(1451.49)	(197.77)
6	(23.97)	(279.72)
7	(606.26)	(117.42)
8	(813.15)	(106.16)
9	(833.48)	(95.18)
10	(388.37)	(93.72)
11	(767.28)	(95.56)
12	(636.43)	(76.11)
13	114.15	(86.00)
General Trend	Decrease	Decrease

FY 12 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	5382.60
3	2468.23
4	2278.41
5	1943.28
6	3007.54
7	3920.65
8	3999.59
9	4268.59
10	4254.27
General Trend	Increase

FY 11 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	\$ 4,723.53	\$ 659.07
3	\$ 2,002.38	\$ 465.85
4	\$ 1,614.46	\$ 663.95
5	\$ 1,877.26	\$ 66.02
6	\$ 2,317.62	\$ 689.92
7	\$ 3,360.01	\$ 560.64
8	\$ 3,329.03	\$ 670.56
9	\$ 3,669.41	\$ 599.18
10	\$ 3,472.12	\$ 782.15
General Trend	Increase	Increase

FY 12 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	746.75
3	(318.23)
4	924.04
5	1175.59
6	2143.15
7	2226.85
8	2067.72
9	4337.36
10	3307.39
General Trend	Increase

FY 11 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	241.72	\$ 505.03
3	(558.91)	\$ 240.68
4	269.18	\$ 654.85
5	642.19	\$ 533.39
6	1,481.65	\$ 661.50
7	1,497.60	\$ 729.24
8	1,530.07	\$ 537.65
9	3,591.08	\$ 746.28
10	2,592.31	\$ 715.08
General Trend	Increase	Increase

FY 12 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	(1843.07)
3	(1607.02)
4	(409.29)
5	(943.86)
6	(527.50)
7	(643.47)
8	(82.42)
9	129.50
10	225.53
11	(2.69)
12	476.93
13	316.98
14	318.45
General Trend	Mixed (Decrease)

FY 11 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	(1,492.56)	(350.51)
3	(1,308.03)	(298.99)
4	(275.22)	(134.07)
5	(607.75)	(336.10)
6	(760.91)	233.41
7	(577.84)	(65.63)
8	178.35	(260.77)
9	176.64	(47.14)
10	309.41	(83.87)
11	60.59	(63.28)
12	548.07	(71.14)
13	389.75	(72.77)
14	429.40	(110.95)
General Trend	Mixed	Decrease

FY 12 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	108.06
3	180.17
4	(787.99)
5	(643.22)
6	(55.80)
7	(100.94)
8	(160.04)
9	(317.15)
10	(482.84)
11	(468.86)
12	(114.14)
13	90.98
14	31.33
15	7.47
16	(32.70)
17	79.98
18	833.21
19	912.01
20	1321.47
21	1271.47
General Trend	Mixed

FY 11 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	(146.48)	254.54
3	(82.83)	263.00
4	(976.69)	188.71
5	(919.33)	276.11
6	(340.84)	285.04
7	(383.19)	282.25
8	(208.47)	48.43
9	(415.65)	98.50
10	(743.34)	260.51
11	(375.65)	(93.21)
12	(282.56)	168.42
13	(201.78)	292.76
14	(259.58)	290.91
15	(143.51)	150.98
16	(161.24)	128.54
17	26.42	53.56
18	532.74	300.47
19	1,047.74	(135.73)
20	1,233.11	88.35
21	973.54	297.93
General Trend	Decrease	Increase

FY 12 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	4212.79
3	3751.43
4	3827.08
5	4168.64
6	3885.50
General Trend	Increase

FY 11 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	4855.03	(642.24)
3	4371.02	(619.58)
4	4438.26	(611.18)
5	4781.70	(613.06)
6	5368.03	(1482.53)
General Trend	Increase	Decrease

FY 12 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	105.65
3	(1697.40)
4	562.33
5	2048.34
General Trend	Increase

FY 11 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	370.03	(264.39)
3	(1849.69)	152.29
4	331.80	230.53
5	1773.58	274.76
General Trend	Increase	Increase

FY 12 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	1071.55
3	1807.05
4	1922.94
5	1759.39
6	2157.25
7	1761.52
8	3243.65
General Trend	Increase

FY 11 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	1354.74	(283.19)
3	1866.72	(59.67)
4	1900.01	22.93
5	2388.78	(629.39)
6	2237.34	(80.08)
7	1895.06	(133.55)
8	3259.24	(15.58)
General Trend	Increase	Decrease

FY 12 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	(1339.76)
3	134.70
4	796.62
5	(131.86)
6	255.64
7	1699.14
8	1709.96
9	1913.39
10	2297.64
11	2377.63
12	1751.09
General Trend	Increase

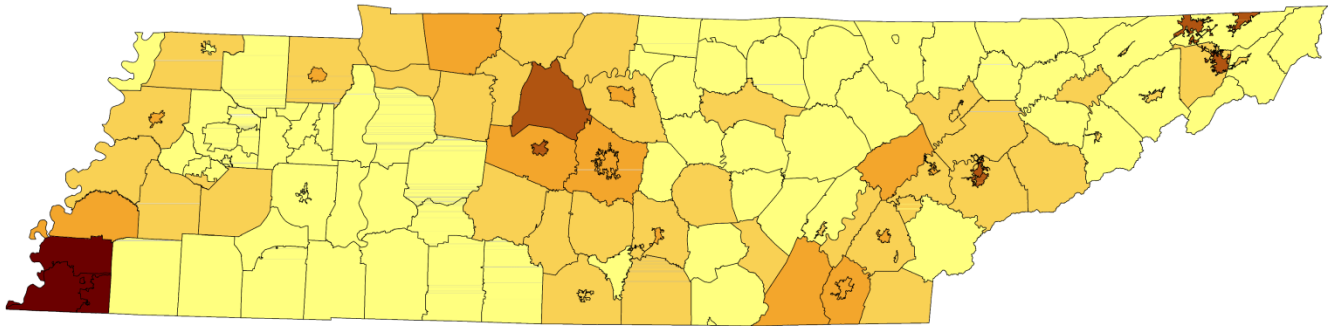
FY 11 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	(1497.59)	157.83
3	(519.11)	653.81
4	135.26	661.37
5	(197.88)	66.02
6	(368.57)	624.21
7	983.13	716.00
8	1149.32	560.64
9	1242.83	670.56
10	1885.99	411.66
11	2030.33	347.30
12	1938.08	(186.98)
General Trend	Increase	Increase

FY 12 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY12 to FY04)
1	
2	(656.74)
3	(18.34)
4	1506.55
5	928.99
6	1707.66
7	1044.14
8	636.52
9	1611.89
10	2576.13
General Trend	Increase






FY 11 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY11 to FY04)	Change in \$ Disparity, Compared to Last Year (FY12 to FY11)
1		
2	(1214.96)	558.22
3	(801.37)	783.03
4	289.44	1217.11
5	(321.06)	1250.05
6	416.16	1291.49
7	(366.38)	1410.52
8	(753.34)	1389.86
9	215.51	1396.38
10	1197.46	1378.66
General Trend	Mixed	Increase

Salary Disparity Choropleth Maps

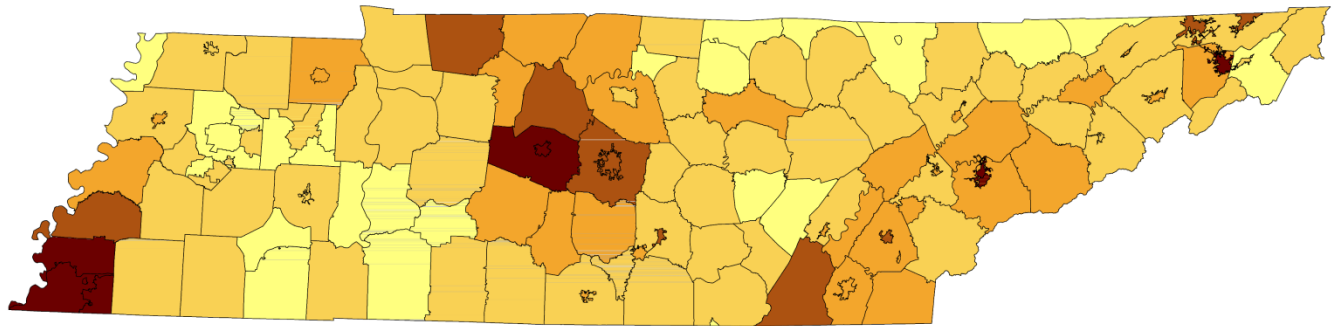
Salary








Legend

-  Group 1 is the lowest quintile
-  Group 2
-  Group 3 is the middle quintile
-  Group 4
-  Group 5 is the highest quintile

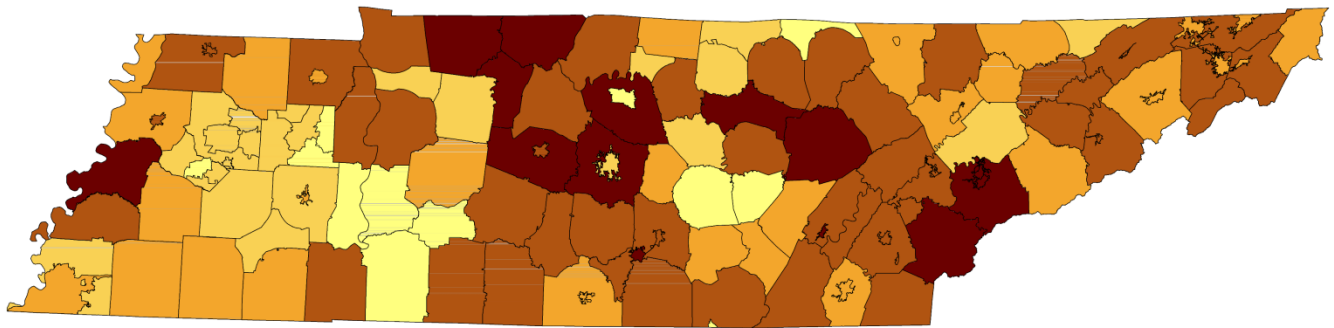
Compensation








Legend

-  Group 1 is the lowest quintile
-  Group 2
-  Group 3 is the middle quintile
-  Group 4
-  Group 5 is the highest quintile

% of Insurance Paid



Legend

-  Group 1 is the lowest quintile
-  Group 2
-  Group 3 is the middle quintile
-  Group 4
-  Group 5 is the highest quintile

Review of State Regional Teacher Salary

As recognized by the NEA, each state's department of education has its own system of accounting and reporting. Therefore, it is not always possible to obtain completely comparable data for every state. Further, the state of TN calculates the average TN teacher salary at \$47,082 (this average excludes principals and supervisors of instruction), whereas NEA lists it at \$46,613 for the 2011-2012 school year for calculating the Southeastern states' average teacher salary of \$48,090. This is the most reliably reported data that can be utilized and therefore this average is used as the chief comparison number for the disparity study.

SUMMARY TABLE G. ESTIMATED AVERAGE ANNUAL SALARIES OF TOTAL INSTRUCTIONAL STAFF AND OF CLASSROOM TEACHERS, 2010–11 (REVISED) AND 2011–12

REGION AND STATE	2010–11 (REVISED) AVERAGE					2011–12 AVERAGE			ALL TEACHERS	
	INSTR. STAFF	SALARY FOR CLASSROOM TEACHERS			INSTR. STAFF	SALARY FOR CLASSROOM TEACHERS			% CHANGE VERSUS	
		ALL ELEM.	SEC.	TEACHERS		ALL ELEM.	SEC.	TEACHERS	2010–11 (CURRENT \$)	2001–02 (CURRENT \$)
1	2	3	4	5	6	7	8	9	10	11
SOUTHEAST	49,403	47,419	47,710	47,614	50,036	48,053	48,147	48,090	1.00	21.0
ALABAMA	49,710	47,153	48,562	47,803	50,039	47,472	48,601	48,003	0.42	29.1
ARKANSAS	49,500	46,500 *	46,500 *	46,500	50,680 *	46,959 *	46,959 *	46,959 *	0.99 *	29.6
FLORIDA	47,075	45,732	45,732	45,732	47,575	46,232	46,232	46,232	1.09	17.7
GEORGIA	55,333	52,455	53,374	52,815	55,409	52,605	53,450	52,938	0.23	20.1
KENTUCKY	50,971	48,710	49,401	48,908	51,959	49,568	50,125	49,730	1.68	31.0
LOUISIANA	51,381	49,006	49,006	49,006	52,611 *	50,179 *	50,179 *	50,179 *	2.39 *	38.1
MISSISSIPPI	43,800	41,260	42,996	41,975	44,651 *	41,646 *	41,646 *	41,646 *	-0.78 *	25.1
NORTH CAROLINA	46,605	46,605	46,605	46,605	46,605	46,605	46,605	46,605	0.00	9.2
SOUTH CAROLINA	49,388	45,479	45,863	47,050	50,503 *	48,176 *	48,176 *	48,176 *	2.39 *	20.7
TENNESSEE	47,877	45,891	45,891	45,891	48,690 *	46,613 *	46,613 *	46,613 *	1.57 *	21.0
VIRGINIA	50,647 *	48,761 *	48,761 *	48,761 *	51,860 *	49,560 *	49,560 *	49,560 *	1.64 *	18.6 *
WEST VIRGINIA	46,215	43,965	45,033	44,260	47,321 *	45,320 *	45,320 *	45,320 *	2.39 *	23.3

Source : National Education Association (nea.org), National Center for Education Statistics (nces.ed.gov), 2011

Rank	State	Average Salary	10-year increase %
1.	New York	\$72,708	41.2
2.	Massachusetts	\$70,752	45.4
3.	Connecticut	\$69,165	31.3
4.	California	\$67,871	29.3
5.	New Jersey	\$66,612	28.6
6.	Illinois	\$64,509	34.8
7.	Maryland	\$63,960	39.2
8.	Michigan	\$63,940	24.6
9.	Alaska	\$62,918	30.7
10.	Rhode Island	\$60,923	25.7
11.	Pennsylvania	\$60,760	22.7

12.	Delaware	\$57,934	23.1
13.	Ohio	\$56,715	32.8
14.	Oregon	\$56,503	25.6
15.	Wyoming	\$56,100	61.8
16.	Hawaii	\$55,063	37.5
17.	Wisconsin	\$54,195	28.7
18.	Minnesota	\$53,680	27.2
19.	Nevada	\$53,023	31.1
20.	Washington	\$52,926	25.6
21.	Georgia	\$52,815	25.1
22.	New Hampshire	\$52,792	37.8
23.	Indiana	\$50,801	17.3
24.	Vermont	\$50,141	31.1
25.	Iowa	\$49,844	36.6
26.	Colorado	\$49,228	25.6
27.	Louisiana	\$49,006	45.8
28.	Kentucky	\$48,908	33.7
29.	Virginia	\$48,761	21.4
30.	Texas	\$48,638	26.8
31.	Alabama	\$47,803	28.8
32.	Arizona	\$47,553	27.9
33.	Idaho	\$47,416	27.8
34.	Nebraska	\$47,368	38.6
35.	Maine	\$47,182	29.7
36.	Montana	\$47,132	41.8
37.	South Carolina	\$47,050	24
38.	Utah	\$47,033	29.1
39.	New Mexico	\$46,888	38.8
40.	North Carolina	\$46,605	12.3
41.	Kansas	\$46,598	29.8
42.	Arkansas	\$46,500	34.2
43.	Tennessee	\$45,891	22.6
44.	Florida	\$45,732	19.6
45.	Missouri	\$45,321	28.6
46.	North Dakota	\$44,807	45
47.	Oklahoma	\$44,343	28.5
48.	West Virginia	\$44,260	23.3
49.	Mississippi	\$41,975	31.4
50.	South Dakota	\$39,850	31.7

Source : National Education Association (nea.org), National Center for Education Statistics (nces.ed.gov), 2011

Data Source: United States Department of Labor, Bureau of Labor Statistics

The following data is derived from the national Current Employment Statistics (CES) survey. Each month the program surveys about 141,000 businesses and government agencies, representing approximately 486,000 individual worksites, in order to provide detailed industry data on employment, hours, and earnings of workers on nonfarm payrolls. State and area estimates of hours and earnings from this survey are available for all employees.

All data on employment, hours and earnings for the nation and for states and areas are classified in accordance with the 2007 North American Industry Classification System (NAICS), specified by the U.S. Office of Management and Budget. Establishments are classified into industries on the basis of their primary activity. Those that use comparable capital equipment, labor, and raw material inputs are classified together. For an establishment engaging in more than one activity, the entire employment of the establishment is included under the industry indicated by the principal activity.

Because of data classification, methodology, and other factors, an aggregate total similar to the average published by NEA is not currently made available on the Bureau of Labor Statistics website. Occupational classifications germane to this comparison study are listed on the following pages.

Occupation: Elementary School Teachers, Except Special Education (SOC code 252021)		
Period: May 2011		
Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	48470	48450
Arkansas	44580	43820
Florida	50090	46200
Georgia	53530	53460
Kentucky	48990	49520
Louisiana	48030	47410
Mississippi	41510	40310
North Carolina	43420	42540
South Carolina	48380	47030
Tennessee	46260	45150
Virginia	58980	55140
West Virginia	42930	42600
Footnotes:		

(2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.

SOC code: Standard Occupational Classification code -- see
<http://www.bls.gov/soc/home.htm>
 Data extracted on October 22 2012

Occupation: Middle School Teachers, Except Special and Career/Technical Education (SOC code 252022)

Period: May 2011

Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	49480	48940
Arkansas	46450	45530
Florida	50550	46720
Georgia	53520	53130
Kentucky	49660	49800
Louisiana	47680	46870
Mississippi	41390	39700
North Carolina	42720	41530
South Carolina	48830	47630
Tennessee	46270	45220
Virginia	58310	54770
West Virginia	42190	40920

Footnotes:

(2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.

SOC code: Standard Occupational Classification code -- see
<http://www.bls.gov/soc/home.htm>
 Data extracted on October 22 2012

Occupation: Secondary School Teachers, Except Special and Career/Technical Education (SOC code 252031)

Period: May 2011

Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	50120	50450
Arkansas	46710	45820
Florida	52660	48470
Georgia	53510	53250
Kentucky	50680	50850
Louisiana	48670	47520
Mississippi	42710	41680
North Carolina	45240	43960

South Carolina	49940	48750
Tennessee	47830	46530
Virginia	59900	55200
West Virginia	43630	42820
Footnotes: (2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.		
SOC code: Standard Occupational Classification code -- see http://www.bls.gov/soc/home.htm Data extracted on October 22 2012		

Occupation: Career/Technical Education Teachers, Middle School (SOC code 252023)		
Period: May 2011		
Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	51760	50750
Arkansas	48380	47230
Florida	59050	56780
Georgia	55050	55040
Kentucky	55690	55890
Louisiana	50760	50460
Mississippi	43690	42280
North Carolina	45530	44410
South Carolina	48700	48490
Tennessee	42920	42290
Virginia	60810	55290
West Virginia	N/A	N/A
Footnotes: (2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.		
SOC code: Standard Occupational Classification code -- see http://www.bls.gov/soc/home.htm Data extracted on October 22 2012		

Occupation: Career/Technical Education Teachers, Secondary School (SOC code 252032)		
Period: May 2011		
Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	53250	53300
Arkansas	49350	48010
Florida	54020	51230

Georgia	55790	55340
Kentucky	56270	56840
Louisiana	53270	52190
Mississippi	44230	43260
North Carolina	48480	47030
South Carolina	50060	49980
Tennessee	47000	45830
Virginia	59850	56130
West Virginia	45240	44690
Footnotes: (2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.		
SOC code: Standard Occupational Classification code -- see http://www.bls.gov/soc/home.htm Data extracted on October 22 2012		

Occupation: Special Education Teachers, Preschool, Kindergarten, and Elementary School* (SOC code 252041)		
Period: May 2011		
Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	50320	50800
Arkansas	46220	45230
Florida	52730	48880
Georgia	52660	52100
Kentucky	49320	49150
Louisiana	48140	47350
Mississippi	43960	43140
North Carolina	44710	43550
South Carolina	48580	47350
Tennessee	46850	45660
Virginia	59040	55290
West Virginia	41570	40200
Footnotes: (2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.		
SOC code: Standard Occupational Classification code -- see http://www.bls.gov/soc/home.htm Data extracted on October 22 2012		

Occupation: Special Education Teachers, Middle School (SOC code 252053)		
Period: May 2011		
Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	49930	50380
Arkansas	47850	46690
Florida	53220	49250
Georgia	51440	49960
Kentucky	49610	49540
Louisiana	48330	47590
Mississippi	43790	42910
North Carolina	44760	43710
South Carolina	51120	50180
Tennessee	46920	45400
Virginia	57780	55490
West Virginia	40050	38610
Footnotes: (2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.		
SOC code: Standard Occupational Classification code -- see http://www.bls.gov/soc/home.htm Data extracted on October 22 2012		

Occupation: Special Education Teachers, Secondary School (SOC code 252054)		
Period: May 2011		
Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	52040	52120
Arkansas	47900	46830
Florida	53100	49520
Georgia	53100	52080
Kentucky	50100	49930
Louisiana	50060	50180
Mississippi	44900	43650
North Carolina	45010	43870
South Carolina	48840	48660
Tennessee	47150	46020
Virginia	59820	54880
West Virginia	43790	42810
Footnotes: (2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.		

SOC code: Standard Occupational Classification code -- see
<http://www.bls.gov/soc/home.htm>
 Data extracted on October 22 2012

Occupation: Kindergarten Teachers, Except Special Education (SOC code 252012)

Period: May 2011

Area name	Annual mean wage(2)	Annual median wage(2)
Alabama	48320	48490
Arkansas	44080	43680
Florida	49580	46060
Georgia	51110	52220
Kentucky	50660	50990
Louisiana	47730	46680
Mississippi	40990	40510
North Carolina	41610	40230
South Carolina	52500	51350
Tennessee	45230	44540
Virginia	56130	52680
West Virginia	46170	46110

Footnotes:

(2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.

SOC code: Standard Occupational Classification code -- see
<http://www.bls.gov/soc/home.htm>
 Data extracted on October 22 2012

National Averages

Industry: Elementary and Secondary Schools National Averages (NAICS code 611100)		
Period: May 2011		
Occupation (SOC code)	Annual mean wage(2)	Annual median wage(2)
Preschool Teachers, Except Special Education(252011)	43130	40470
Kindergarten Teachers Except Special Education(252012)	53520	50680
Elementary School Teachers Except Special Education(252021)	55290	52870
Middle School Teachers Except Special and Career/Technical Education(252022)	55780	53140
Secondary School Teachers Except Special and Career/Technical Education(252031)	56790	54310
Career/Technical Education Teachers Secondary School(252032)	56610	54910
Special Education Teachers Preschool Kindergarten and Elementary School*(252041)	56660	53810
Special Education Teachers Middle School(252053)	58460	55020
Special Education Teachers Secondary School(252054)	59240	56120
Teachers and Instructors All Other*(253999)	33150	27650
Footnotes:		
(2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.		
SOC code: Standard Occupational Classification code -- see http://www.bls.gov/soc/home.htm		
NAICS code: North American Industry Classification System code -- see http://www.bls.gov/bls/naics.htm		
Data extracted on October 22 2012		

Historical Data for 2010

TN 2010 Data	
Occupation Title	Mean Annual
Kindergarten Teachers, Except Special Education	\$44,760
Elementary School Teachers, Except Special Education	\$45,790
Middle School Teachers, Except Special and Career/Technical Education	\$45,310
Career/Technical Education Teachers, Middle School	\$41,120
Secondary School Teachers, Except Special and Career/Technical Education	\$46,660
Career/Technical Education Teachers, Secondary School	\$45,890
Special Education Teachers, Preschool, Kindergarten, and Elementary School	\$46,240
Special Education Teachers, Middle School	\$46,780
Special Education Teachers, Secondary School	\$45,380

Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

Historical Data for 2009

TN 2009 Data	
Occupation Title	Mean Annual
Kindergarten Teachers, Except Special Education	\$44,980
Elementary School Teachers, Except Special Education	\$46,280
Middle School Teachers, Except Special and Vocational Education	\$45,020
Vocational Education Teachers, Middle School	\$43,100
Secondary School Teachers, Except Special and Vocational Education	\$46,520
Vocational Education Teachers, Secondary School	\$45,440
Special Education Teachers, Preschool, Kindergarten, and Elementary School	\$45,660
Special Education Teachers, Middle School	\$46,870
Special Education Teachers, Secondary School	\$45,710

Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

APPENDICES

Appendix A:

2012 State Cost for Committee Recommendations Per LEA

Appendix B:

Computation of 2013-2014 BEP Unit Costs

Appendix C:

Salaries and Benefits, Disparity in Compensation: A Look at Weighted Averages

Appendix A: 2012 State Cost for Committee Recommendations per LEA

2012 State Cost of BEP Review Committee Recommendations

<u>Component Change</u>	<u>State Cost</u>	<u>Hold Harmless</u>	<u>Total</u>
Fully Implement BEP 2.0	\$141,352,000	\$11,129,000	\$152,481,000
Reduce Assistant Principal Ratio to SACS standard	\$9,352,000	\$ -	\$9,352,000
Reduce 7-12 ratios, including CTE, by 3 students	\$85,024,000	\$ -	\$85,024,000
New BEP Component for Mentors (1:12 professional positions)	\$13,861,000	\$ -	\$ 13,861,000
Professional Development (1% of instructional salaries)	\$24,613,000	\$ -	\$ 24,613,000
Reduce funding ratios for nurses from 1:3,000 to 1:1,500	\$11,990,000	\$67,000	\$12,057,000
Reduce funding ratios for Technology Coordinators from 1:6,400 to 1:3,200	\$4,018,000	\$181,000	\$4,199,000
Increase Funding for teacher materials and supplies by \$100	\$6,234,000	\$ -	\$6,234,000
Instructional Technology Coordinator (1 per LEA)	\$5,651,000	\$ -	\$5,651,000
Capital Outlay Restored	\$34,366,000	\$ -	\$34,366,000
12 Months Insurance	\$57,632,000	\$ -	\$57,632,000
Total State Cost of all Recommendations	\$394,093,000	\$11,377,000	\$405,470,000

These numbers detail the pure cost of a formula improvement and do not include the effect of stability, mandatory increase, or the baseline provision. Thus final allocations would vary.

BEP 2.0 Full Implementation

<u>Individual Component Change</u>	<u>State Cost</u>	<u>Hold Harmless</u>	<u>Total</u>
Salary to \$40,000	7,962,000	0	7,962,000
Instructional at 75%	148,855,000	0	148,855,000
ELL teachers 1:20	25,118,000	936,000	26,054,000
ELL Translators 1:200	2,685,000	197,000	2,882,000
Medical Insurance 50%	23,360,000	0	23,360,000
Fox 100%	1,213,000	56,351,000	57,564,000
CDF Eliminated	(65,053,000)	84,815,000	19,762,000
Total Individual Components	144,140,000	142,299,000	286,439,000
All Components Together	141,352,000	11,129,000	152,481,000

BASED ON BEP JULY FINAL FOR FY13

	Original Generated	Amount Generated BEP 2.0 Fully Implemented	Variance	Hold Harmless
10 Anderson County	28,269,000	28,896,000	627,000	0
11 Clinton City	3,895,000	4,001,000	106,000	0
12 Oak Ridge City	18,434,000	18,989,000	555,000	0
20 Bedford County	35,699,000	37,276,000	1,577,000	0
30 Benton County	10,986,000	11,176,000	190,000	0
40 Bledsoe County	10,749,000	10,511,000	(238,000)	238,000
50 Blount County	42,646,000	43,106,000	460,000	0
51 Alcoa City	6,496,000	6,621,000	125,000	0
52 Maryville City	17,807,000	18,059,000	252,000	0
60 Bradley County	41,571,000	43,537,000	1,966,000	0
61 Cleveland City	21,051,000	22,225,000	1,174,000	0
70 Campbell County	26,214,000	26,128,000	(86,000)	86,000
80 Cannon County	10,358,000	10,355,000	(3,000)	3,000
90 Carroll County	1,892,000	1,885,000	(7,000)	7,000
92 H Rock-Bruceton SSD	3,421,000	3,472,000	51,000	0
93 Huntingdon SSD	5,852,000	5,943,000	91,000	0
94 McKenzie SSD	6,554,000	6,652,000	98,000	0
95 South Carroll Co SSD	1,809,000	1,836,000	27,000	0
97 West Carroll Co SSD	4,821,000	4,897,000	76,000	0
100 Carter County	27,127,000	27,362,000	235,000	0
101 Elizabethton City	10,667,000	10,769,000	102,000	0
110 Cheatham County	30,670,000	31,088,000	418,000	0
120 Chester County	13,875,000	14,032,000	157,000	0
130 Claiborne County	22,972,000	22,818,000	(154,000)	154,000
140 Clay County	5,496,000	5,453,000	(43,000)	43,000

150	Cocke County	22,271,000	22,156,000	(115,000)	115,000
151	Newport City	3,119,000	3,124,000	5,000	0
160	Coffee County	18,252,000	19,336,000	1,084,000	0
161	Manchester City	6,153,000	6,599,000	446,000	0
162	Tullahoma City	13,262,000	14,094,000	832,000	0
170	Crockett County	9,563,000	9,749,000	186,000	0
171	Alamo City	3,205,000	3,317,000	112,000	0
172	Bells City	2,098,000	2,151,000	53,000	0
180	Cumberland County	27,518,000	26,793,000	(725,000)	725,000
190	Davidson County	236,211,000	248,431,000	12,220,000	0
200	Decatur County	7,761,000	7,819,000	58,000	0
210	DeKalb County	13,506,000	13,416,000	(90,000)	90,000
220	Dickson County	35,813,000	36,973,000	1,160,000	0
230	Dyer County	16,491,000	17,369,000	878,000	0
231	Dyersburg City	11,974,000	12,645,000	671,000	0
240	Fayette County	13,072,000	12,547,000	(525,000)	525,000
250	Fentress County	11,591,000	11,492,000	(99,000)	99,000
260	Franklin County	24,714,000	24,265,000	(449,000)	449,000
271	Humboldt City	6,014,000	6,220,000	206,000	0
272	Milan SSD	10,205,000	10,539,000	334,000	0
273	Trenton SSD	6,588,000	6,810,000	222,000	0
274	Bradford SSD	2,763,000	2,848,000	85,000	0
275	Gibson County SSD	17,623,000	18,169,000	546,000	0
280	Giles County	17,265,000	17,698,000	433,000	0
290	Grainger County	18,807,000	18,527,000	(280,000)	280,000
300	Greene County	30,427,000	31,395,000	968,000	0
301	Greeneville City	11,690,000	12,139,000	449,000	0
310	Grundy County	12,320,000	12,118,000	(202,000)	202,000
320	Hamblen County	40,427,000	42,868,000	2,441,000	0
330	Hamilton County	127,945,000	142,318,000	14,373,000	0
340	Hancock County	5,924,000	5,824,000	(100,000)	100,000
350	Hardeman County	20,306,000	20,526,000	220,000	0
360	Hardin County	13,878,000	13,730,000	(148,000)	148,000

370	Hawkins County	35,260,000	35,433,000	173,000	0
371	Rogersville City	2,975,000	3,011,000	36,000	0
380	Haywood County	15,954,000	16,327,000	373,000	0
390	Henderson County	17,853,000	18,256,000	403,000	0
391	Lexington City	4,688,000	4,819,000	131,000	0
400	Henry County	13,925,000	14,293,000	368,000	0
401	Paris SSD	7,461,000	7,673,000	212,000	0
410	Hickman County	19,025,000	18,728,000	(297,000)	297,000
420	Houston County	7,506,000	7,479,000	(27,000)	27,000
430	Humphreys County	13,643,000	14,021,000	378,000	0
440	Jackson County	8,147,000	8,149,000	2,000	0
450	Jefferson County	30,722,000	30,229,000	(493,000)	493,000
460	Johnson County	10,882,000	10,467,000	(415,000)	415,000
470	Knox County	167,082,000	185,706,000	18,624,000	0
480	Lake County	4,777,000	4,794,000	17,000	0
490	Lauderdale County	23,190,000	23,565,000	375,000	0
500	Lawrence County	31,971,000	32,610,000	639,000	0
510	Lewis County	9,085,000	9,081,000	(4,000)	4,000
520	Lincoln County	18,198,000	18,537,000	339,000	0
521	Fayetteville City	5,394,000	5,483,000	89,000	0
530	Loudon County	18,944,000	18,541,000	(403,000)	403,000
531	Lenoir City	8,340,000	8,329,000	(11,000)	11,000
540	McMinn County	23,651,000	24,259,000	608,000	0
541	Athens City	6,432,000	6,643,000	211,000	0
542	Etowah City	1,511,000	1,551,000	40,000	0
550	McNairy County	21,023,000	21,484,000	461,000	0
560	Macon County	18,826,000	19,208,000	382,000	0
570	Madison County	43,315,000	48,306,000	4,991,000	0
580	Marion County	18,948,000	19,097,000	149,000	0
581	Richard City SSD	1,452,000	1,461,000	9,000	0
590	Marshall County	23,464,000	23,941,000	477,000	0
600	Maury County	46,351,000	47,241,000	890,000	0
610	Meigs County	9,111,000	8,893,000	(218,000)	218,000

620	Monroe County	25,265,000	24,849,000	(416,000)	416,000
621	Sweetwater City	7,000,000	6,970,000	(30,000)	30,000
630	Montgomery County	124,306,000	135,877,000	11,571,000	0
640	Moore County	4,515,000	4,455,000	(60,000)	60,000
650	Morgan County	17,562,000	17,390,000	(172,000)	172,000
660	Obion County	15,957,000	16,994,000	1,037,000	0
661	Union City	6,148,000	6,584,000	436,000	0
670	Overton County	17,108,000	17,044,000	(64,000)	64,000
680	Perry County	5,781,000	5,693,000	(88,000)	88,000
690	Pickett County	3,752,000	3,638,000	(114,000)	114,000
700	Polk County	12,577,000	12,361,000	(216,000)	216,000
710	Putnam County	39,924,000	42,907,000	2,983,000	0
720	Rhea County	20,062,000	20,079,000	17,000	0
721	Dayton City	3,656,000	3,722,000	66,000	0
730	Roane County	26,791,000	27,216,000	425,000	0
740	Robertson County	49,568,000	51,272,000	1,704,000	0
750	Rutherford County	155,334,000	163,087,000	7,753,000	0
751	Murfreesboro City	29,840,000	31,426,000	1,586,000	0
760	Scott County	14,901,000	14,853,000	(48,000)	48,000
761	Oneida SSD	6,168,000	6,155,000	(13,000)	13,000
770	Sequatchie County	11,201,000	11,233,000	32,000	0
780	Sevier County	34,138,000	36,592,000	2,454,000	0
790	Shelby County	181,405,000	188,526,000	7,121,000	0
791	Memphis City	443,472,000	463,656,000	20,184,000	0
800	Smith County	15,246,000	15,538,000	292,000	0
810	Stewart County	10,867,000	10,750,000	(117,000)	117,000
820	Sullivan County	37,539,000	39,984,000	2,445,000	0
821	Bristol City	13,207,000	14,142,000	935,000	0
822	Kingsport City	23,298,000	24,906,000	1,608,000	0
830	Sumner County	115,730,000	119,115,000	3,385,000	0
840	Tipton County	56,931,000	58,223,000	1,292,000	0
850	Trousdale County	6,727,000	6,764,000	37,000	0
860	Unicoi County	12,279,000	12,647,000	368,000	0

870	Union County	24,221,000	24,026,000	(195,000)	195,000
880	Van Buren County	3,693,000	3,650,000	(43,000)	43,000
890	Warren County	30,943,000	31,862,000	919,000	0
900	Washington County	30,307,000	32,027,000	1,720,000	0
901	Johnson City	24,598,000	26,176,000	1,578,000	0
910	Wayne County	12,604,000	12,407,000	(197,000)	197,000
920	Weakley County	21,192,000	21,967,000	775,000	0
930	White County	19,767,000	19,559,000	(208,000)	208,000
940	Williamson County	101,382,000	97,633,000	(3,749,000)	3,749,000
941	Franklin SSD	13,000,000	12,733,000	(267,000)	267,000
950	Wilson County	58,446,000	60,808,000	2,362,000	0
951	Lebanon SSD	13,634,000	14,353,000	719,000	0
970	Dept. of Children Services	6,939,000	6,970,000	31,000	0
		3,826,174,000	3,967,526,000	141,352,000	11,129,000

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated w/Additional Assistant Principals</u>	<u>State Cost of Adding Assistant Principals</u>	<u>Asst Principals Prior to Change</u>	<u>Asst Principals After Change</u>	<u>Number of Additional Asst Principals</u>	
10	Anderson County	28,269,000	28,316,000	47,000	3.0	4.5	1.5
11	Clinton City	3,895,000	3,894,000	0	0.0	0.0	0.0
12	Oak Ridge City	18,434,000	18,446,000	12,000	3.5	4.0	0.5
20	Bedford County	35,699,000	35,858,000	159,000	3.0	6.5	3.5
30	Benton County	10,986,000	11,005,000	19,000	0.5	1.0	0.5
40	Bledsoe County	10,749,000	10,771,000	22,000	0.5	1.0	0.5
50	Blount County	42,646,000	42,625,000	0	8.0	8.0	0.0
51	Alcoa City	6,496,000	6,528,000	32,000	1.0	2.0	1.0
52	Maryville City	17,807,000	17,850,000	43,000	4.0	5.5	1.5
60	Bradley County	41,571,000	41,567,000	0	9.5	10.0	0.5

61	Cleveland City	21,051,000	21,078,000	27,000	4.0	5.0	1.0
70	Campbell County	26,214,000	26,325,000	111,000	3.0	5.5	2.5
80	Cannon County	10,358,000	10,379,000	21,000	0.5	1.0	0.5
90	Carroll County	1,892,000	1,892,000	0	0.0	0.0	0.0
92	H Rock-Bruceton SSD	3,421,000	3,443,000	22,000	0.0	0.5	0.5
93	Huntingdon SSD	5,852,000	5,852,000	0	0.5	0.5	0.0
94	McKenzie SSD	6,554,000	6,575,000	21,000	0.5	1.0	0.5
95	South Carroll Co SSD	1,809,000	1,809,000	0	0.0	0.0	0.0
97	West Carroll Co SSD	4,821,000	4,821,000	0	0.5	0.5	0.0
100	Carter County	27,127,000	27,216,000	89,000	2.0	4.0	2.0
101	Elizabethton City	10,667,000	10,711,000	44,000	1.0	2.0	1.0
110	Cheatham County	30,670,000	30,756,000	86,000	3.5	5.5	2.0
120	Chester County	13,875,000	13,896,000	21,000	1.5	2.0	0.5
130	Claiborne County	22,972,000	23,038,000	66,000	1.5	3.0	1.5
140	Clay County	5,496,000	5,546,000	50,000	0.0	1.0	1.0
150	Cocke County	22,271,000	22,358,000	87,000	2.0	4.0	2.0
151	Newport City	3,119,000	3,120,000	1,000	0.5	0.5	0.0
160	Coffee County	18,252,000	18,243,000	0	4.0	4.0	0.0
161	Manchester City	6,153,000	6,169,000	16,000	0.0	0.5	0.5
162	Tullahoma City	13,262,000	13,274,000	12,000	1.5	2.0	0.5
170	Crockett County	9,563,000	9,612,000	49,000	1.0	2.0	1.0
171	Alamo City	3,205,000	3,229,000	24,000	0.0	0.5	0.5
172	Bells City	2,098,000	2,099,000	1,000	0.0	0.0	0.0
180	Cumberland County	27,518,000	27,616,000	98,000	4.5	7.0	2.5
190	Davidson County	236,211,000	236,483,000	272,000	48.5	63.5	15.0
200	Decatur County	7,761,000	7,756,000	0	0.5	0.5	0.0
210	DeKalb County	13,506,000	13,600,000	94,000	1.0	3.0	2.0
220	Dickson County	35,813,000	35,862,000	49,000	6.5	8.0	1.5
230	Dyer County	16,491,000	16,533,000	42,000	1.5	2.5	1.0
231	Dyersburg City	11,974,000	12,015,000	41,000	2.0	3.0	1.0
240	Fayette County	13,072,000	13,157,000	85,000	1.0	3.0	2.0
250	Fentress County	11,591,000	11,661,000	70,000	0.0	1.5	1.5
260	Franklin County	24,714,000	24,748,000	34,000	3.0	4.0	1.0

271	Humboldt City	6,014,000	6,014,000	0	0.5	0.5	0.0
272	Milan SSD	10,205,000	10,249,000	44,000	1.5	2.5	1.0
273	Trenton SSD	6,588,000	6,610,000	22,000	0.5	1.0	0.5
274	Bradford SSD	2,763,000	2,764,000	1,000	0.0	0.0	0.0
275	Gibson County SSD	17,623,000	17,690,000	67,000	2.0	3.5	1.5
280	Giles County	17,265,000	17,302,000	37,000	1.5	2.5	1.0
290	Grainger County	18,807,000	18,878,000	71,000	1.0	2.5	1.5
300	Greene County	30,427,000	30,507,000	80,000	4.0	6.0	2.0
301	Greeneville City	11,690,000	11,729,000	39,000	1.0	2.0	1.0
310	Grundy County	12,320,000	12,316,000	0	1.0	1.0	0.0
320	Hamblen County	40,427,000	40,516,000	89,000	6.0	8.5	2.5
330	Hamilton County	127,945,000	128,674,000	729,000	19.5	38.5	19.0
340	Hancock County	5,924,000	5,974,000	50,000	0.0	1.0	1.0
350	Hardeman County	20,306,000	20,349,000	43,000	2.0	3.0	1.0
360	Hardin County	13,878,000	13,889,000	11,000	2.0	2.5	0.5
370	Hawkins County	35,260,000	35,317,000	57,000	3.0	4.5	1.5
371	Rogersville City	2,975,000	2,974,000	0	0.5	0.5	0.0
380	Haywood County	15,954,000	16,048,000	94,000	1.0	3.0	2.0
390	Henderson County	17,853,000	17,893,000	40,000	1.5	2.5	1.0
391	Lexington City	4,688,000	4,687,000	0	0.5	0.5	0.0
400	Henry County	13,925,000	13,993,000	68,000	1.5	3.0	1.5
401	Paris SSD	7,461,000	7,505,000	44,000	0.0	1.0	1.0
410	Hickman County	19,025,000	19,070,000	45,000	1.0	2.0	1.0
420	Houston County	7,506,000	7,504,000	0	0.5	0.5	0.0
430	Humphreys County	13,643,000	13,685,000	42,000	1.0	2.0	1.0
440	Jackson County	8,147,000	8,144,000	0	0.5	0.5	0.0
450	Jefferson County	30,722,000	30,801,000	79,000	6.5	8.5	2.0
460	Johnson County	10,882,000	10,903,000	21,000	0.5	1.0	0.5
470	Knox County	167,082,000	167,429,000	347,000	53.0	66.0	13.0
480	Lake County	4,777,000	4,775,000	0	0.0	0.0	0.0
490	Lauderdale County	23,190,000	23,208,000	18,000	3.5	4.0	0.5
500	Lawrence County	31,971,000	32,083,000	112,000	2.5	5.0	2.5
510	Lewis County	9,085,000	9,107,000	22,000	0.5	1.0	0.5

520	Lincoln County	18,198,000	18,265,000	67,000	2.0	3.5	1.5
521	Fayetteville City	5,394,000	5,416,000	22,000	0.0	0.5	0.5
530	Loudon County	18,944,000	19,026,000	82,000	2.0	4.0	2.0
531	Lenoir City	8,340,000	8,380,000	40,000	1.5	2.5	1.0
540	McMinn County	23,651,000	23,660,000	9,000	5.0	5.5	0.5
541	Athens City	6,432,000	6,448,000	16,000	0.0	0.5	0.5
542	Etowah City	1,511,000	1,511,000	0	0.0	0.0	0.0
550	McNairy County	21,023,000	21,090,000	67,000	2.0	3.5	1.5
560	Macon County	18,826,000	18,869,000	43,000	1.5	2.5	1.0
570	Madison County	43,315,000	43,475,000	160,000	5.0	9.5	4.5
580	Marion County	18,948,000	19,010,000	62,000	2.0	3.5	1.5
581	Richard City SSD	1,452,000	1,452,000	0	0.0	0.0	0.0
590	Marshall County	23,464,000	23,578,000	114,000	2.5	5.0	2.5
600	Maury County	46,351,000	46,561,000	210,000	5.5	10.5	5.0
610	Meigs County	9,111,000	9,133,000	22,000	0.5	1.0	0.5
620	Monroe County	25,265,000	25,375,000	110,000	2.0	4.5	2.5
621	Sweetwater City	7,000,000	7,023,000	23,000	0.0	0.5	0.5
630	Montgomery County	124,306,000	124,766,000	460,000	27.0	38.0	11.0
640	Moore County	4,515,000	4,563,000	48,000	0.5	1.5	1.0
650	Morgan County	17,562,000	17,634,000	72,000	0.5	2.0	1.5
660	Obion County	15,957,000	16,045,000	88,000	1.0	3.0	2.0
661	Union City	6,148,000	6,172,000	24,000	1.0	1.5	0.5
670	Overton County	17,108,000	17,127,000	19,000	1.5	2.0	0.5
680	Perry County	5,781,000	5,778,000	0	0.5	0.5	0.0
690	Pickett County	3,752,000	3,776,000	24,000	0.0	0.5	0.5
700	Polk County	12,577,000	12,597,000	20,000	1.0	1.5	0.5
710	Putnam County	39,924,000	40,032,000	108,000	7.0	10.0	3.0
720	Rhea County	20,062,000	20,100,000	38,000	3.5	4.5	1.0
721	Dayton City	3,656,000	3,656,000	0	0.5	0.5	0.0
730	Roane County	26,791,000	26,862,000	71,000	3.5	5.5	2.0
740	Robertson County	49,568,000	49,842,000	274,000	5.0	11.0	6.0
750	Rutherford County	155,334,000	155,338,000	4,000	48.5	51.0	2.5
751	Murfreesboro City	29,840,000	29,879,000	39,000	4.5	6.0	1.5

760	Scott County	14,901,000	14,898,000	0	1.0	1.0	0.0
761	Oneida SSD	6,168,000	6,190,000	22,000	0.5	1.0	0.5
770	Sequatchie County	11,201,000	11,220,000	19,000	2.0	2.5	0.5
780	Sevier County	34,138,000	34,236,000	98,000	9.5	13.5	4.0
790	Shelby County	181,405,000	181,452,000	47,000	54.0	56.5	2.5
791	Memphis City	443,472,000	444,408,000	936,000	65.5	92.5	27.0
800	Smith County	15,246,000	15,263,000	17,000	1.0	1.5	0.5
810	Stewart County	10,867,000	10,940,000	73,000	0.5	2.0	1.5
820	Sullivan County	37,539,000	37,608,000	69,000	3.5	6.0	2.5
821	Bristol City	13,207,000	13,235,000	28,000	1.5	2.5	1.0
822	Kingsport City	23,298,000	23,305,000	7,000	5.5	6.0	0.5
830	Sumner County	115,730,000	116,152,000	422,000	17.0	27.0	10.0
840	Tipton County	56,931,000	57,138,000	207,000	11.5	16.0	4.5
850	Trousdale County	6,727,000	6,725,000	0	0.5	0.5	0.0
860	Unicoi County	12,279,000	12,297,000	18,000	1.0	1.5	0.5
870	Union County	24,221,000	24,319,000	98,000	3.5	5.5	2.0
880	Van Buren County	3,693,000	3,717,000	24,000	0.0	0.5	0.5
890	Warren County	30,943,000	30,951,000	8,000	5.5	6.0	0.5
900	Washington County	30,307,000	30,423,000	116,000	4.5	8.0	3.5
901	Johnson City	24,598,000	24,632,000	34,000	7.0	8.0	1.0
910	Wayne County	12,604,000	12,599,000	0	0.5	0.5	0.0
920	Weakley County	21,192,000	21,307,000	115,000	1.0	3.5	2.5
930	White County	19,767,000	19,784,000	17,000	2.5	3.0	0.5
940	Williamson County	101,382,000	101,765,000	383,000	28.5	38.5	10.0
941	Franklin SSD	13,000,000	13,040,000	40,000	0.0	1.0	1.0
950	Wilson County	58,446,000	58,458,000	12,000	17.5	18.5	1.0
951	Lebanon SSD	13,634,000	13,701,000	67,000	0.5	2.5	2.0
970	Dept. of Children Services	6,939,000	6,939,000	0	0.0	0.0	0.0
		3,826,174,000	3,835,460,000	9,352,000	631.5	885.5	254.0

Membership	1-249	250-499	500-749	750-999	1,000-1,249	1,250-1,499	1,500-up
Elementary Asst Principals	0	0	0.5	1	1.5	2	One FTE added for each additional 250 students over 1,500
Secondary Asst Principals	0	0.5	1	1.5	2	2.5	

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated with Reduction of 7-12 ratios, including CTE, by 3 Students</u>	<u>State Cost</u>
10 Anderson County	28,269,000	29,026,000	757,000
11 Clinton City	3,895,000	3,896,000	1,000
12 Oak Ridge City	18,434,000	18,861,000	427,000
20 Bedford County	35,699,000	36,485,000	786,000
30 Benton County	10,986,000	11,213,000	227,000
40 Bledsoe County	10,749,000	10,951,000	202,000
50 Blount County	42,646,000	43,536,000	890,000
51 Alcoa City	6,496,000	6,653,000	157,000
52 Maryville City	17,807,000	18,208,000	401,000
60 Bradley County	41,571,000	42,613,000	1,042,000
61 Cleveland City	21,051,000	21,517,000	466,000
70 Campbell County	26,214,000	26,801,000	587,000
80 Cannon County	10,358,000	10,575,000	217,000
90 Carroll County	1,892,000	1,936,000	44,000
92 H Rock-Bruceton SSD	3,421,000	3,487,000	66,000
93 Huntingdon SSD	5,852,000	5,963,000	111,000
94 McKenzie SSD	6,554,000	6,708,000	154,000
95 South Carroll Co SSD	1,809,000	1,853,000	44,000
97 West Carroll Co SSD	4,821,000	4,952,000	131,000
100 Carter County	27,127,000	27,644,000	517,000
101 Elizabethton City	10,667,000	10,916,000	249,000
110 Cheatham County	30,670,000	31,344,000	674,000
120 Chester County	13,875,000	14,189,000	314,000
130 Claiborne County	22,972,000	23,509,000	537,000
140 Clay County	5,496,000	5,553,000	57,000

150	Cocke County	22,271,000	22,816,000	545,000
151	Newport City	3,119,000	3,161,000	42,000
160	Coffee County	18,252,000	18,735,000	483,000
161	Manchester City	6,153,000	6,212,000	59,000
162	Tulahoma City	13,262,000	13,609,000	347,000
170	Crockett County	9,563,000	9,833,000	270,000
171	Alamo City	3,205,000	3,204,000	(1,000)
172	Bells City	2,098,000	2,098,000	0
180	Cumberland County	27,518,000	28,209,000	691,000
190	Davidson County	236,211,000	239,801,000	3,590,000
200	Decatur County	7,761,000	7,923,000	162,000
210	DeKalb County	13,506,000	13,837,000	331,000
220	Dickson County	35,813,000	36,591,000	778,000
230	Dyer County	16,491,000	16,874,000	383,000
231	Dyersburg City	11,974,000	12,276,000	302,000
240	Fayette County	13,072,000	13,300,000	228,000
250	Fentress County	11,591,000	11,734,000	143,000
260	Franklin County	24,714,000	25,239,000	525,000
271	Humboldt City	6,014,000	6,142,000	128,000
272	Milan SSD	10,205,000	10,419,000	214,000
273	Trenton SSD	6,588,000	6,738,000	150,000
274	Bradford SSD	2,763,000	2,828,000	65,000
275	Gibson County SSD	17,623,000	17,987,000	364,000
280	Giles County	17,265,000	17,681,000	416,000
290	Grainger County	18,807,000	19,217,000	410,000
300	Greene County	30,427,000	31,116,000	689,000
301	Greeneville City	11,690,000	12,004,000	314,000
310	Grundy County	12,320,000	12,645,000	325,000
320	Hamblen County	40,427,000	41,357,000	930,000
330	Hamilton County	127,945,000	130,560,000	2,615,000
340	Hancock County	5,924,000	6,039,000	115,000
350	Hardeman County	20,306,000	20,767,000	461,000
360	Hardin County	13,878,000	14,255,000	377,000

370	Hawkins County	35,260,000	36,027,000	767,000
371	Rogersville City	2,975,000	2,996,000	21,000
380	Haywood County	15,954,000	16,313,000	359,000
390	Henderson County	17,853,000	18,324,000	471,000
391	Lexington City	4,688,000	4,732,000	44,000
400	Henry County	13,925,000	14,332,000	407,000
401	Paris SSD	7,461,000	7,500,000	39,000
410	Hickman County	19,025,000	19,558,000	533,000
420	Houston County	7,506,000	7,638,000	132,000
430	Humphreys County	13,643,000	13,944,000	301,000
440	Jackson County	8,147,000	8,349,000	202,000
450	Jefferson County	30,722,000	31,407,000	685,000
460	Johnson County	10,882,000	11,136,000	254,000
470	Knox County	167,082,000	171,094,000	4,012,000
480	Lake County	4,777,000	4,864,000	87,000
490	Lauderdale County	23,190,000	23,681,000	491,000
500	Lawrence County	31,971,000	32,723,000	752,000
510	Lewis County	9,085,000	9,331,000	246,000
520	Lincoln County	18,198,000	18,649,000	451,000
521	Fayetteville City	5,394,000	5,456,000	62,000
530	Loudon County	18,944,000	19,297,000	353,000
531	Lenoir City	8,340,000	8,620,000	280,000
540	McMinn County	23,651,000	24,338,000	687,000
541	Athens City	6,432,000	6,494,000	62,000
542	Etowah City	1,511,000	1,531,000	20,000
550	McNairy County	21,023,000	21,551,000	528,000
560	Macon County	18,826,000	19,240,000	414,000
570	Madison County	43,315,000	44,264,000	949,000
580	Marion County	18,948,000	19,361,000	413,000
581	Richard City SSD	1,452,000	1,491,000	39,000
590	Marshall County	23,464,000	24,005,000	541,000
600	Maury County	46,351,000	47,289,000	938,000
610	Meigs County	9,111,000	9,334,000	223,000

620	Monroe County	25,265,000	25,868,000	603,000
621	Sweetwater City	7,000,000	7,060,000	60,000
630	Montgomery County	124,306,000	126,799,000	2,493,000
640	Moore County	4,515,000	4,612,000	97,000
650	Morgan County	17,562,000	17,980,000	418,000
660	Obion County	15,957,000	16,381,000	424,000
661	Union City	6,148,000	6,290,000	142,000
670	Overton County	17,108,000	17,482,000	374,000
680	Perry County	5,781,000	5,934,000	153,000
690	Pickett County	3,752,000	3,811,000	59,000
700	Polk County	12,577,000	12,856,000	279,000
710	Putnam County	39,924,000	40,764,000	840,000
720	Rhea County	20,062,000	20,461,000	399,000
721	Dayton City	3,656,000	3,674,000	18,000
730	Roane County	26,791,000	27,402,000	611,000
740	Robertson County	49,568,000	50,651,000	1,083,000
750	Rutherford County	155,334,000	159,615,000	4,281,000
751	Murfreesboro City	29,840,000	29,845,000	5,000
760	Scott County	14,901,000	15,160,000	259,000
761	Oneida SSD	6,168,000	6,276,000	108,000
770	Sequatchie County	11,201,000	11,404,000	203,000
780	Sevier County	34,138,000	35,001,000	863,000
790	Shelby County	181,405,000	185,996,000	4,591,000
791	Memphis City	443,472,000	452,896,000	9,424,000
800	Smith County	15,246,000	15,560,000	314,000
810	Stewart County	10,867,000	11,107,000	240,000
820	Sullivan County	37,539,000	38,499,000	960,000
821	Bristol City	13,207,000	13,567,000	360,000
822	Kingsport City	23,298,000	23,831,000	533,000
830	Sumner County	115,730,000	118,539,000	2,809,000
840	Tipton County	56,931,000	58,283,000	1,352,000
850	Trousdale County	6,727,000	6,883,000	156,000
860	Unicoi County	12,279,000	12,516,000	237,000

870	Union County	24,221,000	24,685,000	464,000
880	Van Buren County	3,693,000	3,802,000	109,000
890	Warren County	30,943,000	31,657,000	714,000
900	Washington County	30,307,000	31,145,000	838,000
901	Johnson City	24,598,000	25,172,000	574,000
910	Wayne County	12,604,000	12,897,000	293,000
920	Weakley County	21,192,000	21,694,000	502,000
930	White County	19,767,000	20,146,000	379,000
940	Williamson County	101,382,000	104,255,000	2,873,000
941	Franklin SSD	13,000,000	13,108,000	108,000
950	Wilson County	58,446,000	60,118,000	1,672,000
951	Lebanon SSD	13,634,000	13,753,000	119,000
970	Dept. of Children Services	6,939,000	7,298,000	359,000
		3,826,174,000	3,911,198,000	85,024,000

Mentors

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated with New BEP Component for Mentors (1:12 new professional positions)</u>	<u>State Cost</u>	
10	Anderson County	28,269,000	28,371,000	102,000
11	Clinton City	3,895,000	3,935,000	40,000
12	Oak Ridge City	18,434,000	18,474,000	40,000
20	Bedford County	35,699,000	35,829,000	130,000
30	Benton County	10,986,000	11,030,000	44,000
40	Bledsoe County	10,749,000	10,796,000	47,000
50	Blount County	42,646,000	42,701,000	55,000
51	Alcoa City	6,496,000	6,530,000	34,000
52	Maryville City	17,807,000	17,837,000	30,000

60	Bradley County	41,571,000	41,636,000	65,000
61	Cleveland City	21,051,000	21,103,000	52,000
70	Campbell County	26,214,000	26,297,000	83,000
80	Cannon County	10,358,000	10,405,000	47,000
90	Carroll County	1,892,000	1,892,000	0
92	H Rock-Bruceton SSD	3,421,000	3,469,000	48,000
93	Huntingdon SSD	5,852,000	5,902,000	50,000
94	McKenzie SSD	6,554,000	6,604,000	50,000
95	South Carroll Co SSD	1,809,000	1,856,000	47,000
97	West Carroll Co SSD	4,821,000	4,871,000	50,000
100	Carter County	27,127,000	27,193,000	66,000
101	Elizabethton City	10,667,000	10,732,000	65,000
110	Cheatham County	30,670,000	30,831,000	161,000
120	Chester County	13,875,000	13,922,000	47,000
130	Claiborne County	22,972,000	23,035,000	63,000
140	Clay County	5,496,000	5,545,000	49,000
150	Cocke County	22,271,000	22,366,000	95,000
151	Newport City	3,119,000	3,186,000	67,000
160	Coffee County	18,252,000	18,290,000	38,000
161	Manchester City	6,153,000	6,192,000	39,000
162	Tullahoma City	13,262,000	13,301,000	39,000
170	Crockett County	9,563,000	9,615,000	52,000
171	Alamo City	3,205,000	3,254,000	49,000
172	Bells City	2,098,000	2,147,000	49,000
180	Cumberland County	27,518,000	27,636,000	118,000
190	Davidson County	236,211,000	237,342,000	1,131,000
200	Decatur County	7,761,000	7,806,000	45,000
210	DeKalb County	13,506,000	13,547,000	41,000
220	Dickson County	35,813,000	35,935,000	122,000
230	Dyer County	16,491,000	16,529,000	38,000
231	Dyersburg City	11,974,000	12,014,000	40,000
240	Fayette County	13,072,000	13,104,000	32,000
250	Fentress County	11,591,000	11,634,000	43,000

260	Franklin County	24,714,000	24,769,000	55,000
271	Humboldt City	6,014,000	6,062,000	48,000
272	Milan SSD	10,205,000	10,253,000	48,000
273	Trenton SSD	6,588,000	6,634,000	46,000
274	Bradford SSD	2,763,000	2,809,000	46,000
275	Gibson County SSD	17,623,000	17,695,000	72,000
280	Giles County	17,265,000	17,327,000	62,000
290	Grainger County	18,807,000	18,851,000	44,000
300	Greene County	30,427,000	30,503,000	76,000
301	Greeneville City	11,690,000	11,729,000	39,000
310	Grundy County	12,320,000	12,393,000	73,000
320	Hamblen County	40,427,000	40,588,000	161,000
330	Hamilton County	127,945,000	128,583,000	638,000
340	Hancock County	5,924,000	5,973,000	49,000
350	Hardeman County	20,306,000	20,398,000	92,000
360	Hardin County	13,878,000	13,913,000	35,000
370	Hawkins County	35,260,000	35,373,000	113,000
371	Rogersville City	2,975,000	3,019,000	44,000
380	Haywood County	15,954,000	16,047,000	93,000
390	Henderson County	17,853,000	17,923,000	70,000
391	Lexington City	4,688,000	4,734,000	46,000
400	Henry County	13,925,000	13,991,000	66,000
401	Paris SSD	7,461,000	7,505,000	44,000
410	Hickman County	19,025,000	19,069,000	44,000
420	Houston County	7,506,000	7,554,000	48,000
430	Humphreys County	13,643,000	13,683,000	40,000
440	Jackson County	8,147,000	8,195,000	48,000
450	Jefferson County	30,722,000	30,772,000	50,000
460	Johnson County	10,882,000	10,927,000	45,000
470	Knox County	167,082,000	167,737,000	655,000
480	Lake County	4,777,000	4,827,000	50,000
490	Lauderdale County	23,190,000	23,284,000	94,000
500	Lawrence County	31,971,000	32,055,000	84,000

510	Lewis County	9,085,000	9,131,000	46,000
520	Lincoln County	18,198,000	18,241,000	43,000
521	Fayetteville City	5,394,000	5,438,000	44,000
530	Loudon County	18,944,000	18,975,000	31,000
531	Lenoir City	8,340,000	8,374,000	34,000
540	McMinn County	23,651,000	23,691,000	40,000
541	Athens City	6,432,000	6,472,000	40,000
542	Etowah City	1,511,000	1,551,000	40,000
550	McNairy County	21,023,000	21,089,000	66,000
560	Macon County	18,826,000	18,868,000	42,000
570	Madison County	43,315,000	43,515,000	200,000
580	Marion County	18,948,000	19,041,000	93,000
581	Richard City SSD	1,452,000	1,495,000	43,000
590	Marshall County	23,464,000	23,550,000	86,000
600	Maury County	46,351,000	46,503,000	152,000
610	Meigs County	9,111,000	9,159,000	48,000
620	Monroe County	25,265,000	25,327,000	62,000
621	Sweetwater City	7,000,000	7,042,000	42,000
630	Montgomery County	124,306,000	124,776,000	470,000
640	Moore County	4,515,000	4,564,000	49,000
650	Morgan County	17,562,000	17,608,000	46,000
660	Obion County	15,957,000	15,999,000	42,000
661	Union City	6,148,000	6,189,000	41,000
670	Overton County	17,108,000	17,177,000	69,000
680	Perry County	5,781,000	5,829,000	48,000
690	Pickett County	3,752,000	3,802,000	50,000
700	Polk County	12,577,000	12,621,000	44,000
710	Putnam County	39,924,000	40,025,000	101,000
720	Rhea County	20,062,000	20,130,000	68,000
721	Dayton City	3,656,000	3,701,000	45,000
730	Roane County	26,791,000	26,858,000	67,000
740	Robertson County	49,568,000	49,735,000	167,000
750	Rutherford County	155,334,000	155,910,000	576,000

751	Murfreesboro City	29,840,000	29,920,000	80,000
760	Scott County	14,901,000	14,948,000	47,000
761	Oneida SSD	6,168,000	6,214,000	46,000
770	Sequatchie County	11,201,000	11,245,000	44,000
780	Sevier County	34,138,000	34,141,000	3,000
790	Shelby County	181,405,000	181,769,000	364,000
791	Memphis City	443,472,000	444,538,000	1,066,000
800	Smith County	15,246,000	15,314,000	68,000
810	Stewart County	10,867,000	10,913,000	46,000
820	Sullivan County	37,539,000	37,671,000	132,000
821	Bristol City	13,207,000	13,246,000	39,000
822	Kingsport City	23,298,000	23,446,000	148,000
830	Sumner County	115,730,000	116,060,000	330,000
840	Tipton County	56,931,000	57,083,000	152,000
850	Trousdale County	6,727,000	6,775,000	48,000
860	Unicoi County	12,279,000	12,347,000	68,000
870	Union County	24,221,000	24,266,000	45,000
880	Van Buren County	3,693,000	3,742,000	49,000
890	Warren County	30,943,000	31,077,000	134,000
900	Washington County	30,307,000	30,383,000	76,000
901	Johnson City	24,598,000	24,658,000	60,000
910	Wayne County	12,604,000	12,650,000	46,000
920	Weakley County	21,192,000	21,253,000	61,000
930	White County	19,767,000	19,807,000	40,000
940	Williamson County	101,382,000	101,923,000	541,000
941	Franklin SSD	13,000,000	13,048,000	48,000
950	Wilson County	58,446,000	58,709,000	263,000
951	Lebanon SSD	13,634,000	13,695,000	61,000
970	Dept. of Children Services	6,939,000	6,939,000	0
		3,826,174,000	3,840,035,000	13,861,000

Professional Development

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated with Professional Development at 1% of Instructional Salaries</u>	<u>State Cost</u>
10 Anderson County	28,269,000	28,447,000	178,000
11 Clinton City	3,895,000	3,921,000	26,000
12 Oak Ridge City	18,434,000	18,555,000	121,000
20 Bedford County	35,699,000	35,923,000	224,000
30 Benton County	10,986,000	11,051,000	65,000
40 Bledsoe County	10,749,000	10,808,000	59,000
50 Blount County	42,646,000	42,921,000	275,000
51 Alcoa City	6,496,000	6,539,000	43,000
52 Maryville City	17,807,000	17,926,000	119,000
60 Bradley County	41,571,000	41,826,000	255,000
61 Cleveland City	21,051,000	21,185,000	134,000
70 Campbell County	26,214,000	26,368,000	154,000
80 Cannon County	10,358,000	10,418,000	60,000
90 Carroll County	1,892,000	1,895,000	3,000
92 H Rock-Bruceton SSD	3,421,000	3,442,000	21,000
93 Huntingdon SSD	5,852,000	5,888,000	36,000
94 McKenzie SSD	6,554,000	6,593,000	39,000
95 South Carroll Co SSD	1,809,000	1,821,000	12,000
97 West Carroll Co SSD	4,821,000	4,851,000	30,000
100 Carter County	27,127,000	27,286,000	159,000
101 Elizabethton City	10,667,000	10,733,000	66,000
110 Cheatham County	30,670,000	30,850,000	180,000
120 Chester County	13,875,000	13,954,000	79,000
130 Claiborne County	22,972,000	23,102,000	130,000
140 Clay County	5,496,000	5,527,000	31,000
150 Cocke County	22,271,000	22,400,000	129,000

151	Newport City	3,119,000	3,138,000	19,000
160	Coffee County	18,252,000	18,366,000	114,000
161	Manchester City	6,153,000	6,193,000	40,000
162	Tullahoma City	13,262,000	13,349,000	87,000
170	Crockett County	9,563,000	9,615,000	52,000
171	Alamo City	3,205,000	3,223,000	18,000
172	Bells City	2,098,000	2,110,000	12,000
180	Cumberland County	27,518,000	27,691,000	173,000
190	Davidson County	236,211,000	237,992,000	1,781,000
200	Decatur County	7,761,000	7,806,000	45,000
210	DeKalb County	13,506,000	13,587,000	81,000
220	Dickson County	35,813,000	36,032,000	219,000
230	Dyer County	16,491,000	16,586,000	95,000
231	Dyersburg City	11,974,000	12,049,000	75,000
240	Fayette County	13,072,000	13,152,000	80,000
250	Fentress County	11,591,000	11,655,000	64,000
260	Franklin County	24,714,000	24,862,000	148,000
271	Humboldt City	6,014,000	6,050,000	36,000
272	Milan SSD	10,205,000	10,265,000	60,000
273	Trenton SSD	6,588,000	6,626,000	38,000
274	Bradford SSD	2,763,000	2,779,000	16,000
275	Gibson County SSD	17,623,000	17,727,000	104,000
280	Giles County	17,265,000	17,369,000	104,000
290	Grainger County	18,807,000	18,911,000	104,000
300	Greene County	30,427,000	30,612,000	185,000
301	Greeneville City	11,690,000	11,766,000	76,000
310	Grundy County	12,320,000	12,391,000	71,000
320	Hamblen County	40,427,000	40,687,000	260,000
330	Hamilton County	127,945,000	128,836,000	891,000
340	Hancock County	5,924,000	5,956,000	32,000
350	Hardeman County	20,306,000	20,421,000	115,000
360	Hardin County	13,878,000	13,964,000	86,000
370	Hawkins County	35,260,000	35,467,000	207,000

371	Rogersville City	2,975,000	2,993,000	18,000
380	Haywood County	15,954,000	16,045,000	91,000
390	Henderson County	17,853,000	17,957,000	104,000
391	Lexington City	4,688,000	4,717,000	29,000
400	Henry County	13,925,000	14,005,000	80,000
401	Paris SSD	7,461,000	7,505,000	44,000
410	Hickman County	19,025,000	19,133,000	108,000
420	Houston County	7,506,000	7,550,000	44,000
430	Humphreys County	13,643,000	13,724,000	81,000
440	Jackson County	8,147,000	8,192,000	45,000
450	Jefferson County	30,722,000	30,908,000	186,000
460	Johnson County	10,882,000	10,946,000	64,000
470	Knox County	167,082,000	168,265,000	1,183,000
480	Lake County	4,777,000	4,803,000	26,000
490	Lauderdale County	23,190,000	23,319,000	129,000
500	Lawrence County	31,971,000	32,157,000	186,000
510	Lewis County	9,085,000	9,136,000	51,000
520	Lincoln County	18,198,000	18,307,000	109,000
521	Fayetteville City	5,394,000	5,428,000	34,000
530	Loudon County	18,944,000	19,067,000	123,000
531	Lenoir City	8,340,000	8,395,000	55,000
540	McMinn County	23,651,000	23,794,000	143,000
541	Athens City	6,432,000	6,472,000	40,000
542	Etowah City	1,511,000	1,520,000	9,000
550	McNairy County	21,023,000	21,144,000	121,000
560	Macon County	18,826,000	18,935,000	109,000
570	Madison County	43,315,000	43,612,000	297,000
580	Marion County	18,948,000	19,062,000	114,000
581	Richard City SSD	1,452,000	1,461,000	9,000
590	Marshall County	23,464,000	23,602,000	138,000
600	Maury County	46,351,000	46,648,000	297,000
610	Meigs County	9,111,000	9,162,000	51,000
620	Monroe County	25,265,000	25,413,000	148,000

621	Sweetwater City	7,000,000	7,044,000	44,000
630	Montgomery County	124,306,000	125,073,000	767,000
640	Moore County	4,515,000	4,542,000	27,000
650	Morgan County	17,562,000	17,661,000	99,000
660	Obion County	15,957,000	16,053,000	96,000
661	Union City	6,148,000	6,185,000	37,000
670	Overton County	17,108,000	17,205,000	97,000
680	Perry County	5,781,000	5,815,000	34,000
690	Pickett County	3,752,000	3,774,000	22,000
700	Polk County	12,577,000	12,649,000	72,000
710	Putnam County	39,924,000	40,194,000	270,000
720	Rhea County	20,062,000	20,177,000	115,000
721	Dayton City	3,656,000	3,678,000	22,000
730	Roane County	26,791,000	26,966,000	175,000
740	Robertson County	49,568,000	49,880,000	312,000
750	Rutherford County	155,334,000	156,330,000	996,000
751	Murfreesboro City	29,840,000	30,034,000	194,000
760	Scott County	14,901,000	14,983,000	82,000
761	Oneida SSD	6,168,000	6,203,000	35,000
770	Sequatchie County	11,201,000	11,266,000	65,000
780	Sevier County	34,138,000	34,388,000	250,000
790	Shelby County	181,405,000	182,637,000	1,232,000
791	Memphis City	443,472,000	446,421,000	2,949,000
800	Smith County	15,246,000	15,336,000	90,000
810	Stewart County	10,867,000	10,930,000	63,000
820	Sullivan County	37,539,000	37,786,000	247,000
821	Bristol City	13,207,000	13,297,000	90,000
822	Kingsport City	23,298,000	23,458,000	160,000
830	Sumner County	115,730,000	116,465,000	735,000
840	Tipton County	56,931,000	57,255,000	324,000
850	Trousdale County	6,727,000	6,765,000	38,000
860	Unicoi County	12,279,000	12,354,000	75,000
870	Union County	24,221,000	24,359,000	138,000

880	Van Buren County	3,693,000	3,714,000	21,000
890	Warren County	30,943,000	31,132,000	189,000
900	Washington County	30,307,000	30,513,000	206,000
901	Johnson City	24,598,000	24,769,000	171,000
910	Wayne County	12,604,000	12,676,000	72,000
920	Weakley County	21,192,000	21,317,000	125,000
930	White County	19,767,000	19,880,000	113,000
940	Williamson County	101,382,000	102,151,000	769,000
941	Franklin SSD	13,000,000	13,102,000	102,000
950	Wilson County	58,446,000	58,826,000	380,000
951	Lebanon SSD	13,634,000	13,722,000	88,000
970	Dept. of Children Services	6,939,000	6,982,000	43,000
		3,826,174,000	3,850,787,000	24,613,000

Nurses 1 to 1500

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated Nurses 1:1,500</u>	<u>State Cost</u>	<u>Nurses Prior to Change</u>	<u>Nurses After Change</u>	<u>Number of Additional Nurses</u>	
10	Anderson County	28,269,000	28,373,000	104,000	2.0	4.5	2.5
11	Clinton City	3,895,000	3,895,000	0	1.0	1.0	0.0
12	Oak Ridge City	18,434,000	18,496,000	62,000	1.5	3.0	1.5
20	Bedford County	35,699,000	35,833,000	134,000	2.5	5.5	3.0
30	Benton County	10,986,000	11,006,000	20,000	1.0	1.5	0.5
40	Bledsoe County	10,749,000	10,749,000	0	1.0	1.0	0.0
50	Blount County	42,646,000	42,802,000	156,000	3.5	7.5	4.0
51	Alcoa City	6,496,000	6,497,000	1,000	1.0	1.0	0.0
52	Maryville City	17,807,000	17,884,000	77,000	1.5	3.5	2.0
60	Bradley County	41,571,000	41,693,000	122,000	3.5	6.5	3.0
61	Cleveland City	21,051,000	21,132,000	81,000	1.5	3.5	2.0

70	Campbell County	26,214,000	26,300,000	86,000	2.0	4.0	2.0
80	Cannon County	10,358,000	10,380,000	22,000	1.0	1.5	0.5
90	Carroll County	1,892,000	1,892,000	0	1.0	1.0	0.0
92	H Rock-Bruceton SSD	3,421,000	3,421,000	0	1.0	1.0	0.0
93	Huntingdon SSD	5,852,000	5,852,000	0	1.0	1.0	0.0
94	McKenzie SSD	6,554,000	6,554,000	0	1.0	1.0	0.0
95	South Carroll Co SSD	1,809,000	1,809,000	0	1.0	1.0	0.0
97	West Carroll Co SSD	4,821,000	4,821,000	0	1.0	1.0	0.0
100	Carter County	27,127,000	27,189,000	62,000	2.0	3.5	1.5
101	Elizabethton City	10,667,000	10,687,000	20,000	1.0	1.5	0.5
110	Cheatham County	30,670,000	30,783,000	113,000	2.0	4.5	2.5
120	Chester County	13,875,000	13,922,000	47,000	1.0	2.0	1.0
130	Claiborne County	22,972,000	23,037,000	65,000	1.5	3.0	1.5
140	Clay County	5,496,000	5,496,000	0	1.0	1.0	0.0
150	Cocke County	22,271,000	22,334,000	63,000	1.5	3.0	1.5
151	Newport City	3,119,000	3,119,000	0	1.0	1.0	0.0
160	Coffee County	18,252,000	18,311,000	59,000	1.5	3.0	1.5
161	Manchester City	6,153,000	6,153,000	0	1.0	1.0	0.0
162	Tullahoma City	13,262,000	13,300,000	38,000	1.0	2.0	1.0
170	Crockett County	9,563,000	9,563,000	0	1.0	1.0	0.0
171	Alamo City	3,205,000	3,205,000	0	1.0	1.0	0.0
172	Bells City	2,098,000	2,098,000	0	1.0	1.0	0.0
180	Cumberland County	27,518,000	27,615,000	97,000	2.5	5.0	2.5
190	Davidson County	236,211,000	237,047,000	836,000	25.5	50.5	25.0
200	Decatur County	7,761,000	7,761,000	0	1.0	1.0	0.0
210	DeKalb County	13,506,000	13,548,000	42,000	1.0	2.0	1.0
220	Dickson County	35,813,000	35,914,000	101,000	3.0	5.5	2.5
230	Dyer County	16,491,000	16,555,000	64,000	1.0	2.5	1.5
231	Dyersburg City	11,974,000	12,018,000	44,000	1.0	2.0	1.0
240	Fayette County	13,072,000	13,133,000	61,000	1.0	2.5	1.5
250	Fentress County	11,591,000	11,609,000	18,000	1.0	1.5	0.5
260	Franklin County	24,714,000	24,773,000	59,000	2.0	3.5	1.5
271	Humboldt City	6,014,000	6,014,000	0	1.0	1.0	0.0

272	Milan SSD	10,205,000	10,226,000	21,000	1.0	1.5	0.5
273	Trenton SSD	6,588,000	6,588,000	0	1.0	1.0	0.0
274	Bradford SSD	2,763,000	2,763,000	0	1.0	1.0	0.0
275	Gibson County SSD	17,623,000	17,687,000	64,000	1.0	2.5	1.5
280	Giles County	17,265,000	17,303,000	38,000	1.5	2.5	1.0
290	Grainger County	18,807,000	18,878,000	71,000	1.0	2.5	1.5
300	Greene County	30,427,000	30,508,000	81,000	2.5	4.5	2.0
301	Greeneville City	11,690,000	11,730,000	40,000	1.0	2.0	1.0
310	Grundy County	12,320,000	12,342,000	22,000	1.0	1.5	0.5
320	Hamblen County	40,427,000	40,543,000	116,000	3.5	6.5	3.0
330	Hamilton County	127,945,000	128,419,000	474,000	14.0	28.0	14.0
340	Hancock County	5,924,000	5,924,000	0	1.0	1.0	0.0
350	Hardeman County	20,306,000	20,349,000	43,000	1.5	2.5	1.0
360	Hardin County	13,878,000	13,941,000	63,000	1.0	2.5	1.5
370	Hawkins County	35,260,000	35,369,000	109,000	2.5	5.0	2.5
371	Rogersville City	2,975,000	2,975,000	0	1.0	1.0	0.0
380	Haywood County	15,954,000	15,997,000	43,000	1.0	2.0	1.0
390	Henderson County	17,853,000	17,919,000	66,000	1.0	2.5	1.5
391	Lexington City	4,688,000	4,688,000	0	1.0	1.0	0.0
400	Henry County	13,925,000	13,964,000	39,000	1.0	2.0	1.0
401	Paris SSD	7,461,000	7,461,000	0	1.0	1.0	0.0
410	Hickman County	19,025,000	19,096,000	71,000	1.0	2.5	1.5
420	Houston County	7,506,000	7,506,000	0	1.0	1.0	0.0
430	Humphreys County	13,643,000	13,685,000	42,000	1.0	2.0	1.0
440	Jackson County	8,147,000	8,147,000	0	1.0	1.0	0.0
450	Jefferson County	30,722,000	30,827,000	105,000	2.5	5.0	2.5
460	Johnson County	10,882,000	10,901,000	19,000	1.0	1.5	0.5
470	Knox County	167,082,000	167,741,000	659,000	18.5	37.5	19.0
480	Lake County	4,777,000	4,777,000	0	1.0	1.0	0.0
490	Lauderdale County	23,190,000	23,260,000	70,000	1.5	3.0	1.5
500	Lawrence County	31,971,000	32,083,000	112,000	2.0	4.5	2.5
510	Lewis County	9,085,000	9,085,000	0	1.0	1.0	0.0
520	Lincoln County	18,198,000	18,237,000	39,000	1.5	2.5	1.0

521	Fayetteville City	5,394,000	5,394,000	0	1.0	1.0	0.0
530	Loudon County	18,944,000	19,021,000	77,000	1.5	3.5	2.0
531	Lenoir City	8,340,000	8,359,000	19,000	1.0	1.5	0.5
540	McMinn County	23,651,000	23,728,000	77,000	2.0	4.0	2.0
541	Athens City	6,432,000	6,432,000	0	1.0	1.0	0.0
542	Etowah City	1,511,000	1,511,000	0	1.0	1.0	0.0
550	McNairy County	21,023,000	21,091,000	68,000	1.5	3.0	1.5
560	Macon County	18,826,000	18,895,000	69,000	1.0	2.5	1.5
570	Madison County	43,315,000	43,476,000	161,000	4.0	8.5	4.5
580	Marion County	18,948,000	19,010,000	62,000	1.5	3.0	1.5
581	Richard City SSD	1,452,000	1,452,000	0	1.0	1.0	0.0
590	Marshall County	23,464,000	23,553,000	89,000	1.5	3.5	2.0
600	Mauzy County	46,351,000	46,485,000	134,000	4.0	7.5	3.5
610	Meigs County	9,111,000	9,111,000	0	1.0	1.0	0.0
620	Monroe County	25,265,000	25,324,000	59,000	2.0	3.5	1.5
621	Sweetwater City	7,000,000	7,000,000	0	1.0	1.0	0.0
630	Montgomery County	124,306,000	124,718,000	412,000	10.0	20.0	10.0
640	Moore County	4,515,000	4,515,000	0	1.0	1.0	0.0
650	Morgan County	17,562,000	17,609,000	47,000	1.0	2.0	1.0
660	Obion County	15,957,000	16,018,000	61,000	1.0	2.5	1.5
661	Union City	6,148,000	6,148,000	0	1.0	1.0	0.0
670	Overton County	17,108,000	17,153,000	45,000	1.0	2.0	1.0
680	Perry County	5,781,000	5,781,000	0	1.0	1.0	0.0
690	Pickett County	3,752,000	3,752,000	0	1.0	1.0	0.0
700	Polk County	12,577,000	12,596,000	19,000	1.0	1.5	0.5
710	Putnam County	39,924,000	40,059,000	135,000	3.5	7.0	3.5
720	Rhea County	20,062,000	20,126,000	64,000	1.5	3.0	1.5
721	Dayton City	3,656,000	3,656,000	0	1.0	1.0	0.0
730	Roane County	26,791,000	26,863,000	72,000	2.5	4.5	2.0
740	Robertson County	49,568,000	49,741,000	173,000	3.5	7.5	4.0
750	Rutherford County	155,334,000	155,861,000	527,000	13.0	26.0	13.0
751	Murfreesboro City	29,840,000	29,922,000	82,000	2.5	4.5	2.0
760	Scott County	14,901,000	14,945,000	44,000	1.0	2.0	1.0

761	Oneida SSD	6,168,000	6,168,000	0	1.0	1.0	0.0
770	Sequatchie County	11,201,000	11,220,000	19,000	1.0	1.5	0.5
780	Sevier County	34,138,000	34,287,000	149,000	4.5	9.5	5.0
790	Shelby County	181,405,000	182,063,000	658,000	15.0	30.5	15.5
791	Memphis City	443,472,000	444,939,000	1,467,000	35.0	69.5	34.5
800	Smith County	15,246,000	15,290,000	44,000	1.0	2.0	1.0
810	Stewart County	10,867,000	10,889,000	22,000	1.0	1.5	0.5
820	Sullivan County	37,539,000	37,668,000	129,000	3.5	7.0	3.5
821	Bristol City	13,207,000	13,244,000	37,000	1.5	2.5	1.0
822	Kingsport City	23,298,000	23,390,000	92,000	2.0	4.5	2.5
830	Sumner County	115,730,000	116,127,000	397,000	9.0	18.5	9.5
840	Tipton County	56,931,000	57,087,000	156,000	4.0	7.5	3.5
850	Trousdale County	6,727,000	6,727,000	0	1.0	1.0	0.0
860	Unicoi County	12,279,000	12,297,000	18,000	1.0	1.5	0.5
870	Union County	24,221,000	24,293,000	72,000	1.5	3.0	1.5
880	Van Buren County	3,693,000	3,693,000	0	1.0	1.0	0.0
890	Warren County	30,943,000	31,055,000	112,000	2.0	4.5	2.5
900	Washington County	30,307,000	30,418,000	111,000	3.0	6.0	3.0
901	Johnson City	24,598,000	24,690,000	92,000	2.5	5.0	2.5
910	Wayne County	12,604,000	12,625,000	21,000	1.0	1.5	0.5
920	Weakley County	21,192,000	21,256,000	64,000	1.5	3.0	1.5
930	White County	19,767,000	19,808,000	41,000	1.5	2.5	1.0
940	Williamson County	101,382,000	101,831,000	449,000	10.5	21.5	11.0
941	Franklin SSD	13,000,000	13,062,000	62,000	1.0	2.5	1.5
950	Wilson County	58,446,000	58,672,000	226,000	5.0	10.5	5.5
951	Lebanon SSD	13,634,000	13,696,000	62,000	1.0	2.5	1.5
970	Dept. of Children Services	6,939,000	6,939,000	0	1.0	1.0	0.0
		3,826,174,000	3,838,231,000	12,057,000	345.5	648.5	303.0

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated Technology Coordinators 1:3,200</u>	<u>State Cost</u>	<u>Technology Coordinators Prior to Change</u>	<u>Technology Coordinators After Change</u>	<u>Number of Additional Technology Coordinators</u>
10 Anderson County	28,269,000	28,301,000	32,000	2.0	3.0	1.0
11 Clinton City	3,895,000	3,895,000	0	1.0	1.0	0.0
12 Oak Ridge City	18,434,000	18,465,000	31,000	1.0	2.0	1.0
20 Bedford County	35,699,000	35,731,000	32,000	2.0	3.0	1.0
30 Benton County	10,986,000	10,986,000	0	1.0	1.0	0.0
40 Bledsoe County	10,749,000	10,749,000	0	1.0	1.0	0.0
50 Blount County	42,646,000	42,702,000	56,000	2.0	4.0	2.0
51 Alcoa City	6,496,000	6,497,000	1,000	1.0	1.0	0.0
52 Maryville City	17,807,000	17,835,000	28,000	1.0	2.0	1.0
60 Bradley County	41,571,000	41,642,000	71,000	2.0	4.0	2.0
61 Cleveland City	21,051,000	21,085,000	34,000	1.0	2.0	1.0
70 Campbell County	26,214,000	26,250,000	36,000	1.0	2.0	1.0
80 Cannon County	10,358,000	10,358,000	0	1.0	1.0	0.0
90 Carroll County	1,892,000	1,892,000	0	1.0	1.0	0.0
92 H Rock-Bruceton SSD	3,421,000	3,421,000	0	1.0	1.0	0.0
93 Huntingdon SSD	5,852,000	5,852,000	0	1.0	1.0	0.0
94 McKenzie SSD	6,554,000	6,554,000	0	1.0	1.0	0.0
95 South Carroll Co SSD	1,809,000	1,809,000	0	1.0	1.0	0.0
97 West Carroll Co SSD	4,821,000	4,821,000	0	1.0	1.0	0.0
100 Carter County	27,127,000	27,161,000	34,000	1.0	2.0	1.0
101 Elizabethton City	10,667,000	10,667,000	0	1.0	1.0	0.0
110 Cheatham County	30,670,000	30,707,000	37,000	2.0	3.0	1.0
120 Chester County	13,875,000	13,875,000	0	1.0	1.0	0.0
130 Claiborne County	22,972,000	23,013,000	41,000	1.0	2.0	1.0
140 Clay County	5,496,000	5,496,000	0	1.0	1.0	0.0

150	Cocke County	22,271,000	22,309,000	38,000	1.0	2.0	1.0
151	Newport City	3,119,000	3,120,000	1,000	1.0	1.0	0.0
160	Coffee County	18,252,000	18,289,000	37,000	1.0	2.0	1.0
161	Manchester City	6,153,000	6,155,000	2,000	1.0	1.0	0.0
162	Tullahoma City	13,262,000	13,296,000	34,000	1.0	2.0	1.0
170	Crockett County	9,563,000	9,563,000	0	1.0	1.0	0.0
171	Alamo City	3,205,000	3,205,000	0	1.0	1.0	0.0
172	Bells City	2,098,000	2,098,000	0	1.0	1.0	0.0
180	Cumberland County	27,518,000	27,540,000	22,000	2.0	3.0	1.0
190	Davidson County	236,211,000	236,383,000	172,000	12.0	24.0	12.0
200	Decatur County	7,761,000	7,761,000	0	1.0	1.0	0.0
210	DeKalb County	13,506,000	13,506,000	0	1.0	1.0	0.0
220	Dickson County	35,813,000	35,839,000	26,000	2.0	3.0	1.0
230	Dyer County	16,491,000	16,524,000	33,000	1.0	2.0	1.0
231	Dyersburg City	11,974,000	11,974,000	0	1.0	1.0	0.0
240	Fayette County	13,072,000	13,108,000	36,000	1.0	2.0	1.0
250	Fentress County	11,591,000	11,591,000	0	1.0	1.0	0.0
260	Franklin County	24,714,000	24,749,000	35,000	1.0	2.0	1.0
271	Humboldt City	6,014,000	6,014,000	0	1.0	1.0	0.0
272	Milan SSD	10,205,000	10,205,000	0	1.0	1.0	0.0
273	Trenton SSD	6,588,000	6,588,000	0	1.0	1.0	0.0
274	Bradford SSD	2,763,000	2,763,000	0	1.0	1.0	0.0
275	Gibson County SSD	17,623,000	17,660,000	37,000	1.0	2.0	1.0
280	Giles County	17,265,000	17,305,000	40,000	1.0	2.0	1.0
290	Grainger County	18,807,000	18,855,000	48,000	1.0	2.0	1.0
300	Greene County	30,427,000	30,449,000	22,000	2.0	3.0	1.0
301	Greeneville City	11,690,000	11,690,000	0	1.0	1.0	0.0
310	Grundy County	12,320,000	12,320,000	0	1.0	1.0	0.0
320	Hamblen County	40,427,000	40,495,000	68,000	2.0	4.0	2.0
330	Hamilton County	127,945,000	128,072,000	127,000	7.0	14.0	7.0
340	Hancock County	5,924,000	5,924,000	0	1.0	1.0	0.0
350	Hardeman County	20,306,000	20,350,000	44,000	1.0	2.0	1.0
360	Hardin County	13,878,000	13,916,000	38,000	1.0	2.0	1.0

370	Hawkins County	35,260,000	35,293,000	33,000	2.0	3.0	1.0
371	Rogersville City	2,975,000	2,975,000	0	1.0	1.0	0.0
380	Haywood County	15,954,000	15,999,000	45,000	1.0	2.0	1.0
390	Henderson County	17,853,000	17,895,000	42,000	1.0	2.0	1.0
391	Lexington City	4,688,000	4,688,000	0	1.0	1.0	0.0
400	Henry County	13,925,000	13,925,000	0	1.0	1.0	0.0
401	Paris SSD	7,461,000	7,461,000	0	1.0	1.0	0.0
410	Hickman County	19,025,000	19,072,000	47,000	1.0	2.0	1.0
420	Houston County	7,506,000	7,506,000	0	1.0	1.0	0.0
430	Humphreys County	13,643,000	13,643,000	0	1.0	1.0	0.0
440	Jackson County	8,147,000	8,147,000	0	1.0	1.0	0.0
450	Jefferson County	30,722,000	30,752,000	30,000	2.0	3.0	1.0
460	Johnson County	10,882,000	10,882,000	0	1.0	1.0	0.0
470	Knox County	167,082,000	167,241,000	159,000	9.0	18.0	9.0
480	Lake County	4,777,000	4,777,000	0	1.0	1.0	0.0
490	Lauderdale County	23,190,000	23,235,000	45,000	1.0	2.0	1.0
500	Lawrence County	31,971,000	32,009,000	38,000	2.0	3.0	1.0
510	Lewis County	9,085,000	9,085,000	0	1.0	1.0	0.0
520	Lincoln County	18,198,000	18,236,000	38,000	1.0	2.0	1.0
521	Fayetteville City	5,394,000	5,395,000	1,000	1.0	1.0	0.0
530	Loudon County	18,944,000	18,966,000	22,000	1.0	2.0	1.0
531	Lenoir City	8,340,000	8,340,000	0	1.0	1.0	0.0
540	McMinn County	23,651,000	23,677,000	26,000	1.0	2.0	1.0
541	Athens City	6,432,000	6,432,000	0	1.0	1.0	0.0
542	Etowah City	1,511,000	1,511,000	0	1.0	1.0	0.0
550	McNairy County	21,023,000	21,066,000	43,000	1.0	2.0	1.0
560	Macon County	18,826,000	18,871,000	45,000	1.0	2.0	1.0
570	Madison County	43,315,000	43,351,000	36,000	2.0	4.0	2.0
580	Marion County	18,948,000	18,986,000	38,000	1.0	2.0	1.0
581	Richard City SSD	1,452,000	1,452,000	0	1.0	1.0	0.0
590	Marshall County	23,464,000	23,503,000	39,000	1.0	2.0	1.0
600	Maury County	46,351,000	46,411,000	60,000	2.0	4.0	2.0
610	Meigs County	9,111,000	9,111,000	0	1.0	1.0	0.0

620	Monroe County	25,265,000	25,298,000	33,000	1.0	2.0	1.0
621	Sweetwater City	7,000,000	7,000,000	0	1.0	1.0	0.0
630	Montgomery County	124,306,000	124,469,000	163,000	5.0	10.0	5.0
640	Moore County	4,515,000	4,515,000	0	1.0	1.0	0.0
650	Morgan County	17,562,000	17,562,000	0	1.0	1.0	0.0
660	Obion County	15,957,000	15,993,000	36,000	1.0	2.0	1.0
661	Union City	6,148,000	6,149,000	1,000	1.0	1.0	0.0
670	Overton County	17,108,000	17,154,000	46,000	1.0	2.0	1.0
680	Perry County	5,781,000	5,781,000	0	1.0	1.0	0.0
690	Pickett County	3,752,000	3,752,000	0	1.0	1.0	0.0
700	Polk County	12,577,000	12,577,000	0	1.0	1.0	0.0
710	Putnam County	39,924,000	39,985,000	61,000	2.0	4.0	2.0
720	Rhea County	20,062,000	20,102,000	40,000	1.0	2.0	1.0
721	Dayton City	3,656,000	3,656,000	0	1.0	1.0	0.0
730	Roane County	26,791,000	26,813,000	22,000	2.0	3.0	1.0
740	Robertson County	49,568,000	49,641,000	73,000	2.0	4.0	2.0
750	Rutherford County	155,334,000	155,513,000	179,000	7.0	13.0	6.0
751	Murfreesboro City	29,840,000	29,870,000	30,000	2.0	3.0	1.0
760	Scott County	14,901,000	14,901,000	0	1.0	1.0	0.0
761	Oneida SSD	6,168,000	6,168,000	0	1.0	1.0	0.0
770	Sequatchie County	11,201,000	11,201,000	0	1.0	1.0	0.0
780	Sevier County	34,138,000	34,164,000	26,000	3.0	5.0	2.0
790	Shelby County	181,405,000	181,608,000	203,000	8.0	15.0	7.0
791	Memphis City	443,472,000	443,935,000	463,000	17.0	33.0	16.0
800	Smith County	15,246,000	15,246,000	0	1.0	1.0	0.0
810	Stewart County	10,867,000	10,867,000	0	1.0	1.0	0.0
820	Sullivan County	37,539,000	37,596,000	57,000	2.0	4.0	2.0
821	Bristol City	13,207,000	13,233,000	26,000	1.0	2.0	1.0
822	Kingsport City	23,298,000	23,327,000	29,000	2.0	3.0	1.0
830	Sumner County	115,730,000	115,851,000	121,000	5.0	9.0	4.0
840	Tipton County	56,931,000	57,014,000	83,000	2.0	4.0	2.0
850	Trousdale County	6,727,000	6,727,000	0	1.0	1.0	0.0
860	Unicoi County	12,279,000	12,279,000	0	1.0	1.0	0.0

870	Union County	24,221,000	24,269,000	48,000	1.0	2.0	1.0
880	Van Buren County	3,693,000	3,693,000	0	1.0	1.0	0.0
890	Warren County	30,943,000	30,978,000	35,000	2.0	3.0	1.0
900	Washington County	30,307,000	30,319,000	12,000	2.0	3.0	1.0
901	Johnson City	24,598,000	24,612,000	14,000	2.0	3.0	1.0
910	Wayne County	12,604,000	12,604,000	0	1.0	1.0	0.0
920	Weakley County	21,192,000	21,233,000	41,000	1.0	2.0	1.0
930	White County	19,767,000	19,811,000	44,000	1.0	2.0	1.0
940	Williamson County	101,382,000	101,508,000	126,000	6.0	11.0	5.0
941	Franklin SSD	13,000,000	13,022,000	22,000	1.0	2.0	1.0
950	Wilson County	58,446,000	58,504,000	58,000	3.0	5.0	2.0
951	Lebanon SSD	13,634,000	13,661,000	27,000	1.0	2.0	1.0
970	Dept. of Children Services	6,939,000	6,939,000	0	1.0	1.0	0.0
		3,826,174,000	3,830,373,000	4,199,000	232.0	378.0	146.0

Increase Supply \$100

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated with Additional \$100 per Teacher Supply Money</u>	<u>State Cost</u>	
10	Anderson County	28,269,000	28,314,000	45,000
11	Clinton City	3,895,000	3,901,000	6,000
12	Oak Ridge City	18,434,000	18,464,000	30,000
20	Bedford County	35,699,000	35,757,000	58,000
30	Benton County	10,986,000	11,003,000	17,000
40	Bledsoe County	10,749,000	10,764,000	15,000
50	Blount County	42,646,000	42,718,000	72,000
51	Alcoa City	6,496,000	6,507,000	11,000
52	Maryville City	17,807,000	17,838,000	31,000
60	Bradley County	41,571,000	41,638,000	67,000
61	Cleveland City	21,051,000	21,086,000	35,000

70	Campbell County	26,214,000	26,254,000	40,000
80	Cannon County	10,358,000	10,374,000	16,000
90	Carroll County	1,892,000	1,893,000	1,000
92	H Rock-Bruceton SSD	3,421,000	3,426,000	5,000
93	Huntingdon SSD	5,852,000	5,862,000	10,000
94	McKenzie SSD	6,554,000	6,563,000	9,000
95	South Carroll Co SSD	1,809,000	1,812,000	3,000
97	West Carroll Co SSD	4,821,000	4,829,000	8,000
100	Carter County	27,127,000	27,169,000	42,000
101	Elizabethton City	10,667,000	10,684,000	17,000
110	Cheatham County	30,670,000	30,717,000	47,000
120	Chester County	13,875,000	13,896,000	21,000
130	Claiborne County	22,972,000	23,006,000	34,000
140	Clay County	5,496,000	5,504,000	8,000
150	Cocke County	22,271,000	22,305,000	34,000
151	Newport City	3,119,000	3,123,000	4,000
160	Coffee County	18,252,000	18,282,000	30,000
161	Manchester City	6,153,000	6,163,000	10,000
162	Tullahoma City	13,262,000	13,285,000	23,000
170	Crockett County	9,563,000	9,577,000	14,000
171	Alamo City	3,205,000	3,209,000	4,000
172	Bells City	2,098,000	2,101,000	3,000
180	Cumberland County	27,518,000	27,563,000	45,000
190	Davidson County	236,211,000	236,618,000	407,000
200	Decatur County	7,761,000	7,772,000	11,000
210	DeKalb County	13,506,000	13,526,000	20,000
220	Dickson County	35,813,000	35,870,000	57,000
230	Dyer County	16,491,000	16,516,000	25,000
231	Dyersburg City	11,974,000	11,994,000	20,000
240	Fayette County	13,072,000	13,093,000	21,000
250	Fentress County	11,591,000	11,607,000	16,000
260	Franklin County	24,714,000	24,753,000	39,000
271	Humboldt City	6,014,000	6,024,000	10,000

272	Milan SSD	10,205,000	10,220,000	15,000
273	Trenton SSD	6,588,000	6,598,000	10,000
274	Bradford SSD	2,763,000	2,767,000	4,000
275	Gibson County SSD	17,623,000	17,650,000	27,000
280	Giles County	17,265,000	17,293,000	28,000
290	Grainger County	18,807,000	18,834,000	27,000
300	Greene County	30,427,000	30,475,000	48,000
301	Greeneville City	11,690,000	11,710,000	20,000
310	Grundy County	12,320,000	12,339,000	19,000
320	Hamblen County	40,427,000	40,495,000	68,000
330	Hamilton County	127,945,000	128,179,000	234,000
340	Hancock County	5,924,000	5,932,000	8,000
350	Hardeman County	20,306,000	20,336,000	30,000
360	Hardin County	13,878,000	13,901,000	23,000
370	Hawkins County	35,260,000	35,314,000	54,000
371	Rogersville City	2,975,000	2,979,000	4,000
380	Haywood County	15,954,000	15,978,000	24,000
390	Henderson County	17,853,000	17,880,000	27,000
391	Lexington City	4,688,000	4,696,000	8,000
400	Henry County	13,925,000	13,946,000	21,000
401	Paris SSD	7,461,000	7,472,000	11,000
410	Hickman County	19,025,000	19,053,000	28,000
420	Houston County	7,506,000	7,518,000	12,000
430	Humphreys County	13,643,000	13,664,000	21,000
440	Jackson County	8,147,000	8,159,000	12,000
450	Jefferson County	30,722,000	30,771,000	49,000
460	Johnson County	10,882,000	10,898,000	16,000
470	Knox County	167,082,000	167,393,000	311,000
480	Lake County	4,777,000	4,784,000	7,000
490	Lauderdale County	23,190,000	23,224,000	34,000
500	Lawrence County	31,971,000	32,020,000	49,000
510	Lewis County	9,085,000	9,098,000	13,000
520	Lincoln County	18,198,000	18,226,000	28,000

521	Fayetteville City	5,394,000	5,404,000	10,000
530	Loudon County	18,944,000	18,976,000	32,000
531	Lenoir City	8,340,000	8,354,000	14,000
540	McMinn County	23,651,000	23,688,000	37,000
541	Athens City	6,432,000	6,442,000	10,000
542	Etowah City	1,511,000	1,513,000	2,000
550	McNairy County	21,023,000	21,054,000	31,000
560	Macon County	18,826,000	18,854,000	28,000
570	Madison County	43,315,000	43,393,000	78,000
580	Marion County	18,948,000	18,978,000	30,000
581	Richard City SSD	1,452,000	1,454,000	2,000
590	Marshall County	23,464,000	23,500,000	36,000
600	Maury County	46,351,000	46,428,000	77,000
610	Meigs County	9,111,000	9,125,000	14,000
620	Monroe County	25,265,000	25,303,000	38,000
621	Sweetwater City	7,000,000	7,012,000	12,000
630	Montgomery County	124,306,000	124,507,000	201,000
640	Moore County	4,515,000	4,523,000	8,000
650	Morgan County	17,562,000	17,588,000	26,000
660	Obion County	15,957,000	15,982,000	25,000
661	Union City	6,148,000	6,157,000	9,000
670	Overton County	17,108,000	17,133,000	25,000
680	Perry County	5,781,000	5,790,000	9,000
690	Pickett County	3,752,000	3,758,000	6,000
700	Polk County	12,577,000	12,596,000	19,000
710	Putnam County	39,924,000	39,994,000	70,000
720	Rhea County	20,062,000	20,092,000	30,000
721	Dayton City	3,656,000	3,662,000	6,000
730	Roane County	26,791,000	26,837,000	46,000
740	Robertson County	49,568,000	49,650,000	82,000
750	Rutherford County	155,334,000	155,594,000	260,000
751	Murfreesboro City	29,840,000	29,891,000	51,000
760	Scott County	14,901,000	14,922,000	21,000

761	Oneida SSD	6,168,000	6,177,000	9,000
770	Sequatchie County	11,201,000	11,218,000	17,000
780	Sevier County	34,138,000	34,204,000	66,000
790	Shelby County	181,405,000	181,698,000	293,000
791	Memphis City	443,472,000	444,170,000	698,000
800	Smith County	15,246,000	15,270,000	24,000
810	Stewart County	10,867,000	10,884,000	17,000
820	Sullivan County	37,539,000	37,604,000	65,000
821	Bristol City	13,207,000	13,231,000	24,000
822	Kingsport City	23,298,000	23,339,000	41,000
830	Sumner County	115,730,000	115,922,000	192,000
840	Tipton County	56,931,000	57,016,000	85,000
850	Trousdale County	6,727,000	6,737,000	10,000
860	Unicoi County	12,279,000	12,299,000	20,000
870	Union County	24,221,000	24,257,000	36,000
880	Van Buren County	3,693,000	3,699,000	6,000
890	Warren County	30,943,000	30,992,000	49,000
900	Washington County	30,307,000	30,361,000	54,000
901	Johnson City	24,598,000	24,643,000	45,000
910	Wayne County	12,604,000	12,623,000	19,000
920	Weakley County	21,192,000	21,224,000	32,000
930	White County	19,767,000	19,796,000	29,000
940	Williamson County	101,382,000	101,554,000	172,000
941	Franklin SSD	13,000,000	13,022,000	22,000
950	Wilson County	58,446,000	58,545,000	99,000
951	Lebanon SSD	13,634,000	13,657,000	23,000
970	Dept. of Children Services	6,939,000	6,950,000	11,000
		3,826,174,000	3,832,408,000	6,234,000

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated Adding Instructional Technology Coordinator (1 per LEA)</u>	<u>State Cost</u>
10 Anderson County	28,269,000	28,316,000	47,000
11 Clinton City	3,895,000	3,935,000	40,000
12 Oak Ridge City	18,434,000	18,478,000	44,000
20 Bedford County	35,699,000	35,740,000	41,000
30 Benton County	10,986,000	11,034,000	48,000
40 Bledsoe County	10,749,000	10,798,000	49,000
50 Blount County	42,646,000	42,688,000	42,000
51 Alcoa City	6,496,000	6,532,000	36,000
52 Maryville City	17,807,000	17,844,000	37,000
60 Bradley County	41,571,000	41,607,000	36,000
61 Cleveland City	21,051,000	21,089,000	38,000
70 Campbell County	26,214,000	26,256,000	42,000
80 Cannon County	10,358,000	10,406,000	48,000
90 Carroll County	1,892,000	1,936,000	44,000
92 H Rock-Bruceton SSD	3,421,000	3,470,000	49,000
93 Huntingdon SSD	5,852,000	5,906,000	54,000
94 McKenzie SSD	6,554,000	6,609,000	55,000
95 South Carroll Co SSD	1,809,000	1,856,000	47,000
97 West Carroll Co SSD	4,821,000	4,873,000	52,000
100 Carter County	27,127,000	27,174,000	47,000
101 Elizabethton City	10,667,000	10,711,000	44,000
110 Cheatham County	30,670,000	30,713,000	43,000
120 Chester County	13,875,000	13,923,000	48,000
130 Claiborne County	22,972,000	23,018,000	46,000
140 Clay County	5,496,000	5,547,000	51,000
150 Cocke County	22,271,000	22,323,000	52,000

151	Newport City	3,119,000	3,162,000	43,000
160	Coffee County	18,252,000	18,301,000	49,000
161	Manchester City	6,153,000	6,195,000	42,000
162	Tullahoma City	13,262,000	13,308,000	46,000
170	Crockett County	9,563,000	9,619,000	56,000
171	Alamo City	3,205,000	3,253,000	48,000
172	Bells City	2,098,000	2,147,000	49,000
180	Cumberland County	27,518,000	27,553,000	35,000
190	Davidson County	236,211,000	236,211,000	0
200	Decatur County	7,761,000	7,809,000	48,000
210	DeKalb County	13,506,000	13,552,000	46,000
220	Dickson County	35,813,000	35,849,000	36,000
230	Dyer County	16,491,000	16,538,000	47,000
231	Dyersburg City	11,974,000	12,019,000	45,000
240	Fayette County	13,072,000	13,114,000	42,000
250	Fentress County	11,591,000	11,638,000	47,000
260	Franklin County	24,714,000	24,756,000	42,000
271	Humboldt City	6,014,000	6,061,000	47,000
272	Milan SSD	10,205,000	10,255,000	50,000
273	Trenton SSD	6,588,000	6,636,000	48,000
274	Bradford SSD	2,763,000	2,809,000	46,000
275	Gibson County SSD	17,623,000	17,679,000	56,000
280	Giles County	17,265,000	17,309,000	44,000
290	Grainger County	18,807,000	18,855,000	48,000
300	Greene County	30,427,000	30,471,000	44,000
301	Greeneville City	11,690,000	11,730,000	40,000
310	Grundy County	12,320,000	12,369,000	49,000
320	Hamblen County	40,427,000	40,458,000	31,000
330	Hamilton County	127,945,000	127,945,000	0
340	Hancock County	5,924,000	5,975,000	51,000
350	Hardeman County	20,306,000	20,353,000	47,000
360	Hardin County	13,878,000	13,923,000	45,000
370	Hawkins County	35,260,000	35,310,000	50,000

371	Rogersville City	2,975,000	3,018,000	43,000
380	Haywood County	15,954,000	16,001,000	47,000
390	Henderson County	17,853,000	17,904,000	51,000
391	Lexington City	4,688,000	4,734,000	46,000
400	Henry County	13,925,000	13,974,000	49,000
401	Paris SSD	7,461,000	7,505,000	44,000
410	Hickman County	19,025,000	19,073,000	48,000
420	Houston County	7,506,000	7,556,000	50,000
430	Humphreys County	13,643,000	13,689,000	46,000
440	Jackson County	8,147,000	8,196,000	49,000
450	Jefferson County	30,722,000	30,761,000	39,000
460	Johnson County	10,882,000	10,930,000	48,000
470	Knox County	167,082,000	167,082,000	0
480	Lake County	4,777,000	4,828,000	51,000
490	Lauderdale County	23,190,000	23,236,000	46,000
500	Lawrence County	31,971,000	32,014,000	43,000
510	Lewis County	9,085,000	9,135,000	50,000
520	Lincoln County	18,198,000	18,249,000	51,000
521	Fayetteville City	5,394,000	5,438,000	44,000
530	Loudon County	18,944,000	18,990,000	46,000
531	Lenoir City	8,340,000	8,380,000	40,000
540	McMinn County	23,651,000	23,709,000	58,000
541	Athens City	6,432,000	6,475,000	43,000
542	Etowah City	1,511,000	1,550,000	39,000
550	McNairy County	21,023,000	21,069,000	46,000
560	Macon County	18,826,000	18,873,000	47,000
570	Madison County	43,315,000	43,329,000	14,000
580	Marion County	18,948,000	19,003,000	55,000
581	Richard City SSD	1,452,000	1,492,000	40,000
590	Marshall County	23,464,000	23,508,000	44,000
600	Maury County	46,351,000	46,378,000	27,000
610	Meigs County	9,111,000	9,161,000	50,000
620	Monroe County	25,265,000	25,313,000	48,000

621	Sweetwater City	7,000,000	7,043,000	43,000
630	Montgomery County	124,306,000	124,306,000	0
640	Moore County	4,515,000	4,564,000	49,000
650	Morgan County	17,562,000	17,610,000	48,000
660	Obion County	15,957,000	16,007,000	50,000
661	Union City	6,148,000	6,191,000	43,000
670	Overton County	17,108,000	17,156,000	48,000
680	Perry County	5,781,000	5,830,000	49,000
690	Pickett County	3,752,000	3,802,000	50,000
700	Polk County	12,577,000	12,625,000	48,000
710	Putnam County	39,924,000	39,951,000	27,000
720	Rhea County	20,062,000	20,114,000	52,000
721	Dayton City	3,656,000	3,699,000	43,000
730	Roane County	26,791,000	26,825,000	34,000
740	Robertson County	49,568,000	49,602,000	34,000
750	Rutherford County	155,334,000	155,334,000	0
751	Murfreesboro City	29,840,000	29,868,000	28,000
760	Scott County	14,901,000	14,952,000	51,000
761	Oneida SSD	6,168,000	6,215,000	47,000
770	Sequatchie County	11,201,000	11,249,000	48,000
780	Sevier County	34,138,000	34,138,000	0
790	Shelby County	181,405,000	181,405,000	0
791	Memphis City	443,472,000	443,472,000	0
800	Smith County	15,246,000	15,293,000	47,000
810	Stewart County	10,867,000	10,916,000	49,000
820	Sullivan County	37,539,000	37,574,000	35,000
821	Bristol City	13,207,000	13,241,000	34,000
822	Kingsport City	23,298,000	23,331,000	33,000
830	Sumner County	115,730,000	115,733,000	3,000
840	Tipton County	56,931,000	56,970,000	39,000
850	Trousdale County	6,727,000	6,777,000	50,000
860	Unicoi County	12,279,000	12,326,000	47,000
870	Union County	24,221,000	24,269,000	48,000

880	Van Buren County	3,693,000	3,744,000	51,000
890	Warren County	30,943,000	30,985,000	42,000
900	Washington County	30,307,000	30,336,000	29,000
901	Johnson City	24,598,000	24,628,000	30,000
910	Wayne County	12,604,000	12,653,000	49,000
920	Weakley County	21,192,000	21,236,000	44,000
930	White County	19,767,000	19,814,000	47,000
940	Williamson County	101,382,000	101,382,000	0
941	Franklin SSD	13,000,000	13,028,000	28,000
950	Wilson County	58,446,000	58,474,000	28,000
951	Lebanon SSD	13,634,000	13,669,000	35,000
970	Dept. of Children Services	6,939,000	6,991,000	52,000
		3,826,174,000	3,831,825,000	5,651,000

Capital Outlay Restored

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated w/Capital Outlay Restored</u>	<u>State Cost</u>	
10	Anderson County	28,269,000	28,520,000	251,000
11	Clinton City	3,895,000	3,927,000	32,000
12	Oak Ridge City	18,434,000	18,604,000	170,000
20	Bedford County	35,699,000	36,085,000	386,000
30	Benton County	10,986,000	11,093,000	107,000
40	Bledsoe County	10,749,000	10,849,000	100,000
50	Blount County	42,646,000	43,029,000	383,000
51	Alcoa City	6,496,000	6,557,000	61,000
52	Maryville City	17,807,000	17,978,000	171,000
60	Bradley County	41,571,000	41,978,000	407,000
61	Cleveland City	21,051,000	21,255,000	204,000

70	Campbell County	26,214,000	26,470,000	256,000
80	Cannon County	10,358,000	10,466,000	108,000
90	Carroll County	1,892,000	1,891,000	(1,000)
92	H Rock-Bruceton SSD	3,421,000	3,457,000	36,000
93	Huntingdon SSD	5,852,000	5,917,000	65,000
94	McKenzie SSD	6,554,000	6,626,000	72,000
95	South Carroll Co SSD	1,809,000	1,828,000	19,000
97	West Carroll Co SSD	4,821,000	4,872,000	51,000
100	Carter County	27,127,000	27,394,000	267,000
101	Elizabethton City	10,667,000	10,781,000	114,000
110	Cheatham County	30,670,000	31,005,000	335,000
120	Chester County	13,875,000	14,026,000	151,000
130	Claiborne County	22,972,000	23,195,000	223,000
140	Clay County	5,496,000	5,548,000	52,000
150	Cocke County	22,271,000	22,497,000	226,000
151	Newport City	3,119,000	3,151,000	32,000
160	Coffee County	18,252,000	18,431,000	179,000
161	Manchester City	6,153,000	6,207,000	54,000
162	Tullahoma City	13,262,000	13,395,000	133,000
170	Crockett County	9,563,000	9,669,000	106,000
171	Alamo City	3,205,000	3,237,000	32,000
172	Bells City	2,098,000	2,119,000	21,000
180	Cumberland County	27,518,000	27,760,000	242,000
190	Davidson County	236,211,000	237,544,000	1,333,000
200	Decatur County	7,761,000	7,833,000	72,000
210	DeKalb County	13,506,000	13,636,000	130,000
220	Dickson County	35,813,000	36,169,000	356,000
230	Dyer County	16,491,000	16,654,000	163,000
231	Dyersburg City	11,974,000	12,100,000	126,000
240	Fayette County	13,072,000	13,171,000	99,000
250	Fentress County	11,591,000	11,690,000	99,000
260	Franklin County	24,714,000	24,951,000	237,000
271	Humboldt City	6,014,000	6,074,000	60,000

272	Milan SSD	10,205,000	10,311,000	106,000
273	Trenton SSD	6,588,000	6,658,000	70,000
274	Bradford SSD	2,763,000	2,790,000	27,000
275	Gibson County SSD	17,623,000	17,814,000	191,000
280	Giles County	17,265,000	17,431,000	166,000
290	Grainger County	18,807,000	19,008,000	201,000
300	Greene County	30,427,000	30,723,000	296,000
301	Greeneville City	11,690,000	11,803,000	113,000
310	Grundy County	12,320,000	12,443,000	123,000
320	Hamblen County	40,427,000	40,797,000	370,000
330	Hamilton County	127,945,000	128,836,000	891,000
340	Hancock County	5,924,000	5,982,000	58,000
350	Hardeman County	20,306,000	20,507,000	201,000
360	Hardin County	13,878,000	14,004,000	126,000
370	Hawkins County	35,260,000	35,616,000	356,000
371	Rogersville City	2,975,000	3,007,000	32,000
380	Haywood County	15,954,000	16,111,000	157,000
390	Henderson County	17,853,000	18,042,000	189,000
391	Lexington City	4,688,000	4,736,000	48,000
400	Henry County	13,925,000	14,057,000	132,000
401	Paris SSD	7,461,000	7,531,000	70,000
410	Hickman County	19,025,000	19,227,000	202,000
420	Houston County	7,506,000	7,579,000	73,000
430	Humphreys County	13,643,000	13,773,000	130,000
440	Jackson County	8,147,000	8,230,000	83,000
450	Jefferson County	30,722,000	31,034,000	312,000
460	Johnson County	10,882,000	10,983,000	101,000
470	Knox County	167,082,000	168,360,000	1,278,000
480	Lake County	4,777,000	4,823,000	46,000
490	Lauderdale County	23,190,000	23,434,000	244,000
500	Lawrence County	31,971,000	32,305,000	334,000
510	Lewis County	9,085,000	9,182,000	97,000
520	Lincoln County	18,198,000	18,384,000	186,000

521	Fayetteville City	5,394,000	5,448,000	54,000
530	Loudon County	18,944,000	19,103,000	159,000
531	Lenoir City	8,340,000	8,414,000	74,000
540	McMinn County	23,651,000	23,884,000	233,000
541	Athens City	6,432,000	6,488,000	56,000
542	Etowah City	1,511,000	1,523,000	12,000
550	McNairy County	21,023,000	21,244,000	221,000
560	Macon County	18,826,000	19,017,000	191,000
570	Madison County	43,315,000	43,616,000	301,000
580	Marion County	18,948,000	19,128,000	180,000
581	Richard City SSD	1,452,000	1,466,000	14,000
590	Marshall County	23,464,000	23,713,000	249,000
600	Maury County	46,351,000	46,764,000	413,000
610	Meigs County	9,111,000	9,202,000	91,000
620	Monroe County	25,265,000	25,517,000	252,000
621	Sweetwater City	7,000,000	7,067,000	67,000
630	Montgomery County	124,306,000	125,526,000	1,220,000
640	Moore County	4,515,000	4,556,000	41,000
650	Morgan County	17,562,000	17,746,000	184,000
660	Obion County	15,957,000	16,113,000	156,000
661	Union City	6,148,000	6,208,000	60,000
670	Overton County	17,108,000	17,285,000	177,000
680	Perry County	5,781,000	5,835,000	54,000
690	Pickett County	3,752,000	3,786,000	34,000
700	Polk County	12,577,000	12,707,000	130,000
710	Putnam County	39,924,000	40,275,000	351,000
720	Rhea County	20,062,000	20,263,000	201,000
721	Dayton City	3,656,000	3,692,000	36,000
730	Roane County	26,791,000	27,022,000	231,000
740	Robertson County	49,568,000	50,066,000	498,000
750	Rutherford County	155,334,000	156,907,000	1,573,000
751	Murfreesboro City	29,840,000	30,117,000	277,000
760	Scott County	14,901,000	15,056,000	155,000

761	Oneida SSD	6,168,000	6,236,000	68,000
770	Sequatchie County	11,201,000	11,312,000	111,000
780	Sevier County	34,138,000	34,388,000	250,000
790	Shelby County	181,405,000	182,973,000	1,568,000
791	Memphis City	443,472,000	447,047,000	3,575,000
800	Smith County	15,246,000	15,401,000	155,000
810	Stewart County	10,867,000	10,978,000	111,000
820	Sullivan County	37,539,000	37,859,000	320,000
821	Bristol City	13,207,000	13,321,000	114,000
822	Kingsport City	23,298,000	23,497,000	199,000
830	Sumner County	115,730,000	116,906,000	1,176,000
840	Tipton County	56,931,000	57,550,000	619,000
850	Trousdale County	6,727,000	6,793,000	66,000
860	Unicoi County	12,279,000	12,392,000	113,000
870	Union County	24,221,000	24,501,000	280,000
880	Van Buren County	3,693,000	3,727,000	34,000
890	Warren County	30,943,000	31,252,000	309,000
900	Washington County	30,307,000	30,572,000	265,000
901	Johnson City	24,598,000	24,812,000	214,000
910	Wayne County	12,604,000	12,731,000	127,000
920	Weakley County	21,192,000	21,404,000	212,000
930	White County	19,767,000	19,971,000	204,000
940	Williamson County	101,382,000	102,105,000	723,000
941	Franklin SSD	13,000,000	13,079,000	79,000
950	Wilson County	58,446,000	59,034,000	588,000
951	Lebanon SSD	13,634,000	13,755,000	121,000
970	Dept. of Children Services	6,939,000	7,030,000	91,000
		3,826,174,000	3,860,540,000	34,366,000

Medical Insurance 12 Months

BASED ON BEP JULY FINAL FOR FY13

	<u>Original Generated</u>	<u>Amount Generated w/Medical Insurance Funded at 12 months</u>	<u>State Cost</u>
10 Anderson County	28,269,000	28,688,000	419,000
11 Clinton City	3,895,000	3,957,000	62,000
12 Oak Ridge City	18,434,000	18,715,000	281,000
20 Bedford County	35,699,000	36,267,000	568,000
30 Benton County	10,986,000	11,154,000	168,000
40 Bledsoe County	10,749,000	10,905,000	156,000
50 Blount County	42,646,000	43,315,000	669,000
51 Alcoa City	6,496,000	6,598,000	102,000
52 Maryville City	17,807,000	18,092,000	285,000
60 Bradley County	41,571,000	42,205,000	634,000
61 Cleveland City	21,051,000	21,375,000	324,000
70 Campbell County	26,214,000	26,608,000	394,000
80 Cannon County	10,358,000	10,515,000	157,000
90 Carroll County	1,892,000	1,920,000	28,000
92 H Rock-Bruceton SSD	3,421,000	3,473,000	52,000
93 Huntingdon SSD	5,852,000	5,943,000	91,000
94 McKenzie SSD	6,554,000	6,653,000	99,000
95 South Carroll Co SSD	1,809,000	1,838,000	29,000
97 West Carroll Co SSD	4,821,000	4,896,000	75,000
100 Carter County	27,127,000	27,537,000	410,000
101 Elizabethton City	10,667,000	10,830,000	163,000
110 Cheatham County	30,670,000	31,135,000	465,000
120 Chester County	13,875,000	14,085,000	210,000
130 Claiborne County	22,972,000	23,317,000	345,000
140 Clay County	5,496,000	5,580,000	84,000
150 Cocke County	22,271,000	22,599,000	328,000

151	Newport City	3,119,000	3,168,000	49,000
160	Coffee County	18,252,000	18,531,000	279,000
161	Manchester City	6,153,000	6,252,000	99,000
162	Tullahoma City	13,262,000	13,467,000	205,000
170	Crockett County	9,563,000	9,704,000	141,000
171	Alamo City	3,205,000	3,256,000	51,000
172	Bells City	2,098,000	2,132,000	34,000
180	Cumberland County	27,518,000	27,937,000	419,000
190	Davidson County	236,211,000	239,486,000	3,275,000
200	Decatur County	7,761,000	7,879,000	118,000
210	DeKalb County	13,506,000	13,711,000	205,000
220	Dickson County	35,813,000	36,364,000	551,000
230	Dyer County	16,491,000	16,737,000	246,000
231	Dyersburg City	11,974,000	12,155,000	181,000
240	Fayette County	13,072,000	13,268,000	196,000
250	Fentress County	11,591,000	11,766,000	175,000
260	Franklin County	24,714,000	25,089,000	375,000
271	Humboldt City	6,014,000	6,103,000	89,000
272	Milan SSD	10,205,000	10,361,000	156,000
273	Trenton SSD	6,588,000	6,689,000	101,000
274	Bradford SSD	2,763,000	2,807,000	44,000
275	Gibson County SSD	17,623,000	17,894,000	271,000
280	Giles County	17,265,000	17,526,000	261,000
290	Grainger County	18,807,000	19,088,000	281,000
300	Greene County	30,427,000	30,885,000	458,000
301	Greeneville City	11,690,000	11,871,000	181,000
310	Grundy County	12,320,000	12,506,000	186,000
320	Hamblen County	40,427,000	41,051,000	624,000
330	Hamilton County	127,945,000	129,948,000	2,003,000
340	Hancock County	5,924,000	6,013,000	89,000
350	Hardeman County	20,306,000	20,605,000	299,000
360	Hardin County	13,878,000	14,090,000	212,000
370	Hawkins County	35,260,000	35,795,000	535,000

371	Rogersville City	2,975,000	3,023,000	48,000
380	Haywood County	15,954,000	16,191,000	237,000
390	Henderson County	17,853,000	18,122,000	269,000
391	Lexington City	4,688,000	4,763,000	75,000
400	Henry County	13,925,000	14,133,000	208,000
401	Paris SSD	7,461,000	7,578,000	117,000
410	Hickman County	19,025,000	19,310,000	285,000
420	Houston County	7,506,000	7,622,000	116,000
430	Humphreys County	13,643,000	13,851,000	208,000
440	Jackson County	8,147,000	8,268,000	121,000
450	Jefferson County	30,722,000	31,191,000	469,000
460	Johnson County	10,882,000	11,047,000	165,000
470	Knox County	167,082,000	169,751,000	2,669,000
480	Lake County	4,777,000	4,849,000	72,000
490	Lauderdale County	23,190,000	23,534,000	344,000
500	Lawrence County	31,971,000	32,455,000	484,000
510	Lewis County	9,085,000	9,221,000	136,000
520	Lincoln County	18,198,000	18,476,000	278,000
521	Fayetteville City	5,394,000	5,479,000	85,000
530	Loudon County	18,944,000	19,242,000	298,000
531	Lenoir City	8,340,000	8,466,000	126,000
540	McMinn County	23,651,000	24,006,000	355,000
541	Athens City	6,432,000	6,533,000	101,000
542	Etowah City	1,511,000	1,534,000	23,000
550	McNairy County	21,023,000	21,338,000	315,000
560	Macon County	18,826,000	19,110,000	284,000
570	Madison County	43,315,000	43,980,000	665,000
580	Marion County	18,948,000	19,237,000	289,000
581	Richard City SSD	1,452,000	1,474,000	22,000
590	Marshall County	23,464,000	23,819,000	355,000
600	Maury County	46,351,000	47,068,000	717,000
610	Meigs County	9,111,000	9,247,000	136,000
620	Monroe County	25,265,000	25,644,000	379,000

621	Sweetwater City	7,000,000	7,111,000	111,000
630	Montgomery County	124,306,000	126,244,000	1,938,000
640	Moore County	4,515,000	4,586,000	71,000
650	Morgan County	17,562,000	17,825,000	263,000
660	Obion County	15,957,000	16,199,000	242,000
661	Union City	6,148,000	6,241,000	93,000
670	Overton County	17,108,000	17,365,000	257,000
680	Perry County	5,781,000	5,868,000	87,000
690	Pickett County	3,752,000	3,810,000	58,000
700	Polk County	12,577,000	12,764,000	187,000
710	Putnam County	39,924,000	40,552,000	628,000
720	Rhea County	20,062,000	20,363,000	301,000
721	Dayton City	3,656,000	3,713,000	57,000
730	Roane County	26,791,000	27,209,000	418,000
740	Robertson County	49,568,000	50,339,000	771,000
750	Rutherford County	155,334,000	157,754,000	2,420,000
751	Murfreesboro City	29,840,000	30,325,000	485,000
760	Scott County	14,901,000	15,119,000	218,000
761	Oneida SSD	6,168,000	6,263,000	95,000
770	Sequatchie County	11,201,000	11,371,000	170,000
780	Sevier County	34,138,000	34,670,000	532,000
790	Shelby County	181,405,000	184,030,000	2,625,000
791	Memphis City	443,472,000	449,655,000	6,183,000
800	Smith County	15,246,000	15,477,000	231,000
810	Stewart County	10,867,000	11,034,000	167,000
820	Sullivan County	37,539,000	38,119,000	580,000
821	Bristol City	13,207,000	13,414,000	207,000
822	Kingsport City	23,298,000	23,662,000	364,000
830	Sumner County	115,730,000	117,547,000	1,817,000
840	Tipton County	56,931,000	57,791,000	860,000
850	Trousdale County	6,727,000	6,830,000	103,000
860	Unicoi County	12,279,000	12,466,000	187,000
870	Union County	24,221,000	24,592,000	371,000

880	Van Buren County	3,693,000	3,750,000	57,000
890	Warren County	30,943,000	31,416,000	473,000
900	Washington County	30,307,000	30,785,000	478,000
901	Johnson City	24,598,000	24,987,000	389,000
910	Wayne County	12,604,000	12,794,000	190,000
920	Weakley County	21,192,000	21,513,000	321,000
930	White County	19,767,000	20,065,000	298,000
940	Williamson County	101,382,000	102,841,000	1,459,000
941	Franklin SSD	13,000,000	13,189,000	189,000
950	Wilson County	58,446,000	59,367,000	921,000
951	Lebanon SSD	13,634,000	13,851,000	217,000
970	Dept. of Children Services	6,939,000	7,044,000	105,000
		3,826,174,000	3,883,806,000	57,632,000

Appendix B: Computation of 2013-2014 BEP Unit Costs

COMPUTATION OF 2013-14 BEP UNIT COSTS															
COMPONENT	2008-09 EXPENDITURES	2009-10 EXPENDITURES	2010-11 EXPENDITURES	2011-2012 EXPENDITURES	Regular Voc Spec Ed Total	2008-09 DIVIDED BY ADM OF	2009-10 DIVIDED BY ADM OF	2010-11 Divided by ADM of	2011-2012 DIVIDED BY ADM OF	3 YR AVG	Non-Compensation Inflation		3 YR AVG INFLATED TO 2013-14	3 YR AVG INFLATED TO 2013-14	FY13 BEP Unit Costs
						903,349 42,480 172,574 947,673	905,685 44,202 175,582 949,887	906,355 43,867 178,038 950,244	910,501 41,702 181,514 952,235		3 YR AVG	3 YR AVG INFLATED TO 2012-13			
REGULAR INST. EQUIP.	\$31,840,090	\$39,595,833	\$34,204,495	\$33,459,274		\$35.25	\$43.72	\$37.74	\$36.75	\$39.40	\$40.01	\$40.71	\$40.75	\$64.25	
VOCATIONAL EQUIP.	2,971,833	2,142,669	1,689,230	2,102,048		\$69.96	\$48.47	\$38.51	\$50.41	\$45.80	\$46.50	\$47.32	\$47.25	\$99.75	
SPECIAL ED EQUIP.	1,801,943	1,898,770	1,501,335	1,876,388		\$10.44	\$10.81	\$8.43	\$10.34	\$9.86	\$10.01	\$10.19	\$10.25	\$13.25	
NON-INSTRUCTIONAL EQUIP.	13,035,349	15,226,820	14,806,575	14,886,135		\$13.76	\$16.03	\$15.58	\$15.63	\$15.75	\$15.99	\$16.27	\$16.25	\$18.75	
REG. MATERIALS AND SUPPLIES	64,839,635	67,807,580	64,855,753	57,089,900		\$71.78	\$74.87	\$71.56	\$62.70	\$69.71	\$70.78	\$72.03	\$72.00	\$74.50	
VOC ED MATERIALS AND SUPPLIES	5,504,023	5,252,491	5,214,012	5,144,527		\$129.57	\$118.83	\$118.86	\$123.36	\$120.35	\$122.19	\$124.36	\$124.25	\$157.75	
SPEC ED MATERIALS AND SUPPLIES	6,384,066	6,064,612	5,588,532	5,090,416		\$36.99	\$34.54	\$31.39	\$28.04	\$31.32	\$31.80	\$32.37	\$32.25	\$36.50	
REGULAR TRAVEL	9,527,388	16,637,037	10,429,487	9,810,166		\$10.55	\$18.37	\$11.51	\$10.77	\$13.55	\$13.76	\$14.00	\$14.00	\$13.75	
VOC ED TRAVEL	655,860	1,213,969	704,698	672,813		\$15.44	\$27.46	\$16.06	\$16.13	\$19.89	\$20.19	\$20.55	\$20.50	\$21.50	
SPEC ED TRAVEL	2,692,172	3,700,665	2,217,241	2,529,916		\$15.60	\$21.08	\$12.45	\$13.94	\$15.82	\$16.06	\$16.35	\$16.25	\$17.25	

Costs inflated from previous fiscal year

	Funded FY2013	To FY2014 1.0195
Alternative Schools	\$3.36	\$3.43
	\$29.25	\$29.75
Duty-free lunch	\$10.75	\$11.00
At-Risk	\$509.46	\$519.38
Source:	based on last year's BEP cost in blue book plus inflation	

Costs based on prior year plus inflation

	Funded FY2013	To FY 2014 1.0195
M & O	\$3.06	\$3.12
Sq Ft/Custodian	22,376	22,376
Source:	based on last year's BEP cost in blue book plus inflation	

2013-14 Unit Costs				
3 Yr Avg		2011-12	Unit Cost	Unit Cost
	Expenditures	Average Daily Membership	for 2011-12	3 Yr Avg to FY2013
	Substitute Teachers	56,667,458	952,235 \$59.51	1.018
				\$60.57

Appendix C: Salaries and Benefits, Disparity in Compensation: A Look at Weighted Averages

Exhibit Packet

A Presentation to the BEP Review Committee
October 24, 2012

Brad Davis
Fiscal Consultant
Tennessee Department of Education
Office of Local Finance

615-308-3616

brad.davis@tn.gov

EXHIBIT #1

	SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY 04*	WEIGHTED AVERAGE SALARY 12	CURRENT RANKING	RANKING CHANGE	WEIGHTED AVERAGE INSURANCE 04	WEIGHTED AVERAGE INSURANCE 12	CURRENT RANKING	RANKING CHANGE	SALARY PLUS INSURANCE 04	SALARY PLUS INSURANCE 12	CURRENT RANKING	RANKING CHANGE
10	Anderson County	\$37,412.85	\$43,215.81	47	(13)	\$4,273.68	\$6,570.42	84	2	\$41,686.53	\$49,786.24	59	(6)
11	Clinton City	\$39,175.49	\$44,732.57	30	(10)	\$4,493.04	\$6,437.81	93	(14)	\$43,668.53	\$51,170.38	39	(16)
12	Oak Ridge	\$46,068.01	\$52,047.85	3	0	\$4,927.04	\$7,064.06	65	(1)	\$50,995.05	\$59,111.91	4	(1)
20	Bedford County	\$36,412.04	\$43,077.81	50	4	\$5,376.20	\$7,344.98	48	(11)	\$41,788.24	\$50,422.79	49	2
30	Benton County	\$35,523.22	\$41,661.96	74	21	\$5,367.48	\$7,358.69	46	(6)	\$40,890.70	\$49,020.65	68	(1)
40	Bledsoe County	\$34,970.90	\$39,436.36	129	7	\$3,827.31	\$6,633.92	81	28	\$38,798.21	\$46,070.28	120	4
50	Blount County	\$39,648.41	\$44,482.50	35	(17)	\$4,944.89	\$7,617.33	21	41	\$44,593.30	\$52,099.82	29	(10)
51	Alcoa City	\$43,569.83	\$49,771.48	8	(1)	\$5,584.28	\$8,041.42	13	5	\$49,154.11	\$57,812.89	6	(1)
52	Maryville City	\$43,656.56	\$50,430.84	7	(2)	\$4,264.79	\$8,687.20	5	84	\$47,921.34	\$59,118.04	3	5
60	Bradley County	\$37,807.51	\$46,446.24	18	10	\$4,408.68	\$6,624.57	82	(1)	\$42,216.19	\$53,070.81	21	20
61	Cleveland City	\$38,672.13	\$46,109.40	20	6	\$4,855.73	\$6,778.61	76	(10)	\$43,527.86	\$52,888.01	22	2
70	Campbell County	\$35,260.54	\$40,167.32	112	4	\$6,200.20	\$7,781.51	17	(14)	\$41,460.74	\$47,948.83	86	(30)
80	Cannon County	\$37,751.06	\$41,305.84	89	(59)	\$4,266.49	\$6,793.06	74	14	\$42,017.56	\$48,098.90	84	(38)
90	Carroll County	\$35,246.45	\$40,004.12	116	5	\$3,071.39	\$6,185.47	98	34	\$38,317.84	\$46,189.59	117	17
92	Hollow Rock- Bruceton SSD	\$35,497.77	\$39,514.16	124	(26)	\$3,471.34	\$4,857.80	126	(5)	\$38,969.11	\$44,371.96	129	(8)
93	Huntingdon SSD	\$35,296.15	\$41,550.43	78	33	\$3,371.38	\$5,757.78	111	14	\$38,667.53	\$47,308.21	102	26
94	McKenzie SSD	\$35,286.08	\$41,658.37	75	39	\$3,755.80	\$5,771.73	109	2	\$39,041.87	\$47,430.11	99	21
95	South Carroll SSD	\$35,289.42	\$40,853.17	98	14	\$3,416.58	\$4,257.82	136	(14)	\$38,706.00	\$45,110.99	124	2
97	West Carroll SSD	\$35,404.08	\$39,471.67	127	(24)	\$3,412.60	\$5,203.99	122	2	\$38,816.68	\$44,675.66	127	(5)
100	Carter County	\$35,492.46	\$39,974.46	117	(18)	\$5,380.51	\$7,141.79	59	(33)	\$40,872.97	\$47,116.25	107	(39)
101	Elizabethton City	\$37,269.96	\$43,385.71	46	(7)	\$4,984.07	\$6,873.65	72	(16)	\$42,254.03	\$50,259.36	52	(14)
110	Cheatham County	\$36,265.84	\$42,816.74	55	6	\$5,920.80	\$8,083.34	11	(1)	\$42,186.64	\$50,900.08	45	(3)
120	Chester County	\$35,331.36	\$40,371.17	107	1	\$4,636.87	\$5,807.82	107	(33)	\$39,968.23	\$46,178.99	118	(19)
130	Claiborne County	\$35,253.96	\$39,296.47	131	(13)	\$3,235.50	\$4,648.76	130	(3)	\$38,489.45	\$43,945.23	135	(3)
140	Clay County	\$35,376.40	\$38,905.78	134	(28)	\$3,071.39	\$5,219.30	120	12	\$38,447.79	\$44,125.08	132	1
150	Cocke County	\$35,201.50	\$40,567.99	104	20	\$5,181.30	\$7,075.21	63	(14)	\$40,382.81	\$47,643.20	94	(5)
151	Newport City	\$35,041.05	\$42,179.91	68	65	\$5,371.08	\$7,402.70	40	(1)	\$40,412.13	\$49,582.60	61	27
160	Coffee County	\$36,851.32	\$42,865.83	54	(9)	\$5,379.80	\$7,284.98	50	(18)	\$42,231.12	\$50,150.82	54	(14)
161	Manchester City	\$39,023.52	\$47,268.45	15	8	\$5,378.07	\$7,434.18	37	(4)	\$44,401.59	\$54,702.63	16	6
162	Tullahoma City	\$39,156.32	\$45,197.98	26	(5)	\$5,952.16	\$8,153.50	10	(1)	\$45,108.48	\$53,351.47	19	(1)
170	Crockett County	\$35,380.86	\$41,382.42	86	18	\$3,753.98	\$5,677.09	112	0	\$39,134.84	\$47,059.51	109	7
171	Alamo City**	\$37,434.02	\$41,299.29	90	(57)	\$3,412.68	\$4,730.91	129	(6)	\$40,846.70	\$46,030.20	121	(52)
172	Bells City	\$37,388.85	\$43,057.51	52	(16)	\$4,095.16	\$5,677.08	113	(15)	\$41,484.02	\$48,734.59	73	(18)
180	Cumberland County	\$35,199.93	\$39,639.33	121	4	\$6,178.64	\$8,626.83	6	(2)	\$41,378.57	\$48,266.15	78	(21)

190	Davidson County	\$44,373.40	\$49,177.52	9	(5)	\$5,357.13	\$7,398.19	41	1	\$49,730.54	\$56,575.72	11	(7)
200	Decatur County	\$35,441.20	\$41,340.72	88	14	\$3,671.28	\$4,857.78	127	(10)	\$39,112.48	\$46,198.50	116	2
210	DeKalb County	\$36,231.48	\$41,743.47	73	(10)	\$4,305.53	\$6,073.39	101	(17)	\$40,537.01	\$47,816.86	90	(11)
220	Dickson County	\$36,424.10	\$43,069.14	51	2	\$4,255.53	\$6,039.80	103	(13)	\$40,679.63	\$49,108.94	67	5
230	Dyer County	\$37,409.86	\$42,435.80	64	(29)	\$4,592.74	\$6,359.10	95	(18)	\$42,002.59	\$48,794.91	72	(25)
231	Dyersburg City	\$40,261.04	\$45,639.69	22	(6)	\$5,709.55	\$7,036.29	66	(51)	\$45,970.59	\$52,675.98	24	(11)
240	Fayette County	\$36,408.89	\$40,710.83	101	(45)	\$4,111.47	\$6,623.28	83	13	\$40,520.36	\$47,334.10	101	(21)
250	Fentress County	\$35,253.73	\$39,510.84	125	(6)	\$5,413.11	\$7,752.34	19	6	\$40,666.84	\$47,263.18	104	(30)
260	Franklin County	\$35,693.51	\$42,561.36	59	24	\$4,961.38	\$7,434.32	31	29	\$40,654.89	\$49,995.68	56	19
271	Humboldt City	\$35,055.89	\$41,254.84	91	40	\$3,730.34	\$5,995.04	105	9	\$38,786.23	\$47,249.88	105	20
272	Milan SSD	\$35,252.58	\$41,081.49	95	25	\$4,014.14	\$5,997.84	104	(2)	\$39,266.73	\$47,079.32	108	6
273	Trenton SSD	\$35,134.25	\$40,629.54	103	24	\$3,671.38	\$5,637.84	114	1	\$38,805.63	\$46,267.37	115	8
274	Bradford SSD	\$35,022.11	\$39,840.44	119	15	\$3,671.28	\$5,361.89	119	(3)	\$38,693.39	\$45,202.32	123	4
275	Gibson SSD	\$35,595.71	\$40,851.85	99	(10)	\$3,948.80	\$5,428.37	118	(15)	\$39,544.51	\$46,280.22	114	(6)
280	Giles County	\$35,053.14	\$40,657.93	102	30	\$5,378.07	\$7,415.69	38	(5)	\$40,431.21	\$48,073.62	85	2
290	Grainger County	\$35,728.15	\$40,202.48	111	(30)	\$4,712.71	\$7,330.29	49	22	\$40,440.87	\$47,532.77	96	(11)
300	Greene County	\$35,637.02	\$41,422.42	84	2	\$4,945.07	\$6,944.04	70	(9)	\$40,582.09	\$48,366.45	77	0
301	Greeneville City	\$40,409.45	\$44,539.59	33	(19)	\$4,731.62	\$6,333.08	96	(26)	\$45,141.07	\$50,872.67	46	(29)
310	Grundy County	\$35,792.76	\$40,337.97	108	(32)	\$3,879.82	\$6,491.82	87	19	\$39,672.58	\$46,829.79	110	(4)
320	Hamblen County	\$36,249.61	\$43,540.27	44	18	\$6,002.65	\$7,582.13	26	(18)	\$42,252.26	\$51,122.40	41	(2)
330	Hamilton County	\$40,396.67	\$46,251.16	19	(4)	\$5,057.60	\$9,345.67	2	50	\$45,454.27	\$55,596.83	12	4
340	Hancock County	\$35,470.54	\$38,902.97	136	(35)	\$3,075.40	\$5,831.93	106	23	\$38,545.93	\$44,734.89	126	5
350	Hardeman County	\$36,692.35	\$42,065.42	69	(21)	\$5,571.36	\$6,734.93	77	(58)	\$42,263.70	\$48,800.34	71	(34)
360	Hardin County	\$35,093.57	\$40,077.87	114	14	\$5,349.18	\$7,412.76	39	4	\$40,442.74	\$47,490.63	97	(13)
370	Hawkins County	\$35,952.94	\$40,246.85	110	(41)	\$5,191.23	\$7,212.17	55	(9)	\$41,144.18	\$47,459.02	98	(39)
371	Rogersville City	\$36,297.98	\$44,002.94	41	18	\$4,209.03	\$7,117.17	61	32	\$40,507.01	\$51,120.11	43	38
380	Haywood County	\$35,839.81	\$42,444.74	63	9	\$4,231.44	\$6,471.96	90	1	\$40,071.25	\$48,916.70	69	27
390	Henderson County	\$35,884.23	\$41,939.59	70	0	\$4,095.21	\$5,470.32	117	(20)	\$39,979.44	\$47,409.91	100	(3)
391	Lexington City	\$35,824.55	\$41,489.57	81	(7)	\$4,299.92	\$6,673.28	80	5	\$40,124.46	\$48,162.85	81	14
400	Henry County	\$35,298.39	\$43,161.27	49	60	\$4,483.54	\$7,213.72	54	26	\$39,781.93	\$50,374.99	50	55
401	Paris SSD	\$35,824.61	\$45,972.65	21	52	\$4,080.10	\$6,472.49	89	11	\$39,904.71	\$52,445.15	26	76
410	Hickman County	\$36,690.49	\$40,896.17	97	(48)	\$5,003.98	\$6,690.37	79	(25)	\$41,694.47	\$47,586.54	95	(43)
420	Houston County	\$35,625.45	\$42,347.65	65	23	\$4,271.30	\$5,770.31	110	(23)	\$39,896.76	\$48,117.96	83	20
430	Humphreys County	\$35,347.06	\$41,125.87	94	13	\$4,968.87	\$7,122.23	60	(1)	\$40,315.93	\$48,248.09	79	11
440	Jackson County	\$35,498.82	\$39,509.38	126	(29)	\$4,939.04	\$5,570.42	116	(53)	\$40,437.86	\$45,079.80	125	(39)
450	Jefferson County	\$35,288.18	\$40,790.14	100	13	\$5,380.50	\$7,434.24	33	(6)	\$40,668.69	\$48,224.38	80	(7)
460	Johnson County	\$35,679.78	\$41,387.52	85	(1)	\$3,932.27	\$6,442.00	92	12	\$39,612.05	\$47,829.52	89	18
470	Knox County	\$38,596.06	\$44,872.02	29	(2)	\$4,081.42	\$5,807.07	108	(9)	\$42,677.48	\$50,679.09	48	(13)
480	Lake County	\$35,747.14	\$40,275.67	109	(31)	\$4,801.15	\$6,456.95	91	(23)	\$40,548.29	\$46,732.62	111	(33)

490	Lauderdale County	\$35,991.05	\$42,554.22	60	6	\$5,871.64	\$8,515.64	7	4	\$41,862.69	\$51,069.87	44	6
500	Lawrence County	\$35,079.47	\$40,432.65	105	24	\$5,378.07	\$7,434.19	36	(3)	\$40,457.55	\$47,866.84	87	(5)
510	Lewis County	\$35,581.24	\$39,607.66	122	(31)	\$3,473.38	\$4,767.20	128	(8)	\$39,054.62	\$44,374.86	128	(9)
520	Lincoln County	\$35,271.70	\$42,211.69	67	48	\$4,046.38	\$6,972.62	69	32	\$39,318.08	\$49,184.31	64	49
521	Fayetteville City	\$35,792.25	\$44,667.28	31	46	\$4,970.40	\$6,870.49	73	(15)	\$40,762.66	\$51,537.77	35	36
530	Loudon County	\$37,206.34	\$42,500.53	62	(22)	\$5,380.50	\$7,221.33	53	(26)	\$42,586.85	\$49,721.86	60	(24)
531	Lenoir City	\$37,667.49	\$45,612.63	23	8	\$5,167.07	\$7,064.08	64	(14)	\$42,834.56	\$52,676.71	23	9
540	McMinn County	\$37,573.16	\$44,443.29	36	(4)	\$5,380.50	\$7,385.55	43	(16)	\$42,953.66	\$51,828.84	32	(1)
541	Athens City	\$41,173.16	\$47,728.07	12	0	\$5,380.47	\$7,376.61	44	(13)	\$46,553.62	\$55,104.68	14	(3)
542	Etowah City	\$36,530.00	\$44,277.79	39	13	\$5,562.69	\$7,388.99	42	(22)	\$42,092.69	\$51,666.78	34	10
550	McNairy County	\$35,378.09	\$40,141.33	113	(8)	\$3,839.47	\$6,519.97	85	23	\$39,217.57	\$46,661.30	112	3
560	Macon County	\$35,847.31	\$41,344.17	87	(16)	\$4,334.05	\$6,385.69	94	(11)	\$40,181.36	\$47,729.86	92	2
570	Madison County	\$38,860.31	\$44,486.31	34	(9)	\$2,648.52	\$5,594.81	115	21	\$41,508.82	\$50,081.13	55	(1)
580	Marion County	\$35,209.68	\$41,480.93	82	40	\$5,375.20	\$7,181.91	57	(19)	\$40,584.88	\$48,662.83	75	1
581	Richard City	\$37,131.71	\$41,227.12	92	(51)	\$3,175.35	\$4,370.25	132	(4)	\$40,307.06	\$45,597.37	122	(31)
590	Marshall County	\$37,335.50	\$43,414.16	45	(8)	\$5,664.98	\$7,749.10	20	(4)	\$43,000.49	\$51,163.26	40	(10)
600	Maury County	\$39,130.05	\$44,540.74	32	(10)	\$5,378.04	\$7,436.62	29	7	\$44,508.09	\$51,977.36	30	(9)
610	Meigs County	\$35,988.63	\$44,351.37	37	30	\$4,837.91	\$7,106.58	62	5	\$40,826.54	\$51,457.95	37	33
620	Monroe County	\$36,874.63	\$41,852.31	72	(28)	\$6,172.67	\$8,487.54	8	(3)	\$43,047.30	\$50,339.85	51	(22)
621	Sweetwater City	\$36,959.83	\$44,046.11	40	2	\$5,814.98	\$7,781.94	16	(3)	\$42,774.82	\$51,828.05	33	0
630	Montgomery County	\$39,563.21	\$47,562.26	14	5	\$4,996.18	\$9,272.79	3	52	\$44,559.39	\$56,835.05	10	10
640	Moore County	\$35,517.47	\$41,537.89	79	17	\$5,460.22	\$7,591.78	23	(1)	\$40,977.69	\$49,129.67	65	0
650	Morgan County	\$35,526.11	\$40,018.46	115	(21)	\$4,408.68	\$7,257.68	51	30	\$39,934.79	\$47,276.14	103	(2)
660	Obion County	\$35,650.10	\$42,572.61	58	27	\$4,541.42	\$7,356.67	47	31	\$40,191.52	\$49,929.28	57	36
661	Union City	\$36,720.75	\$41,605.74	77	(30)	\$6,020.99	\$7,758.70	18	(11)	\$42,741.74	\$49,364.44	62	(28)
670	Overton County	\$35,731.99	\$39,744.08	120	(40)	\$4,225.27	\$7,434.24	33	59	\$39,957.26	\$47,178.32	106	(6)
680	Perry County	\$35,259.96	\$39,449.79	128	(11)	\$3,311.38	\$4,510.29	131	(5)	\$38,571.34	\$43,960.09	134	(4)
690	Pickett County	\$35,207.87	\$39,029.18	133	(10)	\$3,071.39	\$4,270.34	134	(2)	\$38,279.26	\$43,299.52	136	(1)
700	Polk County	\$35,056.79	\$43,686.87	43	87	\$5,195.28	\$7,434.24	33	12	\$40,252.07	\$51,121.11	42	50
710	Putnam County	\$36,745.26	\$43,907.16	42	4	\$6,464.65	\$8,275.93	9	(7)	\$43,209.91	\$52,183.10	28	(1)
720	Rhea County	\$36,327.69	\$41,455.47	83	(25)	\$4,678.31	\$7,434.26	32	40	\$41,006.01	\$48,889.73	70	(7)
721	Dayton City	\$36,678.30	\$43,178.10	48	3	\$5,364.71	\$7,994.76	14	27	\$42,043.01	\$51,172.86	38	7
730	Roane County	\$37,306.73	\$45,492.29	25	13	\$6,043.90	\$7,579.29	27	(21)	\$43,350.63	\$53,071.58	20	6
740	Robertson County	\$36,410.19	\$42,790.35	56	(1)	\$6,774.74	\$8,732.06	4	(3)	\$43,184.93	\$51,522.41	36	(8)
750	Rutherford County	\$39,782.28	\$46,747.05	16	1	\$5,854.05	\$7,254.33	52	(40)	\$45,636.33	\$54,001.38	18	(3)
751	Murfreesboro City	\$41,875.11	\$48,671.84	11	(1)	\$5,156.07	\$6,056.86	102	(51)	\$47,031.18	\$54,728.71	15	(5)
760	Scott County	\$35,566.00	\$39,590.39	123	(30)	\$4,891.11	\$6,719.33	78	(13)	\$40,457.11	\$46,309.72	113	(30)
761	Oneida SSD	\$35,296.42	\$39,318.12	130	(20)	\$4,160.90	\$6,783.15	75	19	\$39,457.32	\$46,101.27	119	(9)
770	Sequatchie County	\$36,371.46	\$42,220.75	66	(9)	\$4,773.68	\$6,891.82	71	(2)	\$41,145.14	\$49,112.56	66	(8)

780	Sevier County	\$36,882.52	\$44,900.33	28	15	\$5,041.09	\$6,984.05	68	(15)	\$41,923.61	\$51,884.38	31	18
790	Shelby County	\$47,234.57	\$54,872.28	2	(1)	\$3,928.15	\$5,138.26	124	(19)	\$51,162.72	\$60,010.54	2	0
791	Memphis City	\$47,234.53	\$55,204.26	1	1	\$5,181.56	\$6,165.30	99	(51)	\$52,416.09	\$61,369.55	1	0
800	Smith County	\$35,710.15	\$40,409.98	106	(24)	\$5,380.48	\$7,434.33	30	0	\$41,090.63	\$47,844.31	88	(28)
810	Stewart County	\$35,629.43	\$42,584.41	57	30	\$5,460.22	\$7,591.71	24	(2)	\$41,089.65	\$50,176.12	53	8
820	Sullivan County	\$35,801.30	\$41,527.11	80	(5)	\$5,190.61	\$7,200.21	56	(9)	\$40,991.91	\$48,727.32	74	(10)
821	Bristol City	\$41,614.28	\$48,866.69	10	1	\$4,668.01	\$6,489.72	88	(15)	\$46,282.29	\$55,356.41	13	(1)
822	Kingsport City	\$43,633.38	\$50,656.70	5	1	\$4,607.77	\$6,513.42	86	(10)	\$48,241.14	\$57,170.12	9	(3)
830	Sumner County	\$37,767.23	\$44,909.86	27	2	\$5,737.21	\$7,591.70	25	(11)	\$43,504.43	\$52,501.57	25	0
840	Tipton County	\$36,690.08	\$46,600.02	17	33	\$5,452.93	\$7,516.99	28	(4)	\$42,143.02	\$54,117.00	17	26
850	Trousdale County	\$35,583.81	\$38,904.66	135	(45)	\$3,771.38	\$5,206.43	121	(11)	\$39,355.19	\$44,111.09	133	(22)
860	Unicoi County	\$35,570.10	\$40,983.61	96	(4)	\$5,468.57	\$7,597.33	22	(1)	\$41,038.66	\$48,580.94	76	(14)
870	Union County	\$35,971.25	\$41,152.36	93	(25)	\$3,504.17	\$7,004.15	67	52	\$39,475.42	\$48,156.51	82	27
880	Van Buren County	\$36,053.69	\$39,970.64	118	(53)	\$3,075.40	\$4,301.24	133	(3)	\$39,129.09	\$44,271.88	130	(13)
890	Warren County	\$35,188.32	\$42,544.39	61	65	\$3,075.40	\$5,170.34	123	7	\$38,263.71	\$47,714.73	93	43
900	Washington County	\$36,289.46	\$43,019.39	53	7	\$4,629.46	\$7,850.44	15	60	\$40,918.92	\$50,869.83	47	19
901	Johnson City	\$40,723.09	\$51,313.92	4	9	\$4,983.96	\$6,252.33	97	(40)	\$45,707.05	\$57,566.25	8	6
910	Wayne County	\$34,986.44	\$39,116.96	132	3	\$3,621.38	\$5,010.39	125	(7)	\$38,607.83	\$44,127.35	131	(2)
920	Weakley County	\$35,742.72	\$41,628.02	76	3	\$4,119.85	\$6,165.02	100	(5)	\$39,862.58	\$47,793.04	91	13
930	White County	\$35,473.35	\$41,926.56	71	29	\$3,871.46	\$7,364.91	45	62	\$39,344.81	\$49,291.47	63	49
940	Williamson County	\$41,922.59	\$47,677.92	13	(4)	\$5,606.33	\$11,133.73	1	16	\$47,528.92	\$58,811.64	5	4
941	Franklin SSD	\$42,839.34	\$50,643.00	6	2	\$5,244.95	\$7,151.38	58	(14)	\$48,084.29	\$57,794.39	7	0
950	Wilson County	\$36,227.50	\$44,310.71	38	26	\$3,750.00	\$8,053.11	12	101	\$39,977.50	\$52,363.82	27	71
951	Lebanon SSD	\$38,936.24	\$45,524.73	24	0	\$3,048.80	\$4,270.34	135	0	\$41,985.04	\$49,795.07	58	(10)
	AVERAGE AMOUNT	\$37,029.21	\$42,950.01			\$4,668.91	\$6,767.09			\$41,698.12	\$49,717.10		

* Based upon revised 2004 salary schedules.

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

EXHIBIT #2

SCHOOL SYSTEM	SALARY SCHEDULE FACTOR 04	SALARY SCHEDULE FACTOR 12	PERCENT CHANGE	INSURANCE PACKAGE FACTOR 04	INSURANCE PACKAGE FACTOR 12	PERCENT CHANGE	COMPENSATION FACTOR 04	COMPENSATION FACTOR 12	PERCENT CHANGE
10 Anderson County	101.04%	100.62%	-0.4%	91.53%	97.09%	5.6%	99.97%	100.14%	0.2%
11 Clinton City	105.80%	104.15%	-1.6%	96.23%	95.13%	-1.1%	104.73%	102.92%	-1.8%
12 Oak Ridge	124.41%	121.18%	-3.2%	105.53%	104.39%	-1.1%	122.30%	118.90%	-3.4%
20 Bedford County	98.33%	100.30%	2.0%	115.15%	108.54%	-6.6%	100.22%	101.42%	1.2%
30 Benton County	95.93%	97.00%	1.1%	114.96%	108.74%	-6.2%	98.06%	98.60%	0.5%
40 Bledsoe County	94.44%	91.82%	-2.6%	81.97%	98.03%	16.1%	93.05%	92.66%	-0.4%
50 Blount County	107.07%	103.57%	-3.5%	105.91%	112.56%	6.7%	106.94%	104.79%	-2.2%
51 Alcoa City	117.66%	115.88%	-1.8%	119.61%	118.83%	-0.8%	117.88%	116.28%	-1.6%
52 Maryville City	117.90%	117.42%	-0.5%	91.34%	128.37%	37.0%	114.92%	118.91%	4.0%
60 Bradley County	102.10%	108.14%	6.0%	94.43%	97.89%	3.5%	101.24%	106.75%	5.5%
61 Cleveland City	104.44%	107.36%	2.9%	104.00%	100.17%	-3.8%	104.39%	106.38%	2.0%
70 Campbell County	95.22%	93.52%	-1.7%	132.80%	114.99%	-17.8%	99.43%	96.44%	-3.0%
80 Cannon County	101.95%	96.17%	-5.8%	91.38%	100.38%	9.0%	100.77%	96.75%	-4.0%
90 Carroll County	95.19%	93.14%	-2.0%	65.78%	91.41%	25.6%	91.89%	92.90%	1.0%
92 Hollow Rock-Bruceton SSD	95.86%	92.00%	-3.9%	74.35%	71.79%	-2.6%	93.46%	89.25%	-4.2%
93 Huntingdon SSD	95.32%	96.74%	1.4%	72.21%	85.08%	12.9%	92.73%	95.15%	2.4%
94 McKenzie SSD	95.29%	96.99%	1.7%	80.44%	85.29%	4.8%	93.63%	95.40%	1.8%
95 South Carroll SSD	95.30%	95.12%	-0.2%	73.18%	62.92%	-10.3%	92.82%	90.74%	-2.1%
97 West Carroll SSD	95.61%	91.90%	-3.7%	73.09%	76.90%	3.8%	93.09%	89.86%	-3.2%
100 Carter County	95.85%	93.07%	-2.8%	115.24%	105.54%	-9.7%	98.02%	94.77%	-3.3%
101 Elizabethton City	100.65%	101.01%	0.4%	106.75%	101.57%	-5.2%	101.33%	101.09%	-0.2%
110 Cheatham County	97.94%	99.69%	1.8%	126.81%	119.45%	-7.4%	101.17%	102.38%	1.2%
120 Chester County	95.41%	94.00%	-1.4%	99.31%	85.82%	-13.5%	95.85%	92.88%	-3.0%
130 Claiborne County	95.21%	91.49%	-3.7%	69.30%	68.70%	-0.6%	92.31%	88.39%	-3.9%
140 Clay County	95.54%	90.58%	-5.0%	65.78%	77.13%	11.3%	92.21%	88.75%	-3.5%
150 Cocke County	95.06%	94.45%	-0.6%	110.97%	104.55%	-6.4%	96.85%	95.83%	-1.0%
151 Newport City	94.63%	98.21%	3.6%	115.04%	109.39%	-5.6%	96.92%	99.73%	2.8%
160 Coffee County	99.52%	99.80%	0.3%	115.23%	107.65%	-7.6%	101.28%	100.87%	-0.4%
161 Manchester City	105.39%	110.05%	4.7%	115.19%	109.86%	-5.3%	106.48%	110.03%	3.5%
162 Tullahoma City	105.74%	105.23%	-0.5%	127.49%	120.49%	-7.0%	108.18%	107.31%	-0.9%
170 Crockett County	95.55%	96.35%	0.8%	80.40%	83.89%	3.5%	93.85%	94.65%	0.8%
171 Alamo City*	101.09%	96.16%	-4.9%	73.09%	69.91%	-3.2%	97.96%	92.58%	-5.4%

172	Bells City	100.97%	100.25%	-0.7%	87.71%	83.89%	-3.8%	99.49%	98.02%	-1.5%
180	Cumberland County	95.06%	92.29%	-2.8%	132.34%	127.48%	-4.9%	99.23%	97.08%	-2.2%
190	Davidson County	119.83%	114.50%	-5.3%	114.74%	109.33%	-5.4%	119.26%	113.80%	-5.5%
200	Decatur County	95.71%	96.25%	0.5%	78.63%	71.79%	-6.8%	93.80%	92.92%	-0.9%
210	DeKalb County	97.85%	97.19%	-0.7%	92.22%	89.75%	-2.5%	97.22%	96.18%	-1.0%
220	Dickson County	98.37%	100.28%	1.9%	91.15%	89.25%	-1.9%	97.56%	98.78%	1.2%
230	Dyer County	101.03%	98.80%	-2.2%	98.37%	93.97%	-4.4%	100.73%	98.15%	-2.6%
231	Dyersburg City	108.73%	106.26%	-2.5%	122.29%	103.98%	-18.3%	110.25%	105.95%	-4.3%
240	Fayette County	98.32%	94.79%	-3.5%	88.06%	97.87%	9.8%	97.18%	95.21%	-2.0%
250	Fentress County	95.21%	91.99%	-3.2%	115.94%	114.56%	-1.4%	97.53%	95.06%	-2.5%
260	Franklin County	96.39%	99.10%	2.7%	106.26%	109.86%	3.6%	97.50%	100.56%	3.1%
271	Humboldt City	94.67%	96.05%	1.4%	79.90%	88.59%	8.7%	93.02%	95.04%	2.0%
272	Milan SSD	95.20%	95.65%	0.4%	85.98%	88.63%	2.7%	94.17%	94.69%	0.5%
273	Trenton SSD	94.88%	94.60%	-0.3%	78.63%	83.31%	4.7%	93.06%	93.06%	0.0%
274	Bradford SSD	94.58%	92.76%	-1.8%	78.63%	79.23%	0.6%	92.79%	90.92%	-1.9%
275	Gibson SSD	96.13%	95.11%	-1.0%	84.58%	80.22%	-4.4%	94.84%	93.09%	-1.7%
280	Giles County	94.66%	94.66%	0.0%	115.19%	109.58%	-5.6%	96.96%	96.69%	-0.3%
290	Grainger County	96.49%	93.60%	-2.9%	100.94%	108.32%	7.4%	96.98%	95.61%	-1.4%
300	Greene County	96.24%	96.44%	0.2%	105.91%	102.61%	-3.3%	97.32%	97.28%	0.0%
301	Greeneville City	109.13%	103.70%	-5.4%	101.34%	93.59%	-7.8%	108.26%	102.32%	-5.9%
310	Grundy County	96.66%	93.92%	-2.7%	83.10%	95.93%	12.8%	95.14%	94.19%	-0.9%
320	Hamblen County	97.89%	101.37%	3.5%	128.57%	112.04%	-16.5%	101.33%	102.83%	1.5%
330	Hamilton County	109.09%	107.69%	-1.4%	108.33%	138.10%	29.8%	109.01%	111.83%	2.8%
340	Hancock County	95.79%	90.58%	-5.2%	65.87%	86.18%	20.3%	92.44%	89.98%	-2.5%
350	Hardeman County	99.09%	97.94%	-1.1%	119.33%	99.52%	-19.8%	101.36%	98.16%	-3.2%
360	Hardin County	94.77%	93.31%	-1.5%	114.57%	109.54%	-5.0%	96.99%	95.52%	-1.5%
370	Hawkins County	97.09%	93.71%	-3.4%	111.19%	106.58%	-4.6%	98.67%	95.46%	-3.2%
371	Rogersville City	98.03%	102.45%	4.4%	90.15%	105.17%	15.0%	97.14%	102.82%	5.7%
380	Haywood County	96.79%	98.82%	2.0%	90.63%	95.64%	5.0%	96.10%	98.39%	2.3%
390	Henderson County	96.91%	97.65%	0.7%	87.71%	80.84%	-6.9%	95.88%	95.36%	-0.5%
391	Lexington City	96.75%	96.60%	-0.1%	92.10%	98.61%	6.5%	96.23%	96.87%	0.6%
400	Henry County	95.33%	100.49%	5.2%	96.03%	106.60%	10.6%	95.40%	101.32%	5.9%
401	Paris SSD	96.75%	107.04%	10.3%	87.39%	95.65%	8.3%	95.70%	105.49%	9.8%
410	Hickman County	99.09%	95.22%	-3.9%	107.18%	98.87%	-8.3%	99.99%	95.71%	-4.3%
420	Houston County	96.21%	98.60%	2.4%	91.48%	85.27%	-6.2%	95.68%	96.78%	1.1%
430	Humphreys County	95.46%	95.75%	0.3%	106.42%	105.25%	-1.2%	96.69%	97.05%	0.4%
440	Jackson County	95.87%	91.99%	-3.9%	105.79%	82.32%	-23.5%	96.98%	90.67%	-6.3%
450	Jefferson County	95.30%	94.97%	-0.3%	115.24%	109.86%	-5.4%	97.53%	97.00%	-0.5%
460	Johnson County	96.36%	96.36%	0.0%	84.22%	95.20%	11.0%	95.00%	96.20%	1.2%

470	Knox County	104.23%	104.47%	0.2%	87.42%	85.81%	-1.6%	102.35%	101.93%	-0.4%
480	Lake County	96.54%	93.77%	-2.8%	102.83%	95.42%	-7.4%	97.24%	94.00%	-3.2%
490	Lauderdale County	97.20%	99.08%	1.9%	125.76%	125.84%	0.1%	100.39%	102.72%	2.3%
500	Lawrence County	94.73%	94.14%	-0.6%	115.19%	109.86%	-5.3%	97.02%	96.28%	-0.7%
510	Lewis County	96.09%	92.22%	-3.9%	74.39%	70.45%	-3.9%	93.66%	89.25%	-4.4%
520	Lincoln County	95.25%	98.28%	3.0%	86.67%	103.04%	16.4%	94.29%	98.93%	4.6%
521	Fayetteville City	96.66%	104.00%	7.3%	106.46%	101.53%	-4.9%	97.76%	103.66%	5.9%
530	Loudon County	100.48%	98.95%	-1.5%	115.24%	106.71%	-8.5%	102.13%	100.01%	-2.1%
531	Lenoir City	101.72%	106.20%	4.5%	110.67%	104.39%	-6.3%	102.73%	105.95%	3.2%
540	McMinn County	101.47%	103.48%	2.0%	115.24%	109.14%	-6.1%	103.01%	104.25%	1.2%
541	Athens City	111.19%	111.12%	-0.1%	115.24%	109.01%	-6.2%	111.64%	110.84%	-0.8%
542	Etowah City	98.65%	103.09%	4.4%	119.14%	109.19%	-10.0%	100.95%	103.92%	3.0%
550	McNairy County	95.54%	93.46%	-2.1%	82.23%	96.35%	14.1%	94.05%	93.85%	-0.2%
560	Macon County	96.81%	96.26%	-0.5%	92.83%	94.36%	1.5%	96.36%	96.00%	-0.4%
570	Madison County	104.94%	103.58%	-1.4%	56.73%	82.68%	26.0%	99.55%	100.73%	1.2%
580	Marion County	95.09%	96.58%	1.5%	115.13%	106.13%	-9.0%	97.33%	97.88%	0.5%
581	Richard City	100.28%	95.99%	-4.3%	68.01%	64.58%	-3.4%	96.66%	91.71%	-5.0%
590	Marshall County	100.83%	101.08%	0.3%	121.33%	114.51%	-6.8%	103.12%	102.91%	-0.2%
600	Maury County	105.67%	103.70%	-2.0%	115.19%	109.89%	-5.3%	106.74%	104.55%	-2.2%
610	Meigs County	97.19%	103.26%	6.1%	103.62%	105.02%	1.4%	97.91%	103.50%	5.6%
620	Monroe County	99.58%	97.44%	-2.1%	132.21%	125.42%	-6.8%	103.24%	101.25%	-2.0%
621	Sweetwater City	99.81%	102.55%	2.7%	124.55%	115.00%	-9.6%	102.58%	104.25%	1.7%
630	Montgomery County	106.84%	110.74%	3.9%	107.01%	137.03%	30.0%	106.86%	114.32%	7.5%
640	Moore County	95.92%	96.71%	0.8%	116.95%	112.19%	-4.8%	98.27%	98.82%	0.5%
650	Morgan County	95.94%	93.17%	-2.8%	94.43%	107.25%	12.8%	95.77%	95.09%	-0.7%
660	Obion County	96.28%	99.12%	2.8%	97.27%	108.71%	11.4%	96.39%	100.43%	4.0%
661	Union City	99.17%	96.87%	-2.3%	128.96%	114.65%	-14.3%	102.50%	99.29%	-3.2%
670	Overton County	96.50%	92.54%	-4.0%	90.50%	109.86%	19.4%	95.83%	94.89%	-0.9%
680	Perry County	95.22%	91.85%	-3.4%	70.92%	66.65%	-4.3%	92.50%	88.42%	-4.1%
690	Pickett County	95.08%	90.87%	-4.2%	65.78%	63.10%	-2.7%	91.80%	87.09%	-4.7%
700	Polk County	94.67%	101.72%	7.0%	111.27%	109.86%	-1.4%	96.53%	102.82%	6.3%
710	Putnam County	99.23%	102.23%	3.0%	138.46%	122.30%	-16.2%	103.63%	104.96%	1.3%
720	Rhea County	98.11%	96.52%	-1.6%	100.20%	109.86%	9.7%	98.34%	98.34%	0.0%
721	Dayton City	99.05%	100.53%	1.5%	114.90%	118.14%	3.2%	100.83%	102.93%	2.1%
730	Roane County	100.75%	105.92%	5.2%	129.45%	112.00%	-17.4%	103.96%	106.75%	2.8%
740	Robertson County	98.33%	99.63%	1.3%	145.10%	129.04%	-16.1%	103.57%	103.63%	0.1%
750	Rutherford County	107.43%	108.84%	1.4%	125.38%	107.20%	-18.2%	109.44%	108.62%	-0.8%
751	Murfreesboro City	113.09%	113.32%	0.2%	110.43%	89.50%	-20.9%	112.79%	110.08%	-2.7%
760	Scott County	96.05%	92.18%	-3.9%	104.76%	99.29%	-5.5%	97.02%	93.15%	-3.9%

761	Oneida SSD	95.32%	91.54%	-3.8%	89.12%	100.24%	11.1%	94.63%	92.73%	-1.9%
770	Sequatchie County	98.22%	98.30%	0.1%	102.24%	101.84%	-0.4%	98.67%	98.78%	0.1%
780	Sevier County	99.60%	104.54%	4.9%	107.97%	103.21%	-4.8%	100.54%	104.36%	3.8%
790	Shelby County	127.56%	127.76%	0.2%	84.13%	75.93%	-8.2%	122.70%	120.70%	-2.0%
791	Memphis City	127.56%	128.53%	1.0%	110.98%	91.11%	-19.9%	125.70%	123.44%	-2.3%
800	Smith County	96.44%	94.09%	-2.4%	115.24%	109.86%	-5.4%	98.54%	96.23%	-2.3%
810	Stewart County	96.22%	99.15%	2.9%	116.95%	112.19%	-4.8%	98.54%	100.92%	2.4%
820	Sullivan County	96.68%	96.69%	0.0%	111.17%	106.40%	-4.8%	98.31%	98.01%	-0.3%
821	Bristol City	112.38%	113.78%	1.4%	99.98%	95.90%	-4.1%	110.99%	111.34%	0.3%
822	Kingsport City	117.84%	117.94%	0.1%	98.69%	96.25%	-2.4%	115.69%	114.99%	-0.7%
830	Sumner County	101.99%	104.56%	2.6%	122.88%	112.19%	-10.7%	104.33%	105.60%	1.3%
840	Tipton County	99.08%	108.50%	9.4%	116.79%	111.08%	-5.7%	101.07%	108.85%	7.8%
850	Trousdale County	96.10%	90.58%	-5.5%	80.78%	76.94%	-3.8%	94.38%	88.72%	-5.7%
860	Unicoi County	96.06%	95.42%	-0.6%	117.13%	112.27%	-4.9%	98.42%	97.71%	-0.7%
870	Union County	97.14%	95.81%	-1.3%	75.05%	103.50%	28.4%	94.67%	96.86%	2.2%
880	Van Buren County	97.37%	93.06%	-4.3%	65.87%	63.56%	-2.3%	93.84%	89.05%	-4.8%
890	Warren County	95.03%	99.06%	4.0%	65.87%	76.40%	10.5%	91.76%	95.97%	4.2%
900	Washington County	98.00%	100.16%	2.2%	99.16%	116.01%	16.9%	98.13%	102.32%	4.2%
901	Johnson City	109.98%	119.47%	9.5%	106.75%	92.39%	-14.4%	109.61%	115.79%	6.2%
910	Wayne County	94.48%	91.08%	-3.4%	77.56%	74.04%	-3.5%	92.59%	88.76%	-3.8%
920	Weakley County	96.53%	96.92%	0.4%	88.24%	91.10%	2.9%	95.60%	96.13%	0.5%
930	White County	95.80%	97.62%	1.8%	82.92%	108.83%	25.9%	94.36%	99.14%	4.8%
940	Williamson County	113.21%	111.01%	-2.2%	120.08%	164.53%	44.4%	113.98%	118.29%	4.3%
941	Franklin SSD	115.69%	117.91%	2.2%	112.34%	105.68%	-6.7%	115.32%	116.25%	0.9%
950	Wilson County	97.83%	103.17%	5.3%	80.32%	119.00%	38.7%	95.87%	105.32%	9.4%
951	Lebanon SSD	105.15%	105.99%	0.8%	65.30%	63.10%	-2.2%	100.69%	100.16%	-0.5%
	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.

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

10/23/2012
State Board Salaries and Benefits - 10-1-12 / Factors

2012 Disparity Findings

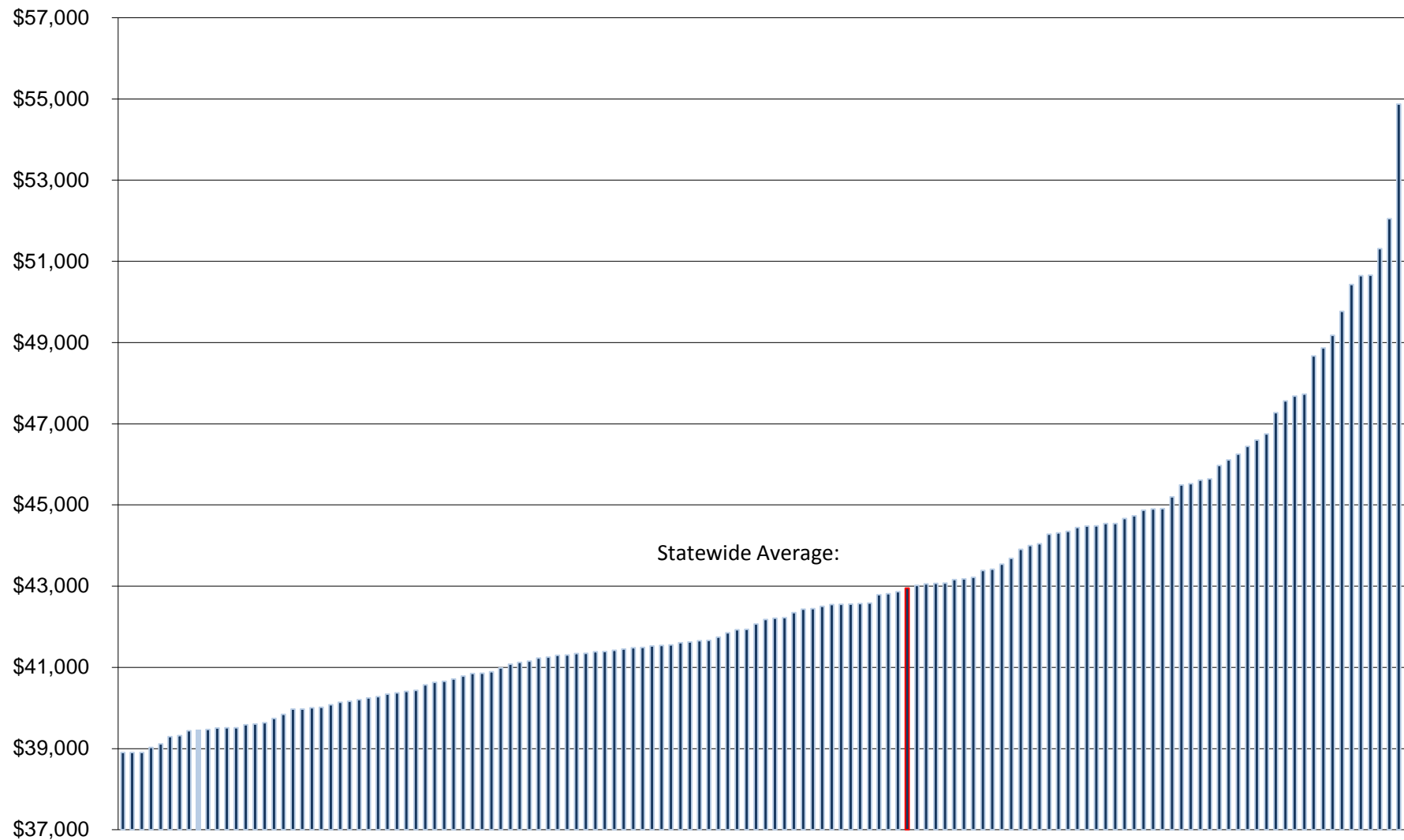
	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	SALARIES PLUS INSURANCE PAID
Max versus Min	41.90%	161.49%	41.73%
Range Ratio 95-5	27.88%	80.00%	30.25%
Range Ratio 90-10	20.08%	53.63%	20.85%
Range Ratio 75-25	9.42%	22.74%	9.21%
Top 10 / Bottom 10	1.18	1.80	1.20
Coefficient of Variation	0.0759	0.1685	0.0750

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

* - Post 2004 revisions occurred on certain school systems

Weighted Average Salary



Insurance Package

		Weighted Average		Weighted Average	% of Total	
	SCHOOL SYSTEM	Total Paid	Ranking	Total Cost	Paid	Ranking
10	Anderson County	\$ 6,570.42	84	\$9,489.64	69.24%	87
11	Clinton City	\$ 6,437.81	93	\$9,489.64	67.84%	96
12	Oak Ridge	\$ 7,064.06	65	\$9,489.64	74.44%	65
20	Bedford County	\$ 7,344.98	48	\$9,489.64	77.40%	48
30	Benton County	\$ 7,358.69	46	\$9,461.82	77.77%	44
40	Bledsoe County	\$ 6,633.92	81	\$9,489.64	69.91%	84
50	Blount County	\$ 7,617.33	21	\$8,187.84	93.03%	1
51	Alcoa City	\$ 8,041.42	13	\$9,489.64	84.74%	13
52	Maryville City	\$ 8,687.20	5	\$10,322.83	84.16%	15
60	Bradley County	\$ 6,624.57	82	\$9,489.64	69.81%	85
61	Cleveland City	\$ 6,778.61	76	\$9,489.64	71.43%	76
70	Campbell County	\$ 7,781.51	17	\$9,489.64	82.00%	18
80	Cannon County	\$ 6,793.06	74	\$9,489.64	71.58%	74
90	Carroll County	\$ 6,185.47	98	\$9,461.82	65.37%	100
92	Hollow Rock-Bruceton SSD	\$ 4,857.80	126	\$9,461.82	51.34%	127
93	Huntingdon SSD	\$ 5,757.78	111	\$9,461.82	60.85%	112
94	McKenzie SSD	\$ 5,771.73	109	\$9,461.82	61.00%	111
95	South Carroll SSD	\$ 4,257.82	136	\$9,461.82	45.00%	135
97	West Carroll SSD	\$ 5,203.99	122	\$9,461.82	55.00%	123
100	Carter County	\$ 7,141.79	59	\$9,489.64	75.26%	58
101	Elizabethton City	\$ 6,873.65	72	\$9,489.64	72.43%	72
110	Cheatham County	\$ 8,083.34	11	\$9,489.64	85.18%	11
120	Chester County	\$ 5,807.82	107	\$9,461.82	61.38%	109
130	Claiborne County	\$ 4,648.76	130	\$6,691.19	69.48%	86
140	Clay County	\$ 5,219.30	120	\$9,489.64	55.00%	122
150	Cocke County	\$ 7,075.21	63	\$9,489.64	74.56%	63
151	Newport City	\$ 7,402.70	40	\$9,489.64	78.01%	41
160	Coffee County	\$ 7,284.98	50	\$9,489.64	76.77%	50
161	Manchester City	\$ 7,434.18	37	\$9,489.64	78.34%	39
162	Tullahoma City	\$ 8,153.50	10	\$9,489.64	85.92%	9
170	Crockett County	\$ 5,677.09	112	\$9,461.82	60.00%	114
171	Alamo City	\$ 4,730.91	129	\$9,461.82	50.00%	130

172	Bells City	\$ 5,677.08	113	\$9,461.82	60.00%	115
180	Cumberland County	\$ 8,626.83	6	\$9,489.64	90.91%	4
190	Davidson County	\$ 7,398.19	41	\$9,864.26	75.00%	60
200	Decatur County	\$ 4,857.78	127	\$9,461.82	51.34%	128
210	DeKalb County	\$ 6,073.39	101	\$9,489.64	64.00%	102
220	Dickson County	\$ 6,039.80	103	\$9,489.64	63.65%	104
230	Dyer County	\$ 6,359.10	95	\$9,461.82	67.21%	98
231	Dyersburg City	\$ 7,036.29	66	\$9,461.82	74.36%	66
240	Fayette County	\$ 6,623.28	83	\$9,461.82	70.00%	82
250	Fentress County	\$ 7,752.34	19	\$9,489.64	81.69%	20
260	Franklin County	\$ 7,434.32	31	\$9,489.64	78.34%	33
271	Humboldt City	\$ 5,995.04	105	\$9,461.82	63.36%	106
272	Milan SSD	\$ 5,997.84	104	\$9,461.82	63.39%	105
273	Trenton SSD	\$ 5,637.84	114	\$9,461.82	59.59%	116
274	Bradford SSD	\$ 5,361.89	119	\$9,461.82	56.67%	121
275	Gibson SSD	\$ 5,428.37	118	\$9,461.82	57.37%	120
280	Giles County	\$ 7,415.69	38	\$9,489.64	78.15%	40
290	Grainger County	\$ 7,330.29	49	\$9,489.64	77.25%	49
300	Greene County	\$ 6,944.04	70	\$9,489.64	73.17%	70
301	Greeneville City	\$ 6,333.08	96	\$9,489.64	66.74%	99
310	Grundy County	\$ 6,491.82	87	\$9,489.64	68.41%	90
320	Hamblen County	\$ 7,582.13	26	\$9,489.64	79.90%	26
330	Hamilton County	\$ 9,345.67	2	\$11,809.62	79.14%	29
340	Hancock County	\$ 5,831.93	106	\$9,489.64	61.46%	108
350	Hardeman County	\$ 6,734.93	77	\$9,461.82	71.18%	77
360	Hardin County	\$ 7,412.76	39	\$9,461.82	78.34%	31
370	Hawkins County	\$ 7,212.17	55	\$9,489.64	76.00%	54
371	Rogersville City	\$ 7,117.17	61	\$9,489.64	75.00%	61
380	Haywood County	\$ 6,471.96	90	\$9,461.82	68.40%	92
390	Henderson County	\$ 5,470.32	117	\$9,461.82	57.81%	119
391	Lexington City	\$ 6,673.28	80	\$9,461.82	70.53%	80
400	Henry County	\$ 7,213.72	54	\$9,461.82	76.24%	52
401	Paris SSD	\$ 6,472.49	89	\$9,461.82	68.41%	91
410	Hickman County	\$ 6,690.37	79	\$9,489.64	70.50%	81
420	Houston County	\$ 5,770.31	110	\$9,489.64	60.81%	113
430	Humphreys County	\$ 7,122.23	60	\$9,489.64	75.05%	59
440	Jackson County	\$ 5,570.42	116	\$9,489.64	58.70%	118
450	Jefferson County	\$ 7,434.24	33	\$9,489.64	78.34%	35
460	Johnson County	\$ 6,442.00	92	\$9,489.64	67.88%	95

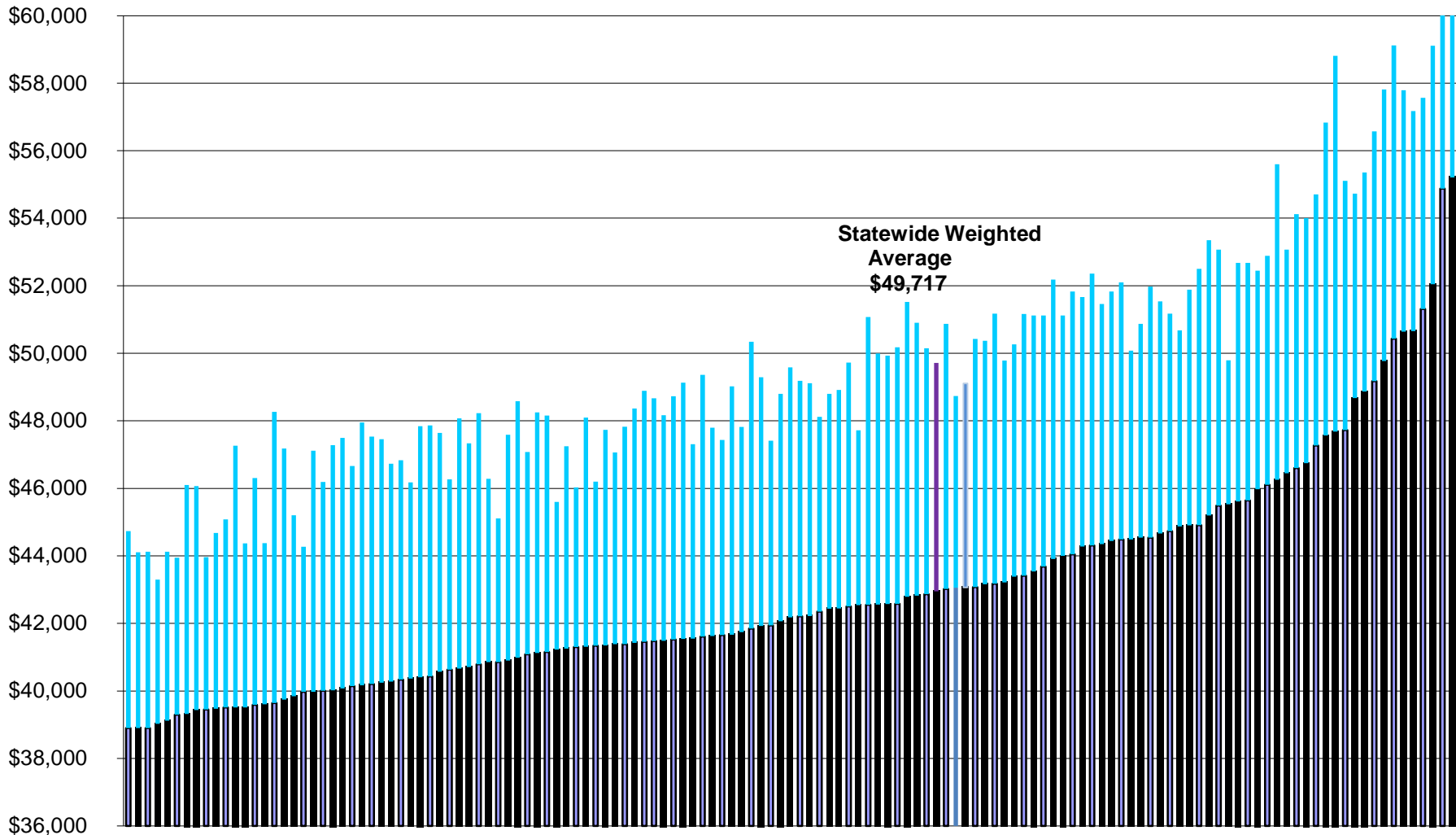
470	Knox County	\$ 5,807.07	108	\$9,489.64	61.19%	110
480	Lake County	\$ 6,456.95	91	\$9,461.82	68.24%	94
490	Lauderdale County	\$ 8,515.64	7	\$9,461.82	90.00%	6
500	Lawrence County	\$ 7,434.19	36	\$9,489.64	78.34%	38
510	Lewis County	\$ 4,767.20	128	\$9,489.64	50.24%	129
520	Lincoln County	\$ 6,972.62	69	\$9,489.64	73.48%	69
521	Fayetteville City	\$ 6,870.49	73	\$9,489.64	72.40%	73
530	Loudon County	\$ 7,221.33	53	\$9,489.64	76.10%	53
531	Lenoir City	\$ 7,064.08	64	\$9,489.64	74.44%	64
540	McMinn County	\$ 7,385.55	43	\$9,489.64	77.83%	43
541	Athens City	\$ 7,376.61	44	\$9,489.64	77.73%	46
542	Etowah City	\$ 7,388.99	42	\$9,489.64	77.86%	42
550	McNairy County	\$ 6,519.97	85	\$9,461.82	68.91%	88
560	Macon County	\$ 6,385.69	94	\$9,489.64	67.29%	97
570	Madison County	\$ 5,594.81	115	\$9,461.82	59.13%	117
580	Marion County	\$ 7,181.91	57	\$9,489.64	75.68%	56
581	Richard City	\$ 4,370.25	132	\$9,489.64	46.05%	132
590	Marshall County	\$ 7,749.10	20	\$9,489.64	81.66%	21
600	Maury County	\$ 7,436.62	29	\$9,489.64	78.37%	30
610	Meigs County	\$ 7,106.58	62	\$9,489.64	74.89%	62
620	Monroe County	\$ 8,487.54	8	\$9,489.64	89.44%	7
621	Sweetwater City	\$ 7,781.94	16	\$9,489.64	82.00%	17
630	Montgomery County	\$ 9,272.79	3	\$10,909.16	85.00%	12
640	Moore County	\$ 7,591.78	23	\$9,489.64	80.00%	23
650	Morgan County	\$ 7,257.68	51	\$9,489.64	76.48%	51
660	Obion County	\$ 7,356.67	47	\$9,461.82	77.75%	45
661	Union City	\$ 7,758.70	18	\$9,461.82	82.00%	19
670	Overton County	\$ 7,434.24	33	\$9,489.64	78.34%	35
680	Perry County	\$ 4,510.29	131	\$9,489.64	47.53%	131
690	Pickett County	\$ 4,270.34	134	\$9,489.64	45.00%	134
700	Polk County	\$ 7,434.24	33	\$9,489.64	78.34%	35
710	Putnam County	\$ 8,275.93	9	\$9,489.64	87.21%	8
720	Rhea County	\$ 7,434.26	32	\$9,489.64	78.34%	34
721	Dayton City	\$ 7,994.76	14	\$9,489.64	84.25%	14
730	Roane County	\$ 7,579.29	27	\$9,489.64	79.87%	27
740	Robertson County	\$ 8,732.06	4	\$9,489.64	92.02%	2
750	Rutherford County	\$ 7,254.33	52	\$8,032.21	90.32%	5
751	Murfreesboro City	\$ 6,056.86	102	\$9,489.64	63.83%	103
760	Scott County	\$ 6,719.33	78	\$9,489.64	70.81%	78

761	Oneida SSD	\$ 6,783.15	75	\$9,489.64	71.48%	75
770	Sequatchie County	\$ 6,891.82	71	\$9,489.64	72.62%	71
780	Sevier County	\$ 6,984.05	68	\$9,489.64	73.60%	68
790	Shelby County	\$ 5,138.26	124	\$8,311.98	61.82%	107
791	Memphis City	\$ 6,165.30	99	\$8,807.65	70.00%	83
800	Smith County	\$ 7,434.33	30	\$9,489.64	78.34%	32
810	Stewart County	\$ 7,591.71	24	\$9,489.64	80.00%	24
820	Sullivan County	\$ 7,200.21	56	\$9,489.64	75.87%	55
821	Bristol City	\$ 6,489.72	88	\$9,489.64	68.39%	93
822	Kingsport City	\$ 6,513.42	86	\$9,489.64	68.64%	89
830	Sumner County	\$ 7,591.70	25	\$9,489.64	80.00%	25
840	Tipton County	\$ 7,516.99	28	\$9,461.82	79.45%	28
850	Trousdale County	\$ 5,206.43	121	\$9,489.64	54.86%	124
860	Unicoi County	\$ 7,597.33	22	\$9,489.64	80.06%	22
870	Union County	\$ 7,004.15	67	\$9,489.64	73.81%	67
880	Van Buren County	\$ 4,301.24	133	\$9,489.64	45.33%	133
890	Warren County	\$ 5,170.34	123	\$9,489.64	54.48%	125
900	Washington County	\$ 7,850.44	15	\$9,489.64	82.73%	16
901	Johnson City	\$ 6,252.33	97	\$8,838.61	70.74%	79
910	Wayne County	\$ 5,010.39	125	\$9,489.64	52.80%	126
920	Weakley County	\$ 6,165.02	100	\$9,461.82	65.16%	101
930	White County	\$ 7,364.91	45	\$9,489.64	77.61%	47
940	Williamson County	\$ 11,133.73	1	\$12,217.61	91.13%	3
941	Franklin SSD	\$ 7,151.38	58	\$9,489.64	75.36%	57
950	Wilson County	\$ 8,053.11	12	\$9,411.01	85.57%	10
951	Lebanon SSD	\$ 4,270.34	135	\$9,489.64	45.00%	136
	AVERAGE AMOUNT	\$6,767.09		\$9,479.01	71.39%	

SOURCE: Based upon insurance survey information provided by TEA.
Calculations by Comptroller's staff.

10/23/2012
State Board Salaries and Benefits - 10-1-12 / Insurance Package

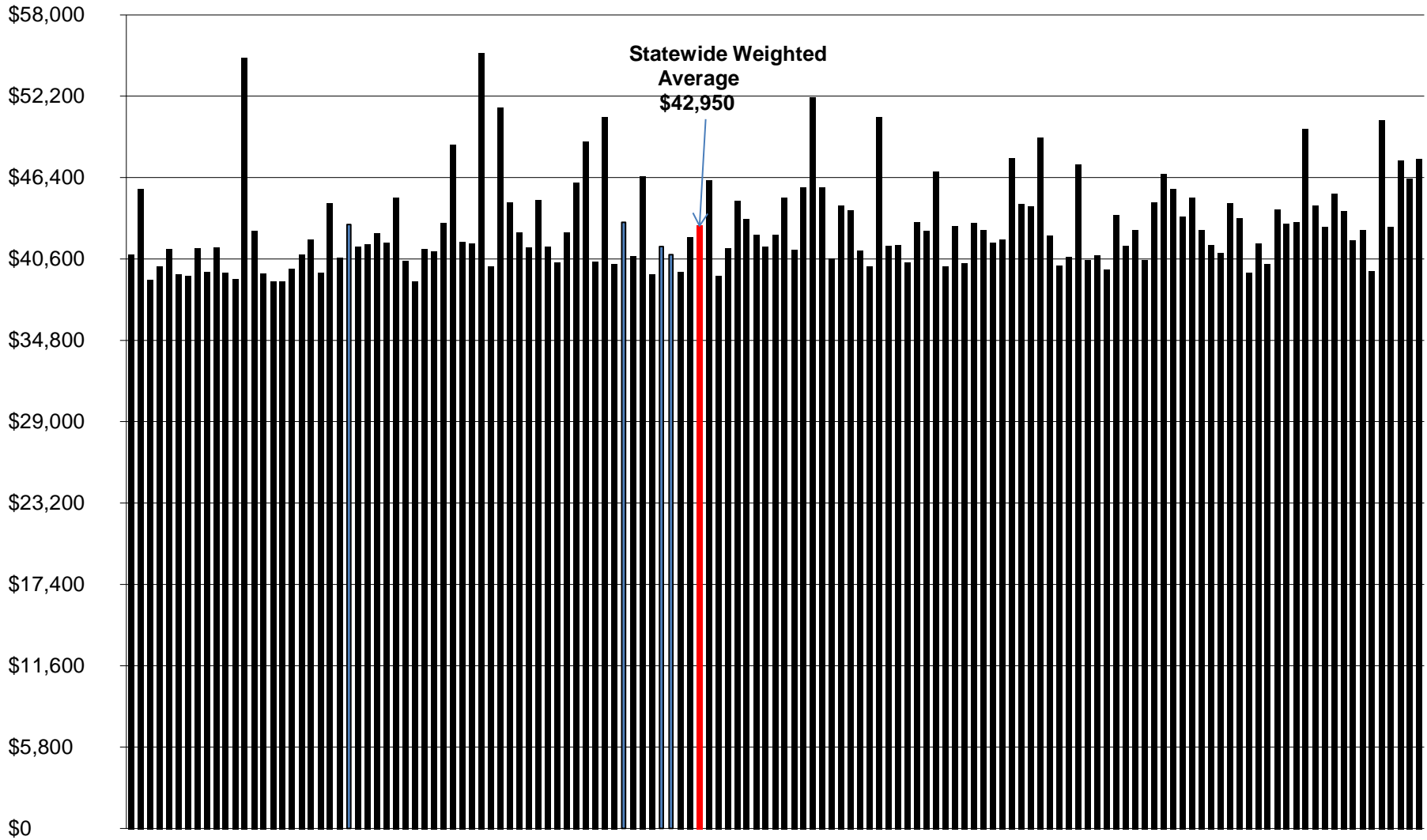
Weighted Average Salary Plus Health Insurance Paid Ranked by Average Salary



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

10/23/2012
State Board Salaries and Benefits - 10-1-12 / Ranked Salary + Insurance

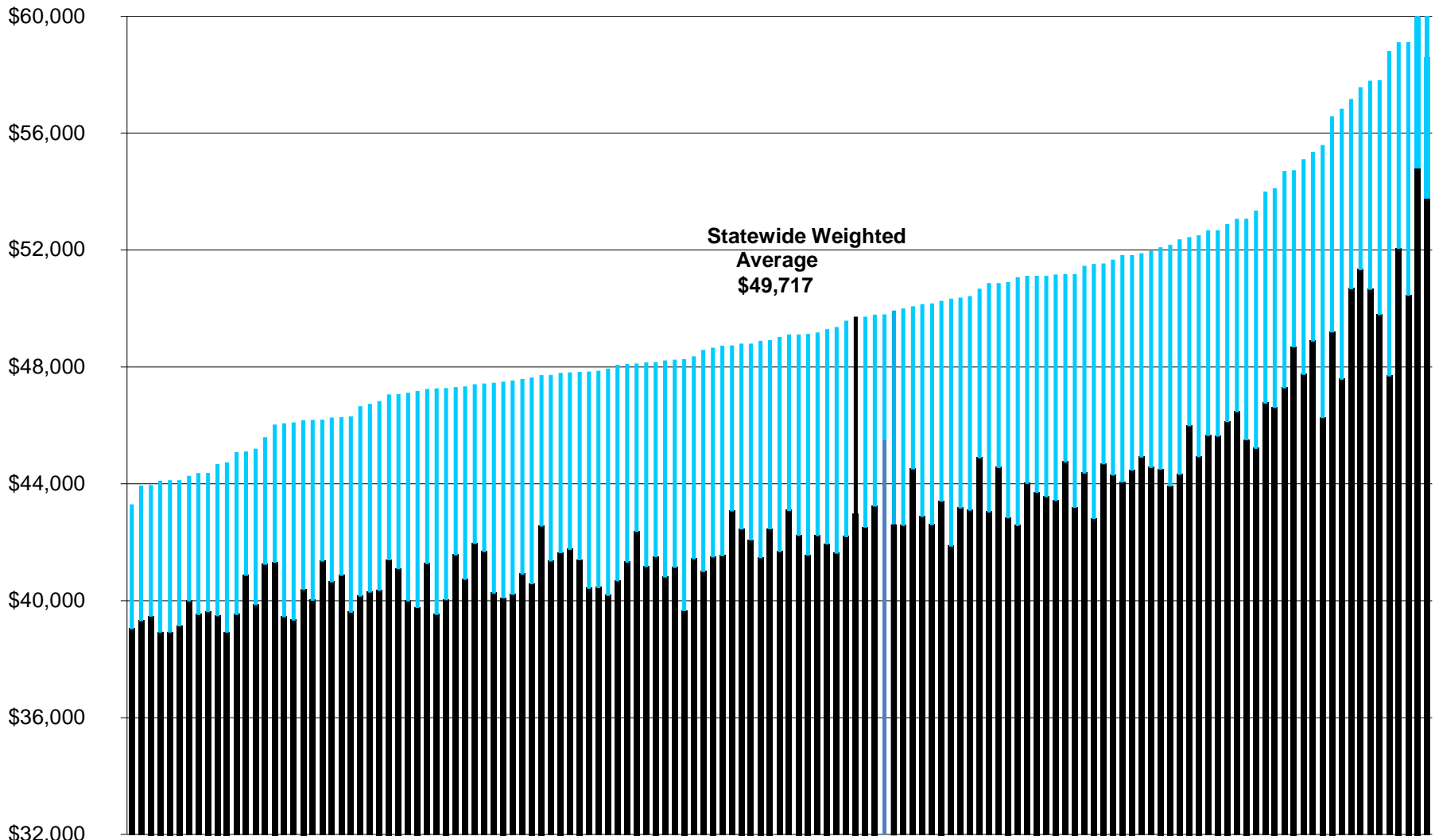
Weighted Average Salary Ranked by Insurance



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

10/23/2012
State Board Salaries and Benefits - 10-1-12 / Salary by Insurance

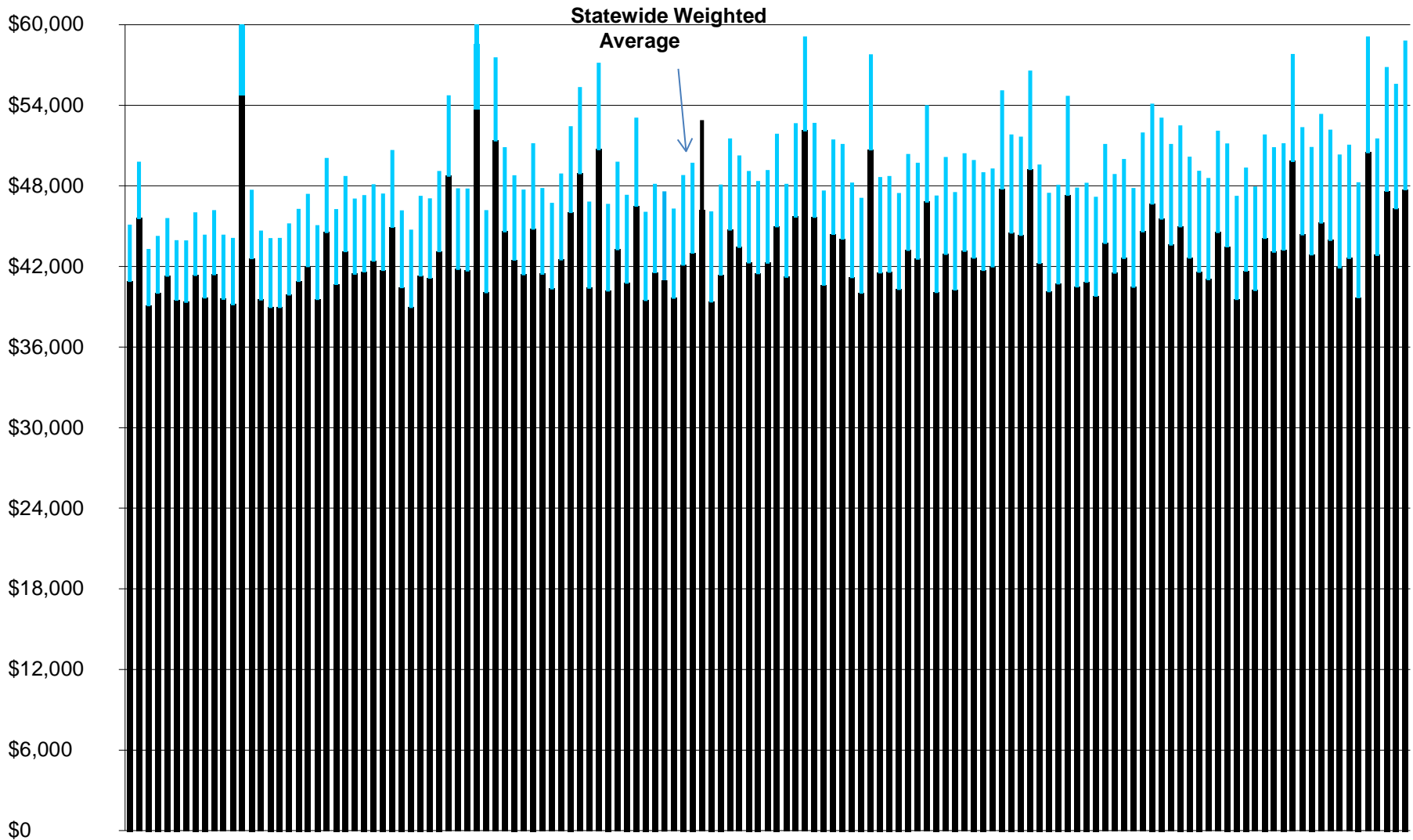
Weighted Average Salary Plus Health Insurance Paid Ranked by Sum



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

10/23/2012
State Board Salaries and Benefits - 10-1-12 / Salary + Insurance

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.

10/23/2012
 State Board Salaries and Benefits - 10-1-12 / Compensation by Insurance

Report Compiled by
Scott Eddins, Research Associate
Tennessee State Board of Education
9th Floor Andrew Johnson Tower
710 James Robertson Parkway
Nashville, TN 37243