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**Basic Education Program Review Committee Report**

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**The Background:**

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.

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.

**Master Plan Connection:**

This item supports the *Master Plan* by providing for sufficient resources

**The Recommendation:**

For informational purposes only, no action required.

**Report will be handed out  
at meeting and can be  
found at the following web  
link**

**<http://www.tn.gov/sbe/bep.html>**

**Basic Education Program Review  
Committee  
Annual Report**

**November 1, 2009**

**State Board of Education  
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710 James Robertson Parkway  
Nashville, TN 37243  
615-741-2966  
[www.state.tn.us/sbe](http://www.state.tn.us/sbe)**

## 2009-10 BEP Review Committee Members

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Mayor, City of Murfreesboro  
Tennessee Municipal League

**David Connor**

Executive Director  
Tennessee County Commissioners  
Association

**M. D. Goetz**

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**Vincent Harvell**

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Memphis City Schools

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**John Aitken**

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Shelby County Schools

**Harry Brooks**

Chair, House Education Committee

**Delores Gresham**

Chair, Senate Education Committee

## **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.

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.”

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## **EXECUTIVE SUMMARY**

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

- BEP Formula Components
- BEP Salary Equity Analysis
- State Board Rules and Tennessee Code Annotated

Each year, on or before November 1, this committee submits a report to the Governor, the Select Oversight Committee on Education, and the State Board of Education identifying funding formula needs. This 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**

#### **Immediate Priorities**

The committee restates the need to implement immediate and extended priorities from the 2007 and 2008 annual reports. These priorities are as follows:

- Continue phase-in of Public Chapter 369 of the 105<sup>th</sup> General Assembly (BEP 2.0).
- Reduce, by at least 2 to 3 students, the class size ratios used to generate instructional positions (including career and technical 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.
- Incorporate current SACS accreditation ratios in the method used to generate Assistant Principal positions in the BEP.
- 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.

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<sup>1</sup>Tennessee Code Annotated 49-1-302 (4)(a)

- 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 districtwide 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.

### **Extended Priorities**

- Reduce instructional positions generated outside the BEP in grades K – 6.
- Increase pay for teachers, principals, and assistant principals to a level that is reasonably comparable to the Southeastern average for each respective position type.
- Review and consider expenditures associated with central office positions, including salaries, benefits, and other administrative costs.
- Create a separate component within the BEP formula for administrative positions.
- Incorporation of the BEP Technology working group recommendation (Appendix B.4, 2008 Report) related to:
  - E-learning Course Content
  - Technology Support Personnel
  - Technology Hardware



- Technology Infrastructure (additional study)

## **Review of Salary Disparity**

### *Weighted Average Salary*

For the past five years, up to 2008, the maximum versus minimum disparity averaged 35.35%, significantly below 2003 levels of 45.75%. This is the first year in which a noticeable increase in the weighted average salary disparity was observed, increasing from 35.23% in 2008 to 37.86% in 2009.

Based on the total teacher compensation methodology, the statewide weighted average salary for Tennessee is \$41,758, an increase of \$4,296 from the baseline year of 2004. When weighted average insurance paid by school districts is included, the average increases to \$47,854, an increase of \$5,723 from the baseline year of 2004. This is the first year in which the annual increase in the average weighted salary and insurance are both below \$500. Before 2009, the average increase in salary was \$995 and the average increase in insurance was \$1,326.

### *Coefficient of Variation*

The Coefficient of Variation (CoV) is a representation of how closely values are clustered around the average. 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. For the immediate year, the CoV increased from 0.0712 to 0.0747. This represents an increase in salary disparity in comparison to 2008.

### *Regional Salary Disparity*

A regional analysis of total teacher compensation reveals the following trends since the original infusion of salary equity dollars in 2004:

- there has been an improvement (decrease) in salary disparity in five county regions (Dyersburg, Knoxville, Jackson, Clarksville, Memphis);
- there is a mixed trend of salary disparity in 1 county region (Tri-Cities); and
- there has been an increase in salary disparity in five county regions (Nashville, Greenville, Chattanooga, Cookeville, Franklin).

The committee adopted by consensus vote the need to include all 136 local school systems in the regional analysis for future iterations of the report.

## **BEP Subcommittee**

A subcommittee was formed to review potentially outdated and obsolete components of the formula. Although numerous components were identified as inadequate, none were identified as being obsolete. The subcommittee also presented its discussion related to sections of the TCA and State Board rule requiring unnecessary mandates on LEAs. There was no consensus on specific areas of the TCA or State Board rule needing amendment.

## SALARY EQUITY ANALYSIS

### *Background*

The committee determined in its first annual report (November 1, 2004) that the most appropriate measure for calculating salary disparity is total teacher compensation, based on “salary schedule strength” and “health insurance package strength”, with the goal of representing a disparity baseline independent of regional and local variations in teacher training and experience and which health plan a teacher selects.

Total teacher compensation is a procedure that compares instructional salary and health benefit differences *independent* of variation in local teacher training and experience. Total teacher compensation analysis also controls for variation in the local health plans selected by teachers.

The central tenets of this methodology include (Appendix A):

- 1) a statewide, weighted average salary for each cell, applied to the local salary schedule of each system;
- 2) a weighted average local health insurance benefit.

### *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 the past five years, up to 2008, the maximum versus minimum disparity averaged 35.35%, significantly below 2003 levels. This is the first year in which a noticeable increase in the weighted average salary disparity was observed, increasing from 35.23% in 2008 to 37.86% in 2009.

Maximum vs. 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%

*Coefficient of Variation:* The Coefficient of Variation (CoV) is a representation of how closely values are clustered around the average. 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. For the immediate year, the CoV increased from 0.0712 to 0.0747. This represents an increase in salary disparity in comparison to 2008.

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

*Regional Salary Disparity:* A regional analysis of total teacher compensation reveals the following trends since the original infusion of salary equity dollars in 2004:

- there has been an improvement (decrease) in salary disparity in five county regions (Dyersburg, Knoxville, Jackson, Clarksville, Memphis);
- there is a mixed trend related to salary disparity in 1 county region (Tri-Cities); and
- there has been an increase in salary disparity in five county regions (Nashville, Greenville, Chattanooga, Cookeville, Franklin).

*Statewide Weighted Average Salary:* Using the total teacher compensation methodology, the statewide weighted average salary for Tennessee is \$41,758, an increase of \$4,296 from the baseline year of 2004. When weighted average insurance paid by school districts is included, the average increases to \$47,854, an increase of \$5,723 from the baseline year of 2004. This is the first year in which the annual increase in the average weighted salary and insurance are both below \$500. Before 2009, the average increase in salary was \$995 and the average increase in insurance was \$1,326.

Year	Weighted Average Salary	Change	Weighted Average Salary & Weighted 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

## **SUBCOMMITTEE DISCUSSION**

### *Background*

At its first meeting for 2009, the committee voted to form a subgroup to review BEP components that may be obsolete and, to review TCA and SBE rules and requirements of LEAs determining their appropriateness in light of the committee's immediate priority recommendations.

Although numerous components were identified as inadequate, none were identified as being obsolete. The subcommittee also presented its discussion related to sections of the TCA and State Board rule requiring unnecessary mandates on LEAs. There was no consensus on specific areas of the TCA or State Board rule needing amendment.

### *Committee Discussion*

The committee reviewed components related to nurses, technology coordinators, and assistant principals. It was noted that technology may be critical to successfully implementing the requirement of the Tennessee Diploma Project. Additionally, the ADM requirement to receive 1 full time principal was discussed, referencing alternative schools. General questions were raised asking for additional clarification of the vocational center transportation component and it was noted that the language related to vocational education in the BEP Blue Book needs to reflect the new terminology of career and technical education.

The subcommittee reviewed TCA 49-1014 (increasing flexibility in the maximum class size), observing that this is the only portion of the BEP in which the formula is a spending mandate. The subcommittee reviewed TCA 49-6-3004 (prohibition of the 4-day school calendar).

There were several comments in support of exploring the option of providing high schools the flexibility of implementing a 4-day school calendar which would meet the comparable number of hours associated with a 5 day calendar. Discussion highlighted that increased flexibility could provide alternative ways for high schools to meet the different needs of students, specifically referencing the high school block schedule. The committee agreed that improved student achievement should be the measure upon which any proposed recommendations should be considered.

The subcommittee discussed the Tennessee Diploma Project, noting there should be a cost estimate of the anticipated funds necessary to successfully implement changes at the local level. The Center for Business and Economic

Research is conducting a Teacher Supply and Demand study which will be released towards the end of 2009, identifying the estimated teachers necessary in order to fulfill TDP's new requirements.

## **REVIEW OF DIFFERENTIATED PAY**

### *Background*

Public Chapter 367 calls for the State Board of Education to update members of the Select Oversight Committee on Education on national research on the differentiated pay issue and review programs that are being studied in other states. SBE staff presented an overview of its findings to the full committee.

### *Discussion*

The committee reviewed issues related to differentiated pay, relying on the research performed by the Center for Education Compensation Reform (CECR), <http://cecr.ed.gov/guides/research.cfm>. A general summary of the center's findings are as follows:

1. In order to be effective, new teacher compensation plans need a sustained financial commitment, linked to broader education strategies, which include professional development.
2. Perceptions of fairness are critical for success.
3. In general, teachers with graduate degrees are not more or less effective than other teachers.
4. In mathematics, teachers with master's in mathematics degrees *are* more effective.
5. In general, the biggest gains in teacher effectiveness occur during the first three years.
6. There is insufficient data from research to determine the level of incentives needed to attract high quality teachers to hard-to-staff schools.
7. Recruiting math and science teachers may require significant incentives, ranging between \$10,000 and \$15,000.
8. Value added measures of performance are good indicators of past teacher performance, but should not be used to predict who will be good teachers in the future.

The committee reviewed differentiated pay examples from cities and states with different demographic profiles. In the examples covered funding included a combination of federal, state, and local funds. He reviewed case-study

examples from Alaska, Chicago, Charlotte-Mecklenberg, and South Carolina  
([see pages 9 – 11 of update](#)).



# APPENDICES

## **APPENDIX A.1: Total Teacher Compensation Methodology**

The calculation of total teacher compensation uses personnel and salary schedule information data provided by the Department of Education and TEA.

- 1. Calculation of statewide average teacher training and experience demographic.** A statewide average teacher training and experience demographic is generated based on the percentage of teachers in each cell, from a Bachelors degree with 0 years experience to a PhD degree with 30+ years experience.
- 2. Calculation of weighted average teacher salary for each system.** This statewide average teaching demographic is applied to each individual system's salary schedule resulting in an average weighted teacher salary schedule for each system. Meaning, the percentage of teachers in each cell is multiplied by the salary value for the corresponding cell. These values are subsequently added together to result in a weighted average salary.
- 3. Calculation of weighted average teacher insurance for each system.** In developing the weighted average insurance, a statewide analysis of PPO, HMO, and POS health plans was researched and applied, including individual and family coverage. Each school system may choose any combination of plans to offer their employees. Some systems offer all three, while some may only offer a PPO and POS or only a PPO. The weighted average cost of the insurance package is calculated by creating a grid that placed the percent of teachers statewide that chose each type of plan and then applying that to the amount that each system paid.
- 4. Calculation of total teacher compensation.** The total teacher compensation for each system is determined by adding the weighted average teacher salary for each system to the weighted average insurance for each system

## APPENDIX A.2: Total Teacher Compensation Summary

	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	TOTAL COMPENSATION
<b>2003</b>			
<b>Max versus Min</b>	45.75%	155.79%	45.28%
<b>Coefficient of Variation</b>	0.0791	0.1890	0.0787
<b>2004</b>			
<b>Max versus Min</b>	35.07%	185.64%	36.94%
<b>Coefficient of Variation</b>	0.0688	0.1894	0.0691
<b>2005</b>			
<b>Max versus Min</b>	35.60%	155.79%	37.82%
<b>Coefficient of Variation</b>	0.0696	0.1890	0.0703
<b>2006</b>			
<b>Max versus Min</b>	35.49%	138.76%	37.93%
<b>Coefficient of Variation</b>	0.0703	0.1863	0.0717
<b>2007</b>			
<b>Max versus Min</b>	35.36%	127.42%	37.98%
<b>Coefficient of Variation</b>	0.0722	0.1792	0.0726
<b>2008</b>			
<b>Max versus Min</b>	35.23%	126.44%	37.63%
<b>Coefficient of Variation</b>	0.0715	0.1760	0.0712
<b>2009</b>			
<b>Max versus Min</b>	37.86%	228.15%	39.65%
<b>Coefficient of Variation</b>	0.0745	0.1927	0.0747

### **APPENDIX A.3: Regional Disparity Methodology**

All Calculations are Based on Total Teacher Compensation Data

#### **Calculation of Dollar Disparity:**

1. All dollar disparity values are compared to the system with the maximum total teacher compensation, within each fiscal year.
2. The ranked dollar value for each system is subtracted from the maximum, within each fiscal year.

#### **Calculation of Percentage Disparity:**

1. All percentage disparity values are compared to the system with the maximum total teacher compensation, within each fiscal year.
2. The dollar value for each ranked system is divided by the maximum. This percentage values is then subtracted from the number 1 or 100%.

#### **Calculation of Change in Dollar Disparity:**

1. Within each ranked position (e.g. rank #2 – rank #10), the dollar disparity value of FY04 is subtracted from FY05. The calculation of the dollar disparity value is described above.
2. The calculation of change in dollar disparity should always be interpreted in comparison to the system with the maximum total teacher compensation.

**APPENDIX A.4: Regional Disparity Summary**

<b>Region</b>	<b>Immediate Trend</b> <i>FY 09 to FY 08</i>	<b>General Trend (5 Years)</b> <i>Comparison of FY09 to FY04</i>
<b>Nashville</b>	<b>Increase</b>	<b>Increase</b> Increase in 9 surrounding systems
<b>Dyersburg</b>	<b>Decrease</b>	<b>Decrease</b> Increase in 2 surrounding systems Decrease in 10 surrounding systems
<b>Greenville</b>	<b>Mixed (Increase)</b>	<b>Increase</b> Increase in 9 surrounding systems
<b>Chattanooga</b>	<b>Increase</b>	<b>Increase</b> Increase in 9 surrounding systems
<b>Knoxville</b>	<b>Mixed (Decrease)</b>	<b>Decrease</b> Decrease in 13 surrounding systems
<b>Jackson</b>	<b>Decrease</b>	<b>Decrease</b> Increase in 4 surrounding systems Decrease in 16 surrounding systems
<b>Clarksville</b>	<b>Decrease</b>	<b>Decrease</b> Decrease in 5 surrounding systems
<b>Memphis</b>	<b>Mixed</b>	<b>Decrease</b> Increase in 1 surrounding systems Decrease in 3 surrounding systems
<b>Cookeville</b>	<b>Increase</b>	<b>Increase</b> Increase in 7 surrounding systems
<b>Tri-Cities</b>	<b>Mixed</b>	<b>Mixed</b> Increase in 6 surrounding systems Decrease in 5 surrounding systems
<b>Franklin</b>	<b>Mixed</b>	<b>Increase</b> Decrease in 9 surrounding systems

REGIONAL DOLLAR DISPARITY  
*General Trend over 4 years*

**General DECREASING Trend (5 Years)**

5 Total County Regions

**General MIXED Trend (5 Years)**

1 Total County Regions

**General INCREASING Trend (5 Years)**

5 Total County Regions

**APPENDIX A.5: Regions Defined (11 Total)**

<b>Nashville</b>
Davidson County
Franklin SSD
Williamson County
Murfreesboro City
Rutherford County
Sumner County
Robertson County
Cheatham County
Lebanon SSD
Wilson County

<b>Dyersburg</b>
Dyersburg City
Union City
Dyer County
Bells City
Lake County
Obion County
Alamo City**
Gibson SSD
Milan SSD
Crockett County
Humboldt City
Trenton SSD
Bradford SSD

<b>Chattanooga</b>
Hamilton County
Cleveland City
Bradley County
Meigs County
Dayton City
Sequatchie County
Rhea County
Marion County
Richard City
Bledsoe County

<b>Dyersburg</b>
Dyersburg City
Union City
Dyer County
Bells City
Lake County
Obion County
Alamo City**
Gibson SSD
Milan SSD
Crockett County
Humboldt City
Trenton SSD
Bradford SSD

<b>Greenville</b>
Johnson City
Greeneville City
Hamblen County
Newport City
Washington County
Rogersville City
Hawkins County
Unicoi County
Greene County
Cocke County

<b>Knoxville</b>
Oak Ridge
Alcoa City
Maryville City
Blount County
Clinton City
Roane County
Lenoir City
Knox County
Loudon County
Sevier County
Anderson County
Jefferson County
Grainger County
Union County

**APPENDIX A.5: Regions Defined (11 Total)**

<b>Jackson</b>
Hardeman County
Madison County
Bells City
Haywood County
Lexington City
Chester County
Henderson County
Alamo City**
Gibson SSD
Milan SSD
Crockett County
McNairy County
McKenzie SSD
Hollow Rock-Bruceton SSD
Humboldt City
West Carroll SSD
Trenton SSD
South Carroll SSD
Bradford SSD
Huntingdon SSD
Carroll County

<b>Clarksville</b>
Montgomery County
Robertson County
Cheatham County
Stewart County
Dickson County
Houston County

<b>Memphis</b>
Memphis City
Shelby County
Tipton County
Haywood County
Fayette County

<b>Franklin</b>
Davidson County
Franklin SSD
Williamson County
Murfreesboro City
Rutherford County
Maury County
Marshall County
Cheatham County
Hickman County
Dickson County

<b>Cookeville</b>
Putnam County
Cumberland County
Smith County
Fentress County
DeKalb County
Jackson County
Overton County
White County

<b>Tri-Cities</b>
Kingsport City
Bristol City
Johnson City
Elizabethton City
Washington County
Rogersville City
Hawkins County
Unicoi County
Sullivan County
Carter County
Greene County
Johnson County



# Salaries and Benefits

## Disparity in Compensation: A Look at Weighted Averages

### **Exhibit Packet**

A Presentation to the BEP Review Committee

October 15, 2009

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SCHOOL SYSTEM	WEIGHTED	WEIGHTED	CURRENT RANKING		WEIGHTED	WEIGHTED	CURRENT RANKING		SALARY PLUS	SALARY PLUS	CURRENT RANKING	
	AVERAGE SALARY 04*	AVERAGE SALARY 09	RANKING	CHANGE	AVERAGE INSURANCE 04	AVERAGE INSURANCE 09	RANKING	CHANGE	INSURANCE 04	INSURANCE 09	RANKING	CHANGE
10 Anderson County	\$37,412.85	\$42,344.76	44	(10)	\$4,273.68	\$6,129.63	79	7	\$41,686.53	\$48,474.39	50	3
11 Clinton City	\$39,175.49	\$43,713.73	31	(11)	\$4,493.04	\$5,586.35	95	(16)	\$43,668.53	\$49,300.08	41	(18)
12 Oak Ridge	\$46,068.01	\$50,101.81	3	0	\$4,927.04	\$6,431.72	62	2	\$50,995.05	\$56,533.53	4	(1)
20 Bedford County	\$36,412.04	\$41,839.47	49	5	\$5,376.20	\$6,740.34	28	9	\$41,788.24	\$48,579.81	48	3
30 Benton County	\$35,523.22	\$40,613.75	71	24	\$5,367.48	\$6,685.15	38	2	\$40,890.70	\$47,298.89	63	4
40 Bledsoe County	\$34,970.90	\$38,625.62	125	11	\$3,827.31	\$5,708.92	91	18	\$38,798.21	\$44,334.54	119	5
50 Blount County	\$39,648.41	\$44,243.60	24	(6)	\$6,521.99	\$6,521.99	50	12	\$44,593.30	\$50,765.60	24	(5)
51 Alcoa City	\$43,569.83	\$48,567.08	8	(1)	\$5,584.28	\$7,246.45	13	5	\$49,154.11	\$55,813.52	5	0
52 Maryville City	\$43,656.56	\$49,013.79	7	(2)	\$4,264.79	\$6,701.41	37	52	\$47,921.34	\$55,715.20	6	2
60 Bradley County	\$37,807.51	\$44,900.50	19	9	\$4,408.68	\$6,241.69	71	10	\$42,216.19	\$51,142.18	21	20
61 Cleveland City	\$38,672.13	\$44,808.38	21	5	\$4,855.73	\$6,180.28	78	(12)	\$43,527.86	\$50,988.66	23	1
70 Campbell County	\$35,260.54	\$38,844.31	118	(2)	\$6,200.20	\$6,957.94	19	(16)	\$41,460.74	\$45,802.25	94	(38)
80 Cannon County	\$37,751.06	\$40,460.55	76	(46)	\$4,266.49	\$6,266.84	69	19	\$42,017.56	\$46,727.39	75	(29)
90 Carroll County	\$35,246.45	\$39,034.86	113	8	\$3,071.39	\$5,732.23	90	42	\$38,317.84	\$44,767.09	113	21
92 Hollow Rock-Bruceton SSD	\$35,497.77	\$38,691.73	122	(24)	\$3,471.34	\$4,399.33	124	(3)	\$38,969.11	\$43,091.07	127	(6)
93 Huntingdon SSD	\$35,296.15	\$39,948.40	89	22	\$3,371.38	\$4,999.35	114	11	\$38,667.53	\$44,947.76	109	19
94 McKenzie SSD	\$35,286.08	\$40,788.67	67	47	\$3,755.80	\$5,065.82	111	0	\$39,041.87	\$45,854.49	91	29
95 South Carroll SSD	\$35,289.42	\$38,504.68	127	(15)	\$3,416.58	\$3,799.35	134	(12)	\$38,706.00	\$42,304.03	134	(8)
97 West Carroll SSD	\$35,404.08	\$38,653.57	124	(21)	\$3,412.60	\$4,643.66	120	4	\$38,816.68	\$43,297.22	125	(3)
100 Carter County	\$35,492.46	\$39,147.57	112	(13)	\$5,380.51	\$6,731.33	34	(8)	\$40,872.97	\$45,878.91	89	(21)
101 Elizabethton City	\$37,269.96	\$44,827.27	20	19	\$4,984.07	\$6,244.22	70	(14)	\$42,254.03	\$51,071.49	22	16
110 Cheatham County	\$36,265.84	\$41,075.58	63	(2)	\$5,920.80	\$7,327.41	10	0	\$42,186.64	\$48,402.99	51	(9)
120 Chester County	\$35,331.36	\$39,150.62	111	(3)	\$4,636.87	\$5,349.37	103	(29)	\$39,968.23	\$44,499.99	117	(18)
130 Claiborne County	\$35,253.96	\$38,471.83	129	(11)	\$3,235.50	\$4,454.75	123	4	\$38,489.45	\$42,926.58	130	2
140 Clay County	\$35,376.40	\$38,586.02	126	(20)	\$3,071.39	\$4,221.36	127	5	\$38,447.79	\$42,807.38	132	1
150 Coker County	\$35,201.50	\$39,558.60	101	23	\$5,181.30	\$6,479.17	58	(9)	\$40,382.81	\$46,037.76	86	3
151 Newport City	\$35,041.05	\$40,369.18	80	53	\$5,371.08	\$6,485.86	54	(15)	\$40,412.13	\$46,855.04	74	14
160 Coffee County	\$36,851.32	\$41,648.49	54	(9)	\$5,379.80	\$6,732.08	33	(1)	\$42,231.12	\$48,380.57	52	(12)
161 Manchester City	\$39,023.52	\$43,927.07	29	(6)	\$5,378.07	\$6,685.15	38	(5)	\$44,401.59	\$50,612.22	26	(4)
162 Tullahoma City	\$39,156.32	\$44,177.38	25	(4)	\$5,952.16	\$7,438.72	9	0	\$45,108.48	\$51,616.10	18	0
170 Crockett County	\$35,380.86	\$40,418.39	77	27	\$3,753.98	\$4,894.88	116	(4)	\$39,134.84	\$45,313.28	103	13
171 Alamo City**	\$37,434.02	\$40,500.56	75	(42)	\$3,412.68	\$4,221.47	126	(3)	\$40,846.70	\$44,722.03	115	(46)
172 Bells City	\$37,388.85	\$42,162.09	47	(11)	\$4,095.16	\$5,065.82	111	(13)	\$41,484.02	\$47,227.91	67	(12)
180 Cumberland County	\$35,199.93	\$38,753.33	121	4	\$6,178.64	\$7,714.38	5	(1)	\$41,378.57	\$46,467.71	81	(24)
190 Davidson County	\$44,373.40	\$48,301.00	9	(5)	\$5,357.13	\$5,568.57	97	(55)	\$49,730.54	\$53,869.58	11	(7)
200 Decatur County	\$35,441.20	\$39,817.18	93	9	\$3,671.28	\$4,007.01	130	(13)	\$39,112.48	\$43,824.19	123	(5)
210 DeKalb County	\$36,231.48	\$39,888.82	90	(27)	\$4,305.53	\$5,290.87	106	(22)	\$40,537.01	\$45,179.70	105	(26)
220 Dickson County	\$36,424.10	\$42,246.44	45	8	\$4,255.53	\$5,453.37	101	(11)	\$40,679.63	\$47,699.81	59	13
230 Dyer County	\$37,409.86	\$41,592.24	56	(21)	\$4,592.74	\$5,695.87	93	(16)	\$42,002.59	\$47,288.11	64	(17)
231 Dyersburg City	\$40,261.04	\$44,762.45	22	(6)	\$5,709.55	\$6,469.40	59	(44)	\$45,970.59	\$51,231.85	20	(7)
240 Fayette County	\$36,408.89	\$39,829.06	91	(35)	\$4,111.47	\$5,109.33	108	(12)	\$40,520.36	\$44,938.39	110	(30)
250 Fentress County	\$35,253.73	\$38,467.94	131	(12)	\$5,413.11	\$6,705.48	36	(11)	\$40,666.84	\$45,173.42	106	(32)
260 Franklin County	\$35,693.51	\$41,689.79	52	31	\$4,961.38	\$6,785.80	24	36	\$40,654.89	\$48,475.59	49	26
271 Humboldt City	\$35,055.89	\$40,208.50	83	48	\$3,730.34	\$5,344.65	104	10	\$38,786.23	\$45,553.15	99	26
272 Milan SSD	\$35,252.58	\$39,629.45	99	21	\$4,014.14	\$5,466.76	100	2	\$39,266.73	\$45,096.21	108	6
273 Trenton SSD	\$35,134.25	\$39,193.51	107	20	\$3,671.38	\$4,879.35	118	(3)	\$38,805.63	\$44,072.86	122	1
274 Bradford SSD	\$35,022.11	\$38,249.75	134	0	\$3,671.28	\$4,903.38	115	1	\$38,693.39	\$43,153.13	126	1
275 Gibson SSD	\$35,595.71	\$40,026.73	85	4	\$3,948.80	\$4,892.47	117	(14)	\$39,544.51	\$44,919.20	111	(3)
280 Giles County	\$35,053.14	\$39,799.66	94	38	\$5,378.07	\$6,685.13	43	(10)	\$40,431.21	\$46,484.79	80	7
290 Grainger County	\$35,728.15	\$38,959.96	116	(35)	\$4,712.71	\$6,597.07	46	25	\$40,440.87	\$45,557.03	98	(13)
300 Greene County	\$35,637.02	\$40,582.58	72	14	\$4,945.07	\$6,307.97	67	(6)	\$40,582.09	\$46,890.54	73	4

SCHOOL SYSTEM	WEIGHTED	WEIGHTED	CURRENT RANKING	RANKING CHANGE	WEIGHTED	WEIGHTED	CURRENT RANKING	RANKING CHANGE	SALARY PLUS	SALARY PLUS	CURRENT RANKING	RANKING CHANGE
	AVERAGE SALARY 04*	AVERAGE SALARY 09			AVERAGE INSURANCE 04	AVERAGE INSURANCE 09			INSURANCE 04	INSURANCE 09		
301 Greenville City	\$40,409.45	\$44,957.63	18	(4)	\$4,731.62	\$5,586.04	96	(26)	\$45,141.07	\$50,543.68	27	(10)
310 Grundy County	\$35,792.76	\$39,516.07	103	(27)	\$3,879.82	\$6,319.55	65	41	\$39,672.58	\$45,835.61	92	14
320 Hamblen County	\$36,249.61	\$41,642.76	55	7	\$6,002.65	\$6,954.47	20	(12)	\$42,252.26	\$48,597.23	46	(7)
330 Hamilton County	\$40,396.67	\$45,292.14	17	(2)	\$5,057.60	\$9,652.90	2	50	\$45,454.27	\$54,945.04	8	8
340 Hancock County	\$35,470.54	\$38,050.01	136	(35)	\$3,075.40	\$3,837.12	132	(3)	\$38,545.93	\$41,887.14	136	(5)
350 Hardeman County	\$36,692.35	\$41,220.43	61	(13)	\$5,571.36	\$6,528.32	48	(29)	\$42,263.70	\$47,748.75	58	(21)
360 Hardin County	\$35,093.57	\$39,177.18	108	20	\$5,349.18	\$6,685.15	38	5	\$40,442.74	\$45,862.33	90	(6)
370 Hawkins County	\$35,952.94	\$39,527.09	102	(33)	\$5,191.23	\$6,480.49	57	(11)	\$41,144.18	\$46,007.58	87	(28)
371 Rogersville City	\$36,297.98	\$43,204.94	36	23	\$4,209.03	\$6,395.17	64	29	\$40,507.01	\$49,600.11	38	43
380 Haywood County	\$35,839.81	\$41,425.28	59	13	\$4,231.44	\$5,792.40	88	3	\$40,071.25	\$47,217.69	68	28
390 Henderson County	\$35,884.23	\$40,509.28	74	(4)	\$4,095.21	\$5,094.66	110	(13)	\$39,979.44	\$45,599.93	97	0
391 Lexington City	\$35,824.55	\$40,643.62	70	4	\$4,299.92	\$5,998.88	82	3	\$40,124.46	\$46,642.49	77	18
400 Henry County	\$35,298.39	\$41,668.52	53	56	\$4,483.54	\$6,433.23	60	20	\$39,781.93	\$48,101.75	55	50
401 Paris SSD	\$35,824.61	\$43,923.92	30	43	\$4,080.10	\$5,825.41	87	13	\$39,904.71	\$49,749.34	37	65
410 Hickman County	\$36,690.49	\$40,082.53	84	(35)	\$5,003.98	\$8,542.50	3	51	\$41,694.47	\$48,625.03	45	7
420 Houston County	\$35,625.45	\$40,673.53	69	19	\$4,271.30	\$5,299.83	105	(18)	\$39,896.76	\$45,973.36	88	15
430 Humphreys County	\$35,347.06	\$39,156.78	110	(3)	\$4,968.87	\$6,318.58	66	(7)	\$40,315.93	\$45,475.36	101	(11)
440 Jackson County	\$35,498.82	\$38,679.07	123	(26)	\$4,939.04	\$5,137.01	107	(44)	\$40,437.86	\$43,816.09	124	(38)
450 Jefferson County	\$35,288.18	\$39,968.84	87	26	\$5,380.50	\$6,733.35	32	(5)	\$40,668.69	\$46,702.19	76	(3)
460 Johnson County	\$35,679.78	\$38,979.60	115	(31)	\$3,932.27	\$5,699.34	92	12	\$39,612.05	\$44,678.94	116	(9)
470 Knox County	\$38,596.06	\$43,268.37	35	(8)	\$4,081.42	\$5,382.87	102	(3)	\$42,677.48	\$48,651.25	44	(9)
480 Lake County	\$35,747.14	\$39,324.22	104	(26)	\$4,801.15	\$6,499.02	52	16	\$40,548.29	\$45,823.25	93	(15)
490 Lauderdale County	\$35,991.05	\$41,766.83	50	16	\$5,871.64	\$7,609.08	7	4	\$41,862.69	\$49,375.91	39	11
500 Lawrence County	\$35,079.47	\$39,014.64	114	15	\$5,378.07	\$6,685.15	38	(5)	\$40,457.55	\$45,699.79	95	(13)
510 Lewis County	\$35,581.24	\$38,796.47	119	(28)	\$3,473.38	\$4,181.22	128	(8)	\$39,054.62	\$42,977.69	129	(10)
520 Lincoln County	\$35,271.70	\$39,768.90	97	18	\$4,046.38	\$6,509.54	51	50	\$39,318.08	\$46,278.43	84	29
521 Fayetteville City	\$35,792.25	\$47,456.11	12	65	\$4,970.40	\$6,227.14	74	(16)	\$40,762.66	\$53,683.24	13	58
530 Loudon County	\$37,206.34	\$41,518.14	58	(18)	\$5,380.50	\$6,725.38	35	(8)	\$42,586.85	\$48,243.52	53	(17)
531 Lenoir City	\$37,667.49	\$44,095.02	27	4	\$5,167.07	\$6,431.77	61	(11)	\$42,834.56	\$50,526.79	28	4
540 McMinn County	\$37,573.16	\$43,482.00	33	(1)	\$5,380.50	\$6,733.37	30	(3)	\$42,953.66	\$50,215.36	33	(2)
541 Athens City	\$41,173.16	\$46,651.20	13	(1)	\$5,380.47	\$6,733.38	29	2	\$46,553.62	\$53,384.57	15	(4)
542 Etowah City	\$36,530.00	\$41,976.20	48	4	\$5,562.69	\$6,237.51	72	(52)	\$42,092.69	\$48,213.71	54	(10)
550 McNairy County	\$35,378.09	\$39,318.27	105	0	\$3,839.47	\$5,887.77	85	23	\$39,217.57	\$45,206.04	104	11
560 Macon County	\$35,847.31	\$39,770.40	96	(25)	\$4,334.05	\$5,842.29	86	(3)	\$40,181.36	\$45,612.69	96	(2)
570 Madison County	\$38,860.31	\$43,109.54	38	(13)	\$2,648.52	\$4,799.16	119	17	\$41,508.82	\$47,908.70	56	(2)
580 Marion County	\$35,209.68	\$39,651.98	98	24	\$5,375.20	\$6,894.62	22	16	\$40,584.88	\$46,546.61	79	(3)
581 Richard City	\$37,131.71	\$40,378.49	79	(38)	\$3,175.35	\$3,937.08	131	(3)	\$40,307.06	\$44,315.58	120	(29)
590 Marshall County	\$37,335.50	\$42,633.63	43	(6)	\$5,664.98	\$6,485.35	55	(39)	\$43,000.49	\$49,118.99	42	(12)
600 Maury County	\$39,130.05	\$43,588.06	32	(10)	\$5,378.04	\$6,685.15	38	(2)	\$44,508.09	\$50,273.21	32	(11)
610 Meigs County	\$35,988.63	\$43,434.64	34	33	\$4,837.91	\$6,404.05	63	4	\$40,826.54	\$49,838.69	36	34
620 Monroe County	\$36,874.63	\$40,884.85	66	(22)	\$6,172.67	\$7,710.81	6	(1)	\$43,047.30	\$48,595.66	47	(18)
621 Sweetwater City	\$36,959.83	\$43,154.01	37	5	\$5,814.98	\$7,054.35	17	(4)	\$42,774.82	\$50,208.36	34	(1)
630 Montgomery County	\$39,563.21	\$44,706.88	23	(4)	\$4,996.18	\$5,589.36	94	(39)	\$44,559.39	\$50,296.24	31	(11)
640 Moore County	\$35,517.47	\$40,379.26	78	18	\$5,460.22	\$6,754.41	25	(3)	\$40,977.69	\$47,133.67	70	(5)
650 Morgan County	\$35,526.11	\$39,196.02	106	(12)	\$4,408.68	\$5,534.35	98	(17)	\$39,934.79	\$44,730.37	114	(13)
660 Obion County	\$35,650.10	\$41,100.35	62	23	\$4,541.42	\$6,746.34	27	51	\$40,191.52	\$47,846.70	57	36
661 Union City	\$36,720.75	\$40,521.47	73	(26)	\$6,020.99	\$7,004.77	18	(11)	\$42,741.74	\$47,526.23	62	(28)
670 Overton County	\$35,731.99	\$38,942.37	117	(37)	\$4,225.27	\$6,221.32	75	17	\$39,957.26	\$45,163.69	107	(7)
680 Perry County	\$35,259.96	\$38,470.09	130	(13)	\$3,311.38	\$4,039.35	129	(3)	\$38,571.34	\$42,509.45	133	(3)
690 Pickett County	\$35,207.87	\$38,254.39	133	(10)	\$3,071.39	\$3,799.35	134	(2)	\$38,279.26	\$42,053.75	135	0
700 Polk County	\$35,056.79	\$42,817.09	41	89	\$5,195.28	\$6,548.65	47	(2)	\$40,252.07	\$49,365.74	40	52

SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY 04*	WEIGHTED AVERAGE SALARY 09	CURRENT RANKING	RANKING CHANGE	WEIGHTED AVERAGE INSURANCE 04	WEIGHTED AVERAGE INSURANCE 09	CURRENT RANKING	RANKING CHANGE	SALARY PLUS INSURANCE 04	SALARY PLUS INSURANCE 09	CURRENT RANKING	RANKING CHANGE
710 Putnam County	\$36,745.26	\$43,074.74	40	6	\$6,464.65	\$7,556.49	8	(6)	\$43,209.91	\$50,631.23	25	2
720 Rhea County	\$36,327.69	\$39,820.88	92	(34)	\$4,678.31	\$6,733.36	31	41	\$41,006.01	\$46,554.24	78	(15)
721 Dayton City	\$36,678.30	\$40,342.65	81	(30)	\$5,364.71	\$6,897.91	21	20	\$42,043.01	\$47,240.56	66	(21)
730 Roane County	\$37,306.73	\$43,105.89	39	(1)	\$6,043.90	\$7,321.70	11	(5)	\$43,350.63	\$50,427.60	29	(3)
740 Robertson County	\$36,410.19	\$41,701.59	51	4	\$6,774.74	\$8,169.88	4	(3)	\$43,184.93	\$49,871.48	35	(7)
750 Rutherford County	\$39,782.28	\$45,732.87	14	3	\$5,854.05	\$7,288.20	12	0	\$45,636.33	\$53,021.07	16	(1)
751 Murfreesboro City	\$41,875.11	\$47,589.00	11	(1)	\$5,156.07	\$6,199.91	77	(26)	\$47,031.18	\$53,788.91	12	(2)
760 Scott County	\$35,566.00	\$38,774.52	120	(27)	\$4,891.11	\$6,116.40	80	(15)	\$40,457.11	\$44,890.93	112	(29)
761 Oneida SSD	\$35,296.42	\$38,496.02	128	(18)	\$4,160.90	\$5,914.75	84	10	\$39,457.32	\$44,410.77	118	(8)
770 Sequatchie County	\$36,371.46	\$41,326.74	60	(3)	\$4,773.68	\$6,227.50	73	(4)	\$41,145.14	\$47,554.25	61	(3)
780 Sevier County	\$36,882.52	\$44,064.94	28	15	\$5,041.09	\$6,303.86	68	(15)	\$41,923.61	\$50,368.80	30	19
790 Shelby County	\$47,234.57	\$52,456.18	1	0	\$3,928.15	\$5,052.84	113	(8)	\$51,162.72	\$57,509.03	3	(1)
791 Memphis City	\$47,234.53	\$52,456.13	2	0	\$5,181.56	\$6,037.70	81	(33)	\$52,416.09	\$58,493.82	1	0
800 Smith County	\$35,710.15	\$39,622.74	100	(18)	\$5,380.48	\$6,675.20	44	(14)	\$41,090.63	\$46,297.94	83	(23)
810 Stewart County	\$35,629.43	\$40,927.52	65	22	\$5,460.22	\$6,754.41	25	(3)	\$41,089.65	\$47,681.94	60	1
820 Sullivan County	\$35,801.30	\$40,716.65	68	7	\$5,190.61	\$6,486.40	53	(6)	\$40,991.91	\$47,203.05	69	(5)
821 Bristol City	\$41,614.28	\$48,088.62	10	1	\$4,668.01	\$5,936.01	83	(10)	\$46,282.29	\$54,024.63	10	2
822 Kingsport City	\$43,633.38	\$49,201.79	4	2	\$4,607.77	\$5,740.85	89	(13)	\$48,241.14	\$54,942.64	9	(3)
830 Sumner County	\$37,767.23	\$44,116.41	26	3	\$5,737.21	\$7,138.55	15	(1)	\$43,504.43	\$51,254.96	19	6
840 Tipton County	\$36,690.08	\$45,343.95	16	34	\$5,452.93	\$6,800.23	23	1	\$42,143.02	\$52,144.18	17	26
850 Trousdale County	\$35,583.81	\$38,053.95	135	(45)	\$3,771.38	\$6,214.66	76	34	\$39,355.19	\$44,268.61	121	(10)
860 Unicoi County	\$35,570.10	\$40,014.38	86	6	\$5,468.57	\$7,101.22	16	5	\$41,038.66	\$47,115.60	71	(9)
870 Union County	\$35,971.25	\$40,326.66	82	(14)	\$3,504.17	\$6,623.43	45	74	\$39,475.42	\$46,950.09	72	37
880 Van Buren County	\$36,053.69	\$39,169.82	109	(44)	\$3,075.40	\$3,837.12	132	(2)	\$39,129.09	\$43,006.94	128	(11)
890 Warren County	\$35,188.32	\$41,054.89	64	62	\$3,075.40	\$4,337.16	125	5	\$38,263.71	\$45,392.05	102	34
900 Washington County	\$36,289.46	\$41,566.25	57	3	\$4,629.46	\$7,146.27	14	61	\$40,918.92	\$48,712.52	43	23
901 Johnson City	\$40,723.09	\$49,055.46	5	8	\$4,983.96	\$4,586.14	121	(64)	\$45,707.05	\$53,641.60	14	0
910 Wayne County	\$34,986.44	\$38,304.15	132	3	\$3,621.38	\$4,539.37	122	(4)	\$38,607.83	\$42,843.52	131	(2)
920 Weakley County	\$35,742.72	\$39,958.16	88	(9)	\$4,119.85	\$5,533.24	99	(4)	\$39,862.58	\$45,491.40	100	4
930 White County	\$35,473.35	\$39,794.79	95	5	\$3,871.46	\$6,481.86	56	51	\$39,344.81	\$46,276.65	85	27
940 Williamson County	\$41,922.59	\$45,511.05	15	(6)	\$5,606.33	\$12,401.34	1	16	\$47,528.92	\$57,912.40	2	7
941 Franklin SSD	\$42,839.34	\$49,034.46	6	2	\$5,244.95	\$6,524.25	49	(5)	\$48,084.29	\$55,558.72	7	0
950 Wilson County	\$36,227.50	\$42,174.34	46	18	\$3,750.00	\$5,097.14	109	4	\$39,977.50	\$47,271.48	65	33
951 Lebanon SSD	\$38,936.24	\$42,680.44	42	(18)	\$3,048.80	\$3,779.22	136	(1)	\$41,985.04	\$46,459.66	82	(34)
<b>AVERAGE AMOUNT</b>	<b>\$37,029.21</b>	<b>\$41,758.10</b>			<b>\$4,668.91</b>	<b>\$6,095.66</b>			<b>\$41,698.12</b>	<b>\$47,853.76</b>		

\* Based upon revised 2004 salary schedules.

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

SCHOOL SYSTEM	SALARY			INSURANCE			COMPENSATION		
	SCHEDULE FACTOR 04	SCHEDULE FACTOR 09	PERCENT CHANGE	PACKAGE FACTOR 04	PACKAGE FACTOR 09	PERCENT CHANGE	FACTOR 04	FACTOR 09	PERCENT CHANGE
10 Anderson County	101.04%	101.40%	0.4%	91.53%	100.56%	9.0%	99.97%	101.30%	1.3%
11 Clinton City	105.80%	104.68%	-1.1%	96.23%	91.64%	-4.6%	104.73%	103.02%	-1.7%
12 Oak Ridge	124.41%	119.98%	-4.4%	105.53%	105.51%	0.0%	122.30%	118.14%	-4.2%
20 Bedford County	98.33%	100.19%	1.9%	115.15%	110.58%	-4.6%	100.22%	101.52%	1.3%
30 Benton County	95.93%	97.26%	1.3%	114.96%	109.67%	-5.3%	98.06%	98.84%	0.8%
40 Bledsoe County	94.44%	92.50%	-1.9%	81.97%	93.66%	11.7%	93.05%	92.65%	-0.4%
50 Blount County	107.07%	105.95%	-1.1%	105.91%	106.99%	1.1%	106.94%	106.08%	-0.9%
51 Alcoa City	117.66%	116.31%	-1.4%	119.61%	118.88%	-0.7%	117.88%	116.63%	-1.2%
52 Maryville City	117.90%	117.38%	-0.5%	91.34%	109.94%	18.6%	114.92%	116.43%	1.5%
60 Bradley County	102.10%	107.53%	5.4%	94.43%	102.40%	8.0%	101.24%	106.87%	5.6%
61 Cleveland City	104.44%	107.30%	2.9%	104.00%	101.39%	-2.6%	104.39%	106.55%	2.2%
70 Campbell County	95.22%	93.02%	-2.2%	132.80%	114.15%	-18.7%	99.43%	95.71%	-3.7%
80 Cannon County	101.95%	96.89%	-5.1%	91.38%	102.81%	11.4%	100.77%	97.65%	-3.1%
90 Carroll County	95.19%	93.48%	-1.7%	65.78%	94.04%	28.3%	91.89%	93.55%	1.7%
92 Hollow Rock-Bruceton SSD	95.86%	92.66%	-3.2%	74.35%	72.17%	-2.2%	93.46%	90.05%	-3.4%
93 Huntingdon SSD	95.32%	95.67%	0.3%	72.21%	82.01%	9.8%	92.73%	93.93%	1.2%
94 McKenzie SSD	95.29%	97.68%	2.4%	80.44%	83.11%	2.7%	93.63%	95.82%	2.2%
95 South Carroll SSD	95.30%	92.21%	-3.1%	73.18%	62.33%	-10.8%	92.82%	88.40%	-4.4%
97 West Carroll SSD	95.61%	92.57%	-3.0%	73.09%	76.18%	3.1%	93.09%	90.48%	-2.6%
100 Carter County	95.85%	93.75%	-2.1%	115.24%	110.43%	-4.8%	98.02%	95.87%	-2.1%
101 Elizabethton City	100.65%	107.35%	6.7%	106.75%	102.44%	-4.3%	101.33%	106.72%	5.4%
110 Cheatham County	97.94%	98.37%	0.4%	126.81%	120.21%	-6.6%	101.17%	101.15%	0.0%
120 Chester County	95.41%	93.76%	-1.7%	99.31%	87.76%	-11.6%	95.85%	92.99%	-2.9%
130 Claiborne County	95.21%	92.13%	-3.1%	69.30%	73.08%	3.8%	92.31%	89.70%	-2.6%
140 Clay County	95.54%	92.40%	-3.1%	65.78%	69.25%	3.5%	92.21%	89.45%	-2.8%
150 Coker County	95.06%	94.73%	-0.3%	110.97%	106.29%	-4.7%	96.85%	96.21%	-0.6%
151 Newport City	94.63%	96.67%	2.0%	115.04%	106.40%	-8.6%	96.92%	97.91%	1.0%
160 Coffee County	99.52%	99.74%	0.2%	115.23%	110.44%	-4.8%	101.28%	101.10%	-0.2%
161 Manchester City	105.39%	105.19%	-0.2%	115.19%	109.67%	-5.5%	106.48%	105.76%	-0.7%
162 Tullahoma City	105.74%	105.79%	0.0%	127.49%	122.03%	-5.5%	108.18%	107.86%	-0.3%
170 Crockett County	95.55%	96.79%	1.2%	80.40%	80.30%	-0.1%	93.85%	94.69%	0.8%
171 Alamo City*	101.09%	96.99%	-4.1%	73.09%	69.25%	-3.8%	97.96%	93.46%	-4.5%
172 Bells City	100.97%	100.97%	0.0%	87.71%	83.11%	-4.6%	99.49%	98.69%	-0.8%
180 Cumberland County	95.06%	92.80%	-2.3%	132.34%	126.56%	-5.8%	99.23%	97.10%	-2.1%
190 Davidson County	119.83%	115.67%	-4.2%	114.74%	91.35%	-23.4%	119.26%	112.57%	-6.7%
200 Decatur County	95.71%	95.35%	-0.4%	78.63%	65.74%	-12.9%	93.80%	91.58%	-2.2%
210 DeKalb County	97.85%	95.52%	-2.3%	92.22%	86.80%	-5.4%	97.22%	94.41%	-2.8%
220 Dickson County	98.37%	101.17%	2.8%	91.15%	89.46%	-1.7%	97.56%	99.68%	2.1%
230 Dyer County	101.03%	99.60%	-1.4%	98.37%	93.44%	-4.9%	100.73%	98.82%	-1.9%
231 Dyersburg City	108.73%	107.19%	-1.5%	122.29%	106.13%	-16.2%	110.25%	107.06%	-3.2%
240 Fayette County	98.32%	95.38%	-2.9%	88.06%	83.82%	-4.2%	97.18%	93.91%	-3.3%
250 Fentress County	95.21%	92.12%	-3.1%	115.94%	110.00%	-5.9%	97.53%	94.40%	-3.1%
260 Franklin County	96.39%	99.84%	3.4%	106.26%	111.32%	5.1%	97.50%	101.30%	3.8%
271 Humboldt City	94.67%	96.29%	1.6%	79.90%	87.68%	7.8%	93.02%	95.19%	2.2%
272 Milan SSD	95.20%	94.90%	-0.3%	85.98%	89.68%	3.7%	94.17%	94.24%	0.1%

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

SCHOOL SYSTEM	SALARY			INSURANCE			COMPENSATION		
	SCHEDULE FACTOR 04	SCHEDULE FACTOR 09	PERCENT CHANGE	PACKAGE FACTOR 04	PACKAGE FACTOR 09	PERCENT CHANGE	FACTOR 04	FACTOR 09	PERCENT CHANGE
273 Trenton SSD	94.88%	93.86%	-1.0%	78.63%	80.05%	1.4%	93.06%	92.10%	-1.0%
274 Bradford SSD	94.58%	91.60%	-3.0%	78.63%	80.44%	1.8%	92.79%	90.18%	-2.6%
275 Gibson SSD	96.13%	95.85%	-0.3%	84.58%	80.26%	-4.3%	94.84%	93.87%	-1.0%
280 Giles County	94.66%	95.31%	0.6%	115.19%	109.67%	-5.5%	96.96%	97.14%	0.2%
290 Grainger County	96.49%	93.30%	-3.2%	100.94%	108.23%	7.3%	96.98%	95.20%	-1.8%
300 Greene County	96.24%	97.18%	0.9%	105.91%	103.48%	-2.4%	97.32%	97.99%	0.7%
301 Greeneville City	109.13%	107.66%	-1.5%	101.34%	91.64%	-9.7%	108.26%	105.62%	-2.6%
310 Grundy County	96.66%	94.63%	-2.0%	83.10%	103.67%	20.6%	95.14%	95.78%	0.6%
320 Hamblen County	97.89%	99.72%	1.8%	128.57%	114.09%	-14.5%	101.33%	101.55%	0.2%
330 Hamilton County	109.09%	108.46%	-0.6%	108.33%	158.36%	50.0%	109.01%	114.82%	5.8%
340 Hancock County	95.79%	91.12%	-4.7%	65.87%	62.95%	-2.9%	92.44%	87.53%	-4.9%
350 Hardeman County	99.09%	98.71%	-0.4%	119.33%	107.10%	-12.2%	101.36%	99.78%	-1.6%
360 Hardin County	94.77%	93.82%	-1.0%	114.57%	109.67%	-4.9%	96.99%	95.84%	-1.2%
370 Hawkins County	97.09%	94.66%	-2.4%	111.19%	106.31%	-4.9%	98.67%	96.14%	-2.5%
371 Rogersville City	98.03%	103.46%	5.4%	90.15%	104.91%	14.8%	97.14%	103.65%	6.5%
380 Haywood County	96.79%	99.20%	2.4%	90.63%	95.03%	4.4%	96.10%	98.67%	2.6%
390 Henderson County	96.91%	97.00%	0.1%	87.71%	83.58%	-4.1%	95.88%	95.29%	-0.6%
391 Lexington City	96.75%	97.33%	0.6%	92.10%	98.41%	6.3%	96.23%	97.47%	1.2%
400 Henry County	95.33%	99.79%	4.5%	96.03%	105.54%	9.5%	95.40%	100.52%	5.1%
401 Paris SSD	96.75%	105.19%	8.4%	87.39%	95.57%	8.2%	95.70%	103.96%	8.3%
410 Hickman County	99.09%	95.99%	-3.1%	107.18%	140.14%	33.0%	99.99%	101.61%	1.6%
420 Houston County	96.21%	97.40%	1.2%	91.48%	86.94%	-4.5%	95.68%	96.07%	0.4%
430 Humphreys County	95.46%	93.77%	-1.7%	106.42%	103.66%	-2.8%	96.69%	95.03%	-1.7%
440 Jackson County	95.87%	92.63%	-3.2%	105.79%	84.27%	-21.5%	96.98%	91.56%	-5.4%
450 Jefferson County	95.30%	95.72%	0.4%	115.24%	110.46%	-4.8%	97.53%	97.59%	0.1%
460 Johnson County	96.36%	93.35%	-3.0%	84.22%	93.50%	9.3%	95.00%	93.37%	-1.6%
470 Knox County	104.23%	103.62%	-0.6%	87.42%	88.31%	0.9%	102.35%	101.67%	-0.7%
480 Lake County	96.54%	94.17%	-2.4%	102.83%	106.62%	3.8%	97.24%	95.76%	-1.5%
490 Lauderdale County	97.20%	100.02%	2.8%	125.76%	124.83%	-0.9%	100.39%	103.18%	2.8%
500 Lawrence County	94.73%	93.43%	-1.3%	115.19%	109.67%	-5.5%	97.02%	95.50%	-1.5%
510 Lewis County	96.09%	92.91%	-3.2%	74.39%	68.59%	-5.8%	93.66%	89.81%	-3.8%
520 Lincoln County	95.25%	95.24%	0.0%	86.67%	106.79%	20.1%	94.29%	96.71%	2.4%
521 Fayetteville City	96.66%	113.65%	17.0%	106.46%	102.16%	-4.3%	97.76%	112.18%	14.4%
530 Loudon County	100.48%	99.43%	-1.1%	115.24%	110.33%	-4.9%	102.13%	100.81%	-1.3%
531 Lenoir City	101.72%	105.60%	3.9%	110.67%	105.51%	-5.2%	102.73%	105.59%	2.9%
540 McMinn County	101.47%	104.13%	2.7%	115.24%	110.46%	-4.8%	103.01%	104.94%	1.9%
541 Athens City	111.19%	111.72%	0.5%	115.24%	110.46%	-4.8%	111.64%	111.56%	-0.1%
542 Etowah City	98.65%	100.52%	1.9%	119.14%	102.33%	-16.8%	100.95%	100.75%	-0.2%
550 McNairy County	95.54%	94.16%	-1.4%	82.23%	96.59%	14.4%	94.05%	94.47%	0.4%
560 Macon County	96.81%	95.24%	-1.6%	92.83%	95.84%	3.0%	96.36%	95.32%	-1.0%
570 Madison County	104.94%	103.24%	-1.7%	56.73%	78.73%	22.0%	99.55%	100.11%	0.6%
580 Marion County	95.09%	94.96%	-0.1%	115.13%	113.11%	-2.0%	97.33%	97.27%	-0.1%
581 Richard City	100.28%	96.70%	-3.6%	68.01%	64.59%	-3.4%	96.66%	92.61%	-4.1%
590 Marshall County	100.83%	102.10%	1.3%	121.33%	106.39%	-14.9%	103.12%	102.64%	-0.5%
600 Maury County	105.67%	104.38%	-1.3%	115.19%	109.67%	-5.5%	106.74%	105.06%	-1.7%

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

SCHOOL SYSTEM	SALARY			INSURANCE			COMPENSATION		
	SCHEDULE FACTOR 04	SCHEDULE FACTOR 09	PERCENT CHANGE	PACKAGE FACTOR 04	PACKAGE FACTOR 09	PERCENT CHANGE	FACTOR 04	FACTOR 09	PERCENT CHANGE
610 Meigs County	97.19%	104.01%	6.8%	103.62%	105.06%	1.4%	97.91%	104.15%	6.2%
620 Monroe County	99.58%	97.91%	-1.7%	132.21%	126.50%	-5.7%	103.24%	101.55%	-1.7%
621 Sweetwater City	99.81%	103.34%	3.5%	124.55%	115.73%	-8.8%	102.58%	104.92%	2.3%
630 Montgomery County	106.84%	107.06%	0.2%	107.01%	91.69%	-15.3%	106.86%	105.10%	-1.8%
640 Moore County	95.92%	96.70%	0.8%	116.95%	110.81%	-6.1%	98.27%	98.50%	0.2%
650 Morgan County	95.94%	93.86%	-2.1%	94.43%	90.79%	-3.6%	95.77%	93.47%	-2.3%
660 Obion County	96.28%	98.42%	2.1%	97.27%	110.67%	13.4%	96.39%	99.99%	3.6%
661 Union City	99.17%	97.04%	-2.1%	128.96%	114.91%	-14.0%	102.50%	99.32%	-3.2%
670 Overton County	96.50%	93.26%	-3.2%	90.50%	102.06%	11.6%	95.83%	94.38%	-1.4%
680 Perry County	95.22%	92.13%	-3.1%	70.92%	66.27%	-4.7%	92.50%	88.83%	-3.7%
690 Pickett County	95.08%	91.61%	-3.5%	65.78%	62.33%	-3.5%	91.80%	87.88%	-3.9%
700 Polk County	94.67%	102.54%	7.9%	111.27%	107.43%	-3.8%	96.53%	103.16%	6.6%
710 Putnam County	99.23%	103.15%	3.9%	138.46%	123.97%	-14.5%	103.63%	105.80%	2.2%
720 Rhea County	98.11%	95.36%	-2.7%	100.20%	110.46%	10.3%	98.34%	97.28%	-1.1%
721 Dayton City	99.05%	96.61%	-2.4%	114.90%	113.16%	-1.7%	100.83%	98.72%	-2.1%
730 Roane County	100.75%	103.23%	2.5%	129.45%	120.11%	-9.3%	103.96%	105.38%	1.4%
740 Robertson County	98.33%	99.86%	1.5%	145.10%	134.03%	-11.1%	103.57%	104.22%	0.7%
750 Rutherford County	107.43%	109.52%	2.1%	125.38%	119.56%	-5.8%	109.44%	110.80%	1.4%
751 Murfreesboro City	113.09%	113.96%	0.9%	110.43%	101.71%	-8.7%	112.79%	112.40%	-0.4%
760 Scott County	96.05%	92.86%	-3.2%	104.76%	100.34%	-4.4%	97.02%	93.81%	-3.2%
761 Oneida SSD	95.32%	92.19%	-3.1%	89.12%	97.03%	7.9%	94.63%	92.81%	-1.8%
770 Sequatchie County	98.22%	98.97%	0.7%	102.24%	102.16%	-0.1%	98.67%	99.37%	0.7%
780 Sevier County	99.60%	105.52%	5.9%	107.97%	103.42%	-4.6%	100.54%	105.26%	4.7%
790 Shelby County	127.56%	125.62%	-1.9%	84.13%	82.89%	-1.2%	122.70%	120.18%	-2.5%
791 Memphis City	127.56%	125.62%	-1.9%	110.98%	99.05%	-11.9%	125.70%	122.23%	-3.5%
800 Smith County	96.44%	94.89%	-1.6%	115.24%	109.51%	-5.7%	98.54%	96.75%	-1.8%
810 Stewart County	96.22%	98.01%	1.8%	116.95%	110.81%	-6.1%	98.54%	99.64%	1.1%
820 Sullivan County	96.68%	97.51%	0.8%	111.17%	106.41%	-4.8%	98.31%	98.64%	0.3%
821 Bristol City	112.38%	115.16%	2.8%	99.98%	97.38%	-2.6%	110.99%	112.90%	1.9%
822 Kingsport City	117.84%	117.83%	0.0%	98.69%	94.18%	-4.5%	115.69%	114.81%	-0.9%
830 Sumner County	101.99%	105.65%	3.7%	122.88%	117.11%	-5.8%	104.33%	107.11%	2.8%
840 Tipton County	99.08%	108.59%	9.5%	116.79%	111.56%	-5.2%	101.07%	108.97%	7.9%
850 Trousdale County	96.10%	91.13%	-5.0%	80.78%	101.95%	21.2%	94.38%	92.51%	-1.9%
860 Unicoi County	96.06%	95.82%	-0.2%	117.13%	116.50%	-0.6%	98.42%	98.46%	0.0%
870 Union County	97.14%	96.57%	-0.6%	75.05%	108.66%	33.6%	94.67%	98.11%	3.4%
880 Van Buren County	97.37%	93.80%	-3.6%	65.87%	62.95%	-2.9%	93.84%	89.87%	-4.0%
890 Warren County	95.03%	98.32%	3.3%	65.87%	71.15%	5.3%	91.76%	94.86%	3.1%
900 Washington County	98.00%	99.54%	1.5%	99.16%	117.24%	18.1%	98.13%	101.79%	3.7%
901 Johnson City	109.98%	117.48%	7.5%	106.75%	75.24%	-31.5%	109.61%	112.09%	2.5%
910 Wayne County	94.48%	91.73%	-2.8%	77.56%	74.47%	-3.1%	92.59%	89.53%	-3.1%
920 Weakley County	96.53%	95.69%	-0.8%	88.24%	90.77%	2.5%	95.60%	95.06%	-0.5%
930 White County	95.80%	95.30%	-0.5%	82.92%	106.34%	23.4%	94.36%	96.70%	2.3%
940 Williamson County	113.21%	108.99%	-4.2%	120.08%	203.45%	83.4%	113.98%	121.02%	7.0%
941 Franklin SSD	115.69%	117.43%	1.7%	112.34%	107.03%	-5.3%	115.32%	116.10%	0.8%
950 Wilson County	97.83%	101.00%	3.2%	80.32%	83.62%	3.3%	95.87%	98.78%	2.9%

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

SCHOOL SYSTEM		SALARY SCHEDULE FACTOR 04	SALARY SCHEDULE FACTOR 09	PERCENT CHANGE	INSURANCE PACKAGE FACTOR 04	INSURANCE PACKAGE FACTOR 09	PERCENT CHANGE	COMPENSATION FACTOR 04	COMPENSATION FACTOR 09	PERCENT CHANGE
951	Lebanon SSD	105.15%	102.21%	-2.9%	65.30%	62.00%	-3.3%	100.69%	97.09%	-3.6%
STATEWIDE FACTOR		100.00%	100.00%		100.00%	100.00%		100.00%	100.00%	

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



	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
10	Anderson County	\$6,129.63	79	\$8,526.94	71.89%	85
11	Clinton City	\$5,586.35	95	\$8,526.94	65.51%	101
12	Oak Ridge	\$6,431.72	62	\$8,526.94	75.43%	66
20	Bedford County	\$6,740.34	28	\$8,526.94	79.05%	41
30	Benton County	\$6,685.15	38	\$8,443.01	79.18%	34
40	Bledsoe County	\$5,708.92	91	\$8,526.94	66.95%	99
50	Blount County	\$6,521.99	50	\$6,976.33	93.49%	3
51	Alcoa City	\$7,246.45	13	\$8,526.94	84.98%	17
52	Maryville City	\$6,701.41	37	\$7,223.90	92.77%	5
60	Bradley County	\$6,241.69	71	\$8,526.94	73.20%	80
61	Cleveland City	\$6,180.28	78	\$8,526.94	72.48%	84
70	Campbell County	\$6,957.94	19	\$8,526.94	81.60%	23
80	Cannon County	\$6,266.84	69	\$8,526.94	73.49%	77
90	Carroll County	\$5,732.23	90	\$8,443.01	67.89%	96
92	Hollow Rock-Bruceton SSD	\$4,399.33	124	\$8,443.01	52.11%	125
93	Huntingdon SSD	\$4,999.35	114	\$8,443.01	59.21%	117
94	McKenzie SSD	\$5,065.82	111	\$8,443.01	60.00%	115
95	South Carroll SSD	\$3,799.35	134	\$8,443.01	45.00%	135
97	West Carroll SSD	\$4,643.66	120	\$8,443.01	55.00%	122
100	Carter County	\$6,731.33	34	\$8,526.94	78.94%	47
101	Elizabethton City	\$6,244.22	70	\$8,526.94	73.23%	79
110	Cheatham County	\$7,327.41	10	\$8,398.27	87.25%	11
120	Chester County	\$5,349.37	103	\$8,443.01	63.36%	106
130	Claiborne County	\$4,454.75	123	\$6,081.28	73.25%	78
140	Clay County	\$4,221.36	127	\$8,443.01	50.00%	128
150	Cocke County	\$6,479.17	58	\$8,526.94	75.98%	64
151	Newport City	\$6,485.86	54	\$8,526.94	76.06%	62
160	Coffee County	\$6,732.08	33	\$8,526.94	78.95%	46
161	Manchester City	\$6,685.15	38	\$8,443.01	79.18%	34
162	Tullahoma City	\$7,438.72	9	\$8,526.94	87.24%	12
170	Crockett County	\$4,894.88	116	\$8,158.11	60.00%	114
171	Alamo City	\$4,221.47	126	\$8,443.01	50.00%	127
172	Bells City	\$5,065.82	111	\$8,443.01	60.00%	115
180	Cumberland County	\$7,714.38	5	\$8,526.94	90.47%	6
190	Davidson County	\$5,568.57	97	\$7,424.86	75.00%	69
200	Decatur County	\$4,007.01	130	\$7,658.59	52.32%	124
210	DeKalb County	\$5,290.87	106	\$8,398.27	63.00%	109
220	Dickson County	\$5,453.37	101	\$8,398.27	64.93%	103
230	Dyer County	\$5,695.87	93	\$8,454.56	67.37%	97

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

10/13/2009

State Board Salaries and Benefits KB - 10-15-09 / Insurance Package

	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
231	Dyersburg City	\$6,469.40	59	\$8,454.56	76.52%	59
240	Fayette County	\$5,109.33	108	\$8,454.56	60.43%	111
250	Fentress County	\$6,705.48	36	\$8,443.01	79.42%	33
260	Franklin County	\$6,785.80	24	\$8,526.94	79.58%	32
271	Humboldt City	\$5,344.65	104	\$8,443.01	63.30%	107
272	Milan SSD	\$5,466.76	100	\$8,443.01	64.75%	105
273	Trenton SSD	\$4,879.35	118	\$8,443.01	57.79%	120
274	Bradford SSD	\$4,903.38	115	\$8,443.01	58.08%	118
275	Gibson SSD	\$4,892.47	117	\$8,443.01	57.95%	119
280	Giles County	\$6,685.13	43	\$8,443.01	79.18%	39
290	Grainger County	\$6,597.07	46	\$8,526.94	77.37%	52
300	Greene County	\$6,307.97	67	\$8,526.94	73.98%	74
301	Greeneville City	\$5,586.04	96	\$8,526.94	65.51%	102
310	Grunddy County	\$6,319.55	65	\$8,526.94	74.11%	72
320	Hamblen County	\$6,954.47	20	\$8,526.94	81.56%	24
330	Hamilton County	\$9,652.90	2	\$11,197.23	86.21%	13
340	Hancock County	\$3,837.12	132	\$8,526.94	45.00%	133
350	Hardeman County	\$6,528.32	48	\$8,443.01	77.32%	53
360	Hardin County	\$6,685.15	38	\$8,443.01	79.18%	34
370	Hawkins County	\$6,480.49	57	\$8,526.94	76.00%	63
371	Rogersville City	\$6,395.17	64	\$8,526.94	75.00%	68
380	Haywood County	\$5,792.40	88	\$8,454.56	68.51%	95
390	Henderson County	\$5,094.66	110	\$8,443.01	60.34%	112
391	Lexington City	\$5,998.88	82	\$8,443.01	71.05%	87
400	Henry County	\$6,433.23	60	\$8,443.01	76.20%	60
401	Paris SSD	\$5,825.41	87	\$8,443.01	69.00%	93
410	Hickman County	\$8,542.50	3	\$8,703.45	98.15%	1
420	Houston County	\$5,299.83	105	\$8,443.01	62.77%	110
430	Humphreys County	\$6,318.58	66	\$8,443.01	74.84%	70
440	Jackson County	\$5,137.01	107	\$8,526.94	60.24%	113
450	Jefferson County	\$6,733.35	32	\$8,526.94	78.97%	45
460	Johnson County	\$5,699.34	92	\$8,140.64	70.01%	88
470	Knox County	\$5,382.87	102	\$8,526.94	63.13%	108
480	Lake County	\$6,499.02	52	\$8,443.01	76.98%	55
490	Lauderdale County	\$7,609.08	7	\$8,454.56	90.00%	8
500	Lawrence County	\$6,685.15	38	\$8,443.01	79.18%	34
510	Lewis County	\$4,181.22	128	\$8,398.27	49.79%	129
520	Lincoln County	\$6,509.54	51	\$8,440.23	77.13%	54
521	Fayetteville City	\$6,227.14	74	\$8,526.94	73.03%	82

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

	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
530	Loudon County	\$6,725.38	35	\$8,526.94	78.87%	48
531	Lenoir City	\$6,431.77	61	\$8,526.94	75.43%	65
540	McMinn County	\$6,733.37	30	\$8,526.94	78.97%	43
541	Athens City	\$6,733.38	29	\$8,526.94	78.97%	42
542	Etowah City	\$6,237.51	72	\$7,355.13	84.80%	18
550	McNairy County	\$5,887.77	85	\$8,443.01	69.74%	90
560	Macon County	\$5,842.29	86	\$8,526.94	68.52%	94
570	Madison County	\$4,799.16	119	\$8,443.01	56.84%	121
580	Marion County	\$6,894.62	22	\$8,526.94	80.86%	26
581	Richard City	\$3,937.08	131	\$8,526.94	46.17%	131
590	Marshall County	\$6,485.35	55	\$8,443.01	76.81%	56
600	Maury County	\$6,685.15	38	\$8,443.01	79.18%	34
610	Meigs County	\$6,404.05	63	\$8,526.94	75.10%	67
620	Monroe County	\$7,710.81	6	\$8,526.94	90.43%	7
621	Sweetwater City	\$7,054.35	17	\$8,526.94	82.73%	22
630	Montgomery County	\$5,589.36	94	\$6,575.70	85.00%	15
640	Moore County	\$6,754.41	25	\$8,443.01	80.00%	28
650	Morgan County	\$5,534.35	98	\$8,526.94	64.90%	104
660	Obion County	\$6,746.34	27	\$8,443.01	79.90%	31
661	Union City	\$7,004.77	18	\$8,443.01	82.97%	21
670	Overton County	\$6,221.32	75	\$8,526.94	72.96%	83
680	Perry County	\$4,039.35	129	\$8,443.01	47.84%	130
690	Pickett County	\$3,799.35	134	\$8,443.01	45.00%	135
700	Polk County	\$6,548.65	47	\$8,526.96	76.80%	57
710	Putnam County	\$7,556.49	8	\$8,526.94	88.62%	9
720	Rhea County	\$6,733.36	31	\$8,526.94	78.97%	44
721	Dayton City	\$6,897.91	21	\$8,526.94	80.90%	25
730	Roane County	\$7,321.70	11	\$8,526.94	85.87%	14
740	Robertson County	\$8,169.88	4	\$8,398.27	97.28%	2
750	Rutherford County	\$7,288.20	12	\$8,238.71	88.46%	10
751	Murfreesboro City	\$6,199.91	77	\$8,398.27	73.82%	76
760	Scott County	\$6,116.40	80	\$8,526.94	71.73%	86
761	Oneida SSD	\$5,914.75	84	\$8,526.94	69.37%	92
770	Sequatchie County	\$6,227.50	73	\$8,526.94	73.03%	81
780	Sevier County	\$6,303.86	68	\$8,526.94	73.93%	75
790	Shelby County	\$5,052.84	113	\$7,218.43	70.00%	89
791	Memphis City	\$6,037.70	81	\$8,107.26	74.47%	71
800	Smith County	\$6,675.20	44	\$8,440.23	79.09%	40
810	Stewart County	\$6,754.41	25	\$8,443.01	80.00%	28

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

10/13/2009

State Board Salaries and Benefits KB - 10-15-09 / Insurance Package

	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
820	Sullivan County	\$6,486.40	53	\$8,526.94	76.07%	61
821	Bristol City	\$5,936.01	83	\$8,526.94	69.61%	91
822	Kingsport City	\$5,740.85	89	\$8,526.94	67.33%	98
830	Sumner County	\$7,138.55	15	\$8,398.27	85.00%	16
840	Tipton County	\$6,800.23	23	\$8,454.56	80.43%	27
850	Trousdale County	\$6,214.66	76	\$8,398.27	74.00%	73
860	Unicoi County	\$7,101.22	16	\$8,526.94	83.28%	20
870	Union County	\$6,623.43	45	\$8,526.94	77.68%	51
880	Van Buren County	\$3,837.12	132	\$8,526.94	45.00%	133
890	Warren County	\$4,337.16	125	\$8,526.94	50.86%	126
900	Washington County	\$7,146.27	14	\$8,526.94	83.81%	19
901	Johnson City	\$4,586.14	121	\$5,732.77	80.00%	30
910	Wayne County	\$4,539.37	122	\$8,443.01	53.76%	123
920	Weakley County	\$5,533.24	99	\$8,443.01	65.54%	100
930	White County	\$6,481.86	56	\$8,443.01	76.77%	58
940	Williamson County	\$12,401.34	1	\$13,346.54	92.92%	4
941	Franklin SSD	\$6,524.25	49	\$8,398.27	77.69%	50
950	Wilson County	\$5,097.14	109	\$6,466.38	78.83%	49
951	Lebanon SSD	\$3,779.22	136	\$8,398.27	45.00%	132
	<b>AVERAGE AMOUNT</b>	<b>\$6,095.66</b>		<b>\$8,410.97</b>	<b>72.47%</b>	

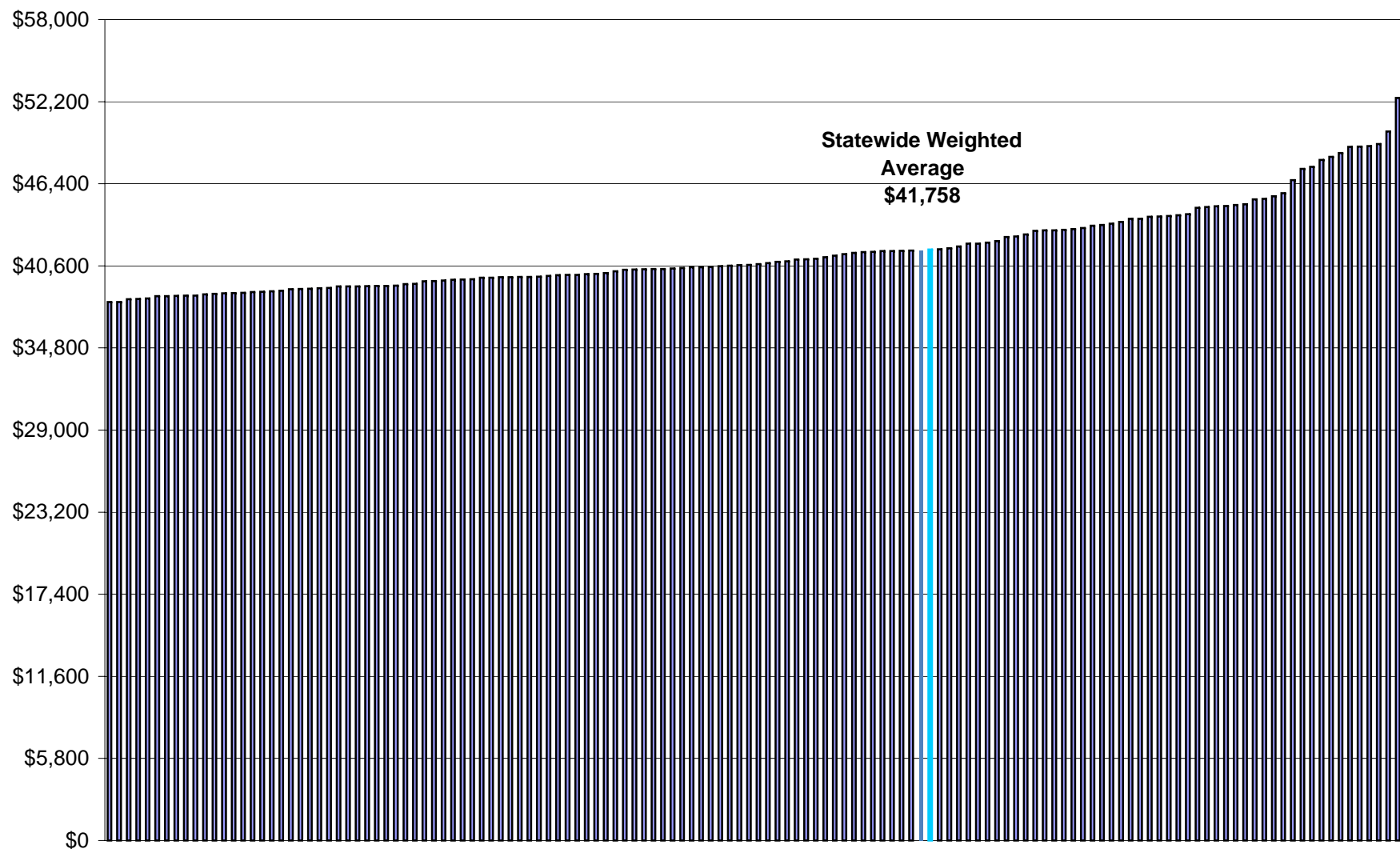
	<b>WEIGHTED AVERAGE SALARY</b>	<b>WEIGHTED AVERAGE INSURANCE PAID</b>	<b>SALARIES PLUS INSURANCE PAID</b>
<b>Max versus Min</b>	37.86%	228.15%	39.65%
<b>Range Ratio 95-5</b>	27.40%	88.37%	29.27%
<b>Range Ratio 90-10</b>	18.20%	57.43%	21.71%
<b>Range Ratio 75-25</b>	9.89%	25.05%	10.61%
<b>Top 10 / Bottom 10</b>	1.17	1.95	1.19
<b>Coefficient of Variation</b>	0.0745	0.1927	0.0747
<b>Max Salary vs. Min Salary</b>		57.35%	39.65%
<b>Range Ratio 95-5 by Salary</b>		46.46%	29.43%
<b>Range Ratio 90-10 by Salary</b>		53.05%	23.89%
<b>Range Ratio 75-25 by Salary</b>		3.90%	9.15%
<b>Top 10 / Bottom 10 by Salary</b>		1.12	1.16

**Review of 2004 Disparity Findings\***

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

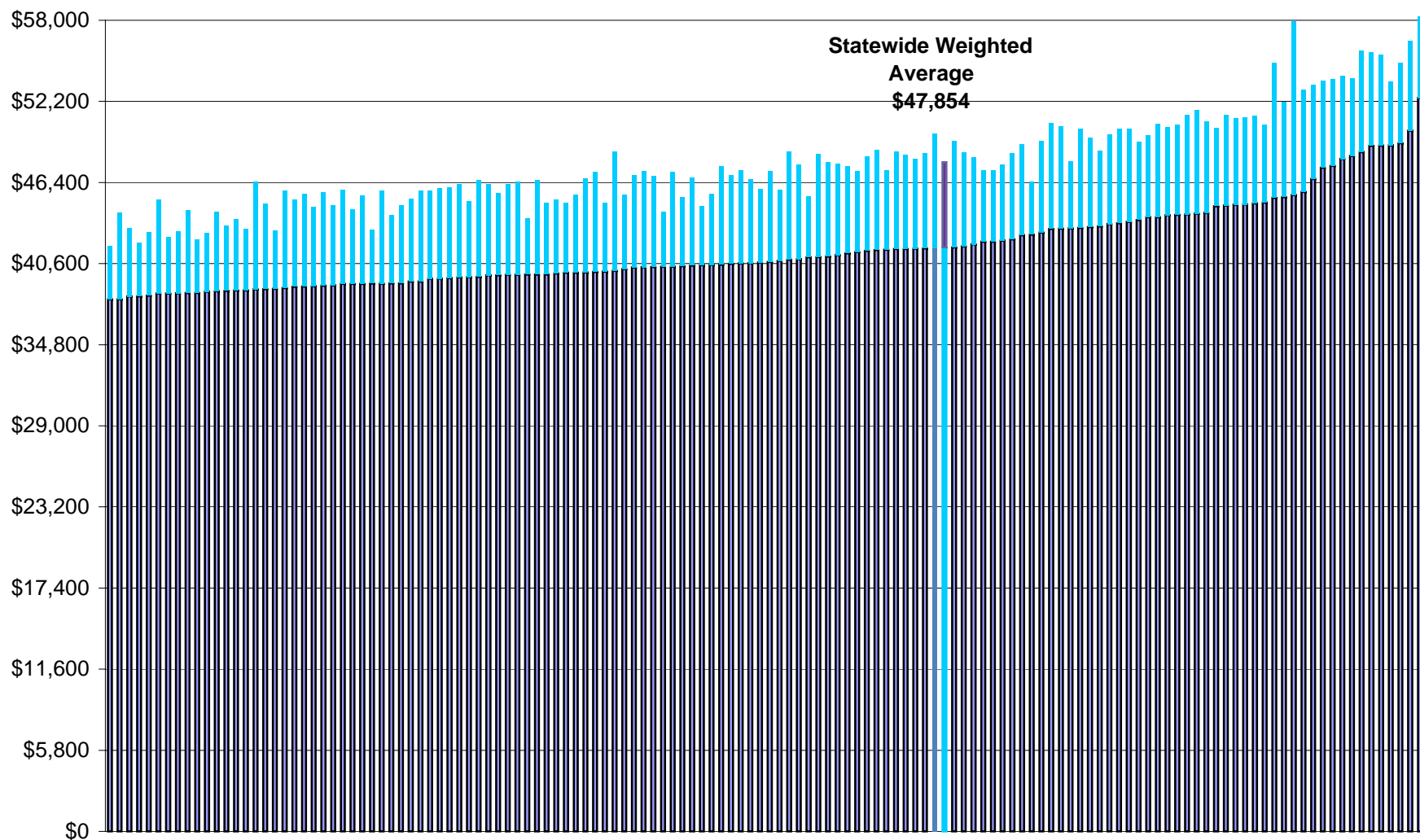
\* - Post 2004 revisions occurred on certain school systems

### Weighted Average Salary



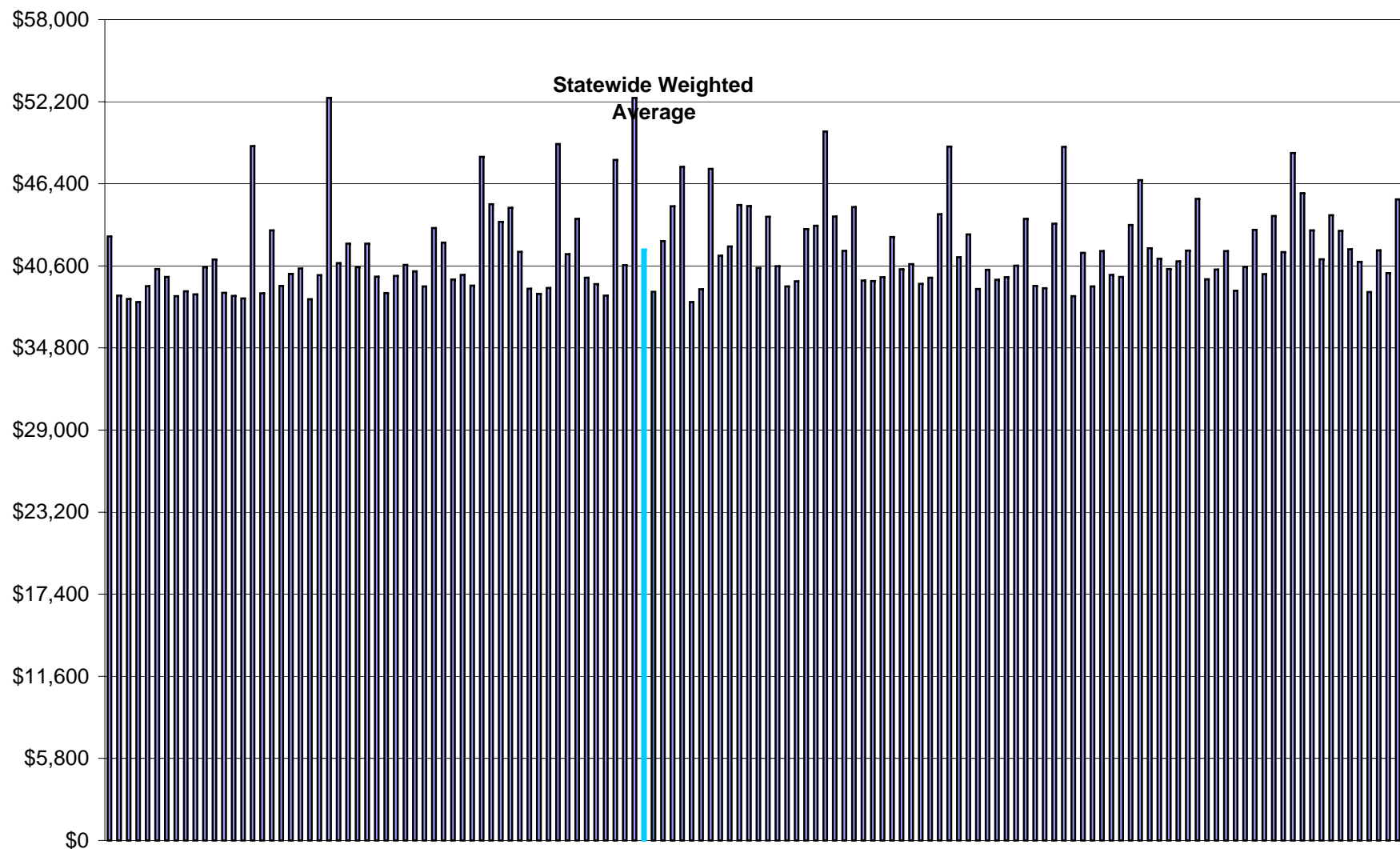
SOURCE: Personnel and salary schedule information provided by Department of Education and TEA.  
Calculations by Comptroller's staff.

### 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.

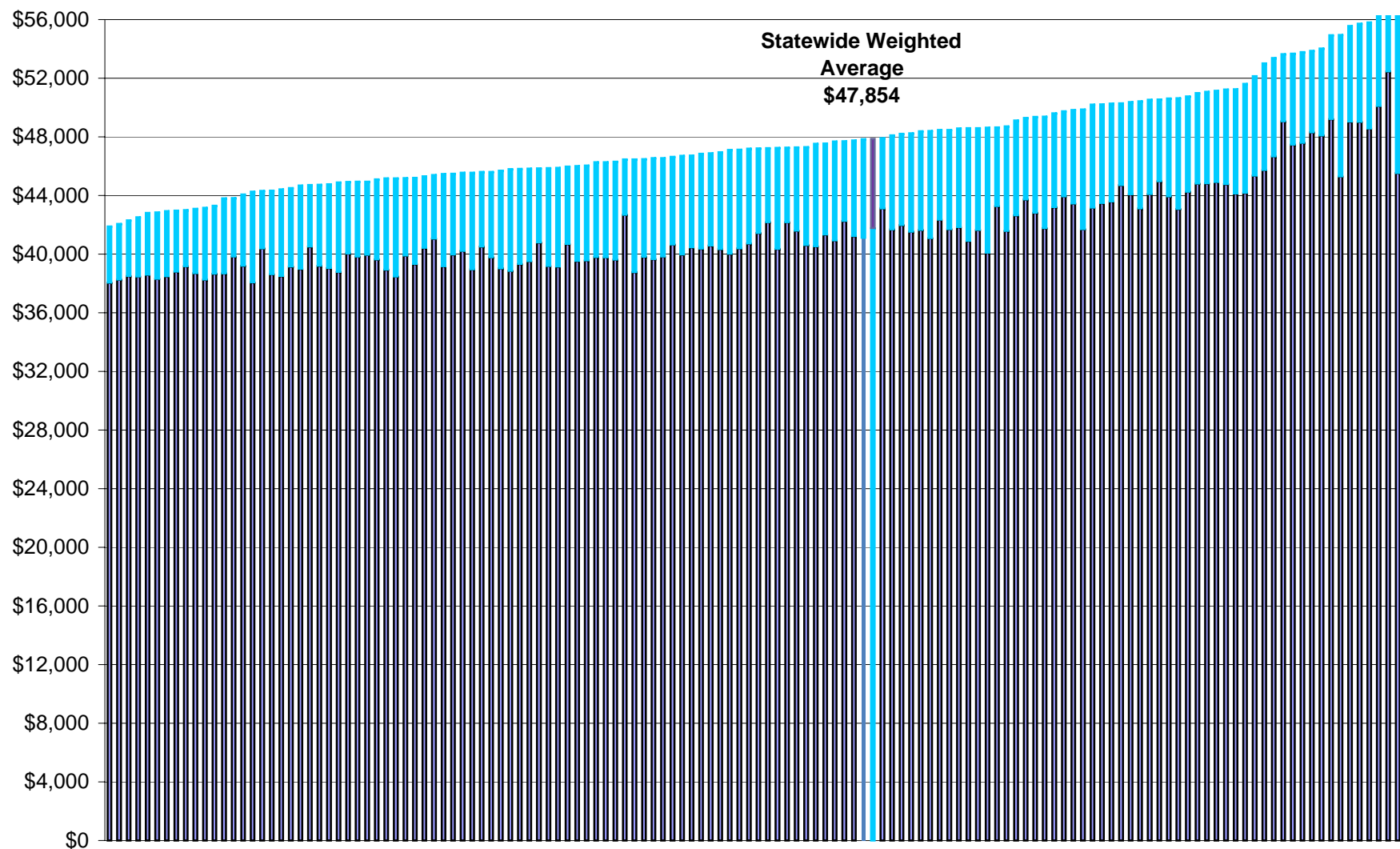
### Weighted Average Salary Ranked by Insurance



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



### 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.

## Weighted Average Disparity Review - 2003 to 2007

	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	TOTAL COMPENSATION
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### 2003

<b>Max versus Min</b>	45.75%	155.79%	45.28%
<b>Coefficient of Variation</b>	0.0791	0.1890	0.0787

### 2004

<b>Max versus Min</b>	35.07%	185.64%	36.94%
<b>Coefficient of Variation</b>	0.0688	0.1894	0.0691

### 2005

<b>Max versus Min</b>	35.60%	155.79%	37.82%
<b>Coefficient of Variation</b>	0.0696	0.1890	0.0703

### 2006

<b>Max versus Min</b>	35.49%	138.76%	37.93%
<b>Coefficient of Variation</b>	0.0703	0.1863	0.0717

### 2007

<b>Max versus Min</b>	35.36%	127.42%	37.98%
<b>Coefficient of Variation</b>	0.0722	0.1792	0.0726

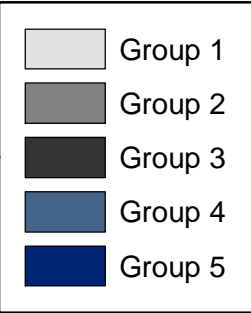
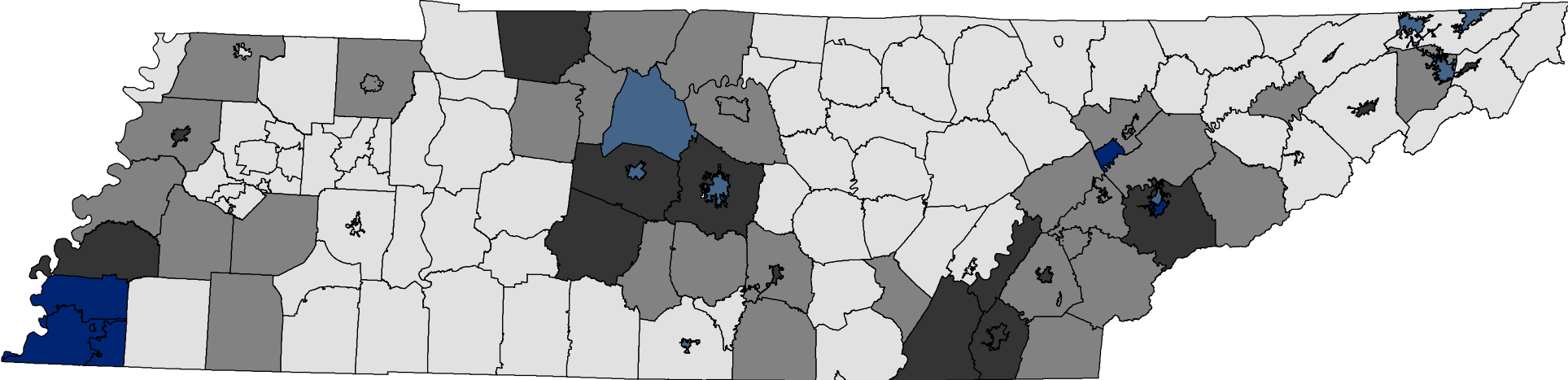
### 2008

<b>Max versus Min</b>	35.23%	126.44%	37.63%
<b>Coefficient of Variation</b>	0.0715	0.1760	0.0712

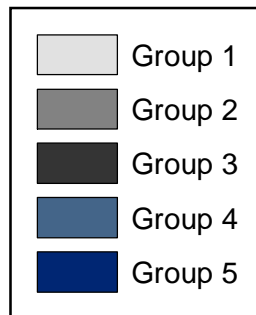
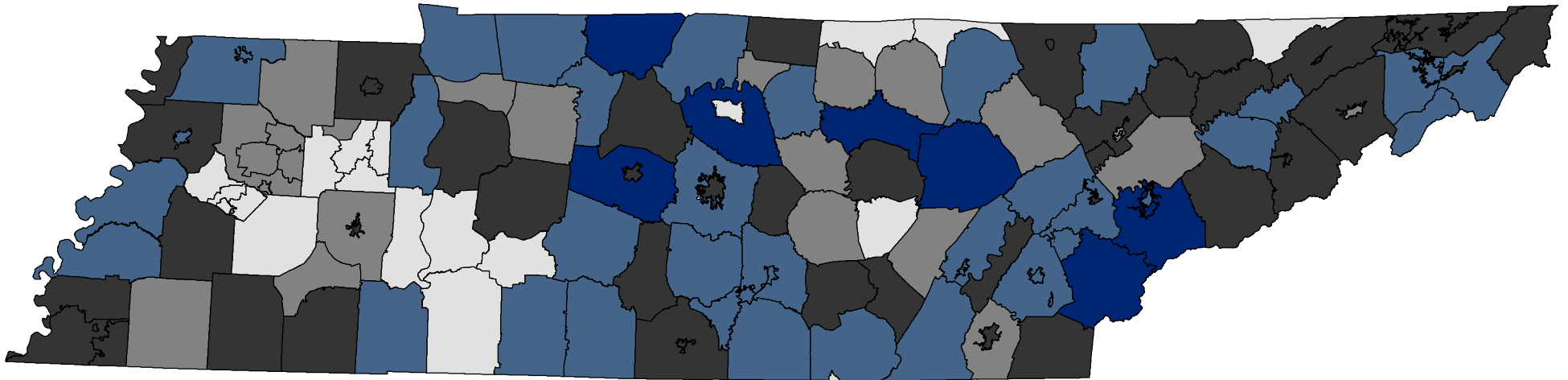
### 2009

<b>Max versus Min</b>	37.86%	228.15%	39.65%
<b>Coefficient of Variation</b>	0.0745	0.1927	0.0747

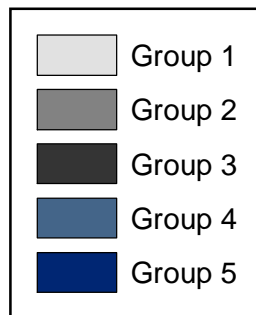
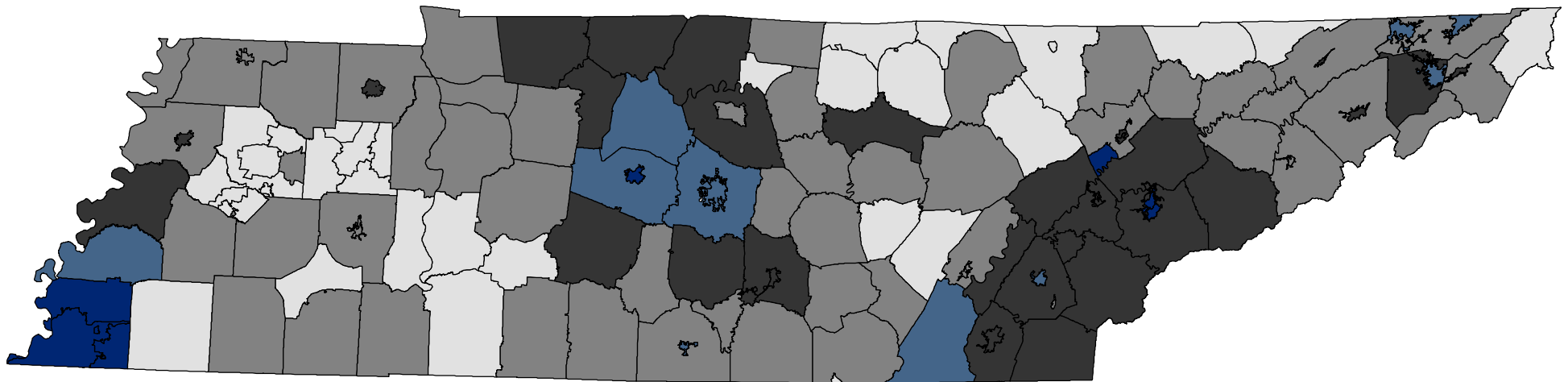
# SALARY



# INSURANCE PAYMENT



# COMPENSATION



## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

<b>Nashville</b>	<b>FY 04</b>				<b>FY 09</b>		
	FY 04	\$ Disparity	% Disparity		FY 09	\$ Disparity	% Disparity
<b>Davidson County</b>	\$50,094.39			<b>Williamson County</b>	\$57,912.40		
<b>Franklin SSD</b>	\$48,420.39	\$1,673.99	3.34%	<b>Franklin SSD</b>	\$55,558.72	\$2,353.68	4.06%
<b>Williamson County</b>	\$47,840.12	\$2,254.26	4.50%	<b>Davidson County</b>	\$53,869.58	\$4,042.82	6.98%
<b>Murfreesboro City</b>	\$47,518.00	\$2,576.39	5.14%	<b>Murfreesboro City</b>	\$53,788.91	\$4,123.49	7.12%
<b>Rutherford County</b>	\$46,213.11	\$3,881.27	7.75%	<b>Rutherford County</b>	\$53,021.07	\$4,891.33	8.45%
<b>Sumner County</b>	\$44,098.27	\$5,996.11	11.97%	<b>Sumner County</b>	\$51,254.96	\$6,657.44	11.50%
<b>Robertson County</b>	\$43,903.03	\$6,191.35	12.36%	<b>Robertson County</b>	\$49,871.48	\$8,040.92	13.88%
<b>Cheatham County</b>	\$42,819.34	\$7,275.05	14.52%	<b>Cheatham County</b>	\$48,402.99	\$9,509.41	16.42%
<b>Lebanon SSD</b>	\$42,440.85	\$7,653.53	15.28%	<b>Wilson County</b>	\$47,271.48	\$10,640.92	18.37%
<b>Wilson County</b>	\$40,442.33	\$9,652.05	19.27%	<b>Lebanon SSD</b>	\$46,459.66	\$11,452.74	19.78%

# FY 09 REPORT

Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	679.69
3	1788.55
4	1547.10
5	1010.05
6	661.33
7	1849.57
8	2234.36
9	2987.38
10	1800.68
<b>General Trend</b>	<b>Increase</b>

# FY08 Report

Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	(880.01)
3	(1186.49)
4	(798.69)
5	(1858.24)
6	(1559.81)
7	(1123.47)
8	(1762.86)
9	(1373.37)
10	(739.90)
<b>General Trend</b>	<b>Decrease</b>

Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)
1559.70
2975.05
2345.79
2868.30
2221.14
2973.04
3997.22
4360.76
2540.59
<b>Increase</b>

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

<b>Dyersburg</b>	<b>FY 04</b>				<b>FY 09</b>		
	FY 04	\$ Disparity	% Disparity		FY 09	\$ Disparity	% Disparity
<b>Dyersburg City</b>	\$46,413.44			<b>Dyersburg City</b>	\$51,231.85		
<b>Union City</b>	\$43,029.29	\$3,384.15	7.29%	<b>Obion County</b>	\$47,846.70	\$3,385.15	6.61%
<b>Dyer County</b>	\$42,401.68	\$4,011.76	8.64%	<b>Union City</b>	\$47,526.23	\$3,705.62	7.23%
<b>Bells City</b>	\$41,925.45	\$4,487.99	9.67%	<b>Dyer County</b>	\$47,288.11	\$3,943.74	7.70%
<b>Lake County</b>	\$40,822.79	\$5,590.65	12.05%	<b>Bells City</b>	\$47,227.91	\$4,003.94	7.82%
<b>Obion County</b>	\$40,683.65	\$5,729.79	12.35%	<b>Lake County</b>	\$45,823.25	\$5,408.60	10.56%
<b>Alamo City**</b>	\$40,093.10	\$6,320.34	13.62%	<b>Humboldt City</b>	\$45,553.15	\$5,678.70	11.08%
<b>Gibson SSD</b>	\$39,877.66	\$6,535.78	14.08%	<b>Crockett County</b>	\$45,313.28	\$5,918.57	11.55%
<b>Milan SSD</b>	\$39,541.42	\$6,872.02	14.81%	<b>Milan SSD</b>	\$45,096.21	\$6,135.64	11.98%
<b>Crockett County</b>	\$39,535.59	\$6,877.85	14.82%	<b>Gibson SSD</b>	\$44,919.20	\$6,312.65	12.32%
<b>Humboldt City</b>	\$39,141.99	\$7,271.45	15.67%	<b>Alamo City**</b>	\$44,722.03	\$6,509.82	12.71%
<b>Trenton SSD</b>	\$39,055.12	\$7,358.32	15.85%	<b>Trenton SSD</b>	\$44,072.86	\$7,158.99	13.97%
<b>Bradford SSD</b>	\$38,967.93	\$7,445.52	16.04%	<b>Bradford SSD</b>	\$43,153.13	\$8,078.72	15.77%



# FY 09 REPORT

<b>Dyersburg</b>	
Regional Rank	<b>Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)</b>
1	
2	1.00
3	(306.14)
4	(544.25)
5	(1586.71)
6	(321.19)
7	(641.64)
8	(617.21)
9	(736.38)
10	(565.20)
11	(761.63)
12	(199.33)
13	633.20
<b>General Trend</b>	<b>Decrease</b>

# FY08 Report

<b>Dyersburg</b>	
Regional Rank	<b>Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)</b>
1	
2	591.63
3	(440.29)
4	(841.41)
5	(1424.93)
6	(208.10)
7	(268.29)
8	(134.29)
9	(429.11)
10	132.35
11	51.39
12	205.62
13	548.22
<b>General Trend</b>	<b>Mixed (Decrease)</b>

<b>Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)</b>
(590.63)
134.15
297.16
(161.78)
(113.09)
(373.35)
(482.92)
(307.27)
(697.55)
(813.02)
(404.95)
84.98
<b>Decrease</b>

**Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data**

	<b>FY 04</b>				<b>FY 09</b>		
<b>Greenville</b>	FY 04	\$ Disparity	% Disparity		FY 09	\$ Disparity	% Disparity
<b>Johnson City</b>	\$46,513.41			<b>Johnson City</b>	\$53,641.60		
<b>Greeneville City</b>	\$45,452.16	\$1,061.25	2.28%	<b>Greeneville City</b>	\$50,343.68	\$3,297.92	6.15%
<b>Hamblen County</b>	\$42,535.50	\$3,977.91	8.55%	<b>Rogersville City</b>	\$49,600.11	\$4,041.49	7.53%
<b>Newport City</b>	\$42,098.24	\$4,415.17	9.49%	<b>Washington County</b>	\$48,712.52	\$4,929.08	9.19%
<b>Washington County</b>	\$41,760.27	\$4,753.14	10.22%	<b>Hamblen County</b>	\$48,597.23	\$5,044.37	9.40%
<b>Rogersville City</b>	\$41,537.30	\$4,976.11	10.70%	<b>Unicoi County</b>	\$47,115.60	\$6,526.00	12.17%
<b>Hawkins County</b>	\$41,448.75	\$5,064.66	10.89%	<b>Greene County</b>	\$46,890.54	\$6,751.06	12.59%
<b>Unicoi County</b>	\$41,313.20	\$5,200.21	11.18%	<b>Newport City</b>	\$46,855.04	\$6,786.56	12.65%
<b>Greene County</b>	\$40,858.95	\$5,654.46	12.16%	<b>Cocke County</b>	\$46,037.76	\$7,603.84	14.18%
<b>Cocke County</b>	\$40,660.45	\$5,852.96	12.58%	<b>Hawkins County</b>	\$46,007.58	\$7,634.02	14.23%

# FY 09 REPORT

## Greenville

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	2236.67
3	63.58
4	513.91
5	291.23
6	1549.89
7	1686.40
8	1586.35
9	1949.38
10	1781.06
<b>General Trend</b>	<b>Increase</b>

# FY08 Report

## Greenville

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	1834.77
3	600.73
4	487.60
5	473.96
6	1191.39
7	1416.46
8	1725.81
9	1757.90
10	1753.44
<b>General Trend</b>	<b>Increase</b>

## Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)

401.90
(537.15)
26.31
(182.73)
358.50
269.94
(139.46)
191.48
27.62
<b>Mixed (Increase)</b>

### Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

	FY 04				FY 09		
<b>Chattanooga</b>	FY 04	\$ Disparity	% Disparity		FY 09	\$ Disparity	% Disparity
Hamilton County	\$45,760.79			Hamilton County	\$54,945.04		
Cleveland City	\$43,981.52	\$1,779.27	3.89%	Bradley County	\$51,142.18	\$3,802.86	6.92%
Bradley County	\$42,733.74	\$3,027.05	6.61%	Cleveland City	\$50,988.66	\$3,956.38	7.20%
Meigs County	\$42,545.95	\$3,214.84	7.03%	Meigs County	\$49,838.69	\$5,106.35	9.29%
Dayton City	\$42,512.41	\$3,248.38	7.10%	Sequatchie County	\$47,554.25	\$7,390.79	13.45%
Sequatchie County	\$41,419.67	\$4,341.12	9.49%	Dayton City	\$47,240.56	\$7,704.48	14.02%
Rhea County	\$41,280.54	\$4,480.24	9.79%	Rhea County	\$46,554.24	\$8,390.80	15.27%
Marion County	\$40,894.51	\$4,866.27	10.63%	Marion County	\$46,546.61	\$8,398.43	15.29%
Richard City	\$40,571.60	\$5,189.19	11.34%	Bledsoe County	\$44,334.54	\$10,610.50	19.31%
Bledsoe County	\$39,068.72	\$6,692.06	14.62%	Richard City	\$44,315.58	\$10,629.46	19.35%

# FY 09 REPORT

## Chattanooga

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	2023.59
3	929.33
4	1891.51
5	4142.41
6	3363.36
7	3910.56
8	3532.16
9	5421.31
10	3937.40
<b>General Trend</b>	<b>Increase</b>

# FY08 Report

## Chattanooga

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	299.55
3	(194.14)
4	(159.66)
5	2138.85
6	1202.17
7	1604.95
8	2056.60
9	3129.25
10	1648.39
<b>General Trend</b>	<b>Increase</b>

## Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)

1724.04	
1123.47	
2051.17	
2003.56	
2161.19	
2305.61	
1475.56	
2292.06	
2289.01	
<b>General Trend</b>	<b>Increase</b>



# FY 09 REPORT

Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	(1129.19)
3	(2093.84)
4	(687.82)
5	(1378.45)
6	(1439.79)
7	(1712.41)
8	(796.63)
9	(427.17)
10	(1047.13)
11	(1108.88)
12	(833.29)
13	(813.21)
14	(290.33)
<b>General Trend</b>	<b>Decrease</b>

# FY08 Report

Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	(1595.20)
3	(2210.45)
4	179.73
5	(557.13)
6	(279.76)
7	(68.45)
8	(212.17)
9	(321.82)
10	(899.22)
11	(951.22)
12	(480.88)
13	(450.56)
14	(309.31)
<b>General Trend</b>	<b>Decrease</b>

Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)
466.01
116.61
(867.55)
(821.32)
(1160.03)
(1643.96)
(584.46)
(105.35)
(147.91)
(157.66)
(352.41)
(362.65)
18.98
<b>Mixed</b>

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

<b>Jackson</b>	<b>FY 04</b>				<b>FY 09</b>		
	FY 04	\$ Disparity	% Disparity		FY 09	\$ Disparity	% Disparity
Hardeman County	\$43,026.06			Madison County	\$47,908.70		
Madison County	\$41,969.69	\$1,056.37	2.46%	Hardeman County	\$47,748.75	\$159.95	0.33%
Bells City	\$41,925.45	\$1,100.61	2.56%	Bells City	\$47,227.91	\$680.79	1.42%
Haywood County	\$40,891.54	\$2,134.52	4.96%	Haywood County	\$47,217.69	\$691.01	1.44%
Lexington City	\$40,464.56	\$2,561.50	5.95%	Lexington City	\$46,642.49	\$1,266.21	2.64%
Chester County	\$40,319.24	\$2,706.82	6.29%	McKenzie SSD	\$45,854.49	\$2,054.21	4.29%
Henderson County	\$40,253.90	\$2,772.16	6.44%	Henderson County	\$45,599.93	\$2,308.77	4.82%
Alamo City**	\$40,093.10	\$2,932.96	6.82%	Humboldt City	\$45,553.15	\$2,355.55	4.92%
Gibson SSD	\$39,877.66	\$3,148.40	7.32%	Crockett County	\$45,313.28	\$2,595.42	5.42%
Milan SSD	\$39,541.42	\$3,484.64	8.10%	McNairy County	\$45,206.04	\$2,702.66	5.64%
Crockett County	\$39,535.59	\$3,490.47	8.11%	Milan SSD	\$45,096.21	\$2,812.49	5.87%
McNairy County	\$39,492.10	\$3,533.96	8.21%	Chester County	\$44,499.99	\$3,408.71	7.12%
McKenzie SSD	\$39,316.13	\$3,709.93	8.62%	Huntingdon SSD	\$44,947.76	\$2,960.94	6.18%
Hollow Rock-Bruceton SSI	\$39,243.64	\$3,782.42	8.79%	Gibson SSD	\$44,919.20	\$2,989.50	6.24%
Humboldt City	\$39,141.99	\$3,884.07	9.03%	Carroll County	\$44,767.09	\$3,141.61	6.56%
West Carroll SSD	\$39,091.22	\$3,934.84	9.15%	Alamo City**	\$44,722.03	\$3,186.67	6.65%
Trenton SSD	\$39,055.12	\$3,970.94	9.23%	Trenton SSD	\$44,072.86	\$3,835.84	8.01%
South Carroll SSD	\$38,980.47	\$4,045.59	9.40%	West Carroll SSD	\$43,297.22	\$4,611.48	9.63%
Bradford SSD	\$38,967.93	\$4,058.14	9.43%	Bradford SSD	\$43,153.13	\$4,755.57	9.93%
Huntingdon SSD	\$38,942.06	\$4,084.00	9.49%	Hollow Rock-Bruceton	\$43,091.07	\$4,817.63	10.06%
Carroll County	\$38,588.36	\$4,437.70	10.31%	South Carroll SSD	\$42,304.03	\$5,604.67	11.70%



# FY 09 REPORT

## Jackson

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	(896.42)
3	(419.82)
4	(1443.51)
5	(1295.29)
6	(652.61)
7	(463.39)
8	(577.41)
9	(552.98)
10	(781.98)
11	(677.98)
12	(125.25)
13	(748.99)
14	(792.92)
15	(742.46)
16	(748.17)
17	(135.10)
18	565.89
19	697.43
20	733.63
21	1166.97
<b>General Trend</b>	<b>Decrease</b>

# FY08 Report

## Jackson

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	(479.83)
3	(305.53)
4	(1180.06)
5	(1435.46)
6	(549.48)
7	(203.97)
8	(251.55)
9	(117.55)
10	(412.37)
11	(379.17)
12	(261.18)
13	(70.37)
14	169.78
15	112.62
16	258.46
17	652.16
18	840.85
19	843.80
20	856.88
21	654.33
<b>General Trend</b>	<b>Mixed (Decrease)</b>

## Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)

(416.59)	
(114.29)	
(263.45)	
140.17	
(103.13)	
(259.42)	
(325.86)	
(435.43)	
(369.61)	
(298.81)	
135.93	
(678.62)	
(962.70)	
(855.08)	
(1006.63)	
(787.26)	
(274.96)	
(146.37)	
(123.25)	
512.64	
<b>General Trend</b>	<b>Decrease</b>

**Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data**

<b>Clarksville</b>	<b>FY 04</b>				<b>FY 09</b>		
	FY 04	\$ Disparity	% Disparity		FY 09	\$ Disparity	% Disparity
Montgomery County	\$45,002.88			Montgomery County	\$50,296.24		
Robertson County	\$43,903.03	\$1,099.84	2.44%	Robertson County	\$49,871.48	\$424.76	0.84%
Cheatham County	\$42,819.34	\$2,183.54	4.85%	Cheatham County	\$48,402.99	\$1,893.25	3.76%
Stewart County	\$42,171.03	\$2,831.84	6.29%	Dickson County	\$47,699.81	\$2,596.43	5.16%
Dickson County	\$41,445.41	\$3,557.47	7.90%	Stewart County	\$47,681.94	\$2,614.30	5.20%
Houston County	\$40,171.29	\$4,831.58	10.74%	Houston County	\$45,973.36	\$4,322.88	8.59%

<b>Memphis</b>	<b>FY 04</b>				<b>FY 09</b>		
	FY 04	\$ Disparity	% Disparity		FY 08	\$ Disparity	% Disparity
Memphis City	\$52,782.06			Memphis City	\$58,493.82		
Shelby County	\$51,528.69	\$1,253.37	2.37%	Shelby County	\$57,509.03	\$984.79	1.68%
Tipton County	\$43,832.11	\$8,949.95	16.96%	Tipton County	\$52,144.18	\$6,349.64	10.86%
Haywood County	\$40,891.54	\$11,890.51	22.53%	Haywood County	\$47,217.69	\$11,276.13	19.28%
Fayette County	\$40,794.95	\$11,987.11	22.71%	Fayette County	\$44,938.39	\$13,555.43	23.17%

# FY 09 REPORT

## Clarksville

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	(675.08)
3	(290.29)
4	(235.41)
5	(943.17)
6	(508.70)
<b>General Trend</b>	<b>Decrease</b>

# FY08 Report

## Clarksville

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	(392.84)
3	(264.26)
4	188.77
5	(329.82)
6	(474.37)
<b>General Trend</b>	<b>Decrease</b>

Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)

(282.24)

(26.03)

(424.18)

(613.35)

(34.33)

**Decrease**

## Memphis

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	(268.58)
3	(2600.31)
4	(614.38)
5	1568.32
<b>General Trend</b>	<b>Decrease</b>

## Memphis

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	277.13
3	(2779.12)
4	(1442.74)
5	721.01
<b>General Trend</b>	<b>Mixed (Decrease)</b>

Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)

(545.71)

178.81

828.36

847.31

**Mixed**

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

<b>Cookeville</b>	<b>FY 04</b>				<b>FY 09</b>		
	FY 04	\$ Disparity	% Disparity		FY 08	\$ Disparity	% Disparity
<b>Putnam County</b>	\$43,475.06			<b>Putnam County</b>	\$50,631.23		
<b>Cumberland County</b>	\$41,654.99	\$1,820.07	4.19%	<b>Cumberland County</b>	\$46,467.71	\$4,163.52	8.22%
<b>Smith County</b>	\$41,365.17	\$2,109.89	4.85%	<b>White County</b>	\$46,276.65	\$4,354.58	8.60%
<b>Fentress County</b>	\$41,059.21	\$2,415.85	5.56%	<b>Smith County</b>	\$46,297.94	\$4,333.29	8.56%
<b>DeKalb County</b>	\$40,868.22	\$2,606.84	6.00%	<b>DeKalb County</b>	\$45,179.70	\$5,451.53	10.77%
<b>Jackson County</b>	\$40,712.40	\$2,762.67	6.35%	<b>Fentress County</b>	\$45,173.42	\$5,457.81	10.78%
<b>Overton County</b>	\$40,231.80	\$3,243.26	7.46%	<b>Overton County</b>	\$45,163.69	\$5,467.54	10.80%
<b>White County</b>	\$39,615.42	\$3,859.64	8.88%	<b>Jackson County</b>	\$43,816.09	\$6,815.14	13.46%

# FY 09 REPORT

## Cookeville

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	2343.45
3	2244.69
4	1917.44
5	2844.69
6	2695.14
7	2224.28
8	2955.50
<b>General Trend</b>	<b>Increase</b>

# FY08 Report

## Cookeville

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	90.13
3	610.28
4	427.61
5	512.87
6	432.17
7	1205.77
8	700.96
<b>General Trend</b>	<b>Increase</b>

## Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)

2253.32
1634.41
1489.83
2331.82
2262.97
1018.51
2254.54
<b>Increase</b>

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

Tri-Cities	FY 04				FY 09		
	FY 04	\$ Disparity	% Disparity		FY 08	\$ Disparity	% Disparity
Kingsport City	\$48,588.55			Kingsport City	\$54,942.64		
Bristol City	\$46,852.66	\$1,735.89	3.57%	Bristol City	\$54,024.63	\$918.01	1.67%
Johnson City	\$46,513.41	\$2,075.14	4.27%	Johnson City	\$53,641.60	\$1,301.04	2.37%
Elizabethton City	\$42,939.03	\$5,649.52	11.63%	Elizabethton City	\$51,071.49	\$3,871.15	7.05%
Washington County	\$41,760.27	\$6,828.28	14.05%	Rogersville City	\$49,600.11	\$5,342.53	9.72%
Rogersville City	\$41,537.30	\$7,051.25	14.51%	Washington County	\$48,712.52	\$6,230.12	11.34%
Hawkins County	\$41,448.75	\$7,139.80	14.69%	Sullivan County	\$47,203.05	\$7,739.59	14.09%
Unicoi County	\$41,313.20	\$7,275.35	14.97%	Unicoi County	\$46,950.09	\$7,992.55	14.55%
Sullivan County	\$41,302.14	\$7,286.41	15.00%	Greene County	\$46,890.54	\$8,052.10	14.66%
Carter County	\$41,149.46	\$7,439.09	15.31%	Hawkins County	\$46,007.58	\$8,935.06	16.26%
Greene County	\$40,858.95	\$7,729.60	15.91%	Carter County	\$45,878.91	\$9,063.73	16.50%
Johnson County	\$39,889.64	\$8,698.91	17.90%	Johnson County	\$44,678.94	\$10,263.70	18.68%

# FY 09 REPORT

Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	(817.88)
3	(774.10)
4	(1778.37)
5	(1485.75)
6	(821.13)
7	599.79
8	717.20
9	765.69
10	1495.97
11	1334.13
12	1564.79
<b>General Trend</b>	<b>Mixed</b>

# FY08 Report

Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	(612.59)
3	(795.93)
4	(2111.51)
5	(1126.34)
6	(1025.18)
7	151.00
8	50.49
9	318.01
10	1096.78
11	1000.10
12	1805.87
<b>General Trend</b>	<b>Mixed</b>

Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)
(205.29)
21.83
333.14
(359.41)
204.05
448.79
666.71
447.68
399.19
334.03
(241.08)
<b>Mixed</b>

## Regional Salary Disparity Comparison, Based on Total Teacher Compensation Data

	<b>FY 04</b>				<b>FY 09</b>		
<b>Franklin</b>	FY 04	\$ Disparity	% Disparity		FY 08	\$ Disparity	% Disparity
<b>Davidson County</b>	\$50,094.39			<b>Williamson County</b>	\$57,912.40		
<b>Franklin SSD</b>	\$48,420.39	\$1,673.99	3.34%	<b>Franklin SSD</b>	\$55,558.72	\$2,353.68	4.06%
<b>Williamson County</b>	\$47,840.12	\$2,254.26	4.50%	<b>Davidson County</b>	\$53,869.58	\$4,042.82	6.98%
<b>Murfreesboro City</b>	\$47,518.00	\$2,576.39	5.14%	<b>Murfreesboro City</b>	\$53,788.91	\$4,123.49	7.12%
<b>Rutherford County</b>	\$46,213.11	\$3,881.27	7.75%	<b>Rutherford County</b>	\$53,021.07	\$4,891.33	8.45%
<b>Maury County</b>	\$44,967.76	\$5,126.62	10.23%	<b>Maury County</b>	\$50,273.21	\$7,639.19	13.19%
<b>Marshall County</b>	\$43,490.14	\$6,604.25	13.18%	<b>Marshall County</b>	\$49,118.99	\$8,793.41	15.18%
<b>Cheatham County</b>	\$42,819.34	\$7,275.05	14.52%	<b>Hickman County</b>	\$48,625.03	\$9,287.37	16.04%
<b>Hickman County</b>	\$42,003.58	\$8,090.81	16.15%	<b>Cheatham County</b>	\$48,402.99	\$9,509.41	16.42%
<b>Dickson County</b>	\$41,445.41	\$8,648.98	17.27%	<b>Dickson County</b>	\$47,699.81	\$10,212.59	17.63%



# FY 09 REPORT

## Franklin

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)
1	
2	679.69
3	1788.56
4	1547.10
5	1010.06
6	2512.57
7	2189.16
8	2012.32
9	1418.60
10	1563.61
<b>General Trend</b>	<b>Increase</b>

# FY08 Report

## Franklin

Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY08 to FY04)
1	
2	(880.01)
3	(1185.98)
4	(798.69)
5	(1858.24)
6	(730.84)
7	(324.09)
8	(99.01)
9	(502.28)
10	(307.22)
<b>General Trend</b>	<b>Decrease</b>

## Change in \$ Disparity, Comparison to last year (FY 09 to FY 08)

1559.70
2974.54
2345.79
2868.30
3243.41
2513.25
2111.33
1920.88
1870.83
<b>Mixed</b>