

2014 BEP Annual Report



**Basic Education Program
Review Committee
Annual Report**

November 1, 2014

**State Board of Education
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2014-2015 BEP Review Committee Members

Lyle Ailshie

Director of Schools
Kingsport City Schools

Harry Brooks

Chair, House Education Committee
Tennessee General Assembly

Denise Brown

Director of Schools
Unicoi County Schools

David Connor

Executive Director
Tennessee County Services Association

Dolores Gresham

Chair, Senate Education Committee
Tennessee General Assembly

Lee Harrell

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Vincent Harvell

Director of Business Operations
Haywood County Schools

Chris Henson

Assistant Superintendent
Metro Nashville Public Schools

Dorsey Hopson

Director of Schools
Shelby County Schools

Kevin Huffman

Commissioner, Department of Education

Karen King

Assistant Superintendent
Sevier County Schools

Larry Martin

Commissioner
Department of Finance and
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Wayne Miller

Executive Director
Tennessee Organization of School
Superintendents

Mitchell Moore

City Manager, City of Athens
Tennessee Municipal League

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)

Michael Price

Director of Schools
Decatur County Schools

Larry Ridings

Tennessee School Systems for Equity

Fielding Rolston

Chairman, Tennessee State Board of
Education

Justin P. Wilson

Comptroller of the Treasury

Jim Wrye

Tennessee Education Association

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, 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.

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.

2014 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:

- Fiscal Update to Immediate Priority Recommendations
 1. Recommendation for Funding 12 Month Insurance Premiums
 2. Recommendation for Improving Teacher Compensation
- Fiscal Update to Extended Priority Recommendations
- 2014 BEP Committee Notable Action Items
- Salary Disparity Analysis
- State Salary Comparison (Southeast)
- Market Pay Discussion Continued from Last Year

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 2014 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

BEP Formula Improvements

The 2014 BEP Review Committee has priority ranked the following two recommendations as a result of this year's meeting discussions:

BEP Formula Improvement #1

Recommendation for Funding 12 Month Insurance Premiums

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 ~\$64.411 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. This recommendation was ranked as formula improvement recommendation #1 in the 2012 and 2013 BEP Report.

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

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

BEP Formula Improvement #2

Recommendation for Improving Teacher Compensation

In an effort to meet the goal of becoming the fastest improving state in the nation in terms of student achievement, the BEP Review Committee recognizes the need to create an environment that is attractive to highly effective teachers.

Compensation is an integral component to creating this environment. Therefore, the BEP Review Committee reaffirms its support of Governor Haslam's goal of becoming the fastest improving state in teacher salaries during his time in office and increasing the BEP salary component² accordingly.

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.

² The BEP Review Committee wishes to note the discrepancy gap between the actual average salary paid by TN LEAs (\$50,116) and the amount funded in the BEP Instructional Salary Component (\$40,447).

- 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 2014 cost of increasing the salary component and prior recommendations from the committee.

Summary of Scenarios	
Estimated actual cost after stability and baseline calculations	
Component Change	State Cost
12 months' insurance	\$64,411,000
Decrease funding ratio for psychologists from 1:2,500 to 1:500	\$57,518,000
Decrease funding ratio for elementary counselors from 1:500 to 1:250	\$39,409,000
Decrease funding ratio for secondary counselors from 1:350 to 1:250	\$18,079,000
Decrease funding ratio for all counselors to 1:250	\$57,497,000
Raise Assistant Principal ratio to SACS standard	\$11,739,000

Reduce 7-12 ratios, including CTE, by 3 students	\$87,928,000
New BEP Component for Mentors (1:12 new professional positions)	\$17,670,000
Professional Development (1% of instructional salaries)	\$25,576,000
Reduce funding ratios for nurses from 1:3,000 to 1:1,500	\$12,194,000
Reduce funding ratios for Technology Coordinators from 1:6,400 to 1:3,200	\$4,150,000
Increase funding for teacher materials and supplies by \$100	\$6,336,000
Instructional Technology Coordinator (1 per LEA)	\$5,268,000
BEP 2.0 Fully Implemented	\$133,910,000
Capital Outlay Restored (done in FY14)	

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 ~\$64.411 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 ~\$64.411 million in 2014 dollars (see table on next page).

12 Months Insurance Premiums Based on FY15 July Final

		<u>FY15 July Final Generated</u>	<u>FY16 Generated with 12 months insurance premiums</u>	<u>Variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with 12 months insurance premiums</u>	<u>Variance</u>
10	Anderson County	28,483,000	28,933,000	450,000	28,888,000	28,933,000	45,000
11	Clinton City	4,055,000	4,123,000	68,000	4,055,000	4,123,000	68,000
12	Oak Ridge City	19,041,000	19,348,000	307,000	19,041,000	19,348,000	307,000
20	Bedford County	40,525,000	41,183,000	658,000	40,525,000	41,183,000	658,000
30	Benton County	11,044,000	11,219,000	175,000	11,487,000	11,219,000	(268,000)
40	Bledsoe County	11,516,000	11,698,000	182,000	11,516,000	11,698,000	182,000
50	Blount County	43,614,000	44,339,000	725,000	44,787,000	44,339,000	(448,000)
51	Alcoa City	6,920,000	7,036,000	116,000	6,943,000	7,036,000	93,000
52	Maryville City	18,946,000	19,267,000	321,000	18,946,000	19,267,000	321,000
60	Bradley County	43,496,000	44,206,000	710,000	43,628,000	44,206,000	578,000
61	Cleveland City	22,447,000	22,814,000	367,000	22,447,000	22,814,000	367,000
70	Campbell County	26,614,000	27,038,000	424,000	26,614,000	27,038,000	424,000
80	Cannon County	10,772,000	10,944,000	172,000	10,772,000	10,944,000	172,000
90	Carroll County	1,951,000	1,981,000	30,000	1,951,000	1,981,000	30,000
92	H Rock-Bruceton SSD	3,363,000	3,418,000	55,000	3,417,000	3,418,000	1,000
93	Huntingdon SSD	5,934,000	6,032,000	98,000	5,962,000	6,032,000	70,000
94	McKenzie SSD	6,729,000	6,838,000	109,000	6,729,000	6,838,000	109,000
95	South Carroll Co SSD	1,942,000	1,974,000	32,000	1,942,000	1,974,000	32,000
97	West Carroll Co SSD	4,983,000	5,063,000	80,000	5,036,000	5,063,000	27,000
100	Carter County	27,515,000	27,958,000	443,000	27,994,000	27,958,000	(36,000)
101	Elizabethton City	11,490,000	11,677,000	187,000	11,490,000	11,677,000	187,000
110	Cheatham County	31,987,000	32,503,000	516,000	31,987,000	32,503,000	516,000

120	Chester County	14,513,000	14,746,000	233,000	14,541,000	14,746,000	205,000
130	Claiborne County	23,716,000	24,094,000	378,000	23,996,000	24,094,000	98,000
140	Clay County	5,663,000	5,755,000	92,000	5,663,000	5,755,000	92,000
150	Cocke County	22,667,000	23,024,000	357,000	22,878,000	23,024,000	146,000
151	Newport City	3,415,000	3,472,000	57,000	3,415,000	3,472,000	57,000
160	Coffee County	19,361,000	19,676,000	315,000	19,361,000	19,676,000	315,000
161	Manchester City	6,034,000	6,138,000	104,000	6,060,000	6,138,000	78,000
162	Tullahoma City	14,246,000	14,482,000	236,000	14,246,000	14,482,000	236,000
170	Crockett County	10,427,000	10,589,000	162,000	10,427,000	10,589,000	162,000
171	Alamo City	3,442,000	3,501,000	59,000	3,442,000	3,501,000	59,000
172	Bells City	2,196,000	2,234,000	38,000	2,196,000	2,234,000	38,000
180	Cumberland County	28,293,000	28,754,000	461,000	28,509,000	28,754,000	245,000
190	Davidson County	255,376,000	259,166,000	3,790,000	255,376,000	259,166,000	3,790,000
200	Decatur County	7,761,000	7,889,000	128,000	7,980,000	7,889,000	(91,000)
210	DeKalb County	13,651,000	13,874,000	223,000	14,035,000	13,874,000	(161,000)
220	Dickson County	36,872,000	37,476,000	604,000	36,899,000	37,476,000	577,000
230	Dyer County	17,259,000	17,536,000	277,000	17,311,000	17,536,000	225,000
231	Dyersburg City	11,542,000	11,728,000	186,000	11,914,000	11,728,000	(186,000)
240	Fayette County	12,629,000	12,830,000	201,000	15,383,000	15,524,000	141,000
250	Fentress County	12,001,000	12,195,000	194,000	12,001,000	12,195,000	194,000
260	Franklin County	25,677,000	26,095,000	418,000	25,677,000	26,095,000	418,000
271	Humboldt City	5,855,000	5,949,000	94,000	6,034,000	5,949,000	(85,000)
272	Milan SSD	10,298,000	10,466,000	168,000	10,370,000	10,466,000	96,000
273	Trenton SSD	6,900,000	7,010,000	110,000	6,900,000	7,010,000	110,000
274	Bradford SSD	2,797,000	2,843,000	46,000	2,797,000	2,843,000	46,000
275	Gibson County SSD	18,977,000	19,288,000	311,000	18,977,000	19,288,000	311,000
280	Giles County	17,896,000	18,183,000	287,000	17,896,000	18,183,000	287,000
290	Grainger County	19,634,000	19,945,000	311,000	19,634,000	19,945,000	311,000

300	Greene County	31,974,000	32,486,000	512,000	31,974,000	32,486,000	512,000
301	Greeneville City	12,366,000	12,570,000	204,000	12,409,000	12,570,000	161,000
310	Grundy County	12,245,000	12,439,000	194,000	12,654,000	12,439,000	(215,000)
320	Hamblen County	42,679,000	43,380,000	701,000	42,679,000	43,380,000	701,000
330	Hamilton County	131,306,000	133,517,000	2,211,000	131,620,000	133,517,000	1,897,000
340	Hancock County	6,083,000	6,180,000	97,000	6,083,000	6,180,000	97,000
350	Hardeman County	20,430,000	20,748,000	318,000	20,711,000	20,748,000	37,000
360	Hardin County	14,270,000	14,500,000	230,000	14,457,000	14,500,000	43,000
370	Hawkins County	34,945,000	35,506,000	561,000	35,988,000	35,506,000	(482,000)
371	Rogersville City	3,023,000	3,075,000	52,000	3,063,000	3,075,000	12,000
380	Haywood County	16,024,000	16,279,000	255,000	16,681,000	16,279,000	(402,000)
390	Henderson County	19,353,000	19,664,000	311,000	19,353,000	19,664,000	311,000
391	Lexington City	4,499,000	4,576,000	77,000	4,795,000	4,576,000	(219,000)
400	Henry County	14,152,000	14,377,000	225,000	14,268,000	14,377,000	109,000
401	Paris SSD	7,682,000	7,810,000	128,000	7,745,000	7,810,000	65,000
410	Hickman County	19,458,000	19,769,000	311,000	20,093,000	20,310,000	217,000
420	Houston County	7,583,000	7,705,000	122,000	7,625,000	7,705,000	80,000
430	Humphreys County	13,347,000	13,564,000	217,000	14,163,000	13,564,000	(599,000)
440	Jackson County	8,794,000	8,933,000	139,000	8,794,000	8,933,000	139,000
450	Jefferson County	32,093,000	32,613,000	520,000	32,321,000	32,613,000	292,000
460	Johnson County	11,395,000	11,576,000	181,000	12,048,000	12,176,000	128,000
470	Knox County	174,514,000	177,486,000	2,972,000	174,514,000	177,486,000	2,972,000
480	Lake County	4,906,000	4,983,000	77,000	5,056,000	4,983,000	(73,000)
490	Lauderdale County	24,149,000	24,530,000	381,000	24,149,000	24,530,000	381,000
500	Lawrence County	32,946,000	33,475,000	529,000	32,946,000	33,475,000	529,000
510	Lewis County	9,415,000	9,567,000	152,000	9,532,000	9,567,000	35,000
520	Lincoln County	18,664,000	18,967,000	303,000	19,036,000	18,967,000	(69,000)
521	Fayetteville City	6,549,000	6,656,000	107,000	6,549,000	6,656,000	107,000

530	Loudon County	18,310,000	18,614,000	304,000	19,299,000	19,521,000	222,000
531	Lenoir City	8,728,000	8,872,000	144,000	8,733,000	8,872,000	139,000
540	McMinn County	24,272,000	24,661,000	389,000	24,534,000	24,661,000	127,000
541	Athens City	7,189,000	7,309,000	120,000	7,189,000	7,309,000	120,000
542	Etowah City	1,555,000	1,581,000	26,000	1,564,000	1,581,000	17,000
550	McNairy County	21,354,000	21,695,000	341,000	21,570,000	21,695,000	125,000
560	Macon County	19,536,000	19,851,000	315,000	19,593,000	19,851,000	258,000
570	Madison County	43,718,000	44,434,000	716,000	44,819,000	44,434,000	(385,000)
580	Marion County	18,883,000	19,184,000	301,000	19,120,000	19,184,000	64,000
581	Richard City SSD	1,205,000	1,227,000	22,000	1,321,000	1,304,000	(17,000)
590	Marshall County	25,265,000	25,674,000	409,000	25,265,000	25,674,000	409,000
600	Maury County	49,829,000	50,652,000	823,000	49,829,000	50,652,000	823,000
610	Meigs County	9,478,000	9,628,000	150,000	9,478,000	9,628,000	150,000
620	Monroe County	26,035,000	26,451,000	416,000	26,281,000	26,451,000	170,000
621	Sweetwater City	7,271,000	7,392,000	121,000	7,271,000	7,392,000	121,000
630	Montgomery County	131,206,000	133,391,000	2,185,000	131,206,000	133,391,000	2,185,000
640	Moore County	4,258,000	4,326,000	68,000	4,604,000	4,469,000	(135,000)
650	Morgan County	17,891,000	18,176,000	285,000	18,182,000	18,176,000	(6,000)
660	Obion County	16,704,000	16,972,000	268,000	16,704,000	16,972,000	268,000
661	Union City	6,743,000	6,853,000	110,000	6,743,000	6,853,000	110,000
670	Overton County	17,118,000	17,392,000	274,000	17,552,000	17,392,000	(160,000)
680	Perry County	5,843,000	5,936,000	93,000	5,843,000	5,936,000	93,000
690	Pickett County	4,153,000	4,222,000	69,000	4,153,000	4,222,000	69,000
700	Polk County	12,740,000	12,942,000	202,000	12,742,000	12,942,000	200,000
710	Putnam County	42,999,000	43,722,000	723,000	42,999,000	43,722,000	723,000
720	Rhea County	21,485,000	21,828,000	343,000	21,485,000	21,828,000	343,000
721	Dayton City	3,989,000	4,056,000	67,000	3,989,000	4,056,000	67,000
730	Roane County	26,875,000	27,318,000	443,000	27,910,000	28,238,000	328,000

740	Robertson County	50,896,000	51,736,000	840,000	52,830,000	51,736,000	(1,094,000)
750	Rutherford County	170,080,000	172,904,000	2,824,000	170,080,000	172,904,000	2,824,000
751	Murfreesboro City	31,434,000	31,979,000	545,000	31,434,000	31,979,000	545,000
760	Scott County	15,633,000	15,879,000	246,000	15,633,000	15,879,000	246,000
761	Oneida SSD	6,608,000	6,716,000	108,000	6,608,000	6,716,000	108,000
770	Sequatchie County	11,747,000	11,936,000	189,000	11,747,000	11,936,000	189,000
780	Sevier County	35,563,000	36,154,000	591,000	38,565,000	39,006,000	441,000
790	Shelby County	539,804,000	547,861,000	8,057,000	539,804,000	547,861,000	8,057,000
793	Arlington	19,968,000	20,278,000	310,000	19,968,000	20,278,000	310,000
794	Bartlett	38,343,000	38,941,000	598,000	38,343,000	38,941,000	598,000
795	Collierville	31,489,000	31,991,000	502,000	31,489,000	31,991,000	502,000
796	Germantown	21,262,000	21,598,000	336,000	21,262,000	21,598,000	336,000
797	Lakeland	3,815,000	3,880,000	65,000	3,815,000	3,880,000	65,000
798	Millington	11,709,000	11,881,000	172,000	11,709,000	11,881,000	172,000
800	Smith County	15,433,000	15,682,000	249,000	15,433,000	15,682,000	249,000
810	Stewart County	10,664,000	10,836,000	172,000	10,868,000	10,985,000	117,000
820	Sullivan County	37,876,000	38,494,000	618,000	38,318,000	38,494,000	176,000
821	Bristol City	13,822,000	14,050,000	228,000	13,906,000	14,050,000	144,000
822	Kingsport City	25,270,000	25,691,000	421,000	25,270,000	25,691,000	421,000
830	Sumner County	122,640,000	124,695,000	2,055,000	122,640,000	124,695,000	2,055,000
840	Tipton County	57,063,000	57,980,000	917,000	58,198,000	57,980,000	(218,000)
850	Trousdale County	6,597,000	6,706,000	109,000	6,832,000	6,706,000	(126,000)
860	Unicoi County	12,698,000	12,902,000	204,000	12,698,000	12,902,000	204,000
870	Union County	28,337,000	28,797,000	460,000	28,337,000	28,797,000	460,000
880	Van Buren County	3,716,000	3,777,000	61,000	4,578,000	4,618,000	40,000
890	Warren County	31,139,000	31,642,000	503,000	31,461,000	31,642,000	181,000
900	Washington County	30,320,000	30,828,000	508,000	30,502,000	30,828,000	326,000
901	Johnson City	26,476,000	26,925,000	449,000	26,476,000	26,925,000	449,000

910	Wayne County	12,915,000	13,123,000	208,000	13,045,000	13,190,000	145,000
920	Weakley County	21,246,000	21,588,000	342,000	21,246,000	21,588,000	342,000
930	White County	20,176,000	20,500,000	324,000	20,176,000	20,500,000	324,000
940	Williamson County	111,331,000	113,005,000	1,674,000	111,331,000	113,005,000	1,674,000
941	Franklin SSD	13,492,000	13,699,000	207,000	13,764,000	13,699,000	(65,000)
950	Wilson County	63,527,000	64,597,000	1,070,000	63,527,000	64,597,000	1,070,000
951	Lebanon SSD	14,647,000	14,897,000	250,000	14,647,000	14,897,000	250,000
970	Dept. of Children Services	7,542,000	7,662,000	120,000	10,565,000	10,565,000	0
		4,017,219,000	4,081,630,000	64,411,000	4,048,464,000	4,094,324,000	45,860,000
These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.							

2014 BEP Review Committee Notable Action Items

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. For 2014, the four required committee meetings occurred on August 12, September 30, October 14, and October 28. Video archives for each of these meetings along with the agendas, discussion items, and materials considered in the committee meetings can be found online at <http://tn.gov/sbe/bep.shtml>. Agendas for each meeting can be found in Appendix D.

The 2014 BEP Review Committee has priority ranked the following two recommendations as a result of this year's meeting discussions:

BEP Formula Improvement #1

Recommendation for Funding 12 Month Insurance Premiums

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 ~\$64.411 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. This recommendation was ranked as formula improvement recommendation #1 in the 2012 and 2013 BEP Report.

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

This motion was approved by the committee by a vote of 14 yes, 0 no, 3 abstain, and 6 not present on Tuesday, September 30, 2014.

BEP Formula Improvement #2

Recommendation for Improving Teacher Compensation

In an effort to meet the goal of becoming the fastest improving state in the nation in terms of student achievement, the BEP Review Committee recognizes the need to create an environment that is attractive to highly effective teachers. Compensation is an integral component to creating this environment. Therefore, the BEP Review Committee reaffirms its support of Governor Haslam's goal of becoming the fastest improving state in teacher

salaries during his time in office and increasing the BEP salary component³ accordingly.

This motion was approved by the committee by a vote of 14 yes, 0 no, 4 abstain, and 5 not present on Tuesday, October 14, 2014.

2014 BEP Final Report Recommendation for Adopting the Final Report

The draft 2014 BEP Report was reviewed and accepted as final.

This motion was approved by the committee by a vote of 12 yes, 0 no, 2 abstain, and 9 not present on Tuesday, October 28, 2014.

BEP Salary Equity Analysis

Salary Disparity Statement

Beginning in 2012, 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.

For the 2013-2014 school year, the BEP salary component was \$40,447, compared to an average statewide licensed salary of \$50,119. This represents a ~23.9 percent gap in licensed salary funding levels.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the TN BEP funding formula. Comparisons to other states, however, are based only on teachers' salaries. The southeastern average for teachers was \$50,359⁴ in the 2013-2014 school year; the average salary in Tennessee for teacher salaries only that year was \$50,119.

Note: The \$50,119 TN average teacher salary is based upon the same calculations provided in the full disparity report. It should be noted that the

³ The BEP Review Committee wishes to note the discrepancy gap between the actual average salary paid by TN LEAs (\$50,116) and the amount funded in the BEP Instructional Salary Component (\$40,447).

⁴ **Source** : National Education Association (*nea.org*)

NEA calculations listed Tennessee at \$50,355 for an average teacher salary based on projected data.

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 and has remained relatively steady since then.

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%
2013	41.79%	148.43%	42.79%
2014	41.85%	125.04%	40.36%

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 the recent years remaining somewhat constant, but showing a decrease this year.

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
2013	0.0756	0.1662	0.0748
2014	0.0734	0.1652	0.0735

<u>2014 Weighted Average Salary</u>		
Minimum	Grundy County	\$39,607
Statewide Average		\$44,024
Maximum	Shelby County	\$56,181
Number of Systems below Average		82
Number of Systems above Average		53
<u>2014 Weighted Average Total Compensation</u>		
Minimum	Pickett County	\$44,753
Statewide Average		\$51,624
Maximum	Shelby County	\$62,816
Number of Systems below Average		77
Number of Systems above Average		58
<u>2014 Actual Average Licensed Salary</u>		
Minimum	Fayette County	\$41,557
Statewide Average		\$50,116
Maximum	Alcoa City	\$62,479
Number of Systems below Average		78
Number of Systems above Average		57

Year	Weighted Average Salary	Change	Weighted Average Salary and Weighed Average Insurance	Change
2004	\$37,029		\$41,698	
2005	\$38,114	\$1,085	\$43,267	\$1,569
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
2013	\$43,826	\$881	\$51,181	\$1,464
2014	\$44,024	\$198	\$51,624	\$443
Change Since 2004		\$6,995	\$9,926	

Review of BEP Salary Component Funding Gap

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 2013-2014 academic year.

Year	BEP Instructional Salary Component	Actual Average Licensed Salary Paid by LEA's	Gap in Funding
2004	\$34,000	\$42,171	24.0%
2005	\$34,680	\$44,000	26.9%
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%
2013	\$39,849	\$49,923	25.3%
2014	\$40,447	\$50,116	23.9%

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

In 2014, the BEP salary component was \$40,447, compared to an average statewide licensed salary of \$50,116. This represents a ~23.9 percent gap in licensed salary funding levels.

Review of regional in-state salary disparity

Regional Total Compensation Disparity Summary		
Region	Immediate Trend FY14 to FY13	General Trend (10 Years) Comparison of FY14 to FY04
Nashville	Increase	Increase
		Increase in 6 Surrounding Systems
		Decrease in 3 Surrounding Systems
Dyersburg	Increase	Decrease
		Decrease in 9 Surrounding Systems
		Increase in 3 Surrounding Systems
Greeneville	Increase	Increase
		Increase in 9 Surrounding Systems
Chattanooga	Increase	Increase
		Increase in 8 Surrounding Systems
		Decrease in 5 Surrounding Systems
Knoxville	Increase	Increase
		Increase in 10 Surrounding Systems
		Decrease in 5 Surrounding Systems
Jackson	Decrease	Increase
		Increase in 11 Surrounding Systems
		Decrease in 9 Surrounding Systems
Clarksville	Decrease	Increase
		Increase in 5 Surrounding Systems
Memphis	Increase	Increase
		Increase in 3 Surrounding Systems
Cookeville	Decrease	Increase

		Increase in 7 Surrounding Systems
Tri-Cities	Increase	Increase
		Increase in 7 Surrounding Systems
		Decrease in 4 Surrounding Systems
Franklin	Increase	Increase
		Increase in 6 Surrounding Systems
		Decrease in 3 Surrounding Systems
REGIONAL DOLLAR DISPARITY		
<i>General Trend over 10 years</i>		
<u>General DECREASING Trend (10 Years)</u>		
1 Total County Region		
<u>General INCREASING Trend (10 Years)</u>		
8 Total County Regions		

Nashville	FY 04			FY 14			FY 13				
	FY 04	\$ Disparity	% Disparity	FY 14	\$ Disparity	% Disparity	FY 13	\$ Disparity	% Disparity		
Davidson County	\$ 49,730.54			Franklin SSD	\$ 60,291.55		Williamson County	\$ 59,995.63			
Franklin SSD	\$ 48,084.29	\$ 1,646.25	3.31%	Davidson County	\$ 59,024.99	\$ 1,266.56	2.10%	Franklin SSD	\$ 59,419.83	\$ 575.80	0.96%
Williamson County	\$ 47,528.92	\$ 2,201.62	4.43%	Williamson County	\$ 58,736.46	\$ 1,555.09	2.58%	Davidson County	\$ 58,654.65	\$ 1,340.98	2.24%
Murfreesboro City	\$ 47,031.18	\$ 2,699.36	5.43%	Murfreesboro City	\$ 57,244.57	\$ 3,046.98	5.05%	Murfreesboro City	\$ 56,269.71	\$ 3,725.92	6.21%
Rutherford County	\$ 45,636.33	\$ 4,094.21	8.23%	Rutherford County	\$ 55,782.29	\$ 4,509.26	7.48%	Rutherford County	\$ 55,775.97	\$ 4,219.66	7.03%
Sumner County	\$ 43,504.43	\$ 6,226.11	12.52%	Sumner County	\$ 53,940.32	\$ 6,351.23	10.53%	Sumner County	\$ 53,862.79	\$ 6,132.84	10.22%
Robertson County	\$ 43,184.93	\$ 6,545.61	13.16%	Robertson County	\$ 53,250.29	\$ 7,041.26	11.68%	Robertson County	\$ 53,311.66	\$ 6,683.97	11.14%
Cheatham County	\$ 42,186.64	\$ 7,543.90	15.17%	Lebanon SSD	\$ 52,757.39	\$ 7,534.16	12.50%	Cheatham County	\$ 52,635.81	\$ 7,359.82	12.27%
Lebanon SSD	\$ 41,985.04	\$ 7,745.50	15.57%	Cheatham County	\$ 50,765.69	\$ 9,525.86	15.80%	Lebanon SSD	\$ 52,206.84	\$ 7,788.79	12.98%
Wilson County	\$ 39,977.50	\$ 9,753.04	19.61%	Wilson County	\$ 50,352.48	\$ 9,939.07	16.49%	Wilson County	\$ 51,811.21	\$ 8,184.42	13.64%

Dyersburg	FY 04			FY 14			FY 13				
	FY 04	\$ Disparity	% Disparity	FY 14	\$ Disparity	% Disparity	FY 13	\$ Disparity	% Disparity		
Dyersburg City	\$ 45,970.59			Dyersburg City	\$ 54,870.41		Dyersburg City	\$ 54,164.47			
Union City	\$ 42,741.74	\$ 3,228.85	7.02%	Lauderdale County	\$ 53,096.49	\$ 1,773.92	3.23%	Lauderdale County	\$ 52,759.46	\$ 1,405.01	2.59%
Dyer County	\$ 42,002.59	\$ 3,968.00	8.63%	Union City	\$ 52,200.17	\$ 2,670.24	4.87%	Obion County	\$ 51,339.09	\$ 2,825.38	5.22%
Lauderdale County	\$ 41,862.69	\$ 4,107.90	8.94%	Obion County	\$ 51,592.98	\$ 3,277.43	5.97%	Union City	\$ 51,212.95	\$ 2,951.52	5.45%
Bells City	\$ 41,484.02	\$ 4,486.57	9.76%	Bells City	\$ 51,413.83	\$ 3,456.58	6.30%	Bells City	\$ 50,633.54	\$ 3,530.93	6.52%
Alamo City	\$ 40,846.70	\$ 5,123.89	11.15%	Dyer County	\$ 51,247.51	\$ 3,622.90	6.60%	Dyer County	\$ 50,267.00	\$ 3,897.47	7.20%
Lake County	\$ 40,548.29	\$ 5,422.30	11.80%	Lake County	\$ 50,144.59	\$ 4,725.82	8.61%	Humboldt City	\$ 48,680.50	\$ 5,483.97	10.12%
Obion County	\$ 40,191.52	\$ 5,779.07	12.57%	Humboldt City	\$ 48,902.20	\$ 5,968.21	10.88%	Crockett County	\$ 48,455.79	\$ 5,708.68	10.54%
Gibson SSD	\$ 39,544.51	\$ 6,426.08	13.98%	Crockett County	\$ 48,750.10	\$ 6,120.31	11.15%	Milan SSD	\$ 47,986.08	\$ 6,178.39	11.41%
Milan SSD	\$ 39,266.73	\$ 6,703.86	14.58%	Gibson SSD	\$ 48,546.47	\$ 6,323.94	11.53%	Gibson SSD	\$ 47,710.10	\$ 6,454.37	11.92%
Crockett County	\$ 39,134.84	\$ 6,835.75	14.87%	Alamo City	\$ 47,932.66	\$ 6,937.75	12.64%	Alamo City	\$ 47,684.44	\$ 6,480.03	11.96%
Trenton SSD	\$ 38,805.63	\$ 7,164.96	15.59%	Milan SSD	\$ 47,829.44	\$ 7,040.97	12.83%	Lake County	\$ 47,608.31	\$ 6,556.16	12.10%
Humboldt City	\$ 38,786.23	\$ 7,184.36	15.63%	Trenton SSD	\$ 47,806.20	\$ 7,064.21	12.87%	Trenton SSD	\$ 47,536.39	\$ 6,628.08	12.24%
Bradford SSD	\$ 38,693.39	\$ 7,277.20	15.83%	Bradford SSD	\$ 46,605.68	\$ 8,264.73	15.06%	Bradford SSD	\$ 46,465.86	\$ 7,698.61	14.21%

Greeneville	FY 04			FY 14			FY 13				
	FY 04	\$ Disparity	% Disparity	FY 14	\$ Disparity	% Disparity	FY 13	\$ Disparity	% Disparity		
Johnson City	\$ 45,707.05			Johnson City	\$ 59,134.21		Johnson City	\$ 58,587.95			
Greeneville City	\$ 45,141.07	\$ 565.98	1.24%	Hamblen County	\$ 54,024.26	\$ 5,109.95	8.64%	Hamblen County	\$ 52,838.24	\$ 5,749.71	9.81%
Hamblen County	\$ 42,252.26	\$ 3,454.79	7.56%	Rogersville City	\$ 53,061.42	\$ 6,072.79	10.27%	Rogersville City	\$ 52,761.12	\$ 5,826.83	9.95%
Hawkins County	\$ 41,144.18	\$ 4,562.87	9.98%	Greeneville City	\$ 52,607.83	\$ 6,526.38	11.04%	Greeneville City	\$ 52,329.40	\$ 6,258.55	10.68%
Unicoi County	\$ 41,038.66	\$ 4,668.39	10.21%	Washington County	\$ 52,193.02	\$ 6,941.19	11.74%	Washington County	\$ 52,288.75	\$ 6,299.20	10.75%
Washington County	\$ 40,918.92	\$ 4,788.13	10.48%	Newport City	\$ 51,228.70	\$ 7,905.51	13.37%	Newport City	\$ 51,116.74	\$ 7,471.21	12.75%
Greene County	\$ 40,582.09	\$ 5,124.96	11.21%	Unicoi County	\$ 50,406.72	\$ 8,727.49	14.76%	Unicoi County	\$ 50,044.95	\$ 8,543.00	14.58%
Rogersville City	\$ 40,507.01	\$ 5,200.04	11.38%	Greene County	\$ 50,159.83	\$ 8,974.38	15.18%	Greene County	\$ 49,866.74	\$ 8,721.21	14.89%
Newport City	\$ 40,412.13	\$ 5,294.92	11.58%	Hawkins County	\$ 49,938.85	\$ 9,195.36	15.55%	Hawkins County	\$ 49,090.50	\$ 9,497.45	16.21%
Cocke County	\$ 40,382.81	\$ 5,324.24	11.65%	Cocke County	\$ 48,952.63	\$ 10,181.58	17.22%	Cocke County	\$ 48,530.98	\$ 10,056.97	17.17%

Chattanooga	FY 04				FY 14				FY 13		
	FY 04	\$ Disparity	% Disparity		FY 14	\$ Disparity	% Disparity		FY 13	\$ Disparity	% Disparity
Athens City	\$ 46,553.62			Hamilton County	\$ 58,432.26			Hamilton County	\$ 57,153.78		
Hamilton County	\$ 45,454.27	\$ 1,099.35	2.36%	Athens City	\$ 57,896.83	\$ 535.43	0.92%	Athens City	\$ 56,862.07	\$ 291.71	0.51%
Cleveland City	\$ 43,527.86	\$ 3,025.76	6.50%	Bradley County	\$ 56,178.71	\$ 2,253.55	3.86%	Bradley County	\$ 54,970.75	\$ 2,183.03	3.82%
McMinn County	\$ 42,953.66	\$ 3,599.96	7.73%	Cleveland City	\$ 55,944.41	\$ 2,487.85	4.26%	Cleveland City	\$ 54,790.74	\$ 2,363.04	4.13%
Bradley County	\$ 42,733.74	\$ 3,819.88	8.21%	Etowah City	\$ 54,426.08	\$ 4,006.18	6.86%	McMinn County	\$ 53,433.42	\$ 3,720.36	6.51%
Meigs County	\$ 42,216.19	\$ 4,337.43	9.32%	McMinn County	\$ 54,219.38	\$ 4,212.88	7.21%	Etowah City	\$ 53,398.26	\$ 3,755.52	6.57%
Etowah City	\$ 42,092.69	\$ 4,460.94	9.58%	Dayton City	\$ 54,150.62	\$ 4,281.64	7.33%	Meigs County	\$ 53,114.35	\$ 4,039.43	7.07%
Dayton City	\$ 42,043.01	\$ 4,510.61	9.69%	Meigs County	\$ 53,894.77	\$ 4,537.49	7.77%	Dayton City	\$ 52,935.82	\$ 4,217.96	7.38%
Sequatchie County	\$ 41,145.14	\$ 5,408.48	11.62%	Polk County	\$ 51,858.39	\$ 6,573.87	11.25%	Polk County	\$ 51,753.13	\$ 5,400.65	9.45%
Rhea County	\$ 41,006.01	\$ 5,547.61	11.92%	Marion County	\$ 51,760.27	\$ 6,671.99	11.42%	Marion County	\$ 50,593.87	\$ 6,559.91	11.48%
Marion County	\$ 40,584.88	\$ 5,968.74	12.82%	Sequatchie County	\$ 50,947.19	\$ 7,485.07	12.81%	Rhea County	\$ 50,538.07	\$ 6,615.71	11.58%
Richard City	\$ 40,307.06	\$ 6,246.56	13.42%	Rhea County	\$ 50,856.56	\$ 7,575.70	12.96%	Sequatchie County	\$ 50,385.25	\$ 6,768.53	11.84%
Polk County	\$ 40,252.07	\$ 6,301.55	13.54%	Bledsoe County	\$ 48,304.77	\$ 10,127.49	17.33%	Bledsoe County	\$ 47,893.90	\$ 9,259.88	16.20%
Bledsoe County	\$ 38,798.21	\$ 7,755.41	16.66%	Richard City	\$ 47,014.25	\$ 11,418.01	19.54%	Richard City	\$ 46,874.59	\$ 10,279.19	17.99%

Knoxville	FY 04				FY 14				FY 13		
	FY 04	\$ Disparity	% Disparity		FY 14	\$ Disparity	% Disparity		FY 13	\$ Disparity	% Disparity
Oak Ridge	\$ 50,995.05			Oak Ridge	\$ 62,136.32			Maryville City	\$ 61,139.20		
Alcoa City	\$ 49,154.11	\$ 1,840.94	3.61%	Maryville City	\$ 62,119.35	\$ 16.97	0.03%	Oak Ridge	\$ 60,714.62	\$ 424.58	0.69%
Maryville City	\$ 47,921.34	\$ 3,073.71	6.03%	Alcoa City	\$ 60,734.94	\$ 1,401.38	2.26%	Alcoa City	\$ 59,796.97	\$ 1,342.23	2.20%
Blount County	\$ 44,593.30	\$ 6,401.75	12.55%	Lenoir City	\$ 55,982.61	\$ 6,153.71	9.90%	Roane County	\$ 54,920.92	\$ 6,218.28	10.17%
Clinton City	\$ 43,668.53	\$ 7,326.52	14.37%	Blount County	\$ 55,245.42	\$ 6,890.90	11.09%	Blount County	\$ 54,583.84	\$ 6,555.36	10.72%
Roane County	\$ 43,350.63	\$ 7,644.42	14.99%	Roane County	\$ 54,869.99	\$ 7,266.33	11.69%	Lenoir City	\$ 54,363.57	\$ 6,775.63	11.08%
Monroe County	\$ 43,047.30	\$ 7,947.75	15.59%	Sweetwater City	\$ 53,787.93	\$ 8,348.39	13.44%	Sweetwater City	\$ 52,876.99	\$ 8,262.21	13.51%
Lenoir City	\$ 42,834.56	\$ 8,160.49	16.00%	Sevier County	\$ 53,435.55	\$ 8,700.77	14.00%	Clinton City	\$ 52,569.49	\$ 8,569.71	14.02%
Sweetwater City	\$ 42,774.82	\$ 8,220.23	16.12%	Clinton City	\$ 53,218.66	\$ 8,917.66	14.35%	Sevier County	\$ 52,456.43	\$ 8,682.77	14.20%
Knox County	\$ 42,677.48	\$ 8,317.57	16.31%	Loudon County	\$ 52,834.01	\$ 9,302.31	14.97%	Knox County	\$ 52,040.26	\$ 9,098.94	14.88%
Loudon County	\$ 42,586.85	\$ 8,408.20	16.49%	Knox County	\$ 52,808.16	\$ 9,328.16	15.01%	Monroe County	\$ 51,909.47	\$ 9,229.73	15.10%
Sevier County	\$ 41,923.61	\$ 9,071.44	17.79%	Monroe County	\$ 52,793.11	\$ 9,343.21	15.04%	Loudon County	\$ 51,307.70	\$ 9,831.50	16.08%
Anderson County	\$ 41,686.53	\$ 9,308.52	18.25%	Anderson County	\$ 51,284.67	\$ 10,851.65	17.46%	Anderson County	\$ 51,152.58	\$ 9,986.62	16.33%
Jefferson County	\$ 40,668.69	\$ 10,326.36	20.25%	Jefferson County	\$ 50,737.22	\$ 11,399.10	18.35%	Jefferson County	\$ 49,809.20	\$ 11,330.00	18.53%
Grainger County	\$ 40,440.87	\$ 10,554.18	20.70%	Grainger County	\$ 49,780.47	\$ 12,355.85	19.89%	Union County	\$ 49,469.61	\$ 11,669.59	19.09%
Union County	\$ 39,475.42	\$ 11,519.63	22.59%	Union County	\$ 49,595.59	\$ 12,540.73	20.18%	Grainger County	\$ 48,806.37	\$ 12,332.83	20.17%

Jackson	FY 04				FY 14				FY 13		
	FY 04	\$ Disparity	% Disparity		FY 14	\$ Disparity	% Disparity		FY 13	\$ Disparity	% Disparity
Hardeman County	\$ 42,263.70			Madison County	\$ 51,717.20			Madison County	\$ 51,424.49		
Madison County	\$ 41,508.82	\$ 754.88	1.79%	Bells City	\$ 51,413.83	\$ 303.37	0.59%	Bells City	\$ 50,633.54	\$ 790.95	1.54%
Bells City	\$ 41,484.02	\$ 779.68	1.84%	Hardeman County	\$ 51,197.50	\$ 519.70	1.00%	Haywood County	\$ 50,524.39	\$ 900.10	1.75%
Alamo City	\$ 40,846.70	\$ 1,417.00	3.35%	Haywood County	\$ 50,944.46	\$ 772.74	1.49%	Hardeman County	\$ 50,122.84	\$ 1,301.64	2.53%
Lexington City	\$ 40,124.46	\$ 2,139.24	5.06%	McKenzie SSD	\$ 49,796.14	\$ 1,921.06	3.71%	Henderson County	\$ 49,184.22	\$ 2,240.26	4.36%
Haywood County	\$ 40,071.25	\$ 2,192.45	5.19%	Huntingdon SSD	\$ 49,449.23	\$ 2,267.97	4.39%	McKenzie SSD	\$ 48,928.64	\$ 2,495.85	4.85%
Henderson County	\$ 39,979.44	\$ 2,284.26	5.40%	Henderson County	\$ 49,434.33	\$ 2,282.87	4.41%	Lexington City	\$ 48,715.37	\$ 2,709.12	5.27%
Chester County	\$ 39,968.23	\$ 2,295.47	5.43%	Lexington City	\$ 49,040.86	\$ 2,676.34	5.17%	Humboldt City	\$ 48,680.50	\$ 2,743.99	5.34%
Gibson SSD	\$ 39,544.51	\$ 2,719.19	6.43%	Humboldt City	\$ 48,902.20	\$ 2,815.00	5.44%	Huntingdon SSD	\$ 48,586.28	\$ 2,838.20	5.52%
Milan SSD	\$ 39,266.73	\$ 2,996.97	7.09%	Crockett County	\$ 48,750.10	\$ 2,967.10	5.74%	Crockett County	\$ 48,455.79	\$ 2,968.70	5.77%
McNairy County	\$ 39,217.57	\$ 3,046.13	7.21%	Chester County	\$ 48,632.58	\$ 3,084.62	5.96%	McNairy County	\$ 48,155.06	\$ 3,269.43	6.36%
Crockett County	\$ 39,134.84	\$ 3,128.86	7.40%	Carroll County	\$ 48,610.13	\$ 3,107.07	6.01%	Milan SSD	\$ 47,986.08	\$ 3,438.41	6.69%
McKenzie SSD	\$ 39,041.87	\$ 3,221.83	7.62%	Gibson SSD	\$ 48,546.47	\$ 3,170.73	6.13%	Gibson SSD	\$ 47,710.10	\$ 3,714.39	7.22%
Hollow Rock Bruce ton SSI	\$ 38,969.11	\$ 3,294.59	7.80%	McNairy County	\$ 48,429.51	\$ 3,287.69	6.36%	Carroll County	\$ 47,691.15	\$ 3,733.34	7.26%
West Carroll SSD	\$ 38,816.68	\$ 3,447.02	8.16%	Alamo City	\$ 47,932.66	\$ 3,784.54	7.32%	Alamo City	\$ 47,684.44	\$ 3,740.05	7.27%
Trenton SSD	\$ 38,805.63	\$ 3,458.07	8.18%	Milan SSD	\$ 47,829.44	\$ 3,887.76	7.52%	Trenton SSD	\$ 47,536.39	\$ 3,888.09	7.56%
Humboldt City	\$ 38,786.23	\$ 3,477.47	8.23%	Trenton SSD	\$ 47,806.20	\$ 3,911.00	7.56%	Chester County	\$ 47,469.76	\$ 3,954.72	7.69%
South Carroll SSD	\$ 38,706.00	\$ 3,557.70	8.42%	South Carroll SSD	\$ 47,024.15	\$ 4,693.05	9.07%	Bradford SSD	\$ 46,465.86	\$ 4,958.63	9.64%
Bradford SSD	\$ 38,693.39	\$ 3,570.31	8.45%	Bradford SSD	\$ 46,605.68	\$ 5,111.52	9.88%	South Carroll SSD	\$ 46,378.15	\$ 5,046.34	9.81%
Huntingdon SSD	\$ 38,667.53	\$ 3,596.17	8.51%	Hollow Rock Bruce ton SSD	\$ 46,433.65	\$ 5,283.55	10.22%	West Carroll SSD	\$ 46,068.44	\$ 5,356.04	10.42%
Carroll County	\$ 38,317.84	\$ 3,945.86	9.34%	West Carroll SSD	\$ 46,228.26	\$ 5,488.94	10.61%	Hollow Rock Bruce ton	\$ 45,666.04	\$ 5,758.45	11.20%

Clarksville	FY 04				FY14				FY13		
	FY 04	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity		FY13	\$ Disparity	% Disparity
Montgomery County	\$ 44,559.39			Montgomery County	\$ 57,241.79			Montgomery County	\$ 57,340.70		
Robertson County	\$ 43,184.93	\$ 1,374.46	3.08%	Robertson County	\$ 53,250.29	\$ 3,991.50	6.97%	Robertson County	\$ 53,311.66	\$ 4,029.04	7.03%
Cheatham County	\$ 42,186.64	\$ 2,372.75	5.32%	Stewart County	\$ 52,347.33	\$ 4,894.46	8.55%	Cheatham County	\$ 52,635.81	\$ 4,704.89	8.21%
Stewart County	\$ 41,089.65	\$ 3,469.74	7.79%	Dickson County	\$ 51,013.10	\$ 6,228.69	10.88%	Stewart County	\$ 51,772.64	\$ 5,568.06	9.71%
Dickson County	\$ 40,679.63	\$ 3,879.76	8.71%	Cheatham County	\$ 50,765.69	\$ 6,476.10	11.31%	Dickson County	\$ 50,720.24	\$ 6,620.46	11.55%
Houston County	\$ 39,896.76	\$ 4,662.63	10.46%	Houston County	\$ 50,135.56	\$ 7,106.23	12.41%	Houston County	\$ 49,354.22	\$ 7,986.47	13.93%

Memphis	FY 04				FY14				FY13		
	FY 04	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity		FY13	\$ Disparity	% Disparity
Memphis City	\$ 52,416.09			Shelby County	\$ 61,262.37			Memphis City	\$ 63,621.65		
Shelby County	\$ 51,162.72	\$ 1,253.37	2.39%	Tipton County	\$ 56,406.78	\$ 4,855.59	7.93%	Shelby County	\$ 61,262.37	\$ 2,359.28	3.71%
Tipton County	\$ 42,143.02	\$ 10,273.07	19.60%	Haywood County	\$ 50,944.46	\$ 10,317.91	16.84%	Tipton County	\$ 55,877.08	\$ 7,744.57	12.17%
Fayette County	\$ 40,520.36	\$ 11,895.73	22.69%	Fayette County	\$ 48,121.27	\$ 13,141.10	21.45%	Haywood County	\$ 50,524.39	\$ 13,097.26	20.59%
Haywood County	\$ 40,071.25	\$ 12,344.84	23.55%					Fayette County	\$ 47,854.77	\$ 15,766.88	24.78%

Cookeville	FY 04				FY14				FY13		
	FY 04	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity		FY13	\$ Disparity	% Disparity
Putnam County	\$ 43,209.91			Putnam County	\$ 54,159.01			Putnam County	\$ 53,857.61		
Cumberland County	\$ 41,378.57	\$ 1,831.34		4.24% White County	\$ 51,626.86	\$ 2,532.15	4.68%	White County	\$ 50,943.67	\$ 2,913.94	5.41%
Smith County	\$ 41,090.63	\$ 2,119.28		4.90% Cumberland County	\$ 51,431.56	\$ 2,727.45	5.04%	Cumberland County	\$ 50,087.93	\$ 3,769.68	7.00%
Fentress County	\$ 40,666.84	\$ 2,543.07		5.89% Smith County	\$ 50,328.55	\$ 3,830.46	7.07%	Smith County	\$ 49,449.32	\$ 4,408.29	8.19%
DeKalb County	\$ 40,537.01	\$ 2,672.90		6.19% DeKalb County	\$ 49,575.39	\$ 4,583.62	8.46%	DeKalb County	\$ 49,355.27	\$ 4,502.34	8.36%
Jackson County	\$ 40,437.86	\$ 2,772.05		6.42% Fentress County	\$ 49,465.46	\$ 4,693.55	8.67%	Overton County	\$ 48,792.90	\$ 5,064.72	9.40%
Overton County	\$ 39,957.26	\$ 3,252.65		7.53% Overton County	\$ 49,230.19	\$ 4,928.82	9.10%	Fentress County	\$ 48,533.27	\$ 5,324.34	9.89%
White County	\$ 39,344.81	\$ 3,865.10		8.94% Jackson County	\$ 46,390.64	\$ 7,768.37	14.34%	Jackson County	\$ 46,371.09	\$ 7,486.52	13.90%

Tri-Cities	FY 04				FY14				FY13		
	FY 04	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity		FY13	\$ Disparity	% Disparity
Kingsport City	\$ 48,241.14			Johnson City	\$ 59,134.21			Kingsport City	\$ 58,662.20		
Bristol City	\$ 46,282.29	\$ 1,958.85	4.06%	Kingsport City	\$ 58,840.45	\$ 293.76	0.50%	Johnson City	\$ 58,587.95	\$ 74.25	0.13%
Johnson City	\$ 45,707.05	\$ 2,534.09	5.25%	Bristol City	\$ 57,619.05	\$ 1,515.16	2.56%	Bristol City	\$ 56,704.96	\$ 1,957.24	3.34%
Elizabethton City	\$ 42,254.03	\$ 5,987.11	12.41%	Rogersville City	\$ 53,061.42	\$ 6,072.79	10.27%	Rogersville City	\$ 52,761.12	\$ 5,901.07	10.06%
Hawkins County	\$ 41,144.18	\$ 7,096.96	14.71%	Elizabethton City	\$ 52,821.04	\$ 6,313.17	10.68%	Washington County	\$ 52,288.75	\$ 6,373.45	10.86%
Unicoi County	\$ 41,038.66	\$ 7,202.48	14.93%	Washington County	\$ 52,193.02	\$ 6,941.19	11.74%	Elizabethton City	\$ 51,854.13	\$ 6,808.06	11.61%
Sullivan County	\$ 40,991.91	\$ 7,249.23	15.03%	Sullivan County	\$ 50,559.47	\$ 8,574.74	14.50%	Sullivan County	\$ 50,276.52	\$ 8,385.68	14.29%
Washington County	\$ 40,918.92	\$ 7,322.22	15.18%	Unicoi County	\$ 50,406.72	\$ 8,727.49	14.76%	Unicoi County	\$ 50,044.95	\$ 8,617.24	14.69%
Carter County	\$ 40,872.97	\$ 7,368.17	15.27%	Greene County	\$ 50,159.83	\$ 8,974.38	15.18%	Greene County	\$ 49,866.74	\$ 8,795.46	14.99%
Greene County	\$ 40,582.09	\$ 7,659.05	15.88%	Hawkins County	\$ 49,938.85	\$ 9,195.36	15.55%	Hawkins County	\$ 49,090.50	\$ 9,571.69	16.32%
Rogersville City	\$ 40,507.01	\$ 7,734.13	16.03%	Carter County	\$ 48,922.18	\$ 10,212.03	17.27%	Carter County	\$ 48,616.83	\$ 10,045.36	17.12%
Johnson County	\$ 39,612.05	\$ 8,629.09	17.89%	Johnson County	\$ 47,510.76	\$ 11,623.45	19.66%	Johnson County	\$ 47,811.47	\$ 10,850.73	18.50%

Franklin	FY 04				FY13				FY13		
	FY 04	\$ Disparity	% Disparity		FY13	\$ Disparity	% Disparity		FY13	\$ Disparity	% Disparity
Davidson County	\$ 49,730.54			Franklin SSD	\$ 60,291.55			Williamson County	\$ 59,995.63		
Franklin SSD	\$ 48,084.29	\$ 1,646.25	3.31%	Davidson County	\$ 59,024.99	\$ 1,266.56	2.10%	Franklin SSD	\$ 59,419.83	\$ 575.80	0.96%
Williamson County	\$ 47,528.92	\$ 2,201.62	4.43%	Williamson County	\$ 58,736.46	\$ 1,555.09	2.58%	Davidson County	\$ 58,654.65	\$ 1,340.98	2.24%
Murfreesboro City	\$ 47,031.18	\$ 2,699.36	5.43%	Murfreesboro City	\$ 57,244.57	\$ 3,046.98	5.05%	Murfreesboro City	\$ 56,269.71	\$ 3,725.92	6.21%
Rutherford County	\$ 45,636.33	\$ 4,094.21	8.23%	Rutherford County	\$ 55,782.29	\$ 4,509.26	7.48%	Rutherford County	\$ 55,775.97	\$ 4,219.66	7.03%
Maury County	\$ 44,508.09	\$ 5,222.45	10.50%	Maury County	\$ 53,800.06	\$ 6,491.49	10.77%	Maury County	\$ 53,501.34	\$ 6,494.29	10.82%
Marshall County	\$ 43,000.49	\$ 6,730.05	13.53%	Marshall County	\$ 53,561.52	\$ 6,730.03	11.16%	Marshall County	\$ 52,780.95	\$ 7,214.68	12.03%
Cheatham County	\$ 42,186.64	\$ 7,543.90	15.17%	Dickson County	\$ 51,013.10	\$ 9,278.45	15.39%	Cheatham County	\$ 52,635.81	\$ 7,359.82	12.27%
Hickman County	\$ 41,694.47	\$ 8,036.07	16.16%	Cheatham County	\$ 50,765.69	\$ 9,525.86	15.80%	Dickson County	\$ 50,720.24	\$ 9,275.39	15.46%
Dickson County	\$ 40,679.63	\$ 9,050.91	18.20%	Hickman County	\$ 49,364.70	\$ 10,926.85	18.12%	Hickman County	\$ 48,890.45	\$ 11,105.18	18.51%

FY14 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	(379.69)
3	(646.53)
4	347.62
5	415.05
6	125.12
7	495.65
8	(9.74)
9	1780.36
10	186.03
General Trend	Increase

FY13 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	(1070.45)	690.76
3	(860.64)	214.11
4	1026.56	(678.94)
5	125.45	289.60
6	(93.27)	218.39
7	138.36	357.29
8	(184.08)	174.34
9	43.29	1737.07
10	(1568.62)	1754.65
General Trend	Mixed	Increase

FY14 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	(1454.93)
3	(1297.76)
4	(830.47)
5	(1500.99)
6	(696.48)
7	189.14
8	(305.77)
9	(379.92)
10	102.00
11	(123.99)
12	(120.15)
13	987.53
General Trend	Decrease

FY13 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	(1823.84)	368.91
3	(1142.62)	(155.14)
4	(1156.38)	325.91
5	(1226.42)	(274.57)
6	61.67	(758.15)
7	(70.39)	259.53
8	(247.69)	(58.08)
9	(249.49)	(130.43)
10	(355.72)	457.72
11	(608.80)	484.81
12	(556.28)	436.13
13	421.41	566.12
General Trend	Decrease	Increase

FY14 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	4543.97
3	2618.00
4	1963.51
5	2272.80
6	3117.38
7	3602.53
8	3774.34
9	3900.44
10	4857.34
General Trend	Increase

FY13 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	\$ 5,183.73	\$ (639.76)
3	\$ 2,372.04	\$ 245.96
4	\$ 1,695.68	\$ 267.83
5	\$ 1,630.81	\$ 641.99
6	\$ 2,683.08	\$ 434.30
7	\$ 3,418.04	\$ 184.49
8	\$ 3,521.17	\$ 253.17
9	\$ 4,202.53	\$ (302.09)
10	\$ 4,732.73	\$ 124.61
General Trend	Increase	Increase

FY14 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	(563.92)
3	(772.21)
4	(1112.11)
5	186.30
6	(124.56)
7	(179.30)
8	26.88
9	1165.38
10	1124.38
11	1516.33
12	1329.14
13	3825.94
14	3662.60
General Trend	Increase

FY13 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	(807.64)	\$ 243.72
3	(842.73)	\$ 70.52
4	(1,236.92)	\$ 124.81
5	(99.53)	\$ 285.82
6	(581.91)	\$ 457.36
7	(421.51)	\$ 242.21
8	(292.65)	\$ 319.53
9	(7.83)	\$ 1,173.22
10	1,012.30	\$ 112.08
11	646.97	\$ 869.36
12	521.97	\$ 807.17
13	2,958.33	\$ 867.61
14	2,523.78	\$ 1,138.82
General Trend	Decrease	Increase

FY14 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	(1823.97)
3	(1672.33)
4	(248.04)
5	(435.62)
6	(378.09)
7	400.64
8	540.28
9	697.43
10	984.74
11	919.96
12	271.77
13	1543.13
14	1072.74
15	1801.67
16	1021.10
General Trend	Increase

FY13 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	(1,416.36)	(407.61)
3	(1,731.48)	59.15
4	(183.47)	(64.57)
5	(771.16)	335.54
6	(868.79)	490.70
7	314.46	86.18
8	409.22	131.06
9	462.54	234.89
10	781.37	203.37
11	821.53	98.43
12	760.06	(488.29)
13	678.10	865.03
14	1,003.64	69.10
15	1,115.41	686.26
16	813.20	207.90
General Trend	Increase	Increase

FY14 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	(451.51)
3	(259.98)
4	(644.26)
5	(218.18)
6	75.52
7	(1.39)
8	380.87
9	95.81
10	(29.87)
11	38.49
12	(21.79)
13	(51.10)
14	(6.90)
15	337.52
16	429.69
17	433.53
18	1135.35
19	1541.21
20	1687.38
21	1543.08
General Trend	Increase

FY13 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	36.07	(487.58)
3	120.42	(380.40)
4	(115.36)	(528.90)
5	101.02	(319.20)
6	303.40	(227.88)
7	424.86	(426.25)
8	448.52	(67.65)
9	119.01	(23.20)
10	(28.27)	(1.60)
11	223.30	(184.81)
12	309.55	(331.34)
13	492.56	(543.66)
14	438.75	(445.65)
15	293.03	44.49
16	430.02	(0.33)
17	477.25	(43.72)
18	1,400.93	(265.58)
19	1,476.03	65.18
20	1,759.87	(72.49)
21	1,812.59	(269.51)
General Trend	Increase	Decrease

FY14 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	2617.04
3	2521.71
4	2758.95
5	2596.34
6	2443.60
General Trend	Increase

FY13 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	2654.58	(37.54)
3	2332.14	189.57
4	2098.32	660.63
5	2740.70	(144.36)
6	3323.84	(880.24)
General Trend	Increase	Decrease

FY14 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	3602.22
3	44.84
4	1245.37
General Trend	Increase

FY13 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	1105.91	2496.30
3	(2528.50)	2573.34
4	1201.53	43.83
General Trend	Increase	Increase

FY14 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	700.81
3	608.17
4	1287.39
5	1910.72
6	1921.50
7	1676.17
8	3903.27
General Trend	Increase

FY13 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	1082.60	(381.79)
3	1650.40	(1042.23)
4	1865.22	(577.83)
5	1829.44	81.28
6	2292.67	(371.17)
7	2071.69	(395.52)
8	3621.42	281.85
General Trend	Increase	Decrease

FY14 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	(1665.09)
3	(1018.93)
4	85.68
5	(783.79)
6	(261.29)
7	1325.51
8	1405.27
9	1606.21
10	1536.31
11	2477.90
12	2994.36
General Trend	Increase

FY13 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	(1884.60)	219.51
3	(576.85)	(442.08)
4	(86.04)	171.72
5	(723.51)	(60.28)
6	(394.42)	133.13
7	1136.45	189.06
8	1295.02	110.25
9	1427.29	178.92
10	1912.64	(376.33)
11	2311.23	166.67
12	2221.64	772.72
General Trend	Increase	Increase

FY14 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)
1	
2	(379.69)
3	(646.53)
4	347.62
5	415.05
6	1269.04
7	(0.02)
8	1734.55
9	1489.79
10	1875.94
General Trend	Increase

FY13 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY13 to FY04)	Change in \$ Disparity, Compared to Last Year (FY14 to FY13)
1		
2	(1070.45)	690.76
3	(860.64)	214.11
4	1026.56	(678.94)
5	125.45	289.60
6	1271.84	(2.80)
7	484.63	(484.65)
8	(184.08)	1918.63
9	1239.32	250.47
10	2054.27	(178.33)
General Trend	Increase	Increase

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

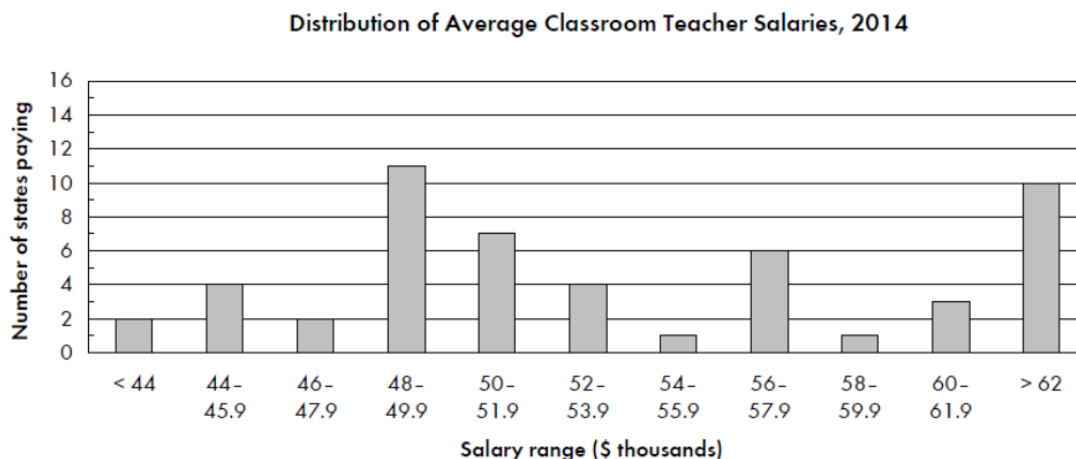
As recognized by the NEA, each state's department of education has its own system of accounting and reporting. Therefore, it is not always possible to obtain completely comparable data for every state. Further, the state of TN calculates the average TN teacher salary at \$50,116 (this average excludes principals and supervisors of instruction), whereas NEA lists it at \$50,355 for the 2013-2014 school year for calculating the Southeastern states' average teacher salary of \$50,359. 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.

Average Annual Salaries of Classroom Teachers		
State	2012-13 (Revised)	2013-14 (Estimated)
Alabama	49,875	50,604
Arkansas	49,680	50,398
Florida	47,935	48,050
Georgia	55,383	55,420
Kentucky	52,498	53,022
Louisiana	53,960	55,342
Mississippi	43,779	43,918
North Carolina	45,737	45,355
South Carolina	50,771	51,441
Tennessee	49,647	50,355¹
Virginia	50,717	51,490
West Virginia	47,486	48,298
Southeast		
	49,974	50,359
<i>Source : National Education Association (nea.org)</i>		
¹ Estimate by NEA, Actual Average TN Classroom Teacher Salary is 50,116		

2012-13 Percentage of Revenue for Public K-12 schools from:						
	Local	Rank	State	Rank	Federal	Rank
Alabama	33.3%	37	55.1%	16	11.7%	17
Arkansas	36.4%	35	51.7%	19	11.9%	14
Florida	49.2%	16	38.3%	40	12.5%	12
Georgia	46.6%	21	41.9%	34	11.4%	18
Kentucky	32.8%	38	55.2%	15	11.9%	14
Louisiana	39.6%	29	45.0%	29	15.4%	4
Mississippi	31.9%	39	49.7%	21	18.4%	1
North Carolina	28.6%	42	57.9%	9	11.8%	16
South Carolina	43.6%	25	45.6%	28	10.0%	22
Tennessee	40.1%	28	48.7%	24	11.3%	19
Virginia	53.4%	13	36.8%	41	9.8%	26
West Virginia	26.8%	44	59.3%	11	13.9%	7

Source: NEA Rankings and Estimates, nea.org

The following graph from the NEA shows the distribution of average teacher salaries by state. The average Tennessee teacher salary of \$50,355 places the state in the middle portion of the second quartile. The 2013-2014 southeastern average for teachers, \$50,359, also falls in the second quartile.



Source: Rankings of the States 2013 and Estimates of School Statistics 2014, National Education Association Research, March 2014

Market Pay Discussion

Over the course of the 2013 and 2014 meetings, the committee discussed the issue of competitive teacher compensation and what it needs to be related to recruiting and retaining teachers. Some committee members expressed the opinion that teacher salaries are too low, but yet there is no consensus as to what “competitive” compensation would look like. The need was defined as deriving the amount that the state should anticipate in order to recruit teachers of the quality or caliber that will allow Tennessee to meet achievement goals, retain great teachers, and ultimately reward professionals for high performance.

The following themes served as a basis for the ongoing discussion concerning adequate teacher compensation:

1. What should the minimum entry wage be to attract college students with high-caliber skills of problem solving, communications, critical thinking, reading, analytical thinking, leadership and other skills necessary to achieve success in virtually any field? Specifically, for those who have skill levels that would enable them to enter any career, what type of entry level salary would be necessary to attract them to the field of teaching?
2. Given the new and higher standards for K-12, it is anticipated that there will be an acute need for those who have mastery level skills in the subjects of math and science. As a subset of the above, what would entry level salaries need to be in order to attract college students with specific mastery in these subjects, given higher entry level salaries in specialized fields such as chemistry or physics?
3. Once entry level salaries are calculated and a sum total is determined, it will be necessary to compare that number to the existing total for compensation (salary and benefits) and determine the gap, then determine how we could go about closing that gap.

The staff of the Appalachia Regional Comprehensive Center (ARCC) prepared a full report on the effectiveness of teacher compensation and presented it to the committee during the meeting on August 12.

The purpose of this section is to provide the BEP Review Committee with background information on teacher compensation in Tennessee. The first part of this section briefly describes the current salary schedule for teachers in Tennessee and the percentages of school expenditures spent on instruction.

The second part of this section provides an overview of teacher compensation reforms since 1984. It briefly describes the history of Tennessee reforms, beginning with the career ladder exploration under the Tennessee Comprehensive Education Reform Act. Next, it explains salary equity plans and the addition of teacher salaries to the purview of the BEP. Third, it presents an overview of the implementation of differentiated pay plans from 2007 to the present day, including funding from the Race to the Top grant, competitive compensation initiatives, and the Tennessee Teacher Incentive Fund (TIF) grants.

The 2013 BEP Annual Report recommendations build off several decades of teacher compensation reform in Tennessee that include experimentation with teacher career ladders (the first in the nation), salary equity, performance-based compensation, and differentiated pay. Recognizing Tennessee's leadership in teacher compensation reform, the U.S. Department of Education awarded several TIF grants to support the state's efforts. The current BEP recommendations expand upon these prior efforts, taking account of past lessons learned from a variety of approaches to improving teacher compensation.

Executive Summary (Note: the full report can be found online at <http://tn.gov/sbe/bep.shtml>)

Overview. In February 2014, the Tennessee State Board of Education (SBE) requested that the Appalachia Regional Comprehensive Center (ARCC) provide assistance to the SBE's Basic Education Program (BEP) Review Committee. The request came in response to the BEP Review Committee's 2013 *Annual Report*, which discussed competitive, market-based teacher pay. The SBE requested additional information on the use and effectiveness of market-based teacher compensation and market-based incentives by districts and states to recruit science, technology, engineering, and mathematics (STEM) teachers. The SBE is interested in using this information to encourage school districts to align teacher salaries with the salaries offered by competing employers to improve teacher recruitment and retention in Tennessee, particularly in areas of shortage.

As a federally funded technical assistance center that serves state education agencies (SEAs) in Tennessee, Kentucky, Virginia, and West Virginia, ARCC's key objective is to provide high-quality, relevant, and useful technical assistance that enhances specific SEA capacities to successfully implement and sustain important education reforms. In response to the request for information from the SBE, ARCC consulted with the Center on

Great Teachers and Leaders (GTL Center), one of the seven content centers in the Comprehensive Center network, to supply research and provide feedback on a review of the report. Identifying a lack of evidence about the impact and costs of such initiatives, GTL Center staff also conducted informal interviews with leaders of emerging market-based compensation initiatives to seek additional, unpublished information. Given these methods, findings in this report should be considered descriptive and limited by the relatively few market-based incentive programs currently underway; additional studies, to be published in autumn 2014, should shed further light on this important topic.

The report includes (1) background information on the BEP Review Committee and the history of teacher compensation reforms in Tennessee, (2) a summary of the literature and evidence on the effectiveness of market pay, and (3) examples of emerging practices, challenges, and lessons learned to support the committee's decision-making.

Tennessee's Teacher Compensation Policy Background. Tennessee has long been a leader in innovative teacher compensation policy, active in this arena for three decades, as described below:

- Contemporary teacher compensation reform began in Tennessee in 1984, with the introduction of teacher career ladders under the Tennessee Comprehensive Education Reform Act.
- In 2007, the SBE developed guidelines for local educational agencies (LEAs) to submit plans that would offer loan forgiveness strategies, fellowships, salary supplements, and/or signing bonuses to address one of the following areas: (1) recruiting teachers to hard-to-staff schools; (2) recruiting new teachers; (3) filling LEA-specific academic shortage areas; and (4) retaining effective teachers. The specific salary initiatives were to be determined based on teacher supply and demand data.
- Teacher compensation reform accelerated under Tennessee's First to the Top legislation and the award of a first round Race to the Top Grant in 2010, supplemented by 2010 and 2012 Teacher Incentive Fund grants from the U.S. Department of Education.
- Most recently, in 2013, Tennessee asked districts statewide to submit differentiated pay plans for the 2014-2015 school year, according to

SBE guidelines, and the Tennessee Department of Education will begin to enforce implementation of those plans in 2014-2015.

Impact of Tennessee’s Prior Teacher Pay Reforms and On-going Needs.

As demonstrated above, Tennessee has experimented with numerous forms of alternative compensation, including performance-based differentiated salary initiatives. The extent to which these programs have improved the quality of education that students have received in Tennessee is not yet known, due to a lack of systematic evaluation. Moreover, despite three decades of experimentation with teacher compensation reform, teacher recruitment, attrition, motivation, and morale continue to present challenges.

For example, the following subject areas were identified by the U.S. Department of Education (2014) as 2014-2015 areas of teacher shortage in Tennessee:

- Mathematics (Grades 7-12)
- Science (Grades 7-12)
- Special Education (Kindergarten-Grade 12)
- World Languages (Grades 7-12)
- English as a Second Language (Pre-Kindergarten–Grade 12)
- English (Grades 7-12)
- Social Studies (Grades 7-12)

Whether these shortages stem from supply or demand factors is not entirely clear, because of the limitations of the available data. The data do indicate that, of approximately 5,000 individuals who complete teacher preparation programs in Tennessee each year, about half remain in Tennessee and are teaching in schools within one year; however the percentage of teachers who continue in the classroom declines over time (Tennessee Higher Education Commission and Tennessee State Board of Education, 2013).

Meanwhile, a recent report found that between the school years of 2011-2012 and 2012-2013, eight percent of teachers left Tennessee’s public schools and ten percent moved to another school. Teachers from minority backgrounds were considerably more likely to leave, and teachers new to the profession and teachers with lower evaluation ratings were slightly more likely to leave, with significant variation in attrition rates across school districts (Tennessee Department of Education, 2014). However, given the

limitations of the available supply and demand data, drawing judgments about the adequacy of teacher supply to meet demand in specific subjects and specific high-need schools was not possible in this report.

One data point worth considering is that, according to the Alliance for Excellent Education (2014), teacher attrition from the profession costs Tennessee somewhere in the range of \$23 million to more than \$50 million per year, depending on how it is calculated.

Market-based Teacher Compensation Across the Nation. Although an early adopter and leader, Tennessee is not alone in thinking about how to strategically use teacher compensation as a vehicle to strengthen the state's teaching force and schools. Over half of the states in the nation had mandated or implemented a pilot or full career ladder program in the 1980s; however, only four states still operated these programs by the mid-1990s, due to high costs, reduced teacher cooperation in reaction to a more competitive environment, and difficulty in measuring the success of the programs (Wesson, 2013).

In recent years, Georgia, Ohio, and Virginia have implemented new teacher compensation initiatives specifically focused on recruiting and retaining effective teachers in STEM fields. In Georgia, \$9.59 million was allocated in 2009 for a STEM teacher differentiated salary program. In Ohio, \$4 million was allocated in 2007 for a STEM and foreign language teacher bonus program and \$2.5 million for a STEM teacher loan forgiveness program. In Virginia, \$500,000 was allocated in 2013 and \$708,000 in 2014 for a pilot program of STEM Teacher Recruitment and Retention Incentive Awards to 100 teachers in 50 districts across the state. In these states, the estimated incentives per year per teacher are in the range of \$4,000-\$6,500.

By and large, no one has conducted rigorous studies of the impact of these initiatives. The evaluations that have been conducted are not publicly available. Some states have begun to commission research to collect more evidence about the effectiveness of these efforts. For example, the Hawaii Department of Education recently issued a request for proposals to study the adequacy of their teacher compensation system to meet teacher recruitment and retention goals, and Oklahoma issued a request for proposals to study teacher supply and demand, including the implications for teacher pay. In Missouri, the state is developing a teacher shortage

prediction model based on data collected on teacher recruitment and retention.

Smaller in scope and still in the early phases of implementation and revision, the most unique, new approaches to market-based teacher pay include:

1. *Douglas County School District (Colorado)*. Beginning in the 2012-2013 school year, the Douglas County School District introduced a new, controversial market-based teacher pay system that groups each subject area and grade into one of five salary bands, based on the labor market. Specifically, subjects/grades with a surplus of teachers are assigned to lower salary bands, and subjects/grades with teacher shortages are assigned to higher salary bands. The placement into bands may fluctuate from year to year, but at present, for example, special education and school psychologists are in the highest paying band, with high school science and math teachers in the second highest band.
2. *The Equity Project Charter School (New York City)*. In 2009, The Equity Project Charter School was established and adopted three R's for teachers: rigorous qualifications, redefined expectations, and revolutionary compensation. To deliver on the latter, teachers receive salaries of \$125,000 and a bonus of up to \$25,000, based on school-wide performance. The school's website includes information about student growth, learning environment survey results, the school's annual report to the New York City Department of Education, and the school's audited financial statements.
3. *Opportunity Culture Model*. Public Impact's Opportunity Culture Model, piloted in Metro Nashville Public Schools' Innovation Zone, is estimated to increase the pay for effective teachers by 130 percent within existing budgets. The budget for pay increases is generated through differentiated roles, including paraprofessionals, academic resource teachers, and teacher leaders. These roles simultaneously create restructured professional growth and career opportunities based on teachers' strengths, leadership skills, reach, and impact on student achievement. The staffing models are intended to increase the selectivity of teachers who enter the profession, create opportunities for advancement, and increase teacher pay to six figures.

The Research. At present, there is little impact evidence for the market-based pay programs noted above. The research on performance-based teacher pay programs has produced highly mixed results. Research about teacher salaries more generally, however, continues to suggest that salaries affect the labor market decisions that teachers make. Both the survey research (which asks teachers whether and why they chose to join or leave the teaching profession, or planned to join or leave) and econometric literature (which reports on observed changes in teacher recruitment or attrition as these relate to teachers' salaries) suggest that salaries matter.

When it comes to recruiting talent to the profession, research finds that teachers' salaries are "painfully" low in many states, including Tennessee, causing teachers to qualify for state benefits and work second jobs (Boser & Straus, 2014). Research also finds that higher salaries would make teaching a more viable career option for math and science majors in college (Milanowski, 2003) and for high-performing college students from the top-third of their college classes (Auguste, Kihn, & Miller, 2010). More generally, salaries emerge as:

- one of the primary sources of dissatisfaction that led former teachers to move to another school or leave the profession (Ingersoll, 2003);
- one of the primary factors that teachers found to be more satisfying in subsequent careers than in teaching (Keigher & Cross, 2010);
- among the primary factors that, if improved, could encourage teachers who were contemplating leaving the profession to remain; and
- among the top-rated changes that would improve the quality of the teaching profession (Coggshall, et al., 2009).

Salaries also ranked among the top "dislikes" for top-performing "irreplaceable" teachers (TNTP, 2013), and as an area where a significant majority of teachers believe improvements would strengthen teacher retention (Scholastic and the Bill & Melinda Gates Foundation, 2012). A meta-analysis of econometric studies finds that salaries appear to have an impact on teacher retention (Borman & Dowling, 2008). The impact of teacher salaries on the performance of their students, however, is mixed (Hanuschek and Rivkin, 2004; Figlio, 2002; and Loeb and Page, 2000).

Research on how teachers view differentiated salaries suggests that teachers are most supportive of higher pay for teachers in high-need locations, somewhat supportive of higher pay for teachers in shortage subject areas and teachers who achieve National Board certification, with the least support for higher salaries for teachers who perform well on evaluations (Podgursky, 2011; Coggsall, et al., 2009).

Several recent and notable studies include:

1. The Tennessee Consortium on Research, Evaluation, and Development found that Level 5 (i.e., the most effective) teachers, who received bonuses to work in Tennessee Priority Schools (i.e., the 5 percent most high-need schools), were 23 percent more likely to remain in a Priority School after receiving a \$5,000 bonus than were Level 4 teachers in those schools. The impact of the bonuses seemed only to apply to teachers in tested grades and subjects, however (Springer, Rodriguez, & Swain, 2014).
2. Examining Washington, D.C.'s IMPACT initiative in a similar manner, Dee & Wyckoff (2013) found that \$25,000 bonuses and \$27,000 base salary increases did not have a statistically significant impact on teacher retention (although the authors note contextual factors that may have contributed to this outcome) but did, however, have positive and statistically significant effects on teacher performance.
3. Mathematica examined the impact of \$20,000 bonuses paid over two years to effective teachers who transfer to and stay in low-performing schools. Looking at such policies in 10 school districts across seven states, Mathematica found that retention of effective teachers in these schools was significantly higher (93 percent compared to 70 percent for those who did not receive bonuses), but this effect disappeared after the two-year bonus period ended, and few teachers took advantage of the bonus offer (Glazerman et al., 2013).

Mathematica will publish two important and relevant studies within several months: (1) a study of the preliminary impact of Teacher Incentive Fund grants; and (2) a five-year study of The Equity Project charter school in New York City.

Conclusion. Teacher compensation reform is complex and challenging. But the evidence suggests, on the whole, that salaries do matter for teacher recruitment and retention and, thus, it is laudable that Tennessee continues to examine possibilities for improving teacher pay, particularly for teachers in shortage areas. Lessons learned from past compensation reforms suggest that such efforts are most successful when they involve a pilot test and are modified based on the results of the pilot evaluation, are combined with additional improvements to the human capital management system (e.g., working conditions, strategic recruitment and hiring, etc.), involve all stakeholders, and feature salary enhancements significant enough to affect teachers' career choices.

APPENDICES

Appendix A:

2014 State Cost for Committee Recommendations Per LEA

Appendix B:

Computation of 2014-2015 BEP Unit Costs

Appendix C:

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

Appendix D:

2014 BEP Committee Meeting Agendas

Presentations and handouts for specific agenda items can be found online at <http://www.state.tn.us/sbe/bep.shtml>

Appendix A: 2014 State Cost for Committee Recommendations per LEA

Summary of Scenarios for FY16 Additional Funds Generated before Stability and Baseline Calculations	
<u>Component Change - BEP 2.0</u>	<u>State Cost</u>
Eliminate Cost Differential Factor (CDF)	\$(71,182,000)
Fund ELL Teachers 1:20	\$28,709,000
Fund ELL Translators 1:200	\$2,866,000
CBER at 100%	\$(2,639,000)
Instructional Component at funded at 75% by State	\$153,448,000
Insurance at 50%	\$26,110,000
BEP 2.0 Fully Implemented	\$133,910,000
<u>Other Committee Requests</u>	
BEP Salary at \$45,447	\$266,165,000
BEP Salary at \$50,447	\$532,324,000
BEP Salary at Southeastern average \$50,359	\$527,646,000
BEP Salary at State average (FY14) \$50,116	\$514,703,000

BEP 2.0 Fully Implemented - Based on FY15 July Final							
		<u>FY15 July Final Generated</u>	<u>FY16 Generated with BEP 2.0 Fully Implemented</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with BEP 2.0 Fully Implemented</u>	<u>variance</u>
10	Anderson County	28,483,000	29,254,000	771,000	28,888,000	29,254,000	366,000
11	Clinton City	4,055,000	4,162,000	107,000	4,055,000	4,162,000	107,000
12	Oak Ridge City	19,041,000	19,700,000	659,000	19,041,000	19,700,000	659,000
20	Bedford County	40,525,000	42,224,000	1,699,000	40,525,000	42,224,000	1,699,000
30	Benton County	11,044,000	11,216,000	172,000	11,487,000	11,216,000	(271,000)

40	Bledsoe County	11,516,000	11,234,000	(282,000)	11,516,000	11,539,000	23,000
50	Blount County	43,614,000	44,287,000	673,000	44,787,000	44,287,000	(500,000)
51	Alcoa City	6,920,000	7,060,000	140,000	6,943,000	7,060,000	117,000
52	Maryville City	18,946,000	19,335,000	389,000	18,946,000	19,335,000	389,000
60	Bradley County	43,496,000	45,316,000	1,820,000	43,628,000	45,316,000	1,688,000
61	Cleveland City	22,447,000	23,662,000	1,215,000	22,447,000	23,662,000	1,215,000
70	Campbell County	26,614,000	26,515,000	(99,000)	26,614,000	26,671,000	57,000
80	Cannon County	10,772,000	10,702,000	(70,000)	10,772,000	10,794,000	22,000
90	Carroll County	1,951,000	1,947,000	(4,000)	1,951,000	1,952,000	1,000
92	H Rock-Bruceton SSD	3,363,000	3,413,000	50,000	3,417,000	3,413,000	(4,000)
93	Huntingdon SSD	5,934,000	6,026,000	92,000	5,962,000	6,026,000	64,000
94	McKenzie SSD	6,729,000	6,854,000	125,000	6,729,000	6,854,000	125,000
95	South Carroll Co SSD	1,942,000	1,970,000	28,000	1,942,000	1,970,000	28,000
97	West Carroll Co SSD	4,983,000	5,059,000	76,000	5,036,000	5,059,000	23,000
100	Carter County	27,515,000	27,715,000	200,000	27,994,000	27,715,000	(279,000)
101	Elizabethton City	11,490,000	11,581,000	91,000	11,490,000	11,581,000	91,000
110	Cheatham County	31,987,000	32,258,000	271,000	31,987,000	32,258,000	271,000
120	Chester County	14,513,000	14,629,000	116,000	14,541,000	14,629,000	88,000
130	Claiborne County	23,716,000	23,605,000	(111,000)	23,996,000	23,765,000	(231,000)
140	Clay County	5,663,000	5,667,000	4,000	5,663,000	5,675,000	12,000
150	Cocke County	22,667,000	22,671,000	4,000	22,878,000	22,715,000	(163,000)
151	Newport City	3,415,000	3,416,000	1,000	3,415,000	3,422,000	7,000
160	Coffee County	19,361,000	20,576,000	1,215,000	19,361,000	20,576,000	1,215,000
161	Manchester City	6,034,000	6,481,000	447,000	6,060,000	6,481,000	421,000
162	Tullahoma City	14,246,000	15,169,000	923,000	14,246,000	15,169,000	923,000
170	Crockett County	10,427,000	10,654,000	227,000	10,427,000	10,654,000	227,000
171	Alamo City	3,442,000	3,569,000	127,000	3,442,000	3,569,000	127,000
172	Bells City	2,196,000	2,279,000	83,000	2,196,000	2,279,000	83,000
180	Cumberland County	28,293,000	27,908,000	(385,000)	28,509,000	28,357,000	(152,000)
190	Davidson County	255,376,000	269,314,000	13,938,000	255,376,000	269,314,000	13,938,000

200	Decatur County	7,761,000	7,832,000	71,000	7,980,000	7,832,000	(148,000)
210	DeKalb County	13,651,000	13,603,000	(48,000)	14,035,000	13,681,000	(354,000)
220	Dickson County	36,872,000	38,062,000	1,190,000	36,899,000	38,062,000	1,163,000
230	Dyer County	17,259,000	18,166,000	907,000	17,311,000	18,166,000	855,000
231	Dyersburg City	11,542,000	12,209,000	667,000	11,914,000	12,209,000	295,000
240	Fayette County	12,629,000	12,386,000	(243,000)	15,383,000	15,410,000	27,000
250	Fentress County	12,001,000	11,884,000	(117,000)	12,001,000	12,025,000	24,000
260	Franklin County	25,677,000	25,397,000	(280,000)	25,677,000	25,733,000	56,000
271	Humboldt City	5,855,000	6,026,000	171,000	6,034,000	6,026,000	(8,000)
272	Milan SSD	10,298,000	10,619,000	321,000	10,370,000	10,619,000	249,000
273	Trenton SSD	6,900,000	7,121,000	221,000	6,900,000	7,121,000	221,000
274	Bradford SSD	2,797,000	2,877,000	80,000	2,797,000	2,877,000	80,000
275	Gibson County SSD	18,977,000	19,556,000	579,000	18,977,000	19,556,000	579,000
280	Giles County	17,896,000	18,202,000	306,000	17,896,000	18,202,000	306,000
290	Grainger County	19,634,000	19,350,000	(284,000)	19,634,000	19,673,000	39,000
300	Greene County	31,974,000	32,586,000	612,000	31,974,000	32,586,000	612,000
301	Greeneville City	12,366,000	12,675,000	309,000	12,409,000	12,675,000	266,000
310	Grundy County	12,245,000	12,065,000	(180,000)	12,654,000	12,270,000	(384,000)
320	Hamblen County	42,679,000	45,337,000	2,658,000	42,679,000	45,337,000	2,658,000
330	Hamilton County	131,306,000	145,168,000	13,862,000	131,620,000	145,168,000	13,548,000
340	Hancock County	6,083,000	5,872,000	(211,000)	6,083,000	6,095,000	12,000
350	Hardeman County	20,430,000	20,484,000	54,000	20,711,000	20,484,000	(227,000)
360	Hardin County	14,270,000	14,295,000	25,000	14,457,000	14,302,000	(155,000)
370	Hawkins County	34,945,000	34,780,000	(165,000)	35,988,000	35,018,000	(970,000)
371	Rogersville City	3,023,000	3,014,000	(9,000)	3,063,000	3,030,000	(33,000)
380	Haywood County	16,024,000	16,466,000	442,000	16,681,000	16,466,000	(215,000)
390	Henderson County	19,353,000	19,729,000	376,000	19,353,000	19,729,000	376,000
391	Lexington City	4,499,000	4,617,000	118,000	4,795,000	4,617,000	(178,000)
400	Henry County	14,152,000	14,564,000	412,000	14,268,000	14,564,000	296,000
401	Paris SSD	7,682,000	7,908,000	226,000	7,745,000	7,908,000	163,000

410	Hickman County	19,458,000	19,090,000	(368,000)	20,093,000	20,133,000	40,000
420	Houston County	7,583,000	7,603,000	20,000	7,625,000	7,603,000	(22,000)
430	Humphreys County	13,347,000	13,711,000	364,000	14,163,000	13,711,000	(452,000)
440	Jackson County	8,794,000	8,791,000	(3,000)	8,794,000	8,812,000	18,000
450	Jefferson County	32,093,000	31,653,000	(440,000)	32,321,000	32,163,000	(158,000)
460	Johnson County	11,395,000	11,059,000	(336,000)	12,048,000	12,072,000	24,000
470	Knox County	174,514,000	194,758,000	20,244,000	174,514,000	194,758,000	20,244,000
480	Lake County	4,906,000	4,879,000	(27,000)	5,056,000	4,916,000	(140,000)
490	Lauderdale County	24,149,000	24,315,000	166,000	24,149,000	24,315,000	166,000
500	Lawrence County	32,946,000	33,553,000	607,000	32,946,000	33,553,000	607,000
510	Lewis County	9,415,000	9,399,000	(16,000)	9,532,000	9,435,000	(97,000)
520	Lincoln County	18,664,000	18,982,000	318,000	19,036,000	18,982,000	(54,000)
521	Fayetteville City	6,549,000	6,645,000	96,000	6,549,000	6,645,000	96,000
530	Loudon County	18,310,000	18,017,000	(293,000)	19,299,000	19,342,000	43,000
531	Lenoir City	8,728,000	8,757,000	29,000	8,733,000	8,757,000	24,000
540	McMinn County	24,272,000	24,890,000	618,000	24,534,000	24,890,000	356,000
541	Athens City	7,189,000	7,438,000	249,000	7,189,000	7,438,000	249,000
542	Etowah City	1,555,000	1,593,000	38,000	1,564,000	1,593,000	29,000
550	McNairy County	21,354,000	21,558,000	204,000	21,570,000	21,558,000	(12,000)
560	Macon County	19,536,000	19,883,000	347,000	19,593,000	19,883,000	290,000
570	Madison County	43,718,000	49,082,000	5,364,000	44,819,000	49,082,000	4,263,000
580	Marion County	18,883,000	19,053,000	170,000	19,120,000	19,053,000	(67,000)
581	Richard City SSD	1,205,000	1,214,000	9,000	1,321,000	1,292,000	(29,000)
590	Marshall County	25,265,000	25,673,000	408,000	25,265,000	25,673,000	408,000
600	Maury County	49,829,000	51,210,000	1,381,000	49,829,000	51,210,000	1,381,000
610	Meigs County	9,478,000	9,257,000	(221,000)	9,478,000	9,497,000	19,000
620	Monroe County	26,035,000	25,671,000	(364,000)	26,281,000	26,090,000	(191,000)
621	Sweetwater City	7,271,000	7,252,000	(19,000)	7,271,000	7,288,000	17,000
630	Montgomery County	131,206,000	142,900,000	11,694,000	131,206,000	142,900,000	11,694,000
640	Moore County	4,258,000	4,194,000	(64,000)	4,604,000	4,428,000	(176,000)

650	Morgan County	17,891,000	17,624,000	(267,000)	18,182,000	17,927,000	(255,000)
660	Obion County	16,704,000	17,506,000	802,000	16,704,000	17,506,000	802,000
661	Union City	6,743,000	7,109,000	366,000	6,743,000	7,109,000	366,000
670	Overton County	17,118,000	16,989,000	(129,000)	17,552,000	17,153,000	(399,000)
680	Perry County	5,843,000	5,722,000	(121,000)	5,843,000	5,855,000	12,000
690	Pickett County	4,153,000	3,978,000	(175,000)	4,153,000	4,161,000	8,000
700	Polk County	12,740,000	12,414,000	(326,000)	12,742,000	12,766,000	24,000
710	Putnam County	42,999,000	46,417,000	3,418,000	42,999,000	46,417,000	3,418,000
720	Rhea County	21,485,000	21,515,000	30,000	21,485,000	21,530,000	45,000
721	Dayton City	3,989,000	4,056,000	67,000	3,989,000	4,056,000	67,000
730	Roane County	26,875,000	27,458,000	583,000	27,910,000	27,974,000	64,000
740	Robertson County	50,896,000	52,580,000	1,684,000	52,830,000	52,580,000	(250,000)
750	Rutherford County	170,080,000	179,384,000	9,304,000	170,080,000	179,384,000	9,304,000
751	Murfreesboro City	31,434,000	33,303,000	1,869,000	31,434,000	33,303,000	1,869,000
760	Scott County	15,633,000	15,634,000	1,000	15,633,000	15,664,000	31,000
761	Oneida SSD	6,608,000	6,615,000	7,000	6,608,000	6,622,000	14,000
770	Sequatchie County	11,747,000	11,768,000	21,000	11,747,000	11,772,000	25,000
780	Sevier County	35,563,000	39,781,000	4,218,000	38,565,000	39,781,000	1,216,000
790	Shelby County	539,804,000	552,351,000	12,547,000	539,804,000	552,351,000	12,547,000
793	Arlington	19,968,000	20,269,000	301,000	19,968,000	20,269,000	301,000
794	Bartlett	38,343,000	38,879,000	536,000	38,343,000	38,879,000	536,000
795	Collierville	31,489,000	31,949,000	460,000	31,489,000	31,949,000	460,000
796	Germantown	21,262,000	21,580,000	318,000	21,262,000	21,580,000	318,000
797	Lakeland	3,815,000	3,859,000	44,000	3,815,000	3,859,000	44,000
798	Millington	11,709,000	11,862,000	153,000	11,709,000	11,862,000	153,000
800	Smith County	15,433,000	15,730,000	297,000	15,433,000	15,730,000	297,000
810	Stewart County	10,664,000	10,682,000	18,000	10,868,000	10,890,000	22,000
820	Sullivan County	37,876,000	39,711,000	1,835,000	38,318,000	39,711,000	1,393,000
821	Bristol City	13,822,000	14,574,000	752,000	13,906,000	14,574,000	668,000
822	Kingsport City	25,270,000	26,616,000	1,346,000	25,270,000	26,616,000	1,346,000

830	Sumner County	122,640,000	125,974,000	3,334,000	122,640,000	125,974,000	3,334,000
840	Tipton County	57,063,000	58,430,000	1,367,000	58,198,000	58,430,000	232,000
850	Trousdale County	6,597,000	6,812,000	215,000	6,832,000	6,812,000	(20,000)
860	Unicoi County	12,698,000	13,035,000	337,000	12,698,000	13,035,000	337,000
870	Union County	28,337,000	27,723,000	(614,000)	28,337,000	28,394,000	57,000
880	Van Buren County	3,716,000	3,425,000	(291,000)	4,578,000	4,585,000	7,000
890	Warren County	31,139,000	31,812,000	673,000	31,461,000	31,812,000	351,000
900	Washington County	30,320,000	32,169,000	1,849,000	30,502,000	32,169,000	1,667,000
901	Johnson City	26,476,000	28,369,000	1,893,000	26,476,000	28,369,000	1,893,000
910	Wayne County	12,915,000	12,532,000	(383,000)	13,045,000	13,071,000	26,000
920	Weakley County	21,246,000	21,840,000	594,000	21,246,000	21,840,000	594,000
930	White County	20,176,000	20,022,000	(154,000)	20,176,000	20,218,000	42,000
940	Williamson County	111,331,000	105,739,000	(5,592,000)	111,331,000	111,602,000	271,000
941	Franklin SSD	13,492,000	13,079,000	(413,000)	13,764,000	13,526,000	(238,000)
950	Wilson County	63,527,000	66,771,000	3,244,000	63,527,000	66,771,000	3,244,000
951	Lebanon SSD	14,647,000	15,565,000	918,000	14,647,000	15,565,000	918,000
970	Dept. of Children Services	7,542,000	7,559,000	17,000	10,565,000	10,565,000	0
		4,017,219,000	4,151,129,000	133,910,000	4,048,464,000	4,175,734,000	127,270,000

Summary of Scenarios for FY16	
Additional Funds Generated before Stability and Baseline Calculations	
<u>Component Change</u>	<u>State Cost</u>
Change funding ratio for psychologists from 1:2,500 to 1:500	\$57,518,000
Change funding ratio for elementary counselors from 1:500 to 1:250	\$39,409,000
Change funding ratio for secondary counselors from 1:350 to 1:250	\$18,079,000
Change funding ratio for all counselors to 1:250	\$57,497,000
Change Assistant Principal ratio to SACS standard	\$11,739,000
Change 7-12 funding ratios, including CTE, by 3 students	\$87,928,000
New BEP Component for Mentors (1:12 new professional positions)	\$17,670,000

Professional Development (1% of instructional salaries)	\$25,576,000
Change funding ratios for nurses from 1:3,000 to 1:1,500	\$12,194,000
Change funding ratios for Technology Coordinators from 1:6,400 to 1:3,200	\$4,150,000
Increase Funding for teacher materials and supplies by \$100	\$6,336,000
Instructional Technology Coordinator (1 per LEA)	\$5,268,000
12 Months Insurance	\$64,411,000
These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.	

Change funding ratio for psychologists from 1:2,500 to 1:500 Based on FY15 July Final										
		<u>FY15 July Final Generated</u>	<u>FY16 Generated with 1: 500 Psychologists</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with 1:500 Psychologists</u>	<u>variance</u>	<u>FY15 Positions w/1:2500</u>	<u>FY16 Positions w/1:500</u>	<u>variance</u>
10	Anderson County	28,483,000	28,900,000	417,000	28,888,000	28,900,000	12,000	2.45	13.00	10.55
11	Clinton City	4,055,000	4,120,000	65,000	4,055,000	4,120,000	65,000	0.34	2.00	1.66
12	Oak Ridge City	19,041,000	19,329,000	288,000	19,041,000	19,329,000	288,000	1.71	9.00	7.29
20	Bedford County	40,525,000	41,080,000	555,000	40,525,000	41,080,000	555,000	3.50	16.50	13.00
30	Benton County	11,044,000	11,190,000	146,000	11,487,000	11,190,000	(297,000)	1.00	4.50	3.50
40	Bledsoe County	11,516,000	11,629,000	113,000	11,516,000	11,629,000	113,000	1.00	3.50	2.50
50	Blount County	43,614,000	44,235,000	621,000	44,787,000	44,235,000	(552,000)	4.29	21.50	17.21
51	Alcoa City	6,920,000	7,020,000	100,000	6,943,000	7,020,000	77,000	0.72	3.50	2.78
52	Maryville City	18,946,000	19,235,000	289,000	18,946,000	19,235,000	289,000	2.00	10.00	8.00
60	Bradley County	43,496,000	44,119,000	623,000	43,628,000	44,119,000	491,000	4.00	20.00	16.00
61	Cleveland City	22,447,000	22,777,000	330,000	22,447,000	22,777,000	330,000	2.00	10.50	8.50
70	Campbell County	26,614,000	26,984,000	370,000	26,614,000	26,984,000	370,000	2.00	11.00	9.00
80	Cannon County	10,772,000	10,905,000	133,000	10,772,000	10,905,000	133,000	1.00	4.00	3.00
90	Carroll County	1,951,000	1,952,000	1,000	1,951,000	1,952,000	1,000	0.00	0.01	0.01

92	H Rock-Bruceton SSD	3,363,000	3,407,000	44,000	3,417,000	3,407,000	(10,000)	0.28	1.26	0.98
93	Huntingdon SSD	5,934,000	6,016,000	82,000	5,962,000	6,016,000	54,000	0.53	2.39	1.86
94	McKenzie SSD	6,729,000	6,821,000	92,000	6,729,000	6,821,000	92,000	0.60	2.71	2.11
95	South Carroll Co SSD	1,942,000	1,967,000	25,000	1,942,000	1,967,000	25,000	0.16	0.73	0.57
97	West Carroll Co SSD	4,983,000	5,049,000	66,000	5,036,000	5,049,000	13,000	0.42	1.90	1.48
100	Carter County	27,515,000	27,878,000	363,000	27,994,000	27,878,000	(116,000)	2.06	10.50	8.44
101	Elizabethton City	11,490,000	11,665,000	175,000	11,490,000	11,665,000	175,000	0.94	5.00	4.06
110	Cheatham County	31,987,000	32,445,000	458,000	31,987,000	32,445,000	458,000	2.50	13.00	10.50
120	Chester County	14,513,000	14,719,000	206,000	14,541,000	14,719,000	178,000	1.00	5.50	4.50
130	Claiborne County	23,716,000	24,017,000	301,000	23,996,000	24,017,000	21,000	2.00	9.00	7.00
140	Clay County	5,663,000	5,700,000	37,000	5,663,000	5,700,000	37,000	1.00	2.00	1.00
150	Cocke County	22,667,000	22,971,000	304,000	22,878,000	22,971,000	93,000	1.73	9.00	7.27
151	Newport City	3,415,000	3,466,000	51,000	3,415,000	3,466,000	51,000	0.27	1.50	1.23
160	Coffee County	19,361,000	19,649,000	288,000	19,361,000	19,649,000	288,000	1.71	9.00	7.29
161	Manchester City	6,034,000	6,114,000	80,000	6,060,000	6,114,000	54,000	0.49	2.50	2.01
162	Tullahoma City	14,246,000	14,471,000	225,000	14,246,000	14,471,000	225,000	1.31	7.00	5.69
170	Crockett County	10,427,000	10,581,000	154,000	10,427,000	10,581,000	154,000	0.66	3.96	3.30
171	Alamo City	3,442,000	3,490,000	48,000	3,442,000	3,490,000	48,000	0.21	1.25	1.04
172	Bells City	2,196,000	2,226,000	30,000	2,196,000	2,226,000	30,000	0.13	0.79	0.66
180	Cumberland County	28,293,000	28,680,000	387,000	28,509,000	28,680,000	171,000	3.00	14.00	11.00
190	Davidson County	255,376,000	259,060,000	3,684,000	255,376,000	259,060,000	3,684,000	31.50	158.00	126.50
200	Decatur County	7,761,000	7,836,000	75,000	7,980,000	7,836,000	(144,000)	1.00	3.00	2.00
210	DeKalb County	13,651,000	13,835,000	184,000	14,035,000	13,835,000	(200,000)	1.00	5.50	4.50
220	Dickson County	36,872,000	37,388,000	516,000	36,899,000	37,388,000	489,000	3.50	16.50	13.00
230	Dyer County	17,259,000	17,500,000	241,000	17,311,000	17,500,000	189,000	1.50	7.50	6.00
231	Dyersburg City	11,542,000	11,703,000	161,000	11,914,000	11,703,000	(211,000)	1.00	5.00	4.00
240	Fayette County	12,629,000	12,782,000	153,000	15,383,000	15,392,000	9,000	1.50	6.50	5.00
250	Fentress County	12,001,000	12,145,000	144,000	12,001,000	12,145,000	144,000	1.00	4.50	3.50
260	Franklin County	25,677,000	26,038,000	361,000	25,677,000	26,038,000	361,000	2.00	11.00	9.00
271	Humboldt City	5,855,000	5,924,000	69,000	6,034,000	5,924,000	(110,000)	0.42	2.00	1.58

272	Milan SSD	10,298,000	10,437,000	139,000	10,370,000	10,437,000	67,000	0.80	4.00	3.20
273	Trenton SSD	6,900,000	6,986,000	86,000	6,900,000	6,986,000	86,000	0.53	2.50	1.97
274	Bradford SSD	2,797,000	2,831,000	34,000	2,797,000	2,831,000	34,000	0.21	1.00	0.79
275	Gibson County SSD	18,977,000	19,236,000	259,000	18,977,000	19,236,000	259,000	1.54	7.50	5.96
280	Giles County	17,896,000	18,156,000	260,000	17,896,000	18,156,000	260,000	1.50	8.00	6.50
290	Grainger County	19,634,000	19,888,000	254,000	19,634,000	19,888,000	254,000	1.50	7.00	5.50
300	Greene County	31,974,000	32,412,000	438,000	31,974,000	32,412,000	438,000	3.00	14.00	11.00
301	Greeneville City	12,366,000	12,545,000	179,000	12,409,000	12,545,000	136,000	1.00	5.50	4.50
310	Grundy County	12,245,000	12,379,000	134,000	12,654,000	12,379,000	(275,000)	1.00	4.00	3.00
320	Hamblen County	42,679,000	43,279,000	600,000	42,679,000	43,279,000	600,000	4.00	20.00	16.00
330	Hamilton County	131,306,000	133,326,000	2,020,000	131,620,000	133,326,000	1,706,000	17.00	84.50	67.50
340	Hancock County	6,083,000	6,126,000	43,000	6,083,000	6,126,000	43,000	1.00	2.00	1.00
350	Hardeman County	20,430,000	20,694,000	264,000	20,711,000	20,694,000	(17,000)	1.50	7.50	6.00
360	Hardin County	14,270,000	14,465,000	195,000	14,457,000	14,465,000	8,000	1.50	7.00	5.50
370	Hawkins County	34,945,000	35,423,000	478,000	35,988,000	35,423,000	(565,000)	2.75	14.00	11.25
371	Rogersville City	3,023,000	3,075,000	52,000	3,063,000	3,075,000	12,000	0.25	1.50	1.25
380	Haywood County	16,024,000	16,234,000	210,000	16,681,000	16,234,000	(447,000)	1.00	6.00	5.00
390	Henderson County	19,353,000	19,608,000	255,000	19,353,000	19,608,000	255,000	1.62	7.50	5.88
391	Lexington City	4,499,000	4,570,000	71,000	4,795,000	4,570,000	(225,000)	0.38	2.00	1.62
400	Henry County	14,152,000	14,339,000	187,000	14,268,000	14,339,000	71,000	1.28	6.00	4.72
401	Paris SSD	7,682,000	7,793,000	111,000	7,745,000	7,793,000	48,000	0.72	3.50	2.78
410	Hickman County	19,458,000	19,709,000	251,000	20,093,000	20,106,000	13,000	1.50	7.00	5.50
420	Houston County	7,583,000	7,645,000	62,000	7,625,000	7,645,000	20,000	1.00	2.50	1.50
430	Humphreys County	13,347,000	13,525,000	178,000	14,163,000	13,525,000	(638,000)	1.00	5.50	4.50
440	Jackson County	8,794,000	8,881,000	87,000	8,794,000	8,881,000	87,000	1.00	3.00	2.00
450	Jefferson County	32,093,000	32,555,000	462,000	32,321,000	32,555,000	234,000	3.00	14.50	11.50
460	Johnson County	11,395,000	11,545,000	150,000	12,048,000	12,056,000	8,000	1.00	4.50	3.50
470	Knox County	174,514,000	177,275,000	2,761,000	174,514,000	177,275,000	2,761,000	23.00	114.00	91.00
480	Lake County	4,906,000	4,922,000	16,000	5,056,000	4,922,000	(134,000)	1.00	1.50	0.50
490	Lauderdale County	24,149,000	24,470,000	321,000	24,149,000	24,470,000	321,000	2.00	9.00	7.00

500	Lawrence County	32,946,000	33,426,000	480,000	32,946,000	33,426,000	480,000	2.50	13.50	11.00
510	Lewis County	9,415,000	9,523,000	108,000	9,532,000	9,523,000	(9,000)	1.00	3.50	2.50
520	Lincoln County	18,664,000	18,916,000	252,000	19,036,000	18,916,000	(120,000)	1.48	7.50	6.02
521	Fayetteville City	6,549,000	6,632,000	83,000	6,549,000	6,632,000	83,000	0.52	2.50	1.98
530	Loudon County	18,310,000	18,566,000	256,000	19,299,000	19,313,000	14,000	2.04	9.50	7.46
531	Lenoir City	8,728,000	8,850,000	122,000	8,733,000	8,850,000	117,000	0.96	4.50	3.54
540	McMinn County	24,272,000	24,617,000	345,000	24,534,000	24,617,000	83,000	2.24	11.20	8.96
541	Athens City	7,189,000	7,286,000	97,000	7,189,000	7,286,000	97,000	0.63	3.13	2.50
542	Etowah City	1,555,000	1,576,000	21,000	1,564,000	1,576,000	12,000	0.13	0.67	0.54
550	McNairy County	21,354,000	21,666,000	312,000	21,570,000	21,666,000	96,000	1.50	8.50	7.00
560	Macon County	19,536,000	19,802,000	266,000	19,593,000	19,802,000	209,000	1.50	7.50	6.00
570	Madison County	43,718,000	44,333,000	615,000	44,819,000	44,333,000	(486,000)	5.00	25.00	20.00
580	Marion County	18,883,000	19,141,000	258,000	19,120,000	19,141,000	21,000	1.88	8.44	6.57
581	Richard City SSD	1,205,000	1,223,000	18,000	1,321,000	1,291,000	(30,000)	0.12	0.56	0.43
590	Marshall County	25,265,000	25,631,000	366,000	25,265,000	25,631,000	366,000	2.00	10.50	8.50
600	Maury County	49,829,000	50,546,000	717,000	49,829,000	50,546,000	717,000	4.50	23.50	19.00
610	Meigs County	9,478,000	9,587,000	109,000	9,478,000	9,587,000	109,000	1.00	3.50	2.50
620	Monroe County	26,035,000	26,392,000	357,000	26,281,000	26,392,000	111,000	2.33	11.00	8.67
621	Sweetwater City	7,271,000	7,367,000	96,000	7,271,000	7,367,000	96,000	0.67	3.00	2.33
630	Montgomery County	131,206,000	133,103,000	1,897,000	131,206,000	133,103,000	1,897,000	12.50	61.50	49.00
640	Moore County	4,258,000	4,289,000	31,000	4,604,000	4,422,000	(182,000)	1.00	2.00	1.00
650	Morgan County	17,891,000	18,126,000	235,000	18,182,000	18,126,000	(56,000)	1.00	6.00	5.00
660	Obion County	16,704,000	16,928,000	224,000	16,704,000	16,928,000	224,000	1.42	7.00	5.58
661	Union City	6,743,000	6,841,000	98,000	6,743,000	6,841,000	98,000	0.58	3.00	2.42
670	Overton County	17,118,000	17,338,000	220,000	17,552,000	17,338,000	(214,000)	1.50	6.50	5.00
680	Perry County	5,843,000	5,878,000	35,000	5,843,000	5,878,000	35,000	1.00	2.00	1.00
690	Pickett County	4,153,000	4,167,000	14,000	4,153,000	4,167,000	14,000	1.00	1.50	0.50
700	Polk County	12,740,000	12,915,000	175,000	12,742,000	12,915,000	173,000	1.00	5.00	4.00
710	Putnam County	42,999,000	43,609,000	610,000	42,999,000	43,609,000	610,000	4.00	21.00	17.00
720	Rhea County	21,485,000	21,773,000	288,000	21,485,000	21,773,000	288,000	1.68	8.50	6.82

721	Dayton City	3,989,000	4,038,000	49,000	3,989,000	4,038,000	49,000	0.32	1.50	1.18
730	Roane County	26,875,000	27,259,000	384,000	27,910,000	27,930,000	20,000	2.50	13.50	11.00
740	Robertson County	50,896,000	51,588,000	692,000	52,830,000	51,588,000	(1,242,000)	4.50	21.50	17.00
750	Rutherford County	170,080,000	172,603,000	2,523,000	170,080,000	172,603,000	2,523,000	16.50	81.50	65.00
751	Murfreesboro City	31,434,000	31,861,000	427,000	31,434,000	31,861,000	427,000	3.00	14.00	11.00
760	Scott County	15,633,000	15,860,000	227,000	15,633,000	15,860,000	227,000	1.05	6.00	4.95
761	Oneida SSD	6,608,000	6,702,000	94,000	6,608,000	6,702,000	94,000	0.45	2.50	2.05
770	Sequatchie County	11,747,000	11,896,000	149,000	11,747,000	11,896,000	149,000	1.00	4.50	3.50
780	Sevier County	35,563,000	36,103,000	540,000	38,565,000	38,592,000	27,000	5.50	28.50	23.00
790	Shelby County	539,804,000	547,576,000	7,772,000	539,804,000	547,576,000	7,772,000	47.41	237.00	189.59
793	Arlington	19,968,000	20,296,000	328,000	19,968,000	20,296,000	328,000	1.99	10.00	8.01
794	Bartlett	38,343,000	38,934,000	591,000	38,343,000	38,934,000	591,000	3.60	18.00	14.40
795	Collierville	31,489,000	31,981,000	492,000	31,489,000	31,981,000	492,000	3.02	15.00	11.98
796	Germantown	21,262,000	21,606,000	344,000	21,262,000	21,606,000	344,000	2.09	10.50	8.41
797	Lakeland	3,815,000	3,863,000	48,000	3,815,000	3,863,000	48,000	0.34	1.50	1.16
798	Millington	11,709,000	11,890,000	181,000	11,709,000	11,890,000	181,000	1.07	5.50	4.43
800	Smith County	15,433,000	15,649,000	216,000	15,433,000	15,649,000	216,000	1.00	6.00	5.00
810	Stewart County	10,664,000	10,790,000	126,000	10,868,000	10,875,000	7,000	1.00	4.00	3.00
820	Sullivan County	37,876,000	38,441,000	565,000	38,318,000	38,441,000	123,000	4.00	20.50	16.50
821	Bristol City	13,822,000	14,028,000	206,000	13,906,000	14,028,000	122,000	1.50	7.50	6.00
822	Kingsport City	25,270,000	25,647,000	377,000	25,270,000	25,647,000	377,000	3.00	14.00	11.00
830	Sumner County	122,640,000	124,419,000	1,779,000	122,640,000	124,419,000	1,779,000	11.50	56.50	45.00
840	Tipton County	57,063,000	57,862,000	799,000	58,198,000	57,862,000	(336,000)	4.50	22.50	18.00
850	Trousdale County	6,597,000	6,658,000	61,000	6,832,000	6,658,000	(174,000)	1.00	2.50	1.50
860	Unicoi County	12,698,000	12,864,000	166,000	12,698,000	12,864,000	166,000	1.00	5.00	4.00
870	Union County	28,337,000	28,752,000	415,000	28,337,000	28,752,000	415,000	2.00	10.50	8.50
880	Van Buren County	3,716,000	3,730,000	14,000	4,578,000	4,580,000	2,000	1.00	1.50	0.50
890	Warren County	31,139,000	31,585,000	446,000	31,461,000	31,585,000	124,000	2.50	13.00	10.50
900	Washington County	30,320,000	30,789,000	469,000	30,502,000	30,789,000	287,000	3.50	17.50	14.00
901	Johnson City	26,476,000	26,894,000	418,000	26,476,000	26,894,000	418,000	3.00	15.50	12.50

910	Wayne County	12,915,000	13,072,000	157,000	13,045,000	13,072,000	27,000	1.00	4.50	3.50
920	Weakley County	21,246,000	21,540,000	294,000	21,246,000	21,540,000	294,000	1.50	8.50	7.00
930	White County	20,176,000	20,460,000	284,000	20,176,000	20,460,000	284,000	1.50	8.00	6.50
940	Williamson County	111,331,000	113,362,000	2,031,000	111,331,000	113,362,000	2,031,000	13.50	68.00	54.50
941	Franklin SSD	13,492,000	13,699,000	207,000	13,764,000	13,699,000	(65,000)	1.50	7.00	5.50
950	Wilson County	63,527,000	64,520,000	993,000	63,527,000	64,520,000	993,000	6.50	33.00	26.50
951	Lebanon SSD	14,647,000	14,853,000	206,000	14,647,000	14,853,000	206,000	1.50	7.00	5.50
970	Dept. of Children Services	7,542,000	7,673,000	131,000	10,565,000	10,565,000	0	0.00	2.50	2.50
		4,017,219,000	4,074,737,000	57,518,000	4,048,464,000	4,086,190,000	37,726,000	390.50	1,915.50	1,525.00
			0	0		0				

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Change funding ratio for elementary counselors to 1:250
Based on FY15 July Final

		<u>FY15 July Final Generated</u>	<u>FY16 Generated with 1:250 elementary counselors</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with 1:250 elementary counselors</u>	<u>variance</u>	<u>FY15 Positions w/1:500</u>	<u>FY16 Positions w/1:250</u>	<u>variance</u>
10	Anderson County	28,483,000	28,709,000	226,000	28,888,000	28,709,000	(179,000)	6.0	12.0	6.0
11	Clinton City	4,055,000	4,112,000	57,000	4,055,000	4,112,000	57,000	2.0	3.5	1.5
12	Oak Ridge City	19,041,000	19,211,000	170,000	19,041,000	19,211,000	170,000	5.0	9.5	4.5
20	Bedford County	40,525,000	40,910,000	385,000	40,525,000	40,910,000	385,000	9.5	18.5	9.0
30	Benton County	11,044,000	11,123,000	79,000	11,487,000	11,123,000	(364,000)	2.5	4.5	2.0
40	Bledsoe County	11,516,000	11,608,000	92,000	11,516,000	11,608,000	92,000	2.0	4.0	2.0
50	Blount County	43,614,000	44,028,000	414,000	44,787,000	44,028,000	(759,000)	11.5	23.0	11.5
51	Alcoa City	6,920,000	6,992,000	72,000	6,943,000	6,992,000	49,000	2.0	4.0	2.0
52	Maryville City	18,946,000	19,144,000	198,000	18,946,000	19,144,000	198,000	5.0	10.5	5.5
60	Bradley County	43,496,000	43,897,000	401,000	43,628,000	43,897,000	269,000	10.0	20.5	10.5
61	Cleveland City	22,447,000	22,657,000	210,000	22,447,000	22,657,000	210,000	6.0	11.5	5.5

70	Campbell County	26,614,000	26,858,000	244,000	26,614,000	26,858,000	244,000	6.0	12.0	6.0
80	Cannon County	10,772,000	10,887,000	115,000	10,772,000	10,887,000	115,000	2.0	4.5	2.5
90	Carroll County	1,951,000	1,951,000	0	1,951,000	1,951,000	0	0.0	0.0	0.0
92	H Rock-Bruceton SSD	3,363,000	3,389,000	26,000	3,417,000	3,389,000	(28,000)	0.7	1.3	0.6
93	Huntingdon SSD	5,934,000	5,989,000	55,000	5,962,000	5,989,000	27,000	1.4	2.7	1.3
94	McKenzie SSD	6,729,000	6,786,000	57,000	6,729,000	6,786,000	57,000	1.5	2.8	1.3
95	South Carroll Co SSD	1,942,000	1,958,000	16,000	1,942,000	1,958,000	16,000	0.4	0.8	0.4
97	West Carroll Co SSD	4,983,000	5,024,000	41,000	5,036,000	5,024,000	(12,000)	1.0	2.0	0.9
100	Carter County	27,515,000	27,772,000	257,000	27,994,000	27,772,000	(222,000)	6.0	12.0	6.0
101	Elizabethton City	11,490,000	11,598,000	108,000	11,490,000	11,598,000	108,000	2.5	5.0	2.5
110	Cheatham County	31,987,000	32,290,000	303,000	31,987,000	32,290,000	303,000	7.0	14.0	7.0
120	Chester County	14,513,000	14,649,000	136,000	14,541,000	14,649,000	108,000	3.0	6.0	3.0
130	Claiborne County	23,716,000	23,907,000	191,000	23,996,000	23,907,000	(89,000)	5.0	9.5	4.5
140	Clay County	5,663,000	5,732,000	69,000	5,663,000	5,732,000	69,000	1.0	2.5	1.5
150	Cocke County	22,667,000	22,882,000	215,000	22,878,000	22,882,000	4,000	4.5	9.5	5.0
151	Newport City	3,415,000	3,479,000	64,000	3,415,000	3,479,000	64,000	1.0	2.5	1.5
160	Coffee County	19,361,000	19,537,000	176,000	19,361,000	19,537,000	176,000	4.0	8.5	4.5
161	Manchester City	6,034,000	6,112,000	78,000	6,060,000	6,112,000	52,000	2.0	4.0	2.0
162	Tullahoma City	14,246,000	14,383,000	137,000	14,246,000	14,383,000	137,000	3.5	7.0	3.5
170	Crockett County	10,427,000	10,477,000	50,000	10,427,000	10,477,000	50,000	1.4	2.5	1.1
171	Alamo City	3,442,000	3,498,000	56,000	3,442,000	3,498,000	56,000	1.3	2.5	1.2
172	Bells City	2,196,000	2,227,000	31,000	2,196,000	2,227,000	31,000	0.8	1.5	0.7
180	Cumberland County	28,293,000	28,556,000	263,000	28,509,000	28,556,000	47,000	8.0	15.5	7.5
190	Davidson County	255,376,000	258,345,000	2,969,000	255,376,000	258,345,000	2,969,000	94.5	189.0	94.5
200	Decatur County	7,761,000	7,819,000	58,000	7,980,000	7,819,000	(161,000)	2.0	3.5	1.5
210	DeKalb County	13,651,000	13,773,000	122,000	14,035,000	13,773,000	(262,000)	3.0	6.0	3.0
220	Dickson County	36,872,000	37,230,000	358,000	36,899,000	37,230,000	331,000	9.0	18.0	9.0
230	Dyer County	17,259,000	17,421,000	162,000	17,311,000	17,421,000	110,000	4.0	8.0	4.0
231	Dyersburg City	11,542,000	11,664,000	122,000	11,914,000	11,664,000	(250,000)	2.5	5.5	3.0
240	Fayette County	12,629,000	12,763,000	134,000	15,383,000	15,383,000	0	4.0	8.0	4.0

250	Fentress County	12,001,000	12,104,000	103,000	12,001,000	12,104,000	103,000	3.0	5.5	2.5
260	Franklin County	25,677,000	25,889,000	212,000	25,677,000	25,889,000	212,000	6.0	11.5	5.5
271	Humboldt City	5,855,000	5,910,000	55,000	6,034,000	5,910,000	(124,000)	1.2	2.5	1.3
272	Milan SSD	10,298,000	10,382,000	84,000	10,370,000	10,382,000	12,000	2.1	4.0	1.9
273	Trenton SSD	6,900,000	6,969,000	69,000	6,900,000	6,969,000	69,000	1.4	3.0	1.6
274	Bradford SSD	2,797,000	2,816,000	19,000	2,797,000	2,816,000	19,000	0.6	1.0	0.4
275	Gibson County SSD	18,977,000	19,165,000	188,000	18,977,000	19,165,000	188,000	4.2	8.5	4.3
280	Giles County	17,896,000	18,076,000	180,000	17,896,000	18,076,000	180,000	4.0	8.5	4.5
290	Grainger County	19,634,000	19,820,000	186,000	19,634,000	19,820,000	186,000	3.5	7.5	4.0
300	Greene County	31,974,000	32,242,000	268,000	31,974,000	32,242,000	268,000	7.5	14.5	7.0
301	Greenville City	12,366,000	12,461,000	95,000	12,409,000	12,461,000	52,000	3.0	5.5	2.5
310	Grundy County	12,245,000	12,360,000	115,000	12,654,000	12,360,000	(294,000)	2.0	4.5	2.5
320	Hamblen County	42,679,000	43,091,000	412,000	42,679,000	43,091,000	412,000	11.0	22.0	11.0
330	Hamilton County	131,306,000	132,754,000	1,448,000	131,620,000	132,754,000	1,134,000	48.0	95.5	47.5
340	Hancock County	6,083,000	6,129,000	46,000	6,083,000	6,129,000	46,000	1.0	2.0	1.0
350	Hardeman County	20,430,000	20,605,000	175,000	20,711,000	20,605,000	(106,000)	4.0	8.0	4.0
360	Hardin County	14,270,000	14,415,000	145,000	14,457,000	14,415,000	(42,000)	3.5	7.5	4.0
370	Hawkins County	34,945,000	35,263,000	318,000	35,988,000	35,263,000	(725,000)	7.5	15.0	7.5
371	Rogersville City	3,023,000	3,065,000	42,000	3,063,000	3,065,000	2,000	1.0	2.0	1.0
380	Haywood County	16,024,000	16,146,000	122,000	16,681,000	16,146,000	(535,000)	3.5	6.5	3.0
390	Henderson County	19,353,000	19,504,000	151,000	19,353,000	19,504,000	151,000	4.0	7.5	3.5
391	Lexington City	4,499,000	4,564,000	65,000	4,795,000	4,564,000	(231,000)	1.5	3.0	1.5
400	Henry County	14,152,000	14,254,000	102,000	14,268,000	14,254,000	(14,000)	2.5	5.0	2.5
401	Paris SSD	7,682,000	7,803,000	121,000	7,745,000	7,803,000	58,000	2.5	5.5	3.0
410	Hickman County	19,458,000	19,616,000	158,000	20,093,000	20,093,000	0	3.5	7.0	3.5
420	Houston County	7,583,000	7,624,000	41,000	7,625,000	7,624,000	(1,000)	1.5	2.5	1.0
430	Humphreys County	13,347,000	13,464,000	117,000	14,163,000	13,464,000	(699,000)	3.0	6.0	3.0
440	Jackson County	8,794,000	8,860,000	66,000	8,794,000	8,860,000	66,000	1.5	3.0	1.5
450	Jefferson County	32,093,000	32,415,000	322,000	32,321,000	32,415,000	94,000	8.0	16.0	8.0
460	Johnson County	11,395,000	11,477,000	82,000	12,048,000	12,048,000	0	2.5	4.5	2.0

470	Knox County	174,514,000	176,385,000	1,871,000	174,514,000	176,385,000	1,871,000	62.5	124.5	62.0
480	Lake County	4,906,000	4,952,000	46,000	5,056,000	4,952,000	(104,000)	1.0	2.0	1.0
490	Lauderdale County	24,149,000	24,354,000	205,000	24,149,000	24,354,000	205,000	5.0	9.5	4.5
500	Lawrence County	32,946,000	33,246,000	300,000	32,946,000	33,246,000	300,000	7.0	14.0	7.0
510	Lewis County	9,415,000	9,503,000	88,000	9,532,000	9,503,000	(29,000)	2.0	4.0	2.0
520	Lincoln County	18,664,000	18,832,000	168,000	19,036,000	18,832,000	(204,000)	4.0	8.0	4.0
521	Fayetteville City	6,549,000	6,612,000	63,000	6,549,000	6,612,000	63,000	2.0	3.5	1.5
530	Loudon County	18,310,000	18,492,000	182,000	19,299,000	19,300,000	1,000	6.0	11.5	5.5
531	Lenoir City	8,728,000	8,777,000	49,000	8,733,000	8,777,000	44,000	1.5	3.0	1.5
540	McMinn County	24,272,000	24,487,000	215,000	24,534,000	24,487,000	(47,000)	5.5	11.0	5.5
541	Athens City	7,189,000	7,287,000	98,000	7,189,000	7,287,000	98,000	2.5	5.0	2.5
542	Etowah City	1,555,000	1,573,000	18,000	1,564,000	1,573,000	9,000	0.5	1.0	0.5
550	McNairy County	21,354,000	21,552,000	198,000	21,570,000	21,552,000	(18,000)	4.5	9.0	4.5
560	Macon County	19,536,000	19,712,000	176,000	19,593,000	19,712,000	119,000	4.0	8.0	4.0
570	Madison County	43,718,000	44,154,000	436,000	44,819,000	44,154,000	(665,000)	14.0	28.0	14.0
580	Marion County	18,883,000	19,071,000	188,000	19,120,000	19,071,000	(49,000)	4.7	9.5	4.7
581	Richard City SSD	1,205,000	1,216,000	11,000	1,321,000	1,291,000	(30,000)	0.3	0.5	0.3
590	Marshall County	25,265,000	25,499,000	234,000	25,265,000	25,499,000	234,000	5.5	11.0	5.5
600	Maury County	49,829,000	50,345,000	516,000	49,829,000	50,345,000	516,000	13.0	26.5	13.5
610	Meigs County	9,478,000	9,542,000	64,000	9,478,000	9,542,000	64,000	2.0	3.5	1.5
620	Monroe County	26,035,000	26,260,000	225,000	26,281,000	26,260,000	(21,000)	5.0	10.5	5.5
621	Sweetwater City	7,271,000	7,353,000	82,000	7,271,000	7,353,000	82,000	2.5	4.5	2.0
630	Montgomery County	131,206,000	132,527,000	1,321,000	131,206,000	132,527,000	1,321,000	34.5	68.5	34.0
640	Moore County	4,258,000	4,296,000	38,000	4,604,000	4,422,000	(182,000)	1.0	2.0	1.0
650	Morgan County	17,891,000	18,030,000	139,000	18,182,000	18,030,000	(152,000)	3.5	6.5	3.0
660	Obion County	16,704,000	16,841,000	137,000	16,704,000	16,841,000	137,000	3.5	7.0	3.5
661	Union City	6,743,000	6,802,000	59,000	6,743,000	6,802,000	59,000	2.0	3.5	1.5
670	Overton County	17,118,000	17,273,000	155,000	17,552,000	17,273,000	(279,000)	3.5	7.0	3.5
680	Perry County	5,843,000	5,884,000	41,000	5,843,000	5,884,000	41,000	1.0	2.0	1.0
690	Pickett County	4,153,000	4,171,000	18,000	4,153,000	4,171,000	18,000	1.0	1.5	0.5

700	Polk County	12,740,000	12,847,000	107,000	12,742,000	12,847,000	105,000	2.5	5.0	2.5
710	Putnam County	42,999,000	43,382,000	383,000	42,999,000	43,382,000	383,000	11.5	22.5	11.0
720	Rhea County	21,485,000	21,675,000	190,000	21,485,000	21,675,000	190,000	4.5	9.0	4.5
721	Dayton City	3,989,000	4,030,000	41,000	3,989,000	4,030,000	41,000	1.5	2.5	1.0
730	Roane County	26,875,000	27,110,000	235,000	27,910,000	27,910,000	0	7.0	14.0	7.0
740	Robertson County	50,896,000	51,362,000	466,000	52,830,000	51,362,000	(1,468,000)	12.0	23.5	11.5
750	Rutherford County	170,080,000	171,604,000	1,524,000	170,080,000	171,604,000	1,524,000	38.5	77.5	39.0
751	Murfreesboro City	31,434,000	31,978,000	544,000	31,434,000	31,978,000	544,000	14.0	28.0	14.0
760	Scott County	15,633,000	15,792,000	159,000	15,633,000	15,792,000	159,000	3.5	7.0	3.5
761	Oneida SSD	6,608,000	6,654,000	46,000	6,608,000	6,654,000	46,000	1.5	2.5	1.0
770	Sequatchie County	11,747,000	11,854,000	107,000	11,747,000	11,854,000	107,000	2.5	5.0	2.5
780	Sevier County	35,563,000	35,919,000	356,000	38,565,000	38,565,000	0	15.0	30.5	15.5
790	Shelby County	539,804,000	545,169,000	5,365,000	539,804,000	545,169,000	5,365,000	131.0	262.0	131.0
793	Arlington	19,968,000	20,132,000	164,000	19,968,000	20,132,000	164,000	4.0	8.0	4.0
794	Bartlett	38,343,000	38,752,000	409,000	38,343,000	38,752,000	409,000	10.5	20.5	10.0
795	Collierville	31,489,000	31,858,000	369,000	31,489,000	31,858,000	369,000	8.5	17.5	9.0
796	Germantown	21,262,000	21,466,000	204,000	21,262,000	21,466,000	204,000	5.0	10.0	5.0
797	Lakeland	3,815,000	3,898,000	83,000	3,815,000	3,898,000	83,000	1.5	3.5	2.0
798	Millington	11,709,000	11,790,000	81,000	11,709,000	11,790,000	81,000	2.0	4.0	2.0
800	Smith County	15,433,000	15,585,000	152,000	15,433,000	15,585,000	152,000	3.0	6.5	3.5
810	Stewart County	10,664,000	10,774,000	110,000	10,868,000	10,868,000	0	2.0	4.5	2.5
820	Sullivan County	37,876,000	38,253,000	377,000	38,318,000	38,253,000	(65,000)	10.5	21.5	11.0
821	Bristol City	13,822,000	13,959,000	137,000	13,906,000	13,959,000	53,000	4.0	8.0	4.0
822	Kingsport City	25,270,000	25,545,000	275,000	25,270,000	25,545,000	275,000	7.5	15.5	8.0
830	Sumner County	122,640,000	123,814,000	1,174,000	122,640,000	123,814,000	1,174,000	30.5	60.5	30.0
840	Tipton County	57,063,000	57,567,000	504,000	58,198,000	57,567,000	(631,000)	11.5	23.0	11.5
850	Trousdale County	6,597,000	6,637,000	40,000	6,832,000	6,637,000	(195,000)	1.5	2.5	1.0
860	Unicoi County	12,698,000	12,800,000	102,000	12,698,000	12,800,000	102,000	2.5	5.0	2.5
870	Union County	28,337,000	28,631,000	294,000	28,337,000	28,631,000	294,000	6.5	12.5	6.0
880	Van Buren County	3,716,000	3,734,000	18,000	4,578,000	4,578,000	0	1.0	1.5	0.5

890	Warren County	31,139,000	31,434,000	295,000	31,461,000	31,434,000	(27,000)	7.0	14.0	7.0
900	Washington County	30,320,000	30,594,000	274,000	30,502,000	30,594,000	92,000	9.0	17.5	8.5
901	Johnson City	26,476,000	26,749,000	273,000	26,476,000	26,749,000	273,000	8.5	17.0	8.5
910	Wayne County	12,915,000	13,028,000	113,000	13,045,000	13,045,000	0	2.5	5.0	2.5
920	Weakley County	21,246,000	21,432,000	186,000	21,246,000	21,432,000	186,000	4.5	9.0	4.5
930	White County	20,176,000	20,373,000	197,000	20,176,000	20,373,000	197,000	4.0	8.5	4.5
940	Williamson County	111,331,000	112,595,000	1,264,000	111,331,000	112,595,000	1,264,000	35.0	69.5	34.5
941	Franklin SSD	13,492,000	13,693,000	201,000	13,764,000	13,693,000	(71,000)	5.5	11.0	5.5
950	Wilson County	63,527,000	64,122,000	595,000	63,527,000	64,122,000	595,000	16.0	32.0	16.0
951	Lebanon SSD	14,647,000	14,851,000	204,000	14,647,000	14,851,000	204,000	5.5	11.0	5.5
970	Dept. of Children Services	7,542,000	7,568,000	26,000	10,565,000	10,565,000	0	0.0	0.5	0.5
		4,017,219,000	4,056,628,000	39,409,000	4,048,464,000	4,068,703,000	20,239,000	1,052.5	2,097.5	1,045.0

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Change funding ratio for secondary counselors to 1:250 Based on FY15 July Final										
		<u>FY15 July Final Generated</u>	<u>FY16 Generated with 1:350 secondary counselors</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with 1:250 secondary counselors</u>	<u>variance</u>	<u>FY15 Positions w/1:500</u>	<u>FY16 Positions w/1:250</u>	<u>variance</u>
10	Anderson County	28,483,000	28,620,000	137,000	28,888,000	28,620,000	(268,000)	6.0	12.0	6.0
11	Clinton City	4,055,000	4,055,000	0	4,055,000	4,058,000	3,000	2.0	3.5	1.5
12	Oak Ridge City	19,041,000	19,139,000	98,000	19,041,000	19,139,000	98,000	5.0	9.5	4.5
20	Bedford County	40,525,000	40,695,000	170,000	40,525,000	40,695,000	170,000	9.5	18.5	9.0
30	Benton County	11,044,000	11,084,000	40,000	11,487,000	11,084,000	(403,000)	2.5	4.5	2.0
40	Bledsoe County	11,516,000	11,563,000	47,000	11,516,000	11,563,000	47,000	2.0	4.0	2.0
50	Blount County	43,614,000	43,820,000	206,000	44,787,000	43,820,000	(967,000)	11.5	23.0	11.5
51	Alcoa City	6,920,000	6,957,000	37,000	6,943,000	6,957,000	14,000	2.0	4.0	2.0
52	Maryville City	18,946,000	19,058,000	112,000	18,946,000	19,058,000	112,000	5.0	10.5	5.5

60	Bradley County	43,496,000	43,713,000	217,000	43,628,000	43,713,000	85,000	10.0	20.5	10.5
61	Cleveland City	22,447,000	22,546,000	99,000	22,447,000	22,546,000	99,000	6.0	11.5	5.5
70	Campbell County	26,614,000	26,713,000	99,000	26,614,000	26,713,000	99,000	6.0	12.0	6.0
80	Cannon County	10,772,000	10,817,000	45,000	10,772,000	10,817,000	45,000	2.0	4.5	2.5
90	Carroll County	1,951,000	1,952,000	1,000	1,951,000	1,952,000	1,000	0.0	0.0	0.0
92	H Rock-Bruceton SSD	3,363,000	3,379,000	16,000	3,417,000	3,379,000	(38,000)	0.7	1.3	0.6
93	Huntingdon SSD	5,934,000	5,961,000	27,000	5,962,000	5,961,000	(1,000)	1.4	2.7	1.3
94	McKenzie SSD	6,729,000	6,763,000	34,000	6,729,000	6,763,000	34,000	1.5	2.8	1.3
95	South Carroll Co SSD	1,942,000	1,951,000	9,000	1,942,000	1,951,000	9,000	0.4	0.8	0.4
97	West Carroll Co SSD	4,983,000	5,008,000	25,000	5,036,000	5,008,000	(28,000)	1.0	2.0	0.9
100	Carter County	27,515,000	27,620,000	105,000	27,994,000	27,620,000	(374,000)	6.0	12.0	6.0
101	Elizabethton City	11,490,000	11,532,000	42,000	11,490,000	11,532,000	42,000	2.5	5.0	2.5
110	Cheatham County	31,987,000	32,141,000	154,000	31,987,000	32,141,000	154,000	7.0	14.0	7.0
120	Chester County	14,513,000	14,583,000	70,000	14,541,000	14,583,000	42,000	3.0	6.0	3.0
130	Claiborne County	23,716,000	23,826,000	110,000	23,996,000	23,826,000	(170,000)	5.0	9.5	4.5
140	Clay County	5,663,000	5,684,000	21,000	5,663,000	5,684,000	21,000	1.0	2.5	1.5
150	Cocke County	22,667,000	22,763,000	96,000	22,878,000	22,763,000	(115,000)	4.5	9.5	5.0
151	Newport City	3,415,000	3,421,000	6,000	3,415,000	3,421,000	6,000	1.0	2.5	1.5
160	Coffee County	19,361,000	19,460,000	99,000	19,361,000	19,460,000	99,000	4.0	8.5	4.5
161	Manchester City	6,034,000	6,045,000	11,000	6,060,000	6,045,000	(15,000)	2.0	4.0	2.0
162	Tullahoma City	14,246,000	14,312,000	66,000	14,246,000	14,312,000	66,000	3.5	7.0	3.5
170	Crockett County	10,427,000	10,497,000	70,000	10,427,000	10,497,000	70,000	1.4	2.5	1.1
171	Alamo City	3,442,000	3,442,000	0	3,442,000	3,444,000	2,000	1.3	2.5	1.2
172	Bells City	2,196,000	2,196,000	0	2,196,000	2,198,000	2,000	0.8	1.5	0.7
180	Cumberland County	28,293,000	28,417,000	124,000	28,509,000	28,417,000	(92,000)	8.0	15.5	7.5
190	Davidson County	255,376,000	256,263,000	887,000	255,376,000	256,263,000	887,000	94.5	189.0	94.5
200	Decatur County	7,761,000	7,778,000	17,000	7,980,000	7,778,000	(202,000)	2.0	3.5	1.5
210	DeKalb County	13,651,000	13,713,000	62,000	14,035,000	13,713,000	(322,000)	3.0	6.0	3.0
220	Dickson County	36,872,000	37,030,000	158,000	36,899,000	37,030,000	131,000	9.0	18.0	9.0
230	Dyer County	17,259,000	17,342,000	83,000	17,311,000	17,342,000	31,000	4.0	8.0	4.0

231	Dyersburg City	11,542,000	11,605,000	63,000	11,914,000	11,605,000	(309,000)	2.5	5.5	3.0
240	Fayette County	12,629,000	12,673,000	44,000	15,383,000	15,383,000	0	4.0	8.0	4.0
250	Fentress County	12,001,000	12,040,000	39,000	12,001,000	12,040,000	39,000	3.0	5.5	2.5
260	Franklin County	25,677,000	25,800,000	123,000	25,677,000	25,800,000	123,000	6.0	11.5	5.5
271	Humboldt City	5,855,000	5,876,000	21,000	6,034,000	5,876,000	(158,000)	1.2	2.5	1.3
272	Milan SSD	10,298,000	10,344,000	46,000	10,370,000	10,344,000	(26,000)	2.1	4.0	1.9
273	Trenton SSD	6,900,000	6,930,000	30,000	6,900,000	6,930,000	30,000	1.4	3.0	1.6
274	Bradford SSD	2,797,000	2,809,000	12,000	2,797,000	2,809,000	12,000	0.6	1.0	0.4
275	Gibson County SSD	18,977,000	19,064,000	87,000	18,977,000	19,064,000	87,000	4.2	8.5	4.3
280	Giles County	17,896,000	17,975,000	79,000	17,896,000	17,975,000	79,000	4.0	8.5	4.5
290	Grainger County	19,634,000	19,728,000	94,000	19,634,000	19,728,000	94,000	3.5	7.5	4.0
300	Greene County	31,974,000	32,139,000	165,000	31,974,000	32,139,000	165,000	7.5	14.5	7.0
301	Greeneville City	12,366,000	12,428,000	62,000	12,409,000	12,428,000	19,000	3.0	5.5	2.5
310	Grundy County	12,245,000	12,290,000	45,000	12,654,000	12,290,000	(364,000)	2.0	4.5	2.5
320	Hamblen County	42,679,000	42,866,000	187,000	42,679,000	42,866,000	187,000	11.0	22.0	11.0
330	Hamilton County	131,306,000	131,904,000	598,000	131,620,000	131,904,000	284,000	48.0	95.5	47.5
340	Hancock County	6,083,000	6,106,000	23,000	6,083,000	6,106,000	23,000	1.0	2.0	1.0
350	Hardeman County	20,430,000	20,519,000	89,000	20,711,000	20,519,000	(192,000)	4.0	8.0	4.0
360	Hardin County	14,270,000	14,345,000	75,000	14,457,000	14,345,000	(112,000)	3.5	7.5	4.0
370	Hawkins County	34,945,000	35,083,000	138,000	35,988,000	35,083,000	(905,000)	7.5	15.0	7.5
371	Rogersville City	3,023,000	3,028,000	5,000	3,063,000	3,028,000	(35,000)	1.0	2.0	1.0
380	Haywood County	16,024,000	16,086,000	62,000	16,681,000	16,086,000	(595,000)	3.5	6.5	3.0
390	Henderson County	19,353,000	19,453,000	100,000	19,353,000	19,453,000	100,000	4.0	7.5	3.5
391	Lexington City	4,499,000	4,509,000	10,000	4,795,000	4,509,000	(286,000)	1.5	3.0	1.5
400	Henry County	14,152,000	14,207,000	55,000	14,268,000	14,207,000	(61,000)	2.5	5.0	2.5
401	Paris SSD	7,682,000	7,702,000	20,000	7,745,000	7,702,000	(43,000)	2.5	5.5	3.0
410	Hickman County	19,458,000	19,525,000	67,000	20,093,000	20,093,000	0	3.5	7.0	3.5
420	Houston County	7,583,000	7,604,000	21,000	7,625,000	7,604,000	(21,000)	1.5	2.5	1.0
430	Humphreys County	13,347,000	13,407,000	60,000	14,163,000	13,407,000	(756,000)	3.0	6.0	3.0
440	Jackson County	8,794,000	8,840,000	46,000	8,794,000	8,840,000	46,000	1.5	3.0	1.5

450	Jefferson County	32,093,000	32,233,000	140,000	32,321,000	32,233,000	(88,000)	8.0	16.0	8.0
460	Johnson County	11,395,000	11,437,000	42,000	12,048,000	12,048,000	0	2.5	4.5	2.0
470	Knox County	174,514,000	175,378,000	864,000	174,514,000	175,378,000	864,000	62.5	124.5	62.0
480	Lake County	4,906,000	4,929,000	23,000	5,056,000	4,929,000	(127,000)	1.0	2.0	1.0
490	Lauderdale County	24,149,000	24,266,000	117,000	24,149,000	24,266,000	117,000	5.0	9.5	4.5
500	Lawrence County	32,946,000	33,098,000	152,000	32,946,000	33,098,000	152,000	7.0	14.0	7.0
510	Lewis County	9,415,000	9,460,000	45,000	9,532,000	9,460,000	(72,000)	2.0	4.0	2.0
520	Lincoln County	18,664,000	18,773,000	109,000	19,036,000	18,773,000	(263,000)	4.0	8.0	4.0
521	Fayetteville City	6,549,000	6,571,000	22,000	6,549,000	6,571,000	22,000	2.0	3.5	1.5
530	Loudon County	18,310,000	18,379,000	69,000	19,299,000	19,299,000	0	6.0	11.5	5.5
531	Lenoir City	8,728,000	8,781,000	53,000	8,733,000	8,781,000	48,000	1.5	3.0	1.5
540	McMinn County	24,272,000	24,410,000	138,000	24,534,000	24,410,000	(124,000)	5.5	11.0	5.5
541	Athens City	7,189,000	7,204,000	15,000	7,189,000	7,204,000	15,000	2.5	5.0	2.5
542	Etowah City	1,555,000	1,559,000	4,000	1,564,000	1,559,000	(5,000)	0.5	1.0	0.5
550	McNairy County	21,354,000	21,442,000	88,000	21,570,000	21,442,000	(128,000)	4.5	9.0	4.5
560	Macon County	19,536,000	19,626,000	90,000	19,593,000	19,626,000	33,000	4.0	8.0	4.0
570	Madison County	43,718,000	43,897,000	179,000	44,819,000	43,897,000	(922,000)	14.0	28.0	14.0
580	Marion County	18,883,000	18,953,000	70,000	19,120,000	18,953,000	(167,000)	4.7	9.5	4.7
581	Richard City SSD	1,205,000	1,211,000	6,000	1,321,000	1,291,000	(30,000)	0.3	0.5	0.3
590	Marshall County	25,265,000	25,371,000	106,000	25,265,000	25,371,000	106,000	5.5	11.0	5.5
600	Maury County	49,829,000	50,029,000	200,000	49,829,000	50,029,000	200,000	13.0	26.5	13.5
610	Meigs County	9,478,000	9,524,000	46,000	9,478,000	9,524,000	46,000	2.0	3.5	1.5
620	Monroe County	26,035,000	26,181,000	146,000	26,281,000	26,181,000	(100,000)	5.0	10.5	5.5
621	Sweetwater City	7,271,000	7,295,000	24,000	7,271,000	7,295,000	24,000	2.5	4.5	2.0
630	Montgomery County	131,206,000	131,755,000	549,000	131,206,000	131,755,000	549,000	34.5	68.5	34.0
640	Moore County	4,258,000	4,278,000	20,000	4,604,000	4,422,000	(182,000)	1.0	2.0	1.0
650	Morgan County	17,891,000	17,961,000	70,000	18,182,000	17,961,000	(221,000)	3.5	6.5	3.0
660	Obion County	16,704,000	16,788,000	84,000	16,704,000	16,788,000	84,000	3.5	7.0	3.5
661	Union City	6,743,000	6,786,000	43,000	6,743,000	6,786,000	43,000	2.0	3.5	1.5
670	Overton County	17,118,000	17,184,000	66,000	17,552,000	17,184,000	(368,000)	3.5	7.0	3.5

680	Perry County	5,843,000	5,863,000	20,000	5,843,000	5,863,000	20,000	1.0	2.0	1.0
690	Pickett County	4,153,000	4,175,000	22,000	4,153,000	4,175,000	22,000	1.0	1.5	0.5
700	Polk County	12,740,000	12,782,000	42,000	12,742,000	12,782,000	40,000	2.5	5.0	2.5
710	Putnam County	42,999,000	43,199,000	200,000	42,999,000	43,199,000	200,000	11.5	22.5	11.0
720	Rhea County	21,485,000	21,583,000	98,000	21,485,000	21,583,000	98,000	4.5	9.0	4.5
721	Dayton City	3,989,000	3,996,000	7,000	3,989,000	3,996,000	7,000	1.5	2.5	1.0
730	Roane County	26,875,000	26,999,000	124,000	27,910,000	27,910,000	0	7.0	14.0	7.0
740	Robertson County	50,896,000	51,122,000	226,000	52,830,000	51,122,000	(1,708,000)	12.0	23.5	11.5
750	Rutherford County	170,080,000	170,987,000	907,000	170,080,000	170,987,000	907,000	38.5	77.5	39.0
751	Murfreesboro City	31,434,000	31,433,000	(1,000)	31,434,000	31,458,000	24,000	14.0	28.0	14.0
760	Scott County	15,633,000	15,676,000	43,000	15,633,000	15,676,000	43,000	3.5	7.0	3.5
761	Oneida SSD	6,608,000	6,629,000	21,000	6,608,000	6,629,000	21,000	1.5	2.5	1.0
770	Sequatchie County	11,747,000	11,815,000	68,000	11,747,000	11,815,000	68,000	2.5	5.0	2.5
780	Sevier County	35,563,000	35,722,000	159,000	38,565,000	38,565,000	0	15.0	30.5	15.5
790	Shelby County	539,804,000	542,172,000	2,368,000	539,804,000	542,172,000	2,368,000	131.0	262.0	131.0
793	Arlington	19,968,000	20,112,000	144,000	19,968,000	20,112,000	144,000	4.0	8.0	4.0
794	Bartlett	38,343,000	38,527,000	184,000	38,343,000	38,527,000	184,000	10.5	20.5	10.0
795	Collierville	31,489,000	31,632,000	143,000	31,489,000	31,632,000	143,000	8.5	17.5	9.0
796	Germantown	21,262,000	21,384,000	122,000	21,262,000	21,384,000	122,000	5.0	10.0	5.0
797	Lakeland	3,815,000	3,815,000	0	3,815,000	3,815,000	0	1.5	3.5	2.0
798	Millington	11,709,000	11,770,000	61,000	11,709,000	11,770,000	61,000	2.0	4.0	2.0
800	Smith County	15,433,000	15,497,000	64,000	15,433,000	15,497,000	64,000	3.0	6.5	3.5
810	Stewart County	10,664,000	10,733,000	69,000	10,868,000	10,868,000	0	2.0	4.5	2.5
820	Sullivan County	37,876,000	38,069,000	193,000	38,318,000	38,069,000	(249,000)	10.5	21.5	11.0
821	Bristol City	13,822,000	13,893,000	71,000	13,906,000	13,893,000	(13,000)	4.0	8.0	4.0
822	Kingsport City	25,270,000	25,394,000	124,000	25,270,000	25,394,000	124,000	7.5	15.5	8.0
830	Sumner County	122,640,000	123,219,000	579,000	122,640,000	123,219,000	579,000	30.5	60.5	30.0
840	Tipton County	57,063,000	57,332,000	269,000	58,198,000	57,332,000	(866,000)	11.5	23.0	11.5
850	Trousdale County	6,597,000	6,644,000	47,000	6,832,000	6,644,000	(188,000)	1.5	2.5	1.0
860	Unicoi County	12,698,000	12,738,000	40,000	12,698,000	12,738,000	40,000	2.5	5.0	2.5

870	Union County	28,337,000	28,458,000	121,000	28,337,000	28,458,000	121,000	6.5	12.5	6.0
880	Van Buren County	3,716,000	3,738,000	22,000	4,578,000	4,578,000	0	1.0	1.5	0.5
890	Warren County	31,139,000	31,264,000	125,000	31,461,000	31,264,000	(197,000)	7.0	14.0	7.0
900	Washington County	30,320,000	30,490,000	170,000	30,502,000	30,490,000	(12,000)	9.0	17.5	8.5
901	Johnson City	26,476,000	26,595,000	119,000	26,476,000	26,595,000	119,000	8.5	17.0	8.5
910	Wayne County	12,915,000	12,959,000	44,000	13,045,000	13,045,000	0	2.5	5.0	2.5
920	Weakley County	21,246,000	21,355,000	109,000	21,246,000	21,355,000	109,000	4.5	9.0	4.5
930	White County	20,176,000	20,263,000	87,000	20,176,000	20,263,000	87,000	4.0	8.5	4.5
940	Williamson County	111,331,000	112,033,000	702,000	111,331,000	112,033,000	702,000	35.0	69.5	34.5
941	Franklin SSD	13,492,000	13,533,000	41,000	13,764,000	13,533,000	(231,000)	5.5	11.0	5.5
950	Wilson County	63,527,000	63,888,000	361,000	63,527,000	63,888,000	361,000	16.0	32.0	16.0
951	Lebanon SSD	14,647,000	14,686,000	39,000	14,647,000	14,686,000	39,000	5.5	11.0	5.5
970	Dept. of Children Services	7,542,000	7,621,000	79,000	10,565,000	10,565,000	0	0.0	0.5	0.5
		4,017,219,000	4,035,298,000	18,079,000	4,048,464,000	4,048,122,000	(342,000)	1,052.5	2,097.5	1,045.0

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Change funding ratio for all counselors to 1:250
Based on FY15 July Final

		<u>FY15 July Final Generated</u>	<u>FY16 Generated with current ratios for counselors</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with 1:250 all counselors</u>	<u>variance</u>	<u>FY15 Positions w/1:500 & 1:350</u>	<u>FY16 Positions w/1:250</u>	<u>variance</u>
10	Anderson County	28,483,000	28,846,000	363,000	28,888,000	28,846,000	(42,000)	15.5	25.00	9.5
11	Clinton City	4,055,000	4,112,000	57,000	4,055,000	4,112,000	57,000	2.0	3.50	1.5
12	Oak Ridge City	19,041,000	19,309,000	268,000	19,041,000	19,309,000	268,000	10.5	17.50	7.0
20	Bedford County	40,525,000	41,080,000	555,000	40,525,000	41,080,000	555,000	19.5	32.50	13.0
30	Benton County	11,044,000	11,163,000	119,000	11,487,000	11,163,000	(324,000)	5.5	8.50	3.0
40	Bledsoe County	11,516,000	11,655,000	139,000	11,516,000	11,655,000	139,000	4.5	7.50	3.0
50	Blount County	43,614,000	44,233,000	619,000	44,787,000	44,233,000	(554,000)	24.5	41.50	17.0
51	Alcoa City	6,920,000	7,028,000	108,000	6,943,000	7,028,000	85,000	4.5	7.50	3.0

52	Maryville City	18,946,000	19,255,000	309,000	18,946,000	19,255,000	309,000	11.5	20.00	8.5
60	Bradley County	43,496,000	44,114,000	618,000	43,628,000	44,114,000	486,000	23.5	39.50	16.0
61	Cleveland City	22,447,000	22,756,000	309,000	22,447,000	22,756,000	309,000	12.0	20.00	8.0
70	Campbell County	26,614,000	26,957,000	343,000	26,614,000	26,957,000	343,000	13.0	21.50	8.5
80	Cannon County	10,772,000	10,932,000	160,000	10,772,000	10,932,000	160,000	4.5	8.00	3.5
90	Carroll County	1,951,000	1,952,000	1,000	1,951,000	1,952,000	1,000	0.0	0.00	0.0
92	H Rock-Bruceton SSD	3,363,000	3,406,000	43,000	3,417,000	3,406,000	(11,000)	1.5	2.50	1.0
93	Huntingdon SSD	5,934,000	6,017,000	83,000	5,962,000	6,017,000	55,000	3.0	4.50	1.5
94	McKenzie SSD	6,729,000	6,821,000	92,000	6,729,000	6,821,000	92,000	3.5	5.50	2.0
95	South Carroll Co SSD	1,942,000	1,967,000	25,000	1,942,000	1,967,000	25,000	1.0	1.50	0.5
97	West Carroll Co SSD	4,983,000	5,049,000	66,000	5,036,000	5,049,000	13,000	2.5	4.00	1.5
100	Carter County	27,515,000	27,877,000	362,000	27,994,000	27,877,000	(117,000)	12.5	21.00	8.5
101	Elizabethton City	11,490,000	11,639,000	149,000	11,490,000	11,639,000	149,000	6.0	9.50	3.5
110	Cheatham County	31,987,000	32,445,000	458,000	31,987,000	32,445,000	458,000	15.5	26.00	10.5
120	Chester County	14,513,000	14,719,000	206,000	14,541,000	14,719,000	178,000	6.5	11.00	4.5
130	Claiborne County	23,716,000	24,017,000	301,000	23,996,000	24,017,000	21,000	10.5	17.50	7.0
140	Clay County	5,663,000	5,753,000	90,000	5,663,000	5,753,000	90,000	2.0	4.00	2.0
150	Cocke County	22,667,000	22,979,000	312,000	22,878,000	22,979,000	101,000	11.0	18.50	7.5
151	Newport City	3,415,000	3,485,000	70,000	3,415,000	3,485,000	70,000	1.5	3.00	1.5
160	Coffee County	19,361,000	19,636,000	275,000	19,361,000	19,636,000	275,000	10.5	17.50	7.0
161	Manchester City	6,034,000	6,123,000	89,000	6,060,000	6,123,000	63,000	2.5	5.00	2.5
162	Tullahoma City	14,246,000	14,448,000	202,000	14,246,000	14,448,000	202,000	8.0	13.00	5.0
170	Crockett County	10,427,000	10,547,000	120,000	10,427,000	10,547,000	120,000	5.0	7.50	2.5
171	Alamo City	3,442,000	3,498,000	56,000	3,442,000	3,498,000	56,000	1.5	2.50	1.0
172	Bells City	2,196,000	2,227,000	31,000	2,196,000	2,227,000	31,000	1.0	1.50	0.5
180	Cumberland County	28,293,000	28,680,000	387,000	28,509,000	28,680,000	171,000	17.0	28.00	11.0
190	Davidson County	255,376,000	259,232,000	3,856,000	255,376,000	259,232,000	3,856,000	182.5	312.00	129.5
200	Decatur County	7,761,000	7,836,000	75,000	7,980,000	7,836,000	(144,000)	4.0	6.00	2.0
210	DeKalb County	13,651,000	13,835,000	184,000	14,035,000	13,835,000	(200,000)	6.5	11.00	4.5

220	Dickson County	36,872,000	37,388,000	516,000	36,899,000	37,388,000	489,000	19.5	32.50	13.0
230	Dyer County	17,259,000	17,504,000	245,000	17,311,000	17,504,000	193,000	8.5	14.50	6.0
231	Dyersburg City	11,542,000	11,726,000	184,000	11,914,000	11,726,000	(188,000)	6.0	10.50	4.5
240	Fayette County	12,629,000	12,808,000	179,000	15,383,000	15,383,000	0	8.0	13.50	5.5
250	Fentress County	12,001,000	12,145,000	144,000	12,001,000	12,145,000	144,000	5.0	8.50	3.5
260	Franklin County	25,677,000	26,012,000	335,000	25,677,000	26,012,000	335,000	13.0	21.50	8.5
271	Humboldt City	5,855,000	5,932,000	77,000	6,034,000	5,932,000	(102,000)	2.5	4.00	1.5
272	Milan SSD	10,298,000	10,428,000	130,000	10,370,000	10,428,000	58,000	4.5	7.50	3.0
273	Trenton SSD	6,900,000	7,000,000	100,000	6,900,000	7,000,000	100,000	3.0	5.50	2.5
274	Bradford SSD	2,797,000	2,828,000	31,000	2,797,000	2,828,000	31,000	1.0	2.00	1.0
275	Gibson County SSD	18,977,000	19,252,000	275,000	18,977,000	19,252,000	275,000	9.0	15.50	6.5
280	Giles County	17,896,000	18,156,000	260,000	17,896,000	18,156,000	260,000	9.0	15.50	6.5
290	Grainger County	19,634,000	19,914,000	280,000	19,634,000	19,914,000	280,000	8.0	14.00	6.0
300	Greene County	31,974,000	32,407,000	433,000	31,974,000	32,407,000	433,000	16.5	27.50	11.0
301	Greeneville City	12,366,000	12,523,000	157,000	12,409,000	12,523,000	114,000	6.5	10.50	4.0
310	Grundy County	12,245,000	12,406,000	161,000	12,654,000	12,406,000	(248,000)	5.0	8.50	3.5
320	Hamblen County	42,679,000	43,279,000	600,000	42,679,000	43,279,000	600,000	23.5	39.50	16.0
330	Hamilton County	131,306,000	133,352,000	2,046,000	131,620,000	133,352,000	1,732,000	98.0	166.00	68.0
340	Hancock County	6,083,000	6,152,000	69,000	6,083,000	6,152,000	69,000	2.0	3.50	1.5
350	Hardeman County	20,430,000	20,694,000	264,000	20,711,000	20,694,000	(17,000)	9.0	15.00	6.0
360	Hardin County	14,270,000	14,491,000	221,000	14,457,000	14,491,000	34,000	8.0	14.00	6.0
370	Hawkins County	34,945,000	35,401,000	456,000	35,988,000	35,401,000	(587,000)	17.0	28.00	11.0
371	Rogersville City	3,023,000	3,071,000	48,000	3,063,000	3,071,000	8,000	1.5	2.50	1.0
380	Haywood County	16,024,000	16,208,000	184,000	16,681,000	16,208,000	(473,000)	7.5	12.00	4.5
390	Henderson County	19,353,000	19,604,000	251,000	19,353,000	19,604,000	251,000	9.5	15.50	6.0
391	Lexington City	4,499,000	4,574,000	75,000	4,795,000	4,574,000	(221,000)	2.0	3.50	1.5
400	Henry County	14,152,000	14,310,000	158,000	14,268,000	14,310,000	42,000	7.5	11.50	4.0
401	Paris SSD	7,682,000	7,821,000	139,000	7,745,000	7,821,000	76,000	3.5	7.00	3.5
410	Hickman County	19,458,000	19,683,000	225,000	20,093,000	20,093,000	0	8.5	13.50	5.0
420	Houston County	7,583,000	7,645,000	62,000	7,625,000	7,645,000	20,000	3.5	5.00	1.5

430	Humphreys County	13,347,000	13,525,000	178,000	14,163,000	13,525,000	(638,000)	6.5	11.00	4.5
440	Jackson County	8,794,000	8,907,000	113,000	8,794,000	8,907,000	113,000	3.5	6.00	2.5
450	Jefferson County	32,093,000	32,555,000	462,000	32,321,000	32,555,000	234,000	17.0	28.50	11.5
460	Johnson County	11,395,000	11,519,000	124,000	12,048,000	12,048,000	0	5.5	8.50	3.0
470	Knox County	174,514,000	177,249,000	2,735,000	174,514,000	177,249,000	2,735,000	132.5	223.00	90.5
480	Lake County	4,906,000	4,975,000	69,000	5,056,000	4,975,000	(81,000)	2.0	3.50	1.5
490	Lauderdale County	24,149,000	24,470,000	321,000	24,149,000	24,470,000	321,000	10.5	17.50	7.0
500	Lawrence County	32,946,000	33,400,000	454,000	32,946,000	33,400,000	454,000	15.5	26.00	10.5
510	Lewis County	9,415,000	9,549,000	134,000	9,532,000	9,549,000	17,000	4.5	7.50	3.0
520	Lincoln County	18,664,000	18,941,000	277,000	19,036,000	18,941,000	(95,000)	9.0	15.50	6.5
521	Fayetteville City	6,549,000	6,634,000	85,000	6,549,000	6,634,000	85,000	3.5	5.50	2.0
530	Loudon County	18,310,000	18,562,000	252,000	19,299,000	19,300,000	1,000	11.0	18.50	7.5
531	Lenoir City	8,728,000	8,829,000	101,000	8,733,000	8,829,000	96,000	5.5	8.50	3.0
540	McMinn County	24,272,000	24,625,000	353,000	24,534,000	24,625,000	91,000	14.0	23.00	9.0
541	Athens City	7,189,000	7,302,000	113,000	7,189,000	7,302,000	113,000	3.5	6.50	3.0
542	Etowah City	1,555,000	1,577,000	22,000	1,564,000	1,577,000	13,000	1.0	1.50	0.5
550	McNairy County	21,354,000	21,640,000	286,000	21,570,000	21,640,000	70,000	10.0	16.50	6.5
560	Macon County	19,536,000	19,802,000	266,000	19,593,000	19,802,000	209,000	8.5	14.50	6.0
570	Madison County	43,718,000	44,333,000	615,000	44,819,000	44,333,000	(486,000)	29.5	49.50	20.0
580	Marion County	18,883,000	19,142,000	259,000	19,120,000	19,142,000	22,000	10.0	16.50	6.5
581	Richard City SSD	1,205,000	1,222,000	17,000	1,321,000	1,291,000	(30,000)	0.5	1.00	0.5
590	Marshall County	25,265,000	25,605,000	340,000	25,265,000	25,605,000	340,000	12.5	20.50	8.0
600	Maury County	49,829,000	50,546,000	717,000	49,829,000	50,546,000	717,000	27.0	46.00	19.0
610	Meigs County	9,478,000	9,587,000	109,000	9,478,000	9,587,000	109,000	4.0	6.50	2.5
620	Monroe County	26,035,000	26,408,000	373,000	26,281,000	26,408,000	127,000	12.5	21.50	9.0
621	Sweetwater City	7,271,000	7,377,000	106,000	7,271,000	7,377,000	106,000	3.5	6.00	2.5
630	Montgomery County	131,206,000	133,077,000	1,871,000	131,206,000	133,077,000	1,871,000	71.0	119.50	48.5
640	Moore County	4,258,000	4,315,000	57,000	4,604,000	4,422,000	(182,000)	2.0	3.50	1.5
650	Morgan County	17,891,000	18,099,000	208,000	18,182,000	18,099,000	(83,000)	7.5	12.00	4.5
660	Obion County	16,704,000	16,925,000	221,000	16,704,000	16,925,000	221,000	8.5	14.00	5.5

661	Union City	6,743,000	6,845,000	102,000	6,743,000	6,845,000	102,000	3.5	6.00	2.5
670	Overton County	17,118,000	17,338,000	220,000	17,552,000	17,338,000	(214,000)	7.5	12.50	5.0
680	Perry County	5,843,000	5,904,000	61,000	5,843,000	5,904,000	61,000	2.5	4.00	1.5
690	Pickett County	4,153,000	4,193,000	40,000	4,153,000	4,193,000	40,000	2.0	3.00	1.0
700	Polk County	12,740,000	12,889,000	149,000	12,742,000	12,889,000	147,000	6.0	9.50	3.5
710	Putnam County	42,999,000	43,583,000	584,000	42,999,000	43,583,000	584,000	24.5	41.00	16.5
720	Rhea County	21,485,000	21,773,000	288,000	21,485,000	21,773,000	288,000	10.0	17.00	7.0
721	Dayton City	3,989,000	4,038,000	49,000	3,989,000	4,038,000	49,000	2.0	3.00	1.0
730	Roane County	26,875,000	27,233,000	358,000	27,910,000	27,910,000	0	16.5	27.00	10.5
740	Robertson County	50,896,000	51,588,000	692,000	52,830,000	51,588,000	(1,242,000)	25.0	42.00	17.0
750	Rutherford County	170,080,000	172,512,000	2,432,000	170,080,000	172,512,000	2,432,000	98.5	161.00	62.5
751	Murfreesboro City	31,434,000	31,978,000	544,000	31,434,000	31,978,000	544,000	14.0	28.00	14.0
760	Scott County	15,633,000	15,834,000	201,000	15,633,000	15,834,000	201,000	7.0	11.50	4.5
761	Oneida SSD	6,608,000	6,675,000	67,000	6,608,000	6,675,000	67,000	3.0	4.50	1.5
770	Sequatchie County	11,747,000	11,922,000	175,000	11,747,000	11,922,000	175,000	5.0	9.00	4.0
780	Sevier County	35,563,000	36,077,000	514,000	38,565,000	38,566,000	1,000	33.5	56.00	22.5
790	Shelby County	539,804,000	547,539,000	7,735,000	539,804,000	547,539,000	7,735,000	275.5	464.50	189.0
793	Arlington	19,968,000	20,275,000	307,000	19,968,000	20,275,000	307,000	12.5	20.00	7.5
794	Bartlett	38,343,000	38,936,000	593,000	38,343,000	38,936,000	593,000	21.0	35.50	14.5
795	Collierville	31,489,000	32,001,000	512,000	31,489,000	32,001,000	512,000	17.5	30.00	12.5
796	Germantown	21,262,000	21,589,000	327,000	21,262,000	21,589,000	327,000	12.5	20.50	8.0
797	Lakeland	3,815,000	3,898,000	83,000	3,815,000	3,898,000	83,000	1.5	3.50	2.0
798	Millington	11,709,000	11,852,000	143,000	11,709,000	11,852,000	143,000	6.5	10.00	3.5
800	Smith County	15,433,000	15,649,000	216,000	15,433,000	15,649,000	216,000	7.0	12.00	5.0
810	Stewart County	10,664,000	10,843,000	179,000	10,868,000	10,868,000	0	4.5	8.50	4.0
820	Sullivan County	37,876,000	38,445,000	569,000	38,318,000	38,445,000	127,000	24.5	41.00	16.5
821	Bristol City	13,822,000	14,029,000	207,000	13,906,000	14,029,000	123,000	9.0	15.00	6.0
822	Kingsport City	25,270,000	25,668,000	398,000	25,270,000	25,668,000	398,000	16.0	27.50	11.5
830	Sumner County	122,640,000	124,392,000	1,752,000	122,640,000	124,392,000	1,752,000	66.5	111.00	44.5
840	Tipton County	57,063,000	57,836,000	773,000	58,198,000	57,836,000	(362,000)	26.5	44.00	17.5

850	Trousdale County	6,597,000	6,685,000	88,000	6,832,000	6,685,000	(147,000)	3.0	5.00	2.0
860	Unicoi County	12,698,000	12,838,000	140,000	12,698,000	12,838,000	140,000	6.0	9.50	3.5
870	Union County	28,337,000	28,752,000	415,000	28,337,000	28,752,000	415,000	12.0	20.50	8.5
880	Van Buren County	3,716,000	3,756,000	40,000	4,578,000	4,578,000	0	2.0	3.00	1.0
890	Warren County	31,139,000	31,558,000	419,000	31,461,000	31,558,000	97,000	15.0	25.00	10.0
900	Washington County	30,320,000	30,762,000	442,000	30,502,000	30,762,000	260,000	21.5	35.00	13.5
901	Johnson City	26,476,000	26,868,000	392,000	26,476,000	26,868,000	392,000	18.0	30.00	12.0
910	Wayne County	12,915,000	13,072,000	157,000	13,045,000	13,072,000	27,000	5.5	9.00	3.5
920	Weakley County	21,246,000	21,540,000	294,000	21,246,000	21,540,000	294,000	10.0	17.00	7.0
930	White County	20,176,000	20,460,000	284,000	20,176,000	20,460,000	284,000	9.0	15.50	6.5
940	Williamson County	111,331,000	113,298,000	1,967,000	111,331,000	113,298,000	1,967,000	80.5	133.50	53.0
941	Franklin SSD	13,492,000	13,734,000	242,000	13,764,000	13,734,000	(30,000)	7.5	14.00	6.5
950	Wilson County	63,527,000	64,483,000	956,000	63,527,000	64,483,000	956,000	39.0	64.50	25.5
951	Lebanon SSD	14,647,000	14,890,000	243,000	14,647,000	14,890,000	243,000	7.5	14.00	6.5
970	Dept. of Children Services	7,542,000	7,647,000	105,000	10,565,000	10,565,000	0	3.5	5.50	2.0
		4,017,219,000	4,074,716,000	57,497,000	4,048,464,000	4,086,075,000	37,611,000	2,246.0	3,770.0	1,524.0

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Fund assistant principals at SACS ratios Based on FY15 July Final

		<u>FY15 July Final Generated</u>	<u>FY16 Generated assistant principals at SACS ratios</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with assistant principals at SACS ratios</u>	<u>variance</u>	<u>FY15 Positions current</u>	<u>FY16 Positions w/SACS Ratios</u>	<u>variance</u>
10	Anderson County	28,483,000	28,577,000	94,000	28,888,000	28,577,000	(311,000)	3.0	5.5	2.5
11	Clinton City	4,055,000	4,074,000	19,000	4,055,000	4,074,000	19,000	0.0	0.5	0.5
12	Oak Ridge City	19,041,000	19,058,000	17,000	19,041,000	19,058,000	17,000	3.5	4.0	0.5
20	Bedford County	40,525,000	40,631,000	106,000	40,525,000	40,631,000	106,000	4.5	7.0	2.5
30	Benton County	11,044,000	11,062,000	18,000	11,487,000	11,062,000	(425,000)	0.5	1.0	0.5

40	Bledsoe County	11,516,000	11,539,000	23,000	11,516,000	11,539,000	23,000	0.5	1.0	0.5
50	Blount County	43,614,000	43,633,000	19,000	44,787,000	43,646,000	(1,141,000)	8.0	9.0	1.0
51	Alcoa City	6,920,000	6,953,000	33,000	6,943,000	6,953,000	10,000	1.0	2.0	1.0
52	Maryville City	18,946,000	19,011,000	65,000	18,946,000	19,011,000	65,000	3.5	5.5	2.0
60	Bradley County	43,496,000	43,508,000	12,000	43,628,000	43,527,000	(101,000)	9.0	10.0	1.0
61	Cleveland City	22,447,000	22,471,000	24,000	22,447,000	22,471,000	24,000	4.0	5.0	1.0
70	Campbell County	26,614,000	26,698,000	84,000	26,614,000	26,698,000	84,000	3.0	5.0	2.0
80	Cannon County	10,772,000	10,793,000	21,000	10,772,000	10,793,000	21,000	0.5	1.0	0.5
90	Carroll County	1,951,000	1,951,000	0	1,951,000	1,951,000	0	0.0	0.0	0.0
92	H Rock-Bruceton SSD	3,363,000	3,362,000	(1,000)	3,417,000	3,365,000	(52,000)	0.0	0.0	0.0
93	Huntingdon SSD	5,934,000	5,932,000	(2,000)	5,962,000	5,938,000	(24,000)	0.5	0.5	0.0
94	McKenzie SSD	6,729,000	6,748,000	19,000	6,729,000	6,748,000	19,000	0.5	1.0	0.5
95	South Carroll Co SSD	1,942,000	1,942,000	0	1,942,000	1,943,000	1,000	0.0	0.0	0.0
97	West Carroll Co SSD	4,983,000	4,982,000	(1,000)	5,036,000	4,987,000	(49,000)	0.5	0.5	0.0
100	Carter County	27,515,000	27,629,000	114,000	27,994,000	27,629,000	(365,000)	1.5	4.0	2.5
101	Elizabethton City	11,490,000	11,536,000	46,000	11,490,000	11,536,000	46,000	1.0	2.0	1.0
110	Cheatham County	31,987,000	32,099,000	112,000	31,987,000	32,099,000	112,000	3.0	5.5	2.5
120	Chester County	14,513,000	14,533,000	20,000	14,541,000	14,533,000	(8,000)	1.5	2.0	0.5
130	Claiborne County	23,716,000	23,808,000	92,000	23,996,000	23,808,000	(188,000)	1.5	3.5	2.0
140	Clay County	5,663,000	5,712,000	49,000	5,663,000	5,712,000	49,000	0.0	1.0	1.0
150	Cocke County	22,667,000	22,727,000	60,000	22,878,000	22,727,000	(151,000)	2.0	3.5	1.5
151	Newport City	3,415,000	3,415,000	0	3,415,000	3,417,000	2,000	0.5	0.5	0.0
160	Coffee County	19,361,000	19,346,000	(15,000)	19,361,000	19,375,000	14,000	4.5	4.5	0.0
161	Manchester City	6,034,000	6,029,000	(5,000)	6,060,000	6,039,000	(21,000)	0.0	0.0	0.0
162	Tulahoma City	14,246,000	14,254,000	8,000	14,246,000	14,257,000	11,000	1.5	2.0	0.5
170	Crockett County	10,427,000	10,475,000	48,000	10,427,000	10,475,000	48,000	1.0	2.0	1.0
171	Alamo City	3,442,000	3,466,000	24,000	3,442,000	3,466,000	24,000	0.0	0.5	0.5
172	Bells City	2,196,000	2,196,000	0	2,196,000	2,198,000	2,000	0.0	0.0	0.0
180	Cumberland County	28,293,000	28,385,000	92,000	28,509,000	28,385,000	(124,000)	4.5	7.0	2.5
190	Davidson County	255,376,000	255,765,000	389,000	255,376,000	255,765,000	389,000	48.0	67.5	19.5

200	Decatur County	7,761,000	7,755,000	(6,000)	7,980,000	7,766,000	(214,000)	0.5	0.5	0.0
210	DeKalb County	13,651,000	13,745,000	94,000	14,035,000	13,745,000	(290,000)	1.0	3.0	2.0
220	Dickson County	36,872,000	36,969,000	97,000	36,899,000	36,969,000	70,000	5.5	8.0	2.5
230	Dyer County	17,259,000	17,306,000	47,000	17,311,000	17,306,000	(5,000)	1.5	2.5	1.0
231	Dyersburg City	11,542,000	11,627,000	85,000	11,914,000	11,627,000	(287,000)	1.0	3.0	2.0
240	Fayette County	12,629,000	12,659,000	30,000	15,383,000	15,383,000	0	1.0	2.0	1.0
250	Fentress County	12,001,000	12,072,000	71,000	12,001,000	12,072,000	71,000	0.0	1.5	1.5
260	Franklin County	25,677,000	25,681,000	4,000	25,677,000	25,695,000	18,000	3.0	3.5	0.5
271	Humboldt City	5,855,000	5,877,000	22,000	6,034,000	5,877,000	(157,000)	0.0	0.5	0.5
272	Milan SSD	10,298,000	10,341,000	43,000	10,370,000	10,341,000	(29,000)	1.5	2.5	1.0
273	Trenton SSD	6,900,000	6,922,000	22,000	6,900,000	6,922,000	22,000	0.5	1.0	0.5
274	Bradford SSD	2,797,000	2,797,000	0	2,797,000	2,799,000	2,000	0.0	0.0	0.0
275	Gibson County SSD	18,977,000	18,997,000	20,000	18,977,000	18,997,000	20,000	2.5	3.0	0.5
280	Giles County	17,896,000	17,905,000	9,000	17,896,000	17,908,000	12,000	1.5	2.0	0.5
290	Grainger County	19,634,000	19,706,000	72,000	19,634,000	19,706,000	72,000	1.0	2.5	1.5
300	Greene County	31,974,000	32,052,000	78,000	31,974,000	32,052,000	78,000	3.0	5.0	2.0
301	Greeneville City	12,366,000	12,405,000	39,000	12,409,000	12,405,000	(4,000)	1.0	2.0	1.0
310	Grundy County	12,245,000	12,240,000	(5,000)	12,654,000	12,253,000	(401,000)	1.0	1.0	0.0
320	Hamblen County	42,679,000	42,866,000	187,000	42,679,000	42,866,000	187,000	5.0	9.5	4.5
330	Hamilton County	131,306,000	131,755,000	449,000	131,620,000	131,755,000	135,000	20.5	35.0	14.5
340	Hancock County	6,083,000	6,107,000	24,000	6,083,000	6,107,000	24,000	0.0	0.5	0.5
350	Hardeman County	20,430,000	20,497,000	67,000	20,711,000	20,497,000	(214,000)	2.0	3.5	1.5
360	Hardin County	14,270,000	14,277,000	7,000	14,457,000	14,280,000	(177,000)	2.0	2.5	0.5
370	Hawkins County	34,945,000	35,004,000	59,000	35,988,000	35,004,000	(984,000)	3.0	4.5	1.5
371	Rogersville City	3,023,000	3,043,000	20,000	3,063,000	3,043,000	(20,000)	0.0	0.5	0.5
380	Haywood County	16,024,000	16,065,000	41,000	16,681,000	16,065,000	(616,000)	2.0	3.0	1.0
390	Henderson County	19,353,000	19,396,000	43,000	19,353,000	19,396,000	43,000	1.5	2.5	1.0
391	Lexington City	4,499,000	4,521,000	22,000	4,795,000	4,521,000	(274,000)	0.0	0.5	0.5
400	Henry County	14,152,000	14,219,000	67,000	14,268,000	14,219,000	(49,000)	1.0	2.5	1.5
401	Paris SSD	7,682,000	7,727,000	45,000	7,745,000	7,727,000	(18,000)	0.0	1.0	1.0

410	Hickman County	19,458,000	19,502,000	44,000	20,093,000	20,093,000	0	1.0	2.0	1.0
420	Houston County	7,583,000	7,580,000	(3,000)	7,625,000	7,588,000	(37,000)	0.5	0.5	0.0
430	Humphreys County	13,347,000	13,387,000	40,000	14,163,000	13,387,000	(776,000)	1.0	2.0	1.0
440	Jackson County	8,794,000	8,790,000	(4,000)	8,794,000	8,800,000	6,000	0.5	0.5	0.0
450	Jefferson County	32,093,000	32,222,000	129,000	32,321,000	32,222,000	(99,000)	5.5	8.5	3.0
460	Johnson County	11,395,000	11,388,000	(7,000)	12,048,000	12,048,000	0	1.0	1.0	0.0
470	Knox County	174,514,000	174,942,000	428,000	174,514,000	174,942,000	428,000	52.0	68.0	16.0
480	Lake County	4,906,000	4,904,000	(2,000)	5,056,000	4,909,000	(147,000)	0.0	0.0	0.0
490	Lauderdale County	24,149,000	24,245,000	96,000	24,149,000	24,245,000	96,000	3.0	5.0	2.0
500	Lawrence County	32,946,000	33,109,000	163,000	32,946,000	33,109,000	163,000	2.5	6.0	3.5
510	Lewis County	9,415,000	9,437,000	22,000	9,532,000	9,437,000	(95,000)	0.5	1.0	0.5
520	Lincoln County	18,664,000	18,705,000	41,000	19,036,000	18,705,000	(331,000)	2.0	3.0	1.0
521	Fayetteville City	6,549,000	6,569,000	20,000	6,549,000	6,569,000	20,000	0.5	1.0	0.5
530	Loudon County	18,310,000	18,341,000	31,000	19,299,000	19,299,000	0	2.0	3.0	1.0
531	Lenoir City	8,728,000	8,762,000	34,000	8,733,000	8,762,000	29,000	1.5	2.5	1.0
540	McMinn County	24,272,000	24,297,000	25,000	24,534,000	24,297,000	(237,000)	4.5	5.5	1.0
541	Athens City	7,189,000	7,185,000	(4,000)	7,189,000	7,194,000	5,000	0.0	0.0	0.0
542	Etowah City	1,555,000	1,555,000	0	1,564,000	1,556,000	(8,000)	0.0	0.0	0.0
550	McNairy County	21,354,000	21,395,000	41,000	21,570,000	21,395,000	(175,000)	2.0	3.0	1.0
560	Macon County	19,536,000	19,579,000	43,000	19,593,000	19,579,000	(14,000)	1.5	2.5	1.0
570	Madison County	43,718,000	43,839,000	121,000	44,819,000	43,839,000	(980,000)	5.0	9.0	4.0
580	Marion County	18,883,000	18,969,000	86,000	19,120,000	18,969,000	(151,000)	1.5	3.5	2.0
581	Richard City SSD	1,205,000	1,206,000	1,000	1,321,000	1,291,000	(30,000)	0.0	0.0	0.0
590	Marshall County	25,265,000	25,328,000	63,000	25,265,000	25,328,000	63,000	2.5	4.0	1.5
600	Maury County	49,829,000	49,954,000	125,000	49,829,000	49,954,000	125,000	6.0	9.5	3.5
610	Meigs County	9,478,000	9,500,000	22,000	9,478,000	9,500,000	22,000	0.5	1.0	0.5
620	Monroe County	26,035,000	26,144,000	109,000	26,281,000	26,144,000	(137,000)	2.0	4.5	2.5
621	Sweetwater City	7,271,000	7,293,000	22,000	7,271,000	7,293,000	22,000	0.0	0.5	0.5
630	Montgomery County	131,206,000	131,646,000	440,000	131,206,000	131,646,000	440,000	26.5	37.5	11.0
640	Moore County	4,258,000	4,280,000	22,000	4,604,000	4,422,000	(182,000)	0.5	1.0	0.5

650	Morgan County	17,891,000	17,911,000	20,000	18,182,000	17,911,000	(271,000)	0.5	1.0	0.5
660	Obion County	16,704,000	16,787,000	83,000	16,704,000	16,787,000	83,000	1.0	3.0	2.0
661	Union City	6,743,000	6,744,000	1,000	6,743,000	6,748,000	5,000	1.0	1.0	0.0
670	Overton County	17,118,000	17,135,000	17,000	17,552,000	17,135,000	(417,000)	1.5	2.0	0.5
680	Perry County	5,843,000	5,839,000	(4,000)	5,843,000	5,847,000	4,000	0.5	0.5	0.0
690	Pickett County	4,153,000	4,177,000	24,000	4,153,000	4,177,000	24,000	0.0	0.5	0.5
700	Polk County	12,740,000	12,759,000	19,000	12,742,000	12,759,000	17,000	1.0	1.5	0.5
710	Putnam County	42,999,000	43,072,000	73,000	42,999,000	43,072,000	73,000	9.0	11.5	2.5
720	Rhea County	21,485,000	21,602,000	117,000	21,485,000	21,602,000	117,000	2.5	5.0	2.5
721	Dayton City	3,989,000	4,012,000	23,000	3,989,000	4,012,000	23,000	0.5	1.0	0.5
730	Roane County	26,875,000	26,941,000	66,000	27,910,000	27,910,000	0	3.0	5.0	2.0
740	Robertson County	50,896,000	51,144,000	248,000	52,830,000	51,144,000	(1,686,000)	5.0	10.5	5.5
750	Rutherford County	170,080,000	170,181,000	101,000	170,080,000	170,205,000	125,000	51.0	56.0	5.0
751	Murfreesboro City	31,434,000	31,513,000	79,000	31,434,000	31,513,000	79,000	4.0	6.5	2.5
760	Scott County	15,633,000	15,655,000	22,000	15,633,000	15,655,000	22,000	1.0	1.5	0.5
761	Oneida SSD	6,608,000	6,630,000	22,000	6,608,000	6,630,000	22,000	0.5	1.0	0.5
770	Sequatchie County	11,747,000	11,740,000	(7,000)	11,747,000	11,755,000	8,000	2.5	2.5	0.0
780	Sevier County	35,563,000	35,742,000	179,000	38,565,000	38,565,000	0	8.5	14.5	6.0
790	Shelby County	539,804,000	543,076,000	3,272,000	539,804,000	543,076,000	3,272,000	81.5	152.0	70.5
793	Arlington	19,968,000	20,065,000	97,000	19,968,000	20,065,000	97,000	8.0	10.0	2.0
794	Bartlett	38,343,000	38,370,000	27,000	38,343,000	38,370,000	27,000	7.5	7.5	0.0
795	Collierville	31,489,000	31,594,000	105,000	31,489,000	31,594,000	105,000	8.5	10.5	2.0
796	Germantown	21,262,000	21,339,000	77,000	21,262,000	21,339,000	77,000	7.0	8.5	1.5
797	Lakeland	3,815,000	3,839,000	24,000	3,815,000	3,839,000	24,000	0.5	1.0	0.5
798	Millington	11,709,000	11,819,000	110,000	11,709,000	11,819,000	110,000	1.5	4.0	2.5
800	Smith County	15,433,000	15,451,000	18,000	15,433,000	15,451,000	18,000	1.0	1.5	0.5
810	Stewart County	10,664,000	10,684,000	20,000	10,868,000	10,868,000	0	1.0	1.5	0.5
820	Sullivan County	37,876,000	37,958,000	82,000	38,318,000	37,958,000	(360,000)	4.0	7.0	3.0
821	Bristol City	13,822,000	13,849,000	27,000	13,906,000	13,849,000	(57,000)	1.5	2.5	1.0
822	Kingsport City	25,270,000	25,274,000	4,000	25,270,000	25,289,000	19,000	5.5	6.0	0.5

830	Sumner County	122,640,000	122,914,000	274,000	122,640,000	122,914,000	274,000	19.0	26.5	7.5
840	Tipton County	57,063,000	57,243,000	180,000	58,198,000	57,243,000	(955,000)	11.0	15.0	4.0
850	Trousdale County	6,597,000	6,620,000	23,000	6,832,000	6,620,000	(212,000)	0.5	1.0	0.5
860	Unicoi County	12,698,000	12,742,000	44,000	12,698,000	12,742,000	44,000	1.0	2.0	1.0
870	Union County	28,337,000	28,672,000	335,000	28,337,000	28,672,000	335,000	3.5	10.0	6.5
880	Van Buren County	3,716,000	3,714,000	(2,000)	4,578,000	4,578,000	0	0.0	0.0	0.0
890	Warren County	31,139,000	31,144,000	5,000	31,461,000	31,161,000	(300,000)	5.0	5.5	0.5
900	Washington County	30,320,000	30,396,000	76,000	30,502,000	30,396,000	(106,000)	5.0	8.0	3.0
901	Johnson City	26,476,000	26,455,000	(21,000)	26,476,000	26,496,000	20,000	8.5	8.5	0.0
910	Wayne County	12,915,000	12,937,000	22,000	13,045,000	13,045,000	0	0.5	1.0	0.5
920	Weakley County	21,246,000	21,258,000	12,000	21,246,000	21,261,000	15,000	1.0	1.5	0.5
930	White County	20,176,000	20,191,000	15,000	20,176,000	20,191,000	15,000	2.5	3.0	0.5
940	Williamson County	111,331,000	111,536,000	205,000	111,331,000	111,536,000	205,000	33.5	41.0	7.5
941	Franklin SSD	13,492,000	13,521,000	29,000	13,764,000	13,521,000	(243,000)	0.0	1.0	1.0
950	Wilson County	63,527,000	63,535,000	8,000	63,527,000	63,574,000	47,000	19.0	20.0	1.0
951	Lebanon SSD	14,647,000	14,750,000	103,000	14,647,000	14,750,000	103,000	0.0	3.0	3.0
970	Dept. of Children Services	7,542,000	7,542,000	0	10,565,000	10,565,000	0	0.0	0.0	0.0
		4,017,219,000	4,028,958,000	11,739,000	4,048,464,000	4,042,427,000	(6,037,000)	632.00	942.0	310.0
	Membership	1-249	250-499	500-749	750-999	1,000-1,249	1,250-1,499	1,500-up		
	Elementary Assistant Principals	0	0	0.5	1	1.5	2	One FTE added for each additional 250 students over 1,500		
	Secondary Assistant Principals	0	0.5	1	1.5	2	2.5			

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

**Reduce grades 7 - 12 funding ratios by 3 students (including CTE)
Based on FY15 July Final**

		<u>FY15 July Final Generated</u>	<u>FY16 Generated grades 7 - 12 funding ratios reduced by 3</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate grades 7 - 12 funding ratios reduced by 3</u>	<u>variance</u>
10	Anderson County	28,483,000	29,233,000	750,000	28,888,000	29,233,000	345,000
11	Clinton City	4,055,000	4,056,000	1,000	4,055,000	4,056,000	1,000
12	Oak Ridge City	19,041,000	19,476,000	435,000	19,041,000	19,476,000	435,000
20	Bedford County	40,525,000	41,275,000	750,000	40,525,000	41,275,000	750,000
30	Benton County	11,044,000	11,327,000	283,000	11,487,000	11,487,000	0
40	Bledsoe County	11,516,000	11,724,000	208,000	11,516,000	11,724,000	208,000
50	Blount County	43,614,000	44,556,000	942,000	44,787,000	44,788,000	1,000
51	Alcoa City	6,920,000	7,082,000	162,000	6,943,000	7,082,000	139,000
52	Maryville City	18,946,000	19,399,000	453,000	18,946,000	19,399,000	453,000
60	Bradley County	43,496,000	44,589,000	1,093,000	43,628,000	44,589,000	961,000
61	Cleveland City	22,447,000	22,946,000	499,000	22,447,000	22,946,000	499,000
70	Campbell County	26,614,000	27,165,000	551,000	26,614,000	27,165,000	551,000
80	Cannon County	10,772,000	10,997,000	225,000	10,772,000	10,997,000	225,000
90	Carroll County	1,951,000	1,996,000	45,000	1,951,000	1,996,000	45,000
92	H Rock-Bruceton SSD	3,363,000	3,409,000	46,000	3,417,000	3,417,000	0
93	Huntingdon SSD	5,934,000	6,025,000	91,000	5,962,000	6,025,000	63,000
94	McKenzie SSD	6,729,000	6,909,000	180,000	6,729,000	6,909,000	180,000
95	South Carroll Co SSD	1,942,000	2,032,000	90,000	1,942,000	2,032,000	90,000
97	West Carroll Co SSD	4,983,000	5,096,000	113,000	5,036,000	5,096,000	60,000
100	Carter County	27,515,000	28,061,000	546,000	27,994,000	28,061,000	67,000
101	Elizabethton City	11,490,000	11,837,000	347,000	11,490,000	11,837,000	347,000
110	Cheatham County	31,987,000	32,736,000	749,000	31,987,000	32,736,000	749,000
120	Chester County	14,513,000	14,808,000	295,000	14,541,000	14,808,000	267,000
130	Claiborne County	23,716,000	24,219,000	503,000	23,996,000	24,219,000	223,000
140	Clay County	5,663,000	5,772,000	109,000	5,663,000	5,772,000	109,000
150	Cocke County	22,667,000	23,216,000	549,000	22,878,000	23,216,000	338,000

151	Newport City	3,415,000	3,437,000	22,000	3,415,000	3,437,000	22,000
160	Coffee County	19,361,000	19,901,000	540,000	19,361,000	19,901,000	540,000
161	Manchester City	6,034,000	6,096,000	62,000	6,060,000	6,096,000	36,000
162	Tulahoma City	14,246,000	14,607,000	361,000	14,246,000	14,607,000	361,000
170	Crockett County	10,427,000	10,751,000	324,000	10,427,000	10,751,000	324,000
171	Alamo City	3,442,000	3,442,000	0	3,442,000	3,442,000	0
172	Bells City	2,196,000	2,196,000	0	2,196,000	2,196,000	0
180	Cumberland County	28,293,000	28,974,000	681,000	28,509,000	28,974,000	465,000
190	Davidson County	255,376,000	259,220,000	3,844,000	255,376,000	259,220,000	3,844,000
200	Decatur County	7,761,000	7,925,000	164,000	7,980,000	7,980,000	0
210	DeKalb County	13,651,000	13,938,000	287,000	14,035,000	14,036,000	1,000
220	Dickson County	36,872,000	37,694,000	822,000	36,899,000	37,694,000	795,000
230	Dyer County	17,259,000	17,646,000	387,000	17,311,000	17,646,000	335,000
231	Dyersburg City	11,542,000	11,808,000	266,000	11,914,000	11,915,000	1,000
240	Fayette County	12,629,000	12,855,000	226,000	15,383,000	15,383,000	0
250	Fentress County	12,001,000	12,124,000	123,000	12,001,000	12,124,000	123,000
260	Franklin County	25,677,000	26,241,000	564,000	25,677,000	26,241,000	564,000
271	Humboldt City	5,855,000	5,942,000	87,000	6,034,000	6,034,000	0
272	Milan SSD	10,298,000	10,538,000	240,000	10,370,000	10,538,000	168,000
273	Trenton SSD	6,900,000	7,031,000	131,000	6,900,000	7,031,000	131,000
274	Bradford SSD	2,797,000	2,840,000	43,000	2,797,000	2,840,000	43,000
275	Gibson County SSD	18,977,000	19,392,000	415,000	18,977,000	19,392,000	415,000
280	Giles County	17,896,000	18,375,000	479,000	17,896,000	18,375,000	479,000
290	Grainger County	19,634,000	20,080,000	446,000	19,634,000	20,080,000	446,000
300	Greene County	31,974,000	32,643,000	669,000	31,974,000	32,643,000	669,000
301	Greeneville City	12,366,000	12,709,000	343,000	12,409,000	12,709,000	300,000
310	Grundy County	12,245,000	12,524,000	279,000	12,654,000	12,655,000	1,000
320	Hamblen County	42,679,000	43,653,000	974,000	42,679,000	43,653,000	974,000
330	Hamilton County	131,306,000	133,889,000	2,583,000	131,620,000	133,889,000	2,269,000
340	Hancock County	6,083,000	6,201,000	118,000	6,083,000	6,201,000	118,000

350	Hardeman County	20,430,000	20,904,000	474,000	20,711,000	20,904,000	193,000
360	Hardin County	14,270,000	14,677,000	407,000	14,457,000	14,677,000	220,000
370	Hawkins County	34,945,000	35,734,000	789,000	35,988,000	35,989,000	1,000
371	Rogersville City	3,023,000	3,065,000	42,000	3,063,000	3,065,000	2,000
380	Haywood County	16,024,000	16,366,000	342,000	16,681,000	16,681,000	0
390	Henderson County	19,353,000	19,834,000	481,000	19,353,000	19,834,000	481,000
391	Lexington City	4,499,000	4,544,000	45,000	4,795,000	4,795,000	0
400	Henry County	14,152,000	14,572,000	420,000	14,268,000	14,572,000	304,000
401	Paris SSD	7,682,000	7,745,000	63,000	7,745,000	7,745,000	0
410	Hickman County	19,458,000	19,927,000	469,000	20,093,000	20,094,000	1,000
420	Houston County	7,583,000	7,769,000	186,000	7,625,000	7,769,000	144,000
430	Humphreys County	13,347,000	13,651,000	304,000	14,163,000	14,163,000	0
440	Jackson County	8,794,000	9,002,000	208,000	8,794,000	9,002,000	208,000
450	Jefferson County	32,093,000	32,795,000	702,000	32,321,000	32,795,000	474,000
460	Johnson County	11,395,000	11,658,000	263,000	12,048,000	12,048,000	0
470	Knox County	174,514,000	178,550,000	4,036,000	174,514,000	178,550,000	4,036,000
480	Lake County	4,906,000	4,996,000	90,000	5,056,000	5,056,000	0
490	Lauderdale County	24,149,000	24,707,000	558,000	24,149,000	24,707,000	558,000
500	Lawrence County	32,946,000	33,715,000	769,000	32,946,000	33,715,000	769,000
510	Lewis County	9,415,000	9,615,000	200,000	9,532,000	9,615,000	83,000
520	Lincoln County	18,664,000	19,128,000	464,000	19,036,000	19,128,000	92,000
521	Fayetteville City	6,549,000	6,612,000	63,000	6,549,000	6,612,000	63,000
530	Loudon County	18,310,000	18,645,000	335,000	19,299,000	19,300,000	1,000
531	Lenoir City	8,728,000	9,009,000	281,000	8,733,000	9,009,000	276,000
540	McMinn County	24,272,000	24,983,000	711,000	24,534,000	24,983,000	449,000
541	Athens City	7,189,000	7,253,000	64,000	7,189,000	7,253,000	64,000
542	Etowah City	1,555,000	1,576,000	21,000	1,564,000	1,576,000	12,000
550	McNairy County	21,354,000	21,926,000	572,000	21,570,000	21,926,000	356,000
560	Macon County	19,536,000	19,960,000	424,000	19,593,000	19,960,000	367,000
570	Madison County	43,718,000	44,602,000	884,000	44,819,000	44,820,000	1,000

580	Marion County	18,883,000	19,300,000	417,000	19,120,000	19,300,000	180,000
581	Richard City SSD	1,205,000	1,226,000	21,000	1,321,000	1,321,000	0
590	Marshall County	25,265,000	25,852,000	587,000	25,265,000	25,852,000	587,000
600	Maury County	49,829,000	50,871,000	1,042,000	49,829,000	50,871,000	1,042,000
610	Meigs County	9,478,000	9,681,000	203,000	9,478,000	9,681,000	203,000
620	Monroe County	26,035,000	26,700,000	665,000	26,281,000	26,700,000	419,000
621	Sweetwater City	7,271,000	7,335,000	64,000	7,271,000	7,335,000	64,000
630	Montgomery County	131,206,000	133,825,000	2,619,000	131,206,000	133,825,000	2,619,000
640	Moore County	4,258,000	4,383,000	125,000	4,604,000	4,604,000	0
650	Morgan County	17,891,000	18,321,000	430,000	18,182,000	18,321,000	139,000
660	Obion County	16,704,000	17,089,000	385,000	16,704,000	17,089,000	385,000
661	Union City	6,743,000	6,865,000	122,000	6,743,000	6,865,000	122,000
670	Overton County	17,118,000	17,475,000	357,000	17,552,000	17,552,000	0
680	Perry County	5,843,000	5,947,000	104,000	5,843,000	5,947,000	104,000
690	Pickett County	4,153,000	4,239,000	86,000	4,153,000	4,239,000	86,000
700	Polk County	12,740,000	13,028,000	288,000	12,742,000	13,028,000	286,000
710	Putnam County	42,999,000	43,907,000	908,000	42,999,000	43,907,000	908,000
720	Rhea County	21,485,000	21,968,000	483,000	21,485,000	21,968,000	483,000
721	Dayton City	3,989,000	4,009,000	20,000	3,989,000	4,009,000	20,000
730	Roane County	26,875,000	27,552,000	677,000	27,910,000	27,911,000	1,000
740	Robertson County	50,896,000	51,982,000	1,086,000	52,830,000	52,831,000	1,000
750	Rutherford County	170,080,000	174,655,000	4,575,000	170,080,000	174,655,000	4,575,000
751	Murfreesboro City	31,434,000	31,440,000	6,000	31,434,000	31,440,000	6,000
760	Scott County	15,633,000	15,951,000	318,000	15,633,000	15,951,000	318,000
761	Oneida SSD	6,608,000	6,744,000	136,000	6,608,000	6,744,000	136,000
770	Sequatchie County	11,747,000	11,981,000	234,000	11,747,000	11,981,000	234,000
780	Sevier County	35,563,000	36,383,000	820,000	38,565,000	38,566,000	1,000
790	Shelby County	539,804,000	550,936,000	11,132,000	539,804,000	550,936,000	11,132,000
793	Arlington	19,968,000	20,661,000	693,000	19,968,000	20,661,000	693,000
794	Bartlett	38,343,000	39,111,000	768,000	38,343,000	39,111,000	768,000

795	Collierville	31,489,000	32,177,000	688,000	31,489,000	32,177,000	688,000
796	Germantown	21,262,000	21,850,000	588,000	21,262,000	21,850,000	588,000
797	Lakeland	3,815,000	3,814,000	(1,000)	3,815,000	3,814,000	(1,000)
798	Millington	11,709,000	12,096,000	387,000	11,709,000	12,096,000	387,000
800	Smith County	15,433,000	15,808,000	375,000	15,433,000	15,808,000	375,000
810	Stewart County	10,664,000	10,906,000	242,000	10,668,000	10,906,000	38,000
820	Sullivan County	37,876,000	38,865,000	989,000	38,318,000	38,865,000	547,000
821	Bristol City	13,822,000	14,176,000	354,000	13,906,000	14,176,000	270,000
822	Kingsport City	25,270,000	25,857,000	587,000	25,270,000	25,857,000	587,000
830	Sumner County	122,640,000	125,503,000	2,863,000	122,640,000	125,503,000	2,863,000
840	Tipton County	57,063,000	58,362,000	1,299,000	58,198,000	58,362,000	164,000
850	Trousdale County	6,597,000	6,753,000	156,000	6,832,000	6,832,000	0
860	Unicoi County	12,698,000	12,946,000	248,000	12,698,000	12,946,000	248,000
870	Union County	28,337,000	28,841,000	504,000	28,337,000	28,841,000	504,000
880	Van Buren County	3,716,000	3,802,000	86,000	4,578,000	4,579,000	1,000
890	Warren County	31,139,000	31,817,000	678,000	31,461,000	31,817,000	356,000
900	Washington County	30,320,000	31,230,000	910,000	30,502,000	31,230,000	728,000
901	Johnson City	26,476,000	27,132,000	656,000	26,476,000	27,132,000	656,000
910	Wayne County	12,915,000	13,188,000	273,000	13,045,000	13,188,000	143,000
920	Weakley County	21,246,000	21,737,000	491,000	21,246,000	21,737,000	491,000
930	White County	20,176,000	20,587,000	411,000	20,176,000	20,587,000	411,000
940	Williamson County	111,331,000	114,530,000	3,199,000	111,331,000	114,530,000	3,199,000
941	Franklin SSD	13,492,000	13,646,000	154,000	13,764,000	13,764,000	0
950	Wilson County	63,527,000	65,280,000	1,753,000	63,527,000	65,280,000	1,753,000
951	Lebanon SSD	14,647,000	14,785,000	138,000	14,647,000	14,785,000	138,000
970	Dept. of Children Services	7,542,000	7,909,000	367,000	10,565,000	10,565,000	0
		4,017,219,000	4,105,147,000	87,928,000	4,048,464,000	4,118,795,000	70,331,000

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Fund teacher mentors at 1:12 new positions
Based on FY15 July Final

		<u>FY15 July Final Generated</u>	<u>FY16 Generated teacher mentors funded at 1:12 new positions</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate teacher mentors funded at 1:12 new positions</u>	<u>variance</u>	<u>FY15 Positions Mentors</u>
10	Anderson County	28,483,000	28,604,000	121,000	28,888,000	28,604,000	(284,000)	3.0
11	Clinton City	4,055,000	4,096,000	41,000	4,055,000	4,096,000	41,000	1.0
12	Oak Ridge City	19,041,000	19,081,000	40,000	19,041,000	19,081,000	40,000	1.0
20	Bedford County	40,525,000	40,652,000	127,000	40,525,000	40,652,000	127,000	3.0
30	Benton County	11,044,000	11,087,000	43,000	11,487,000	11,087,000	(400,000)	1.0
40	Bledsoe County	11,516,000	11,564,000	48,000	11,516,000	11,564,000	48,000	1.0
50	Blount County	43,614,000	43,705,000	91,000	44,787,000	43,705,000	(1,082,000)	3.0
51	Alcoa City	6,920,000	6,955,000	35,000	6,943,000	6,955,000	12,000	1.0
52	Maryville City	18,946,000	18,975,000	29,000	18,946,000	18,975,000	29,000	1.0
60	Bradley County	43,496,000	43,633,000	137,000	43,628,000	43,633,000	5,000	3.5
61	Cleveland City	22,447,000	22,546,000	99,000	22,447,000	22,546,000	99,000	2.5
70	Campbell County	26,614,000	26,643,000	29,000	26,614,000	26,643,000	29,000	1.0
80	Cannon County	10,772,000	10,818,000	46,000	10,772,000	10,818,000	46,000	1.0
90	Carroll County	1,951,000	1,951,000	0	1,951,000	1,951,000	0	-
92	H Rock-Bruceton SSD	3,363,000	3,411,000	48,000	3,417,000	3,411,000	(6,000)	1.0
93	Huntingdon SSD	5,934,000	5,985,000	51,000	5,962,000	5,985,000	23,000	1.0
94	McKenzie SSD	6,729,000	6,780,000	51,000	6,729,000	6,780,000	51,000	1.0
95	South Carroll Co SSD	1,942,000	1,989,000	47,000	1,942,000	1,989,000	47,000	1.0

97	West Carroll Co SSD	4,983,000	5,033,000	50,000	5,036,000	5,033,000	(3,000)	1.0
100	Carter County	27,515,000	27,604,000	89,000	27,994,000	27,604,000	(390,000)	2.0
101	Elizabethton City	11,490,000	11,557,000	67,000	11,490,000	11,557,000	67,000	1.5
110	Cheatham County	31,987,000	32,096,000	109,000	31,987,000	32,096,000	109,000	2.5
120	Chester County	14,513,000	14,558,000	45,000	14,541,000	14,558,000	17,000	1.0
130	Claiborne County	23,716,000	23,831,000	115,000	23,996,000	23,831,000	(165,000)	2.5
140	Clay County	5,663,000	5,712,000	49,000	5,663,000	5,712,000	49,000	1.0
150	Cocke County	22,667,000	22,733,000	66,000	22,878,000	22,733,000	(145,000)	1.5
151	Newport City	3,415,000	3,460,000	45,000	3,415,000	3,460,000	45,000	1.0
160	Coffee County	19,361,000	19,443,000	82,000	19,361,000	19,443,000	82,000	2.0
161	Manchester City	6,034,000	6,075,000	41,000	6,060,000	6,075,000	15,000	1.0
162	Tullahoma City	14,246,000	14,287,000	41,000	14,246,000	14,287,000	41,000	1.0
170	Crockett County	10,427,000	10,479,000	52,000	10,427,000	10,479,000	52,000	1.0
171	Alamo City	3,442,000	3,491,000	49,000	3,442,000	3,491,000	49,000	1.0
172	Bells City	2,196,000	2,246,000	50,000	2,196,000	2,246,000	50,000	1.0
180	Cumberland County	28,293,000	28,380,000	87,000	28,509,000	28,380,000	(129,000)	2.5
190	Davidson County	255,376,000	257,476,000	2,100,000	255,376,000	257,476,000	2,100,000	51.5
200	Decatur County	7,761,000	7,806,000	45,000	7,980,000	7,806,000	(174,000)	1.0
210	DeKalb County	13,651,000	13,718,000	67,000	14,035,000	13,718,000	(317,000)	1.5
220	Dickson County	36,872,000	36,964,000	92,000	36,899,000	36,964,000	65,000	2.5
230	Dyer County	17,259,000	17,323,000	64,000	17,311,000	17,323,000	12,000	1.5
231	Dyersburg City	11,542,000	11,606,000	64,000	11,914,000	11,606,000	(308,000)	1.5

240	Fayette County	12,629,000	12,735,000	106,000	15,383,000	15,383,000	0	2.5
250	Fentress County	12,001,000	12,044,000	43,000	12,001,000	12,044,000	43,000	1.0
260	Franklin County	25,677,000	25,755,000	78,000	25,677,000	25,755,000	78,000	2.0
271	Humboldt City	5,855,000	5,903,000	48,000	6,034,000	5,903,000	(131,000)	1.0
272	Milan SSD	10,298,000	10,393,000	95,000	10,370,000	10,393,000	23,000	2.0
273	Trenton SSD	6,900,000	6,949,000	49,000	6,900,000	6,949,000	49,000	1.0
274	Bradford SSD	2,797,000	2,844,000	47,000	2,797,000	2,844,000	47,000	1.0
275	Gibson County SSD	18,977,000	19,076,000	99,000	18,977,000	19,076,000	99,000	2.0
280	Giles County	17,896,000	17,929,000	33,000	17,896,000	17,929,000	33,000	1.0
290	Grainger County	19,634,000	19,679,000	45,000	19,634,000	19,679,000	45,000	1.0
300	Greene County	31,974,000	32,096,000	122,000	31,974,000	32,096,000	122,000	3.0
301	Greeneville City	12,366,000	12,407,000	41,000	12,409,000	12,407,000	(2,000)	1.0
310	Grundy County	12,245,000	12,293,000	48,000	12,654,000	12,293,000	(361,000)	1.0
320	Hamblen County	42,679,000	42,858,000	179,000	42,679,000	42,858,000	179,000	4.5
330	Hamilton County	131,306,000	132,098,000	792,000	131,620,000	132,098,000	478,000	22.0
340	Hancock County	6,083,000	6,133,000	50,000	6,083,000	6,133,000	50,000	1.0
350	Hardeman County	20,430,000	20,469,000	39,000	20,711,000	20,469,000	(242,000)	1.0
360	Hardin County	14,270,000	14,299,000	29,000	14,457,000	14,299,000	(158,000)	1.0
370	Hawkins County	34,945,000	35,132,000	187,000	35,988,000	35,132,000	(856,000)	4.0
371	Rogersville City	3,023,000	3,069,000	46,000	3,063,000	3,069,000	6,000	1.0
380	Haywood County	16,024,000	16,091,000	67,000	16,681,000	16,091,000	(590,000)	1.5
390	Henderson County	19,353,000	19,397,000	44,000	19,353,000	19,397,000	44,000	1.0

391	Lexington City	4,499,000	4,544,000	45,000	4,795,000	4,544,000	(251,000)	1.0
400	Henry County	14,152,000	14,193,000	41,000	14,268,000	14,193,000	(75,000)	1.0
401	Paris SSD	7,682,000	7,724,000	42,000	7,745,000	7,724,000	(21,000)	1.0
410	Hickman County	19,458,000	19,501,000	43,000	20,093,000	20,093,000	0	1.0
420	Houston County	7,583,000	7,632,000	49,000	7,625,000	7,632,000	7,000	1.0
430	Humphreys County	13,347,000	13,385,000	38,000	14,163,000	13,385,000	(778,000)	1.0
440	Jackson County	8,794,000	8,842,000	48,000	8,794,000	8,842,000	48,000	1.0
450	Jefferson County	32,093,000	32,191,000	98,000	32,321,000	32,191,000	(130,000)	2.5
460	Johnson County	11,395,000	11,439,000	44,000	12,048,000	12,048,000	0	1.0
470	Knox County	174,514,000	175,687,000	1,173,000	174,514,000	175,687,000	1,173,000	31.5
480	Lake County	4,906,000	4,956,000	50,000	5,056,000	4,956,000	(100,000)	1.0
490	Lauderdale County	24,149,000	24,268,000	119,000	24,149,000	24,268,000	119,000	2.5
500	Lawrence County	32,946,000	33,002,000	56,000	32,946,000	33,002,000	56,000	1.5
510	Lewis County	9,415,000	9,462,000	47,000	9,532,000	9,462,000	(70,000)	1.0
520	Lincoln County	18,664,000	18,730,000	66,000	19,036,000	18,730,000	(306,000)	1.5
521	Fayetteville City	6,549,000	6,593,000	44,000	6,549,000	6,593,000	44,000	1.0
530	Loudon County	18,310,000	18,383,000	73,000	19,299,000	19,299,000	0	2.0
531	Lenoir City	8,728,000	8,764,000	36,000	8,733,000	8,764,000	31,000	1.0
540	McMinn County	24,272,000	24,358,000	86,000	24,534,000	24,358,000	(176,000)	2.0
541	Athens City	7,189,000	7,231,000	42,000	7,189,000	7,231,000	42,000	1.0
542	Etowah City	1,555,000	1,598,000	43,000	1,564,000	1,598,000	34,000	1.0
550	McNairy County	21,354,000	21,394,000	40,000	21,570,000	21,394,000	(176,000)	1.0

560	Macon County	19,536,000	19,576,000	40,000	19,593,000	19,576,000	(17,000)	1.0
570	Madison County	43,718,000	43,903,000	185,000	44,819,000	43,903,000	(916,000)	5.5
580	Marion County	18,883,000	18,924,000	41,000	19,120,000	18,924,000	(196,000)	1.0
581	Richard City SSD	1,205,000	1,248,000	43,000	1,321,000	1,291,000	(30,000)	1.0
590	Marshall County	25,265,000	25,325,000	60,000	25,265,000	25,325,000	60,000	1.5
600	Maury County	49,829,000	50,104,000	275,000	49,829,000	50,104,000	275,000	6.5
610	Meigs County	9,478,000	9,525,000	47,000	9,478,000	9,525,000	47,000	1.0
620	Monroe County	26,035,000	26,094,000	59,000	26,281,000	26,094,000	(187,000)	1.5
621	Sweetwater City	7,271,000	7,313,000	42,000	7,271,000	7,313,000	42,000	1.0
630	Montgomery County	131,206,000	132,174,000	968,000	131,206,000	132,174,000	968,000	21.5
640	Moore County	4,258,000	4,305,000	47,000	4,604,000	4,422,000	(182,000)	1.0
650	Morgan County	17,891,000	17,964,000	73,000	18,182,000	17,964,000	(218,000)	1.5
660	Obion County	16,704,000	16,743,000	39,000	16,704,000	16,743,000	39,000	1.0
661	Union City	6,743,000	6,785,000	42,000	6,743,000	6,785,000	42,000	1.0
670	Overton County	17,118,000	17,160,000	42,000	17,552,000	17,160,000	(392,000)	1.0
680	Perry County	5,843,000	5,892,000	49,000	5,843,000	5,892,000	49,000	1.0
690	Pickett County	4,153,000	4,203,000	50,000	4,153,000	4,203,000	50,000	1.0
700	Polk County	12,740,000	12,785,000	45,000	12,742,000	12,785,000	43,000	1.0
710	Putnam County	42,999,000	43,220,000	221,000	42,999,000	43,220,000	221,000	5.5
720	Rhea County	21,485,000	21,552,000	67,000	21,485,000	21,552,000	67,000	1.5
721	Dayton City	3,989,000	4,035,000	46,000	3,989,000	4,035,000	46,000	1.0
730	Roane County	26,875,000	26,907,000	32,000	27,910,000	27,910,000	0	1.5

740	Robertson County	50,896,000	51,110,000	214,000	52,830,000	51,110,000	(1,720,000)	5.0
750	Rutherford County	170,080,000	170,787,000	707,000	170,080,000	170,787,000	707,000	17.5
751	Murfreesboro City	31,434,000	31,555,000	121,000	31,434,000	31,555,000	121,000	3.0
760	Scott County	15,633,000	15,681,000	48,000	15,633,000	15,681,000	48,000	1.0
761	Oneida SSD	6,608,000	6,656,000	48,000	6,608,000	6,656,000	48,000	1.0
770	Sequatchie County	11,747,000	11,792,000	45,000	11,747,000	11,792,000	45,000	1.0
780	Sevier County	35,563,000	35,588,000	25,000	38,565,000	38,565,000	0	3.5
790	Shelby County	539,804,000	541,626,000	1,822,000	539,804,000	541,626,000	1,822,000	45.5
793	Arlington	19,968,000	20,008,000	40,000	19,968,000	20,008,000	40,000	1.0
794	Bartlett	38,343,000	38,420,000	77,000	38,343,000	38,420,000	77,000	2.0
795	Collierville	31,489,000	31,569,000	80,000	31,489,000	31,569,000	80,000	2.0
796	Germantown	21,262,000	21,302,000	40,000	21,262,000	21,302,000	40,000	1.0
797	Lakeland	3,815,000	3,858,000	43,000	3,815,000	3,858,000	43,000	1.0
798	Millington	11,709,000	11,749,000	40,000	11,709,000	11,749,000	40,000	1.0
800	Smith County	15,433,000	15,473,000	40,000	15,433,000	15,473,000	40,000	1.0
810	Stewart County	10,664,000	10,709,000	45,000	10,868,000	10,868,000	0	1.0
820	Sullivan County	37,876,000	37,987,000	111,000	38,318,000	37,987,000	(331,000)	3.5
821	Bristol City	13,822,000	13,851,000	29,000	13,906,000	13,851,000	(55,000)	1.0
822	Kingsport City	25,270,000	25,350,000	80,000	25,270,000	25,350,000	80,000	2.5
830	Sumner County	122,640,000	123,131,000	491,000	122,640,000	123,131,000	491,000	12.0
840	Tipton County	57,063,000	57,212,000	149,000	58,198,000	57,212,000	(986,000)	3.5
850	Trousdale County	6,597,000	6,646,000	49,000	6,832,000	6,646,000	(186,000)	1.0
860	Unicoi County	12,698,000	12,765,000	67,000	12,698,000	12,765,000	67,000	1.5
870	Union County	28,337,000	28,383,000	46,000	28,337,000	28,383,000	46,000	1.0

880	Van Buren County	3,716,000	3,766,000	50,000	4,578,000	4,578,000	0	1.0
890	Warren County	31,139,000	31,166,000	27,000	31,461,000	31,166,000	(295,000)	1.0
900	Washington County	30,320,000	30,453,000	133,000	30,502,000	30,453,000	(49,000)	4.0
901	Johnson City	26,476,000	26,539,000	63,000	26,476,000	26,539,000	63,000	2.0
910	Wayne County	12,915,000	12,962,000	47,000	13,045,000	13,045,000	0	1.0
920	Weakley County	21,246,000	21,280,000	34,000	21,246,000	21,280,000	34,000	1.0
930	White County	20,176,000	20,242,000	66,000	20,176,000	20,242,000	66,000	1.5
940	Williamson County	111,331,000	112,054,000	723,000	111,331,000	112,054,000	723,000	17.0
941	Franklin SSD	13,492,000	13,582,000	90,000	13,764,000	13,582,000	(182,000)	2.0
950	Wilson County	63,527,000	63,725,000	198,000	63,527,000	63,725,000	198,000	5.5
951	Lebanon SSD	14,647,000	14,701,000	54,000	14,647,000	14,701,000	54,000	1.5
970	Dept. of Children Services	7,542,000	7,595,000	53,000	10,565,000	10,565,000	0	1.0
		4,017,219,000	4,034,889,000	17,670,000	4,048,464,000	4,047,818,000	(646,000)	436.50

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Fund professional development at 1% of instructional salaries
Based on FY15 July Final

		<u>FY15 July Final Generated</u>	<u>FY16 Generated Professional Development at 1% of instructional salaries</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY 16 Estimate Professional Development at 1% of instructional salaries</u>	<u>variance</u>
10	Anderson County	28,483,000	28,660,000	177,000	28,888,000	28,660,000	(228,000)
11	Clinton City	4,055,000	4,081,000	26,000	4,055,000	4,081,000	26,000
12	Oak Ridge City	19,041,000	19,164,000	123,000	19,041,000	19,164,000	123,000
20	Bedford County	40,525,000	40,765,000	240,000	40,525,000	40,765,000	240,000

30	Benton County	11,044,000	11,106,000	62,000	11,487,000	11,106,000	(381,000)
40	Bledsoe County	11,516,000	11,578,000	62,000	11,516,000	11,578,000	62,000
50	Blount County	43,614,000	43,890,000	276,000	44,787,000	43,890,000	(897,000)
51	Alcoa City	6,920,000	6,965,000	45,000	6,943,000	6,965,000	22,000
52	Maryville City	18,946,000	19,071,000	125,000	18,946,000	19,071,000	125,000
60	Bradley County	43,496,000	43,761,000	265,000	43,628,000	43,761,000	133,000
61	Cleveland City	22,447,000	22,588,000	141,000	22,447,000	22,588,000	141,000
70	Campbell County	26,614,000	26,769,000	155,000	26,614,000	26,769,000	155,000
80	Cannon County	10,772,000	10,833,000	61,000	10,772,000	10,833,000	61,000
90	Carroll County	1,951,000	1,953,000	2,000	1,951,000	1,953,000	2,000
92	H Rock-Bruceton SSD	3,363,000	3,383,000	20,000	3,417,000	3,383,000	(34,000)
93	Huntingdon SSD	5,934,000	5,970,000	36,000	5,962,000	5,970,000	8,000
94	McKenzie SSD	6,729,000	6,770,000	41,000	6,729,000	6,770,000	41,000
95	South Carroll Co SSD	1,942,000	1,953,000	11,000	1,942,000	1,953,000	11,000
97	West Carroll Co SSD	4,983,000	5,012,000	29,000	5,036,000	5,012,000	(24,000)
100	Carter County	27,515,000	27,673,000	158,000	27,994,000	27,673,000	(321,000)
101	Elizabethton City	11,490,000	11,559,000	69,000	11,490,000	11,559,000	69,000
110	Cheatham County	31,987,000	32,172,000	185,000	31,987,000	32,172,000	185,000
120	Chester County	14,513,000	14,595,000	82,000	14,541,000	14,595,000	54,000
130	Claiborne County	23,716,000	23,849,000	133,000	23,996,000	23,849,000	(147,000)
140	Clay County	5,663,000	5,694,000	31,000	5,663,000	5,694,000	31,000
150	Cocke County	22,667,000	22,798,000	131,000	22,878,000	22,798,000	(80,000)
151	Newport City	3,415,000	3,435,000	20,000	3,415,000	3,435,000	20,000
160	Coffee County	19,361,000	19,481,000	120,000	19,361,000	19,481,000	120,000
161	Manchester City	6,034,000	6,073,000	39,000	6,060,000	6,073,000	13,000
162	Tullahoma City	14,246,000	14,338,000	92,000	14,246,000	14,338,000	92,000
170	Crockett County	10,427,000	10,484,000	57,000	10,427,000	10,484,000	57,000
171	Alamo City	3,442,000	3,462,000	20,000	3,442,000	3,462,000	20,000
172	Bells City	2,196,000	2,210,000	14,000	2,196,000	2,210,000	14,000
180	Cumberland County	28,293,000	28,471,000	178,000	28,509,000	28,471,000	(38,000)

190	Davidson County	255,376,000	257,292,000	1,916,000	255,376,000	257,292,000	1,916,000
200	Decatur County	7,761,000	7,806,000	45,000	7,980,000	7,806,000	(174,000)
210	DeKalb County	13,651,000	13,732,000	81,000	14,035,000	13,732,000	(303,000)
220	Dickson County	36,872,000	37,096,000	224,000	36,899,000	37,096,000	197,000
230	Dyer County	17,259,000	17,359,000	100,000	17,311,000	17,359,000	48,000
231	Dyersburg City	11,542,000	11,613,000	71,000	11,914,000	11,613,000	(301,000)
240	Fayette County	12,629,000	12,706,000	77,000	15,383,000	15,382,000	(1,000)
250	Fentress County	12,001,000	12,067,000	66,000	12,001,000	12,067,000	66,000
260	Franklin County	25,677,000	25,829,000	152,000	25,677,000	25,829,000	152,000
271	Humboldt City	5,855,000	5,890,000	35,000	6,034,000	5,890,000	(144,000)
272	Milan SSD	10,298,000	10,358,000	60,000	10,370,000	10,358,000	(12,000)
273	Trenton SSD	6,900,000	6,939,000	39,000	6,900,000	6,939,000	39,000
274	Bradford SSD	2,797,000	2,813,000	16,000	2,797,000	2,813,000	16,000
275	Gibson County SSD	18,977,000	19,088,000	111,000	18,977,000	19,088,000	111,000
280	Giles County	17,896,000	18,003,000	107,000	17,896,000	18,003,000	107,000
290	Grainger County	19,634,000	19,742,000	108,000	19,634,000	19,742,000	108,000
300	Greene County	31,974,000	32,164,000	190,000	31,974,000	32,164,000	190,000
301	Greeneville City	12,366,000	12,446,000	80,000	12,409,000	12,446,000	37,000
310	Grundy County	12,245,000	12,314,000	69,000	12,654,000	12,314,000	(340,000)
320	Hamblen County	42,679,000	42,951,000	272,000	42,679,000	42,951,000	272,000
330	Hamilton County	131,306,000	132,218,000	912,000	131,620,000	132,218,000	598,000
340	Hancock County	6,083,000	6,115,000	32,000	6,083,000	6,115,000	32,000
350	Hardeman County	20,430,000	20,542,000	112,000	20,711,000	20,542,000	(169,000)
360	Hardin County	14,270,000	14,358,000	88,000	14,457,000	14,358,000	(99,000)
370	Hawkins County	34,945,000	35,146,000	201,000	35,988,000	35,146,000	(842,000)
371	Rogersville City	3,023,000	3,041,000	18,000	3,063,000	3,041,000	(22,000)
380	Haywood County	16,024,000	16,115,000	91,000	16,681,000	16,115,000	(566,000)
390	Henderson County	19,353,000	19,465,000	112,000	19,353,000	19,465,000	112,000
391	Lexington City	4,499,000	4,526,000	27,000	4,795,000	4,526,000	(269,000)
400	Henry County	14,152,000	14,232,000	80,000	14,268,000	14,232,000	(36,000)

401	Paris SSD	7,682,000	7,728,000	46,000	7,745,000	7,728,000	(17,000)
410	Hickman County	19,458,000	19,567,000	109,000	20,093,000	20,093,000	0
420	Houston County	7,583,000	7,626,000	43,000	7,625,000	7,626,000	1,000
430	Humphreys County	13,347,000	13,427,000	80,000	14,163,000	13,427,000	(736,000)
440	Jackson County	8,794,000	8,842,000	48,000	8,794,000	8,842,000	48,000
450	Jefferson County	32,093,000	32,285,000	192,000	32,321,000	32,285,000	(36,000)
460	Johnson County	11,395,000	11,460,000	65,000	12,048,000	12,048,000	0
470	Knox County	174,514,000	175,744,000	1,230,000	174,514,000	175,744,000	1,230,000
480	Lake County	4,906,000	4,933,000	27,000	5,056,000	4,933,000	(123,000)
490	Lauderdale County	24,149,000	24,281,000	132,000	24,149,000	24,281,000	132,000
500	Lawrence County	32,946,000	33,136,000	190,000	32,946,000	33,136,000	190,000
510	Lewis County	9,415,000	9,469,000	54,000	9,532,000	9,469,000	(63,000)
520	Lincoln County	18,664,000	18,773,000	109,000	19,036,000	18,773,000	(263,000)
521	Fayetteville City	6,549,000	6,588,000	39,000	6,549,000	6,588,000	39,000
530	Loudon County	18,310,000	18,427,000	117,000	19,299,000	19,299,000	0
531	Lenoir City	8,728,000	8,786,000	58,000	8,733,000	8,786,000	53,000
540	McMinn County	24,272,000	24,416,000	144,000	24,534,000	24,416,000	(118,000)
541	Athens City	7,189,000	7,233,000	44,000	7,189,000	7,233,000	44,000
542	Etowah City	1,555,000	1,565,000	10,000	1,564,000	1,565,000	1,000
550	McNairy County	21,354,000	21,474,000	120,000	21,570,000	21,474,000	(96,000)
560	Macon County	19,536,000	19,647,000	111,000	19,593,000	19,647,000	54,000
570	Madison County	43,718,000	44,015,000	297,000	44,819,000	44,015,000	(804,000)
580	Marion County	18,883,000	18,995,000	112,000	19,120,000	18,995,000	(125,000)
581	Richard City SSD	1,205,000	1,212,000	7,000	1,321,000	1,291,000	(30,000)
590	Marshall County	25,265,000	25,413,000	148,000	25,265,000	25,413,000	148,000
600	Maury County	49,829,000	50,143,000	314,000	49,829,000	50,143,000	314,000
610	Meigs County	9,478,000	9,530,000	52,000	9,478,000	9,530,000	52,000
620	Monroe County	26,035,000	26,187,000	152,000	26,281,000	26,187,000	(94,000)
621	Sweetwater City	7,271,000	7,316,000	45,000	7,271,000	7,316,000	45,000
630	Montgomery County	131,206,000	132,017,000	811,000	131,206,000	132,017,000	811,000

640	Moore County	4,258,000	4,283,000	25,000	4,604,000	4,422,000	(182,000)
650	Morgan County	17,891,000	17,991,000	100,000	18,182,000	17,991,000	(191,000)
660	Obion County	16,704,000	16,804,000	100,000	16,704,000	16,804,000	100,000
661	Union City	6,743,000	6,784,000	41,000	6,743,000	6,784,000	41,000
670	Overton County	17,118,000	17,214,000	96,000	17,552,000	17,214,000	(338,000)
680	Perry County	5,843,000	5,876,000	33,000	5,843,000	5,876,000	33,000
690	Pickett County	4,153,000	4,176,000	23,000	4,153,000	4,176,000	23,000
700	Polk County	12,740,000	12,812,000	72,000	12,742,000	12,812,000	70,000
710	Putnam County	42,999,000	43,288,000	289,000	42,999,000	43,288,000	289,000
720	Rhea County	21,485,000	21,607,000	122,000	21,485,000	21,607,000	122,000
721	Dayton City	3,989,000	4,014,000	25,000	3,989,000	4,014,000	25,000
730	Roane County	26,875,000	27,048,000	173,000	27,910,000	27,910,000	0
740	Robertson County	50,896,000	51,212,000	316,000	52,830,000	51,212,000	(1,618,000)
750	Rutherford County	170,080,000	171,154,000	1,074,000	170,080,000	171,154,000	1,074,000
751	Murfreesboro City	31,434,000	31,636,000	202,000	31,434,000	31,636,000	202,000
760	Scott County	15,633,000	15,718,000	85,000	15,633,000	15,718,000	85,000
761	Oneida SSD	6,608,000	6,646,000	38,000	6,608,000	6,646,000	38,000
770	Sequatchie County	11,747,000	11,815,000	68,000	11,747,000	11,815,000	68,000
780	Sevier County	35,563,000	35,821,000	258,000	38,565,000	38,565,000	0
790	Shelby County	539,804,000	543,322,000	3,518,000	539,804,000	543,322,000	3,518,000
793	Arlington	19,968,000	20,106,000	138,000	19,968,000	20,106,000	138,000
794	Bartlett	38,343,000	38,604,000	261,000	38,343,000	38,604,000	261,000
795	Collierville	31,489,000	31,708,000	219,000	31,489,000	31,708,000	219,000
796	Germantown	21,262,000	21,411,000	149,000	21,262,000	21,411,000	149,000
797	Lakeland	3,815,000	3,842,000	27,000	3,815,000	3,842,000	27,000
798	Millington	11,709,000	11,786,000	77,000	11,709,000	11,786,000	77,000
800	Smith County	15,433,000	15,522,000	89,000	15,433,000	15,522,000	89,000
810	Stewart County	10,664,000	10,723,000	59,000	10,868,000	10,868,000	0
820	Sullivan County	37,876,000	38,121,000	245,000	38,318,000	38,121,000	(197,000)
821	Bristol City	13,822,000	13,915,000	93,000	13,906,000	13,915,000	9,000

822	Kingsport City	25,270,000	25,441,000	171,000	25,270,000	25,441,000	171,000
830	Sumner County	122,640,000	123,412,000	772,000	122,640,000	123,412,000	772,000
840	Tipton County	57,063,000	57,386,000	323,000	58,198,000	57,386,000	(812,000)
850	Trousdale County	6,597,000	6,635,000	38,000	6,832,000	6,635,000	(197,000)
860	Unicoi County	12,698,000	12,773,000	75,000	12,698,000	12,773,000	75,000
870	Union County	28,337,000	28,494,000	157,000	28,337,000	28,494,000	157,000
880	Van Buren County	3,716,000	3,737,000	21,000	4,578,000	4,578,000	0
890	Warren County	31,139,000	31,324,000	185,000	31,461,000	31,324,000	(137,000)
900	Washington County	30,320,000	30,523,000	203,000	30,502,000	30,523,000	21,000
901	Johnson City	26,476,000	26,659,000	183,000	26,476,000	26,659,000	183,000
910	Wayne County	12,915,000	12,989,000	74,000	13,045,000	13,045,000	0
920	Weakley County	21,246,000	21,369,000	123,000	21,246,000	21,369,000	123,000
930	White County	20,176,000	20,292,000	116,000	20,176,000	20,292,000	116,000
940	Williamson County	111,331,000	112,174,000	843,000	111,331,000	112,174,000	843,000
941	Franklin SSD	13,492,000	13,598,000	106,000	13,764,000	13,598,000	(166,000)
950	Wilson County	63,527,000	63,934,000	407,000	63,527,000	63,934,000	407,000
951	Lebanon SSD	14,647,000	14,741,000	94,000	14,647,000	14,741,000	94,000
970	Dept. of Children Services	7,542,000	7,588,000	46,000	10,565,000	10,565,000	0
		4,017,219,000	4,042,795,000	25,576,000	4,048,464,000	4,055,300,000	6,836,000

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Change funding ratio for nurses to 1:1,500
Based on FY15 July Final

		<u>FY15 July Final Generated</u>	<u>FY16 Generated with nurses at 1:1,500</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with nurses at 1:1,500</u>	<u>variance</u>	<u>FY15 Positions w/1:3000</u>	<u>FY16 Positions w/1:1500</u>	<u>variance</u>
10	Anderson County	28,483,000	28,588,000	105,000	28,888,000	28,588,000	(300,000)	2.0	4.5	2.50
11	Clinton City	4,055,000	4,055,000	0	4,055,000	4,058,000	3,000	1.0	1.0	0.00

12	Oak Ridge City	19,041,000	19,104,000	63,000	19,041,000	19,104,000	63,000	1.5	3.0	1.50
20	Bedford County	40,525,000	40,662,000	137,000	40,525,000	40,662,000	137,000	2.5	5.5	3.00
30	Benton County	11,044,000	11,063,000	19,000	11,487,000	11,063,000	(424,000)	1.0	1.5	0.50
40	Bledsoe County	11,516,000	11,513,000	(3,000)	11,516,000	11,524,000	8,000	1.0	1.0	0.00
50	Blount County	43,614,000	43,749,000	135,000	44,787,000	43,749,000	(1,038,000)	3.5	7.0	3.50
51	Alcoa City	6,920,000	6,920,000	0	6,943,000	6,925,000	(18,000)	1.0	1.0	0.00
52	Maryville City	18,946,000	19,023,000	77,000	18,946,000	19,023,000	77,000	1.5	3.5	2.00
60	Bradley County	43,496,000	43,620,000	124,000	43,628,000	43,620,000	(8,000)	3.5	6.5	3.00
61	Cleveland City	22,447,000	22,530,000	83,000	22,447,000	22,530,000	83,000	1.5	3.5	2.00
70	Campbell County	26,614,000	26,676,000	62,000	26,614,000	26,676,000	62,000	2.0	3.5	1.50
80	Cannon County	10,772,000	10,794,000	22,000	10,772,000	10,794,000	22,000	1.0	1.5	0.50
90	Carroll County	1,951,000	1,951,000	0	1,951,000	1,951,000	0	1.0	1.0	0.00
92	H Rock-Bruceton SSD	3,363,000	3,361,000	(2,000)	3,417,000	3,365,000	(52,000)	1.0	1.0	0.00
93	Huntingdon SSD	5,934,000	5,931,000	(3,000)	5,962,000	5,938,000	(24,000)	1.0	1.0	0.00
94	McKenzie SSD	6,729,000	6,727,000	(2,000)	6,729,000	6,734,000	5,000	1.0	1.0	0.00
95	South Carroll Co SSD	1,942,000	1,941,000	(1,000)	1,942,000	1,943,000	1,000	1.0	1.0	0.00
97	West Carroll Co SSD	4,983,000	4,980,000	(3,000)	5,036,000	4,987,000	(49,000)	1.0	1.0	0.00
100	Carter County	27,515,000	27,580,000	65,000	27,994,000	27,580,000	(414,000)	2.0	3.5	1.50
101	Elizabethton City	11,490,000	11,511,000	21,000	11,490,000	11,511,000	21,000	1.0	1.5	0.50
110	Cheatham County	31,987,000	32,103,000	116,000	31,987,000	32,103,000	116,000	2.0	4.5	2.50
120	Chester County	14,513,000	14,560,000	47,000	14,541,000	14,560,000	19,000	1.0	2.0	1.00
130	Claiborne County	23,716,000	23,783,000	67,000	23,996,000	23,783,000	(213,000)	1.5	3.0	1.50
140	Clay County	5,663,000	5,661,000	(2,000)	5,663,000	5,667,000	4,000	1.0	1.0	0.00
150	Cocke County	22,667,000	22,732,000	65,000	22,878,000	22,732,000	(146,000)	1.5	3.0	1.50
151	Newport City	3,415,000	3,414,000	(1,000)	3,415,000	3,417,000	2,000	1.0	1.0	0.00
160	Coffee County	19,361,000	19,423,000	62,000	19,361,000	19,423,000	62,000	1.5	3.0	1.50
161	Manchester City	6,034,000	6,034,000	0	6,060,000	6,039,000	(21,000)	1.0	1.0	0.00
162	Tullahoma City	14,246,000	14,309,000	63,000	14,246,000	14,309,000	63,000	1.0	2.5	1.50
170	Crockett County	10,427,000	10,449,000	22,000	10,427,000	10,449,000	22,000	1.0	1.5	0.50
171	Alamo City	3,442,000	3,441,000	(1,000)	3,442,000	3,444,000	2,000	1.0	1.0	0.00

172	Bells City	2,196,000	2,196,000	0	2,196,000	2,198,000	2,000	1.0	1.0	0.00
180	Cumberland County	28,293,000	28,367,000	74,000	28,509,000	28,367,000	(142,000)	2.5	4.5	2.00
190	Davidson County	255,376,000	256,278,000	902,000	255,376,000	256,278,000	902,000	26.5	52.5	26.00
200	Decatur County	7,761,000	7,756,000	(5,000)	7,980,000	7,766,000	(214,000)	1.0	1.0	0.00
210	DeKalb County	13,651,000	13,696,000	45,000	14,035,000	13,696,000	(339,000)	1.0	2.0	1.00
220	Dickson County	36,872,000	37,002,000	130,000	36,899,000	37,002,000	103,000	2.5	5.5	3.00
230	Dyer County	17,259,000	17,323,000	64,000	17,311,000	17,323,000	12,000	1.0	2.5	1.50
231	Dyersburg City	11,542,000	11,563,000	21,000	11,914,000	11,563,000	(351,000)	1.0	1.5	0.50
240	Fayette County	12,629,000	12,664,000	35,000	15,383,000	15,382,000	(1,000)	1.0	2.0	1.00
250	Fentress County	12,001,000	12,021,000	20,000	12,001,000	12,021,000	20,000	1.0	1.5	0.50
260	Franklin County	25,677,000	25,736,000	59,000	25,677,000	25,736,000	59,000	2.0	3.5	1.50
271	Humboldt City	5,855,000	5,854,000	(1,000)	6,034,000	5,859,000	(175,000)	1.0	1.0	0.00
272	Milan SSD	10,298,000	10,319,000	21,000	10,370,000	10,319,000	(51,000)	1.0	1.5	0.50
273	Trenton SSD	6,900,000	6,898,000	(2,000)	6,900,000	6,905,000	5,000	1.0	1.0	0.00
274	Bradford SSD	2,797,000	2,797,000	0	2,797,000	2,799,000	2,000	1.0	1.0	0.00
275	Gibson County SSD	18,977,000	19,019,000	42,000	18,977,000	19,019,000	42,000	1.5	2.5	1.00
280	Giles County	17,896,000	17,934,000	38,000	17,896,000	17,934,000	38,000	1.5	2.5	1.00
290	Grainger County	19,634,000	19,708,000	74,000	19,634,000	19,708,000	74,000	1.0	2.5	1.50
300	Greene County	31,974,000	32,058,000	84,000	31,974,000	32,058,000	84,000	2.5	4.5	2.00
301	Greeneville City	12,366,000	12,409,000	43,000	12,409,000	12,409,000	0	1.0	2.0	1.00
310	Grundy County	12,245,000	12,267,000	22,000	12,654,000	12,267,000	(387,000)	1.0	1.5	0.50
320	Hamblen County	42,679,000	42,796,000	117,000	42,679,000	42,796,000	117,000	3.5	6.5	3.00
330	Hamilton County	131,306,000	131,790,000	484,000	131,620,000	131,790,000	170,000	14.0	28.0	14.00
340	Hancock County	6,083,000	6,081,000	(2,000)	6,083,000	6,087,000	4,000	1.0	1.0	0.00
350	Hardeman County	20,430,000	20,473,000	43,000	20,711,000	20,473,000	(238,000)	1.5	2.5	1.00
360	Hardin County	14,270,000	14,332,000	62,000	14,457,000	14,332,000	(125,000)	1.0	2.5	1.50
370	Hawkins County	34,945,000	35,030,000	85,000	35,988,000	35,030,000	(958,000)	2.5	4.5	2.00
371	Rogersville City	3,023,000	3,023,000	0	3,063,000	3,025,000	(38,000)	1.0	1.0	0.00
380	Haywood County	16,024,000	16,069,000	45,000	16,681,000	16,069,000	(612,000)	1.0	2.0	1.00
390	Henderson County	19,353,000	19,395,000	42,000	19,353,000	19,395,000	42,000	1.5	2.5	1.00

391	Lexington City	4,499,000	4,498,000	(1,000)	4,795,000	4,502,000	(293,000)	1.0	1.0	0.00
400	Henry County	14,152,000	14,191,000	39,000	14,268,000	14,191,000	(77,000)	1.0	2.0	1.00
401	Paris SSD	7,682,000	7,680,000	(2,000)	7,745,000	7,687,000	(58,000)	1.0	1.0	0.00
410	Hickman County	19,458,000	19,530,000	72,000	20,093,000	20,093,000	0	1.0	2.5	1.50
420	Houston County	7,583,000	7,581,000	(2,000)	7,625,000	7,588,000	(37,000)	1.0	1.0	0.00
430	Humphreys County	13,347,000	13,389,000	42,000	14,163,000	13,389,000	(774,000)	1.0	2.0	1.00
440	Jackson County	8,794,000	8,791,000	(3,000)	8,794,000	8,800,000	6,000	1.0	1.0	0.00
450	Jefferson County	32,093,000	32,201,000	108,000	32,321,000	32,201,000	(120,000)	2.5	5.0	2.50
460	Johnson County	11,395,000	11,415,000	20,000	12,048,000	12,048,000	0	1.0	1.5	0.50
470	Knox County	174,514,000	175,179,000	665,000	174,514,000	175,179,000	665,000	19.0	38.0	19.00
480	Lake County	4,906,000	4,904,000	(2,000)	5,056,000	4,909,000	(147,000)	1.0	1.0	0.00
490	Lauderdale County	24,149,000	24,219,000	70,000	24,149,000	24,219,000	70,000	1.5	3.0	1.50
500	Lawrence County	32,946,000	33,061,000	115,000	32,946,000	33,061,000	115,000	2.0	4.5	2.50
510	Lewis County	9,415,000	9,411,000	(4,000)	9,532,000	9,421,000	(111,000)	1.0	1.0	0.00
520	Lincoln County	18,664,000	18,704,000	40,000	19,036,000	18,704,000	(332,000)	1.5	2.5	1.00
521	Fayetteville City	6,549,000	6,548,000	(1,000)	6,549,000	6,554,000	5,000	1.0	1.0	0.00
530	Loudon County	18,310,000	18,363,000	53,000	19,299,000	19,299,000	0	1.5	3.0	1.50
531	Lenoir City	8,728,000	8,746,000	18,000	8,733,000	8,746,000	13,000	1.0	1.5	0.50
540	McMinn County	24,272,000	24,351,000	79,000	24,534,000	24,351,000	(183,000)	2.0	4.0	2.00
541	Athens City	7,189,000	7,187,000	(2,000)	7,189,000	7,194,000	5,000	1.0	1.0	0.00
542	Etowah City	1,555,000	1,555,000	0	1,564,000	1,556,000	(8,000)	1.0	1.0	0.00
550	McNairy County	21,354,000	21,424,000	70,000	21,570,000	21,424,000	(146,000)	1.5	3.0	1.50
560	Macon County	19,536,000	19,606,000	70,000	19,593,000	19,606,000	13,000	1.0	2.5	1.50
570	Madison County	43,718,000	43,883,000	165,000	44,819,000	43,883,000	(936,000)	4.0	8.5	4.50
580	Marion County	18,883,000	18,946,000	63,000	19,120,000	18,946,000	(174,000)	1.5	3.0	1.50
581	Richard City SSD	1,205,000	1,205,000	0	1,321,000	1,291,000	(30,000)	1.0	1.0	0.00
590	Marshall County	25,265,000	25,331,000	66,000	25,265,000	25,331,000	66,000	2.0	3.5	1.50
600	Maury County	49,829,000	49,993,000	164,000	49,829,000	49,993,000	164,000	4.0	8.0	4.00
610	Meigs County	9,478,000	9,474,000	(4,000)	9,478,000	9,484,000	6,000	1.0	1.0	0.00
620	Monroe County	26,035,000	26,095,000	60,000	26,281,000	26,095,000	(186,000)	2.0	3.5	1.50

621	Sweetwater City	7,271,000	7,269,000	(2,000)	7,271,000	7,276,000	5,000	1.0	1.0	0.00
630	Montgomery County	131,206,000	131,647,000	441,000	131,206,000	131,647,000	441,000	10.0	20.5	10.50
640	Moore County	4,258,000	4,255,000	(3,000)	4,604,000	4,422,000	(182,000)	1.0	1.0	0.00
650	Morgan County	17,891,000	17,939,000	48,000	18,182,000	17,939,000	(243,000)	1.0	2.0	1.00
660	Obion County	16,704,000	16,766,000	62,000	16,704,000	16,766,000	62,000	1.0	2.5	1.50
661	Union City	6,743,000	6,743,000	0	6,743,000	6,748,000	5,000	1.0	1.0	0.00
670	Overton County	17,118,000	17,163,000	45,000	17,552,000	17,163,000	(389,000)	1.0	2.0	1.00
680	Perry County	5,843,000	5,840,000	(3,000)	5,843,000	5,847,000	4,000	1.0	1.0	0.00
690	Pickett County	4,153,000	4,151,000	(2,000)	4,153,000	4,156,000	3,000	1.0	1.0	0.00
700	Polk County	12,740,000	12,760,000	20,000	12,742,000	12,760,000	18,000	1.0	1.5	0.50
710	Putnam County	42,999,000	43,136,000	137,000	42,999,000	43,136,000	137,000	3.5	7.0	3.50
720	Rhea County	21,485,000	21,551,000	66,000	21,485,000	21,551,000	66,000	1.5	3.0	1.50
721	Dayton City	3,989,000	3,989,000	0	3,989,000	3,992,000	3,000	1.0	1.0	0.00
730	Roane County	26,875,000	26,948,000	73,000	27,910,000	27,910,000	0	2.5	4.5	2.00
740	Robertson County	50,896,000	51,046,000	150,000	52,830,000	51,046,000	(1,784,000)	3.5	7.0	3.50
750	Rutherford County	170,080,000	170,638,000	558,000	170,080,000	170,638,000	558,000	13.5	27.0	13.50
751	Murfreesboro City	31,434,000	31,518,000	84,000	31,434,000	31,518,000	84,000	2.5	4.5	2.00
760	Scott County	15,633,000	15,679,000	46,000	15,633,000	15,679,000	46,000	1.0	2.0	1.00
761	Oneida SSD	6,608,000	6,607,000	(1,000)	6,608,000	6,613,000	5,000	1.0	1.0	0.00
770	Sequatchie County	11,747,000	11,768,000	21,000	11,747,000	11,768,000	21,000	1.0	1.5	0.50
780	Sevier County	35,563,000	35,690,000	127,000	38,565,000	38,565,000	0	5.0	9.5	4.50
790	Shelby County	539,804,000	541,558,000	1,754,000	539,804,000	541,558,000	1,754,000	39.5	79.0	39.50
793	Arlington	19,968,000	20,057,000	89,000	19,968,000	20,057,000	89,000	1.5	3.5	2.00
794	Bartlett	38,343,000	38,476,000	133,000	38,343,000	38,476,000	133,000	3.0	6.0	3.00
795	Collierville	31,489,000	31,600,000	111,000	31,489,000	31,600,000	111,000	2.5	5.0	2.50
796	Germantown	21,262,000	21,351,000	89,000	21,262,000	21,351,000	89,000	1.5	3.5	2.00
797	Lakeland	3,815,000	3,816,000	1,000	3,815,000	3,816,000	1,000	1.0	1.0	0.00
798	Millington	11,709,000	11,753,000	44,000	11,709,000	11,753,000	44,000	1.0	2.0	1.00
800	Smith County	15,433,000	15,477,000	44,000	15,433,000	15,477,000	44,000	1.0	2.0	1.00
810	Stewart County	10,664,000	10,685,000	21,000	10,868,000	10,868,000	0	1.0	1.5	0.50

820	Sullivan County	37,876,000	38,005,000	129,000	38,318,000	38,005,000	(313,000)	3.5	7.0	3.50
821	Bristol City	13,822,000	13,858,000	36,000	13,906,000	13,858,000	(48,000)	1.5	2.5	1.00
822	Kingsport City	25,270,000	25,344,000	74,000	25,270,000	25,344,000	74,000	2.5	4.5	2.00
830	Sumner County	122,640,000	123,042,000	402,000	122,640,000	123,042,000	402,000	9.5	19.0	9.50
840	Tipton County	57,063,000	57,248,000	185,000	58,198,000	57,248,000	(950,000)	3.5	7.5	4.00
850	Trousdale County	6,597,000	6,595,000	(2,000)	6,832,000	6,602,000	(230,000)	1.0	1.0	0.00
860	Unicoi County	12,698,000	12,717,000	19,000	12,698,000	12,717,000	19,000	1.0	1.5	0.50
870	Union County	28,337,000	28,437,000	100,000	28,337,000	28,437,000	100,000	1.5	3.5	2.00
880	Van Buren County	3,716,000	3,714,000	(2,000)	4,578,000	4,578,000	0	1.0	1.0	0.00
890	Warren County	31,139,000	31,252,000	113,000	31,461,000	31,252,000	(209,000)	2.0	4.5	2.50
900	Washington County	30,320,000	30,433,000	113,000	30,502,000	30,433,000	(69,000)	3.0	6.0	3.00
901	Johnson City	26,476,000	26,570,000	94,000	26,476,000	26,570,000	94,000	2.5	5.0	2.50
910	Wayne County	12,915,000	12,937,000	22,000	13,045,000	13,045,000	0	1.0	1.5	0.50
920	Weakley County	21,246,000	21,311,000	65,000	21,246,000	21,311,000	65,000	1.5	3.0	1.50
930	White County	20,176,000	20,220,000	44,000	20,176,000	20,220,000	44,000	1.5	2.5	1.00
940	Williamson County	111,331,000	111,791,000	460,000	111,331,000	111,791,000	460,000	11.5	22.5	11.00
941	Franklin SSD	13,492,000	13,556,000	64,000	13,764,000	13,556,000	(208,000)	1.0	2.5	1.50
950	Wilson County	63,527,000	63,753,000	226,000	63,527,000	63,753,000	226,000	5.5	11.0	5.50
951	Lebanon SSD	14,647,000	14,709,000	62,000	14,647,000	14,709,000	62,000	1.0	2.5	1.50
970	Dept. of Children Services	7,542,000	7,542,000	0	10,565,000	10,565,000	0	1.0	1.0	0.00
		4,017,219,000	4,029,413,000	12,194,000	4,048,464,000	4,042,734,000	(5,730,000)	351.00	652.50	301.50
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These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

**Change technology coordinator funding ratio to 1:3,200
Based on FY15 July Final**

		<u>FY15 July Final Generated</u>	<u>FY16 Generated with technology coordinators at 1:3,200</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with technology coordinators at 1:3,200</u>	<u>variance</u>	<u>FY15 Positions w/1:6400</u>	<u>FY16 Positions w/1:3200</u>	<u>variance</u>
10	Anderson County	28,483,000	28,515,000	32,000	28,888,000	28,515,000	(373,000)	2.0	3.0	1.00
11	Clinton City	4,055,000	4,055,000	0	4,055,000	4,058,000	3,000	1.0	1.0	0.00
12	Oak Ridge City	19,041,000	19,072,000	31,000	19,041,000	19,072,000	31,000	1.0	2.0	1.00
20	Bedford County	40,525,000	40,558,000	33,000	40,525,000	40,558,000	33,000	2.0	3.0	1.00
30	Benton County	11,044,000	11,037,000	(7,000)	11,487,000	11,052,000	(435,000)	1.0	1.0	0.00
40	Bledsoe County	11,516,000	11,513,000	(3,000)	11,516,000	11,524,000	8,000	1.0	1.0	0.00
50	Blount County	43,614,000	43,672,000	58,000	44,787,000	43,672,000	(1,115,000)	2.0	4.0	2.00
51	Alcoa City	6,920,000	6,921,000	1,000	6,943,000	6,925,000	(18,000)	1.0	1.0	0.00
52	Maryville City	18,946,000	18,974,000	28,000	18,946,000	18,974,000	28,000	1.0	2.0	1.00
60	Bradley County	43,496,000	43,568,000	72,000	43,628,000	43,568,000	(60,000)	2.0	4.0	2.00
61	Cleveland City	22,447,000	22,482,000	35,000	22,447,000	22,482,000	35,000	1.0	2.0	1.00
70	Campbell County	26,614,000	26,652,000	38,000	26,614,000	26,652,000	38,000	1.0	2.0	1.00
80	Cannon County	10,772,000	10,768,000	(4,000)	10,772,000	10,779,000	7,000	1.0	1.0	0.00
90	Carroll County	1,951,000	1,948,000	(3,000)	1,951,000	1,951,000	0	1.0	1.0	0.00
92	H Rock-Bruceton SSD	3,363,000	3,362,000	(1,000)	3,417,000	3,365,000	(52,000)	1.0	1.0	0.00
93	Huntingdon SSD	5,934,000	5,932,000	(2,000)	5,962,000	5,938,000	(24,000)	1.0	1.0	0.00
94	McKenzie SSD	6,729,000	6,726,000	(3,000)	6,729,000	6,734,000	5,000	1.0	1.0	0.00
95	South Carroll Co SSD	1,942,000	1,941,000	(1,000)	1,942,000	1,943,000	1,000	1.0	1.0	0.00
97	West Carroll Co SSD	4,983,000	4,981,000	(2,000)	5,036,000	4,987,000	(49,000)	1.0	1.0	0.00
100	Carter County	27,515,000	27,552,000	37,000	27,994,000	27,552,000	(442,000)	1.0	2.0	1.00
101	Elizabethton City	11,490,000	11,489,000	(1,000)	11,490,000	11,498,000	8,000	1.0	1.0	0.00
110	Cheatham County	31,987,000	32,025,000	38,000	31,987,000	32,025,000	38,000	2.0	3.0	1.00
120	Chester County	14,513,000	14,508,000	(5,000)	14,541,000	14,523,000	(18,000)	1.0	1.0	0.00
130	Claiborne County	23,716,000	23,760,000	44,000	23,996,000	23,760,000	(236,000)	1.0	2.0	1.00

140	Clay County	5,663,000	5,661,000	(2,000)	5,663,000	5,667,000	4,000	1.0	1.0	0.00
150	Cocke County	22,667,000	22,706,000	39,000	22,878,000	22,706,000	(172,000)	1.0	2.0	1.00
151	Newport City	3,415,000	3,416,000	1,000	3,415,000	3,417,000	2,000	1.0	1.0	0.00
160	Coffee County	19,361,000	19,400,000	39,000	19,361,000	19,400,000	39,000	1.0	2.0	1.00
161	Manchester City	6,034,000	6,036,000	2,000	6,060,000	6,039,000	(21,000)	1.0	1.0	0.00
162	Tullahoma City	14,246,000	14,282,000	36,000	14,246,000	14,282,000	36,000	1.0	2.0	1.00
170	Crockett County	10,427,000	10,424,000	(3,000)	10,427,000	10,434,000	7,000	1.0	1.0	0.00
171	Alamo City	3,442,000	3,441,000	(1,000)	3,442,000	3,444,000	2,000	1.0	1.0	0.00
172	Bells City	2,196,000	2,196,000	0	2,196,000	2,198,000	2,000	1.0	1.0	0.00
180	Cumberland County	28,293,000	28,317,000	24,000	28,509,000	28,317,000	(192,000)	2.0	3.0	1.00
190	Davidson County	255,376,000	255,553,000	177,000	255,376,000	255,584,000	208,000	13.0	25.0	12.00
200	Decatur County	7,761,000	7,756,000	(5,000)	7,980,000	7,766,000	(214,000)	1.0	1.0	0.00
210	DeKalb County	13,651,000	13,642,000	(9,000)	14,035,000	13,660,000	(375,000)	1.0	1.0	0.00
220	Dickson County	36,872,000	36,898,000	26,000	36,899,000	36,898,000	(1,000)	2.0	3.0	1.00
230	Dyer County	17,259,000	17,293,000	34,000	17,311,000	17,293,000	(18,000)	1.0	2.0	1.00
231	Dyersburg City	11,542,000	11,542,000	0	11,914,000	11,550,000	(364,000)	1.0	1.0	0.00
240	Fayette County	12,629,000	12,666,000	37,000	15,383,000	15,382,000	(1,000)	1.0	2.0	1.00
250	Fentress County	12,001,000	11,995,000	(6,000)	12,001,000	12,009,000	8,000	1.0	1.0	0.00
260	Franklin County	25,677,000	25,712,000	35,000	25,677,000	25,712,000	35,000	1.0	2.0	1.00
271	Humboldt City	5,855,000	5,854,000	(1,000)	6,034,000	5,859,000	(175,000)	1.0	1.0	0.00
272	Milan SSD	10,298,000	10,297,000	(1,000)	10,370,000	10,305,000	(65,000)	1.0	1.0	0.00
273	Trenton SSD	6,900,000	6,899,000	(1,000)	6,900,000	6,905,000	5,000	1.0	1.0	0.00
274	Bradford SSD	2,797,000	2,796,000	(1,000)	2,797,000	2,799,000	2,000	1.0	1.0	0.00
275	Gibson County SSD	18,977,000	19,015,000	38,000	18,977,000	19,015,000	38,000	1.0	2.0	1.00
280	Giles County	17,896,000	17,936,000	40,000	17,896,000	17,936,000	40,000	1.0	2.0	1.00
290	Grainger County	19,634,000	19,683,000	49,000	19,634,000	19,683,000	49,000	1.0	2.0	1.00
300	Greene County	31,974,000	31,998,000	24,000	31,974,000	31,998,000	24,000	2.0	3.0	1.00
301	Greeneville City	12,366,000	12,363,000	(3,000)	12,409,000	12,375,000	(34,000)	1.0	1.0	0.00
310	Grundy County	12,245,000	12,241,000	(4,000)	12,654,000	12,253,000	(401,000)	1.0	1.0	0.00
320	Hamblen County	42,679,000	42,749,000	70,000	42,679,000	42,749,000	70,000	2.0	4.0	2.00

330	Hamilton County	131,306,000	131,435,000	129,000	131,620,000	131,435,000	(185,000)	7.0	14.0	7.00
340	Hancock County	6,083,000	6,082,000	(1,000)	6,083,000	6,087,000	4,000	1.0	1.0	0.00
350	Hardeman County	20,430,000	20,476,000	46,000	20,711,000	20,476,000	(235,000)	1.0	2.0	1.00
360	Hardin County	14,270,000	14,309,000	39,000	14,457,000	14,309,000	(148,000)	1.0	2.0	1.00
370	Hawkins County	34,945,000	34,978,000	33,000	35,988,000	34,978,000	(1,010,000)	2.0	3.0	1.00
371	Rogersville City	3,023,000	3,023,000	0	3,063,000	3,025,000	(38,000)	1.0	1.0	0.00
380	Haywood County	16,024,000	16,016,000	(8,000)	16,681,000	16,035,000	(646,000)	1.0	1.0	0.00
390	Henderson County	19,353,000	19,396,000	43,000	19,353,000	19,396,000	43,000	1.0	2.0	1.00
391	Lexington City	4,499,000	4,500,000	1,000	4,795,000	4,502,000	(293,000)	1.0	1.0	0.00
400	Henry County	14,152,000	14,140,000	(12,000)	14,268,000	14,161,000	(107,000)	1.0	1.0	0.00
401	Paris SSD	7,682,000	7,676,000	(6,000)	7,745,000	7,687,000	(58,000)	1.0	1.0	0.00
410	Hickman County	19,458,000	19,507,000	49,000	20,093,000	20,093,000	0	1.0	2.0	1.00
420	Houston County	7,583,000	7,580,000	(3,000)	7,625,000	7,588,000	(37,000)	1.0	1.0	0.00
430	Humphreys County	13,347,000	13,337,000	(10,000)	14,163,000	13,356,000	(807,000)	1.0	1.0	0.00
440	Jackson County	8,794,000	8,791,000	(3,000)	8,794,000	8,800,000	6,000	1.0	1.0	0.00
450	Jefferson County	32,093,000	32,124,000	31,000	32,321,000	32,124,000	(197,000)	2.0	3.0	1.00
460	Johnson County	11,395,000	11,388,000	(7,000)	12,048,000	12,048,000	0	1.0	1.0	0.00
470	Knox County	174,514,000	174,669,000	155,000	174,514,000	174,669,000	155,000	9.0	18.0	9.00
480	Lake County	4,906,000	4,904,000	(2,000)	5,056,000	4,909,000	(147,000)	1.0	1.0	0.00
490	Lauderdale County	24,149,000	24,195,000	46,000	24,149,000	24,195,000	46,000	1.0	2.0	1.00
500	Lawrence County	32,946,000	32,985,000	39,000	32,946,000	32,985,000	39,000	2.0	3.0	1.00
510	Lewis County	9,415,000	9,411,000	(4,000)	9,532,000	9,421,000	(111,000)	1.0	1.0	0.00
520	Lincoln County	18,664,000	18,704,000	40,000	19,036,000	18,704,000	(332,000)	1.0	2.0	1.00
521	Fayetteville City	6,549,000	6,550,000	1,000	6,549,000	6,554,000	5,000	1.0	1.0	0.00
530	Loudon County	18,310,000	18,332,000	22,000	19,299,000	19,299,000	0	1.0	2.0	1.00
531	Lenoir City	8,728,000	8,727,000	(1,000)	8,733,000	8,735,000	2,000	1.0	1.0	0.00
540	McMinn County	24,272,000	24,300,000	28,000	24,534,000	24,300,000	(234,000)	1.0	2.0	1.00
541	Athens City	7,189,000	7,188,000	(1,000)	7,189,000	7,194,000	5,000	1.0	1.0	0.00
542	Etowah City	1,555,000	1,554,000	(1,000)	1,564,000	1,556,000	(8,000)	1.0	1.0	0.00
550	McNairy County	21,354,000	21,400,000	46,000	21,570,000	21,400,000	(170,000)	1.0	2.0	1.00

560	Macon County	19,536,000	19,583,000	47,000	19,593,000	19,583,000	(10,000)	1.0	2.0	1.00
570	Madison County	43,718,000	43,755,000	37,000	44,819,000	43,755,000	(1,064,000)	2.0	4.0	2.00
580	Marion County	18,883,000	18,922,000	39,000	19,120,000	18,922,000	(198,000)	1.0	2.0	1.00
581	Richard City SSD	1,205,000	1,206,000	1,000	1,321,000	1,291,000	(30,000)	1.0	1.0	0.00
590	Marshall County	25,265,000	25,307,000	42,000	25,265,000	25,307,000	42,000	1.0	2.0	1.00
600	Mauzy County	49,829,000	49,892,000	63,000	49,829,000	49,892,000	63,000	2.0	4.0	2.00
610	Meigs County	9,478,000	9,473,000	(5,000)	9,478,000	9,484,000	6,000	1.0	1.0	0.00
620	Monroe County	26,035,000	26,069,000	34,000	26,281,000	26,069,000	(212,000)	1.0	2.0	1.00
621	Sweetwater City	7,271,000	7,271,000	0	7,271,000	7,276,000	5,000	1.0	1.0	0.00
630	Montgomery County	131,206,000	131,367,000	161,000	131,206,000	131,367,000	161,000	5.0	10.0	5.00
640	Moore County	4,258,000	4,254,000	(4,000)	4,604,000	4,422,000	(182,000)	1.0	1.0	0.00
650	Morgan County	17,891,000	17,887,000	(4,000)	18,182,000	17,903,000	(279,000)	1.0	1.0	0.00
660	Obion County	16,704,000	16,741,000	37,000	16,704,000	16,741,000	37,000	1.0	2.0	1.00
661	Union City	6,743,000	6,744,000	1,000	6,743,000	6,748,000	5,000	1.0	1.0	0.00
670	Overton County	17,118,000	17,165,000	47,000	17,552,000	17,165,000	(387,000)	1.0	2.0	1.00
680	Perry County	5,843,000	5,840,000	(3,000)	5,843,000	5,847,000	4,000	1.0	1.0	0.00
690	Pickett County	4,153,000	4,151,000	(2,000)	4,153,000	4,156,000	3,000	1.0	1.0	0.00
700	Polk County	12,740,000	12,734,000	(6,000)	12,742,000	12,749,000	7,000	1.0	1.0	0.00
710	Putnam County	42,999,000	43,061,000	62,000	42,999,000	43,061,000	62,000	2.0	4.0	2.00
720	Rhea County	21,485,000	21,525,000	40,000	21,485,000	21,525,000	40,000	1.0	2.0	1.00
721	Dayton City	3,989,000	3,990,000	1,000	3,989,000	3,992,000	3,000	1.0	1.0	0.00
730	Roane County	26,875,000	26,897,000	22,000	27,910,000	27,910,000	0	2.0	3.0	1.00
740	Robertson County	50,896,000	50,972,000	76,000	52,830,000	50,972,000	(1,858,000)	2.0	4.0	2.00
750	Rutherford County	170,080,000	170,258,000	178,000	170,080,000	170,258,000	178,000	7.0	13.0	6.00
751	Murfreesboro City	31,434,000	31,463,000	29,000	31,434,000	31,463,000	29,000	2.0	3.0	1.00
760	Scott County	15,633,000	15,628,000	(5,000)	15,633,000	15,643,000	10,000	1.0	1.0	0.00
761	Oneida SSD	6,608,000	6,606,000	(2,000)	6,608,000	6,613,000	5,000	1.0	1.0	0.00
770	Sequatchie County	11,747,000	11,741,000	(6,000)	11,747,000	11,755,000	8,000	1.0	1.0	0.00
780	Sevier County	35,563,000	35,590,000	27,000	38,565,000	38,565,000	0	3.0	5.0	2.00
790	Shelby County	539,804,000	540,404,000	600,000	539,804,000	540,404,000	600,000	19.0	38.0	19.00

793	Arlington	19,968,000	19,999,000	31,000	19,968,000	19,999,000	31,000	1.0	2.0	1.00
794	Bartlett	38,343,000	38,375,000	32,000	38,343,000	38,375,000	32,000	2.0	3.0	1.00
795	Collierville	31,489,000	31,520,000	31,000	31,489,000	31,520,000	31,000	2.0	3.0	1.00
796	Germantown	21,262,000	21,293,000	31,000	21,262,000	21,293,000	31,000	1.0	2.0	1.00
797	Lakeland	3,815,000	3,816,000	1,000	3,815,000	3,816,000	1,000	1.0	1.0	0.00
798	Millington	11,709,000	11,710,000	1,000	11,709,000	11,710,000	1,000	1.0	1.0	0.00
800	Smith County	15,433,000	15,425,000	(8,000)	15,433,000	15,444,000	11,000	1.0	1.0	0.00
810	Stewart County	10,664,000	10,658,000	(6,000)	10,668,000	10,868,000	0	1.0	1.0	0.00
820	Sullivan County	37,876,000	37,934,000	58,000	38,318,000	37,934,000	(384,000)	2.0	4.0	2.00
821	Bristol City	13,822,000	13,849,000	27,000	13,906,000	13,849,000	(57,000)	1.0	2.0	1.00
822	Kingsport City	25,270,000	25,300,000	30,000	25,270,000	25,300,000	30,000	2.0	3.0	1.00
830	Sumner County	122,640,000	122,761,000	121,000	122,640,000	122,761,000	121,000	5.0	9.0	4.00
840	Tipton County	57,063,000	57,148,000	85,000	58,198,000	57,148,000	(1,050,000)	2.0	4.0	2.00
850	Trousdale County	6,597,000	6,594,000	(3,000)	6,832,000	6,602,000	(230,000)	1.0	1.0	0.00
860	Unicoi County	12,698,000	12,690,000	(8,000)	12,698,000	12,707,000	9,000	1.0	1.0	0.00
870	Union County	28,337,000	28,386,000	49,000	28,337,000	28,386,000	49,000	1.0	2.0	1.00
880	Van Buren County	3,716,000	3,714,000	(2,000)	4,578,000	4,578,000	0	1.0	1.0	0.00
890	Warren County	31,139,000	31,176,000	37,000	31,461,000	31,176,000	(285,000)	1.0	2.0	1.00
900	Washington County	30,320,000	30,332,000	12,000	30,502,000	30,343,000	(159,000)	2.0	3.0	1.00
901	Johnson City	26,476,000	26,490,000	14,000	26,476,000	26,496,000	20,000	2.0	3.0	1.00
910	Wayne County	12,915,000	12,910,000	(5,000)	13,045,000	13,045,000	0	1.0	1.0	0.00
920	Weakley County	21,246,000	21,289,000	43,000	21,246,000	21,289,000	43,000	1.0	2.0	1.00
930	White County	20,176,000	20,222,000	46,000	20,176,000	20,222,000	46,000	1.0	2.0	1.00
940	Williamson County	111,331,000	111,457,000	126,000	111,331,000	111,457,000	126,000	6.0	11.0	5.00
941	Franklin SSD	13,492,000	13,515,000	23,000	13,764,000	13,515,000	(249,000)	1.0	2.0	1.00
950	Wilson County	63,527,000	63,633,000	106,000	63,527,000	63,633,000	106,000	3.0	6.0	3.00
951	Lebanon SSD	14,647,000	14,680,000	33,000	14,647,000	14,680,000	33,000	1.0	2.0	1.00
970	Dept. of Children Services	7,542,000	7,542,000	0	10,565,000	10,565,000	0	1.0	1.0	0.00
		4,017,219,000	4,021,369,000	4,150,000	4,048,464,000	4,035,312,000	(13,152,000)	234.00	380.00	146.00

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

**Fund an additional \$100 instructional supply money (per teacher)
Based on FY15 July Final**

		<u>FY15 July Final Generated</u>	<u>FY16 Generated with additional \$100 instructional supply funds</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with with additional \$100 instructional supply funds</u>	<u>variance</u>
10	Anderson County	28,483,000	28,527,000	44,000	28,888,000	28,527,000	(361,000)
11	Clinton City	4,055,000	4,061,000	6,000	4,055,000	4,061,000	6,000
12	Oak Ridge City	19,041,000	19,071,000	30,000	19,041,000	19,071,000	30,000
20	Bedford County	40,525,000	40,586,000	61,000	40,525,000	40,586,000	61,000
30	Benton County	11,044,000	11,059,000	15,000	11,487,000	11,059,000	(428,000)
40	Bledsoe County	11,516,000	11,532,000	16,000	11,516,000	11,532,000	16,000
50	Blount County	43,614,000	43,685,000	71,000	44,787,000	43,685,000	(1,102,000)
51	Alcoa City	6,920,000	6,932,000	12,000	6,943,000	6,932,000	(11,000)
52	Maryville City	18,946,000	18,978,000	32,000	18,946,000	18,978,000	32,000
60	Bradley County	43,496,000	43,564,000	68,000	43,628,000	43,564,000	(64,000)
61	Cleveland City	22,447,000	22,483,000	36,000	22,447,000	22,483,000	36,000
70	Campbell County	26,614,000	26,654,000	40,000	26,614,000	26,654,000	40,000
80	Cannon County	10,772,000	10,787,000	15,000	10,772,000	10,787,000	15,000
90	Carroll County	1,951,000	1,952,000	1,000	1,951,000	1,952,000	1,000
92	H Rock-Bruceton SSD	3,363,000	3,368,000	5,000	3,417,000	3,368,000	(49,000)
93	Huntingdon SSD	5,934,000	5,944,000	10,000	5,962,000	5,944,000	(18,000)
94	McKenzie SSD	6,729,000	6,740,000	11,000	6,729,000	6,740,000	11,000
95	South Carroll Co SSD	1,942,000	1,945,000	3,000	1,942,000	1,945,000	3,000
97	West Carroll Co SSD	4,983,000	4,990,000	7,000	5,036,000	4,990,000	(46,000)
100	Carter County	27,515,000	27,555,000	40,000	27,994,000	27,555,000	(439,000)
101	Elizabethton City	11,490,000	11,508,000	18,000	11,490,000	11,508,000	18,000
110	Cheatham County	31,987,000	32,035,000	48,000	31,987,000	32,035,000	48,000
120	Chester County	14,513,000	14,534,000	21,000	14,541,000	14,534,000	(7,000)
130	Claiborne County	23,716,000	23,749,000	33,000	23,996,000	23,749,000	(247,000)
140	Clay County	5,663,000	5,671,000	8,000	5,663,000	5,671,000	8,000

150	Cocke County	22,667,000	22,701,000	34,000	22,878,000	22,701,000	(177,000)
151	Newport City	3,415,000	3,420,000	5,000	3,415,000	3,420,000	5,000
160	Coffee County	19,361,000	19,391,000	30,000	19,361,000	19,391,000	30,000
161	Manchester City	6,034,000	6,044,000	10,000	6,060,000	6,044,000	(16,000)
162	Tullahoma City	14,246,000	14,270,000	24,000	14,246,000	14,270,000	24,000
170	Crockett County	10,427,000	10,442,000	15,000	10,427,000	10,442,000	15,000
171	Alamo City	3,442,000	3,446,000	4,000	3,442,000	3,446,000	4,000
172	Bells City	2,196,000	2,200,000	4,000	2,196,000	2,200,000	4,000
180	Cumberland County	28,293,000	28,339,000	46,000	28,509,000	28,339,000	(170,000)
190	Davidson County	255,376,000	255,804,000	428,000	255,376,000	255,804,000	428,000
200	Decatur County	7,761,000	7,773,000	12,000	7,980,000	7,773,000	(207,000)
210	DeKalb County	13,651,000	13,672,000	21,000	14,035,000	13,672,000	(363,000)
220	Dickson County	36,872,000	36,929,000	57,000	36,899,000	36,929,000	30,000
230	Dyer County	17,259,000	17,285,000	26,000	17,311,000	17,285,000	(26,000)
231	Dyersburg City	11,542,000	11,561,000	19,000	11,914,000	11,561,000	(353,000)
240	Fayette County	12,629,000	12,648,000	19,000	15,383,000	15,383,000	0
250	Fentress County	12,001,000	12,018,000	17,000	12,001,000	12,018,000	17,000
260	Franklin County	25,677,000	25,715,000	38,000	25,677,000	25,715,000	38,000
271	Humboldt City	5,855,000	5,864,000	9,000	6,034,000	5,864,000	(170,000)
272	Milan SSD	10,298,000	10,313,000	15,000	10,370,000	10,313,000	(57,000)
273	Trenton SSD	6,900,000	6,910,000	10,000	6,900,000	6,910,000	10,000
274	Bradford SSD	2,797,000	2,802,000	5,000	2,797,000	2,802,000	5,000
275	Gibson County SSD	18,977,000	19,006,000	29,000	18,977,000	19,006,000	29,000
280	Giles County	17,896,000	17,923,000	27,000	17,896,000	17,923,000	27,000
290	Grainger County	19,634,000	19,662,000	28,000	19,634,000	19,662,000	28,000
300	Greene County	31,974,000	32,022,000	48,000	31,974,000	32,022,000	48,000
301	Greeneville City	12,366,000	12,386,000	20,000	12,409,000	12,386,000	(23,000)
310	Grundey County	12,245,000	12,263,000	18,000	12,654,000	12,263,000	(391,000)
320	Hamblen County	42,679,000	42,748,000	69,000	42,679,000	42,748,000	69,000
330	Hamilton County	131,306,000	131,542,000	236,000	131,620,000	131,542,000	(78,000)

340	Hancock County	6,083,000	6,091,000	8,000	6,083,000	6,091,000	8,000
350	Hardeman County	20,430,000	20,458,000	28,000	20,711,000	20,458,000	(253,000)
360	Hardin County	14,270,000	14,293,000	23,000	14,457,000	14,293,000	(164,000)
370	Hawkins County	34,945,000	34,997,000	52,000	35,988,000	34,997,000	(991,000)
371	Rogersville City	3,023,000	3,028,000	5,000	3,063,000	3,028,000	(35,000)
380	Haywood County	16,024,000	16,048,000	24,000	16,681,000	16,048,000	(633,000)
390	Henderson County	19,353,000	19,382,000	29,000	19,353,000	19,382,000	29,000
391	Lexington City	4,499,000	4,505,000	6,000	4,795,000	4,505,000	(290,000)
400	Henry County	14,152,000	14,173,000	21,000	14,268,000	14,173,000	(95,000)
401	Paris SSD	7,682,000	7,694,000	12,000	7,745,000	7,694,000	(51,000)
410	Hickman County	19,458,000	19,486,000	28,000	20,093,000	20,093,000	0
420	Houston County	7,583,000	7,594,000	11,000	7,625,000	7,594,000	(31,000)
430	Humphreys County	13,347,000	13,367,000	20,000	14,163,000	13,367,000	(796,000)
440	Jackson County	8,794,000	8,806,000	12,000	8,794,000	8,806,000	12,000
450	Jefferson County	32,093,000	32,143,000	50,000	32,321,000	32,143,000	(178,000)
460	Johnson County	11,395,000	11,412,000	17,000	12,048,000	12,048,000	0
470	Knox County	174,514,000	174,832,000	318,000	174,514,000	174,832,000	318,000
480	Lake County	4,906,000	4,913,000	7,000	5,056,000	4,913,000	(143,000)
490	Lauderdale County	24,149,000	24,183,000	34,000	24,149,000	24,183,000	34,000
500	Lawrence County	32,946,000	32,995,000	49,000	32,946,000	32,995,000	49,000
510	Lewis County	9,415,000	9,429,000	14,000	9,532,000	9,429,000	(103,000)
520	Lincoln County	18,664,000	18,692,000	28,000	19,036,000	18,692,000	(344,000)
521	Fayetteville City	6,549,000	6,559,000	10,000	6,549,000	6,559,000	10,000
530	Loudon County	18,310,000	18,339,000	29,000	19,299,000	19,299,000	0
531	Lenoir City	8,728,000	8,743,000	15,000	8,733,000	8,743,000	10,000
540	McMinn County	24,272,000	24,308,000	36,000	24,534,000	24,308,000	(226,000)
541	Athens City	7,189,000	7,200,000	11,000	7,189,000	7,200,000	11,000
542	Etowah City	1,555,000	1,558,000	3,000	1,564,000	1,558,000	(6,000)
550	McNairy County	21,354,000	21,385,000	31,000	21,570,000	21,385,000	(185,000)
560	Macon County	19,536,000	19,564,000	28,000	19,593,000	19,564,000	(29,000)

570	Madison County	43,718,000	43,794,000	76,000	44,819,000	43,794,000	(1,025,000)
580	Marion County	18,883,000	18,911,000	28,000	19,120,000	18,911,000	(209,000)
581	Richard City SSD	1,205,000	1,207,000	2,000	1,321,000	1,291,000	(30,000)
590	Marshall County	25,265,000	25,304,000	39,000	25,265,000	25,304,000	39,000
600	Maury County	49,829,000	49,910,000	81,000	49,829,000	49,910,000	81,000
610	Meigs County	9,478,000	9,491,000	13,000	9,478,000	9,491,000	13,000
620	Monroe County	26,035,000	26,073,000	38,000	26,281,000	26,073,000	(208,000)
621	Sweetwater City	7,271,000	7,283,000	12,000	7,271,000	7,283,000	12,000
630	Montgomery County	131,206,000	131,413,000	207,000	131,206,000	131,413,000	207,000
640	Moore County	4,258,000	4,264,000	6,000	4,604,000	4,422,000	(182,000)
650	Morgan County	17,891,000	17,916,000	25,000	18,182,000	17,916,000	(266,000)
660	Obion County	16,704,000	16,729,000	25,000	16,704,000	16,729,000	25,000
661	Union City	6,743,000	6,754,000	11,000	6,743,000	6,754,000	11,000
670	Overton County	17,118,000	17,143,000	25,000	17,552,000	17,143,000	(409,000)
680	Perry County	5,843,000	5,851,000	8,000	5,843,000	5,851,000	8,000
690	Pickett County	4,153,000	4,159,000	6,000	4,153,000	4,159,000	6,000
700	Polk County	12,740,000	12,758,000	18,000	12,742,000	12,758,000	16,000
710	Putnam County	42,999,000	43,072,000	73,000	42,999,000	43,072,000	73,000
720	Rhea County	21,485,000	21,516,000	31,000	21,485,000	21,516,000	31,000
721	Dayton City	3,989,000	3,995,000	6,000	3,989,000	3,995,000	6,000
730	Roane County	26,875,000	26,920,000	45,000	27,910,000	27,910,000	0
740	Robertson County	50,896,000	50,977,000	81,000	52,830,000	50,977,000	(1,853,000)
750	Rutherford County	170,080,000	170,354,000	274,000	170,080,000	170,354,000	274,000
751	Murfreesboro City	31,434,000	31,485,000	51,000	31,434,000	31,485,000	51,000
760	Scott County	15,633,000	15,655,000	22,000	15,633,000	15,655,000	22,000
761	Oneida SSD	6,608,000	6,618,000	10,000	6,608,000	6,618,000	10,000
770	Sequatchie County	11,747,000	11,765,000	18,000	11,747,000	11,765,000	18,000
780	Sevier County	35,563,000	35,630,000	67,000	38,565,000	38,565,000	0
790	Shelby County	539,804,000	540,619,000	815,000	539,804,000	540,619,000	815,000
793	Arlington	19,968,000	20,000,000	32,000	19,968,000	20,000,000	32,000

794	Bartlett	38,343,000	38,403,000	60,000	38,343,000	38,403,000	60,000
795	Collierville	31,489,000	31,540,000	51,000	31,489,000	31,540,000	51,000
796	Germantown	21,262,000	21,297,000	35,000	21,262,000	21,297,000	35,000
797	Lakeland	3,815,000	3,822,000	7,000	3,815,000	3,822,000	7,000
798	Millington	11,709,000	11,727,000	18,000	11,709,000	11,727,000	18,000
800	Smith County	15,433,000	15,455,000	22,000	15,433,000	15,455,000	22,000
810	Stewart County	10,664,000	10,679,000	15,000	10,868,000	10,868,000	0
820	Sullivan County	37,876,000	37,938,000	62,000	38,318,000	37,938,000	(380,000)
821	Bristol City	13,822,000	13,845,000	23,000	13,906,000	13,845,000	(61,000)
822	Kingsport City	25,270,000	25,313,000	43,000	25,270,000	25,313,000	43,000
830	Sumner County	122,640,000	122,837,000	197,000	122,640,000	122,837,000	197,000
840	Tipton County	57,063,000	57,145,000	82,000	58,198,000	57,145,000	(1,053,000)
850	Trousdale County	6,597,000	6,607,000	10,000	6,832,000	6,607,000	(225,000)
860	Unicoi County	12,698,000	12,716,000	18,000	12,698,000	12,716,000	18,000
870	Union County	28,337,000	28,378,000	41,000	28,337,000	28,378,000	41,000
880	Van Buren County	3,716,000	3,721,000	5,000	4,578,000	4,578,000	0
890	Warren County	31,139,000	31,186,000	47,000	31,461,000	31,186,000	(275,000)
900	Washington County	30,320,000	30,373,000	53,000	30,502,000	30,373,000	(129,000)
901	Johnson City	26,476,000	26,523,000	47,000	26,476,000	26,523,000	47,000
910	Wayne County	12,915,000	12,934,000	19,000	13,045,000	13,045,000	0
920	Weakley County	21,246,000	21,277,000	31,000	21,246,000	21,277,000	31,000
930	White County	20,176,000	20,206,000	30,000	20,176,000	20,206,000	30,000
940	Williamson County	111,331,000	111,510,000	179,000	111,331,000	111,510,000	179,000
941	Franklin SSD	13,492,000	13,514,000	22,000	13,764,000	13,514,000	(250,000)
950	Wilson County	63,527,000	63,632,000	105,000	63,527,000	63,632,000	105,000
951	Lebanon SSD	14,647,000	14,671,000	24,000	14,647,000	14,671,000	24,000
970	Dept. of Children Services	7,542,000	7,554,000	12,000	10,565,000	10,565,000	0
		4,017,219,000	4,023,555,000	6,336,000	4,048,464,000	4,036,828,000	(11,636,000)

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

**Fund an Instructional Technology Coordinator (1 per LEA)
Based on FY15 July Final**

		<u>FY15 July Final Generated</u>	<u>FY16 Generated with one instructional technology coordinator</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with one instructional technology coordinator</u>	<u>variance</u>
10	Anderson County	28,483,000	28,532,000	49,000	28,888,000	28,532,000	(356,000)
11	Clinton City	4,055,000	4,096,000	41,000	4,055,000	4,096,000	41,000
12	Oak Ridge City	19,041,000	19,087,000	46,000	19,041,000	19,087,000	46,000
20	Bedford County	40,525,000	40,566,000	41,000	40,525,000	40,566,000	41,000
30	Benton County	11,044,000	11,093,000	49,000	11,487,000	11,093,000	(394,000)
40	Bledsoe County	11,516,000	11,567,000	51,000	11,516,000	11,567,000	51,000
50	Blount County	43,614,000	43,655,000	41,000	44,787,000	43,655,000	(1,132,000)
51	Alcoa City	6,920,000	6,956,000	36,000	6,943,000	6,956,000	13,000
52	Maryville City	18,946,000	18,984,000	38,000	18,946,000	18,984,000	38,000
60	Bradley County	43,496,000	43,533,000	37,000	43,628,000	43,533,000	(95,000)
61	Cleveland City	22,447,000	22,484,000	37,000	22,447,000	22,484,000	37,000
70	Campbell County	26,614,000	26,658,000	44,000	26,614,000	26,658,000	44,000
80	Cannon County	10,772,000	10,822,000	50,000	10,772,000	10,822,000	50,000
90	Carroll County	1,951,000	1,997,000	46,000	1,951,000	1,997,000	46,000
92	H Rock-Bruceton SSD	3,363,000	3,414,000	51,000	3,417,000	3,414,000	(3,000)
93	Huntingdon SSD	5,934,000	5,990,000	56,000	5,962,000	5,990,000	28,000
94	McKenzie SSD	6,729,000	6,785,000	56,000	6,729,000	6,785,000	56,000
95	South Carroll Co SSD	1,942,000	1,990,000	48,000	1,942,000	1,990,000	48,000
97	West Carroll Co SSD	4,983,000	5,038,000	55,000	5,036,000	5,038,000	2,000
100	Carter County	27,515,000	27,565,000	50,000	27,994,000	27,565,000	(429,000)
101	Elizabethton City	11,490,000	11,536,000	46,000	11,490,000	11,536,000	46,000
110	Cheatham County	31,987,000	32,031,000	44,000	31,987,000	32,031,000	44,000
120	Chester County	14,513,000	14,562,000	49,000	14,541,000	14,562,000	21,000
130	Claiborne County	23,716,000	23,762,000	46,000	23,996,000	23,762,000	(234,000)
140	Clay County	5,663,000	5,713,000	50,000	5,663,000	5,713,000	50,000
150	Cocke County	22,667,000	22,719,000	52,000	22,878,000	22,719,000	(159,000)

151	Newport City	3,415,000	3,458,000	43,000	3,415,000	3,458,000	43,000
160	Coffee County	19,361,000	19,411,000	50,000	19,361,000	19,411,000	50,000
161	Manchester City	6,034,000	6,077,000	43,000	6,060,000	6,077,000	17,000
162	Tulahoma City	14,246,000	14,294,000	48,000	14,246,000	14,294,000	48,000
170	Crockett County	10,427,000	10,483,000	56,000	10,427,000	10,483,000	56,000
171	Alamo City	3,442,000	3,491,000	49,000	3,442,000	3,491,000	49,000
172	Bells City	2,196,000	2,244,000	48,000	2,196,000	2,244,000	48,000
180	Cumberland County	28,293,000	28,328,000	35,000	28,509,000	28,328,000	(181,000)
190	Davidson County	255,376,000	255,110,000	(266,000)	255,376,000	255,583,000	207,000
200	Decatur County	7,761,000	7,811,000	50,000	7,980,000	7,811,000	(169,000)
210	DeKalb County	13,651,000	13,699,000	48,000	14,035,000	13,699,000	(336,000)
220	Dickson County	36,872,000	36,909,000	37,000	36,899,000	36,909,000	10,000
230	Dyer County	17,259,000	17,307,000	48,000	17,311,000	17,307,000	(4,000)
231	Dyersburg City	11,542,000	11,588,000	46,000	11,914,000	11,588,000	(326,000)
240	Fayette County	12,629,000	12,672,000	43,000	15,383,000	15,383,000	0
250	Fentress County	12,001,000	12,049,000	48,000	12,001,000	12,049,000	48,000
260	Franklin County	25,677,000	25,720,000	43,000	25,677,000	25,720,000	43,000
271	Humboldt City	5,855,000	5,903,000	48,000	6,034,000	5,903,000	(131,000)
272	Milan SSD	10,298,000	10,349,000	51,000	10,370,000	10,349,000	(21,000)
273	Trenton SSD	6,900,000	6,949,000	49,000	6,900,000	6,949,000	49,000
274	Bradford SSD	2,797,000	2,842,000	45,000	2,797,000	2,842,000	45,000
275	Gibson County SSD	18,977,000	19,034,000	57,000	18,977,000	19,034,000	57,000
280	Giles County	17,896,000	17,940,000	44,000	17,896,000	17,940,000	44,000
290	Grainger County	19,634,000	19,683,000	49,000	19,634,000	19,683,000	49,000
300	Greene County	31,974,000	32,018,000	44,000	31,974,000	32,018,000	44,000
301	Greeneville City	12,366,000	12,408,000	42,000	12,409,000	12,408,000	(1,000)
310	Grundy County	12,245,000	12,295,000	50,000	12,654,000	12,295,000	(359,000)
320	Hamblen County	42,679,000	42,709,000	30,000	42,679,000	42,711,000	32,000
330	Hamilton County	131,306,000	131,221,000	(85,000)	131,620,000	131,405,000	(215,000)
340	Hancock County	6,083,000	6,134,000	51,000	6,083,000	6,134,000	51,000

350	Hardeman County	20,430,000	20,477,000	47,000	20,711,000	20,477,000	(234,000)
360	Hardin County	14,270,000	14,314,000	44,000	14,457,000	14,314,000	(143,000)
370	Hawkins County	34,945,000	34,997,000	52,000	35,988,000	34,997,000	(991,000)
371	Rogersville City	3,023,000	3,065,000	42,000	3,063,000	3,065,000	2,000
380	Haywood County	16,024,000	16,071,000	47,000	16,681,000	16,071,000	(610,000)
390	Henderson County	19,353,000	19,406,000	53,000	19,353,000	19,406,000	53,000
391	Lexington City	4,499,000	4,546,000	47,000	4,795,000	4,546,000	(249,000)
400	Henry County	14,152,000	14,202,000	50,000	14,268,000	14,202,000	(66,000)
401	Paris SSD	7,682,000	7,728,000	46,000	7,745,000	7,728,000	(17,000)
410	Hickman County	19,458,000	19,507,000	49,000	20,093,000	20,093,000	0
420	Houston County	7,583,000	7,633,000	50,000	7,625,000	7,633,000	8,000
430	Humphreys County	13,347,000	13,394,000	47,000	14,163,000	13,394,000	(769,000)
440	Jackson County	8,794,000	8,844,000	50,000	8,794,000	8,844,000	50,000
450	Jefferson County	32,093,000	32,133,000	40,000	32,321,000	32,133,000	(188,000)
460	Johnson County	11,395,000	11,445,000	50,000	12,048,000	12,048,000	0
470	Knox County	174,514,000	174,383,000	(131,000)	174,514,000	174,648,000	134,000
480	Lake County	4,906,000	4,958,000	52,000	5,056,000	4,958,000	(98,000)
490	Lauderdale County	24,149,000	24,198,000	49,000	24,149,000	24,198,000	49,000
500	Lawrence County	32,946,000	32,989,000	43,000	32,946,000	32,989,000	43,000
510	Lewis County	9,415,000	9,466,000	51,000	9,532,000	9,466,000	(66,000)
520	Lincoln County	18,664,000	18,717,000	53,000	19,036,000	18,717,000	(319,000)
521	Fayetteville City	6,549,000	6,595,000	46,000	6,549,000	6,595,000	46,000
530	Loudon County	18,310,000	18,356,000	46,000	19,299,000	19,299,000	0
531	Lenoir City	8,728,000	8,769,000	41,000	8,733,000	8,769,000	36,000
540	McMinn County	24,272,000	24,331,000	59,000	24,534,000	24,331,000	(203,000)
541	Athens City	7,189,000	7,233,000	44,000	7,189,000	7,233,000	44,000
542	Etowah City	1,555,000	1,595,000	40,000	1,564,000	1,595,000	31,000
550	McNairy County	21,354,000	21,401,000	47,000	21,570,000	21,401,000	(169,000)
560	Macon County	19,536,000	19,584,000	48,000	19,593,000	19,584,000	(9,000)
570	Madison County	43,718,000	43,731,000	13,000	44,819,000	43,751,000	(1,068,000)

580	Marion County	18,883,000	18,939,000	56,000	19,120,000	18,939,000	(181,000)
581	Richard City SSD	1,205,000	1,246,000	41,000	1,321,000	1,291,000	(30,000)
590	Marshall County	25,265,000	25,310,000	45,000	25,265,000	25,310,000	45,000
600	Maury County	49,829,000	49,855,000	26,000	49,829,000	49,865,000	36,000
610	Meigs County	9,478,000	9,529,000	51,000	9,478,000	9,529,000	51,000
620	Monroe County	26,035,000	26,084,000	49,000	26,281,000	26,084,000	(197,000)
621	Sweetwater City	7,271,000	7,315,000	44,000	7,271,000	7,315,000	44,000
630	Montgomery County	131,206,000	131,197,000	(9,000)	131,206,000	131,300,000	94,000
640	Moore County	4,258,000	4,309,000	51,000	4,604,000	4,422,000	(182,000)
650	Morgan County	17,891,000	17,941,000	50,000	18,182,000	17,941,000	(241,000)
660	Obion County	16,704,000	16,754,000	50,000	16,704,000	16,754,000	50,000
661	Union City	6,743,000	6,788,000	45,000	6,743,000	6,788,000	45,000
670	Overton County	17,118,000	17,166,000	48,000	17,552,000	17,166,000	(386,000)
680	Perry County	5,843,000	5,894,000	51,000	5,843,000	5,894,000	51,000
690	Pickett County	4,153,000	4,204,000	51,000	4,153,000	4,204,000	51,000
700	Polk County	12,740,000	12,790,000	50,000	12,742,000	12,790,000	48,000
710	Putnam County	42,999,000	43,025,000	26,000	42,999,000	43,032,000	33,000
720	Rhea County	21,485,000	21,538,000	53,000	21,485,000	21,538,000	53,000
721	Dayton City	3,989,000	4,033,000	44,000	3,989,000	4,033,000	44,000
730	Roane County	26,875,000	26,910,000	35,000	27,910,000	27,910,000	0
740	Robertson County	50,896,000	50,929,000	33,000	52,830,000	50,933,000	(1,897,000)
750	Rutherford County	170,080,000	170,062,000	(18,000)	170,080,000	170,205,000	125,000
751	Murfreesboro City	31,434,000	31,462,000	28,000	31,434,000	31,462,000	28,000
760	Scott County	15,633,000	15,686,000	53,000	15,633,000	15,686,000	53,000
761	Oneida SSD	6,608,000	6,657,000	49,000	6,608,000	6,657,000	49,000
770	Sequatchie County	11,747,000	11,796,000	49,000	11,747,000	11,796,000	49,000
780	Sevier County	35,563,000	35,555,000	(8,000)	38,565,000	38,565,000	0
790	Shelby County	539,804,000	539,660,000	(144,000)	539,804,000	540,215,000	411,000
793	Arlington	19,968,000	20,002,000	34,000	19,968,000	20,002,000	34,000
794	Bartlett	38,343,000	38,370,000	27,000	38,343,000	38,370,000	27,000

795	Collierville	31,489,000	31,519,000	30,000	31,489,000	31,519,000	30,000
796	Germantown	21,262,000	21,295,000	33,000	21,262,000	21,295,000	33,000
797	Lakeland	3,815,000	3,855,000	40,000	3,815,000	3,855,000	40,000
798	Millington	11,709,000	11,745,000	36,000	11,709,000	11,745,000	36,000
800	Smith County	15,433,000	15,482,000	49,000	15,433,000	15,482,000	49,000
810	Stewart County	10,664,000	10,713,000	49,000	10,868,000	10,868,000	0
820	Sullivan County	37,876,000	37,910,000	34,000	38,318,000	37,910,000	(408,000)
821	Bristol City	13,822,000	13,856,000	34,000	13,906,000	13,856,000	(50,000)
822	Kingsport City	25,270,000	25,305,000	35,000	25,270,000	25,305,000	35,000
830	Sumner County	122,640,000	122,640,000	0	122,640,000	122,730,000	90,000
840	Tipton County	57,063,000	57,102,000	39,000	58,198,000	57,102,000	(1,096,000)
850	Trousdale County	6,597,000	6,648,000	51,000	6,832,000	6,648,000	(184,000)
860	Unicoi County	12,698,000	12,747,000	49,000	12,698,000	12,747,000	49,000
870	Union County	28,337,000	28,387,000	50,000	28,337,000	28,387,000	50,000
880	Van Buren County	3,716,000	3,767,000	51,000	4,578,000	4,578,000	0
890	Warren County	31,139,000	31,182,000	43,000	31,461,000	31,182,000	(279,000)
900	Washington County	30,320,000	30,350,000	30,000	30,502,000	30,350,000	(152,000)
901	Johnson City	26,476,000	26,506,000	30,000	26,476,000	26,506,000	30,000
910	Wayne County	12,915,000	12,966,000	51,000	13,045,000	13,045,000	0
920	Weakley County	21,246,000	21,293,000	47,000	21,246,000	21,293,000	47,000
930	White County	20,176,000	20,223,000	47,000	20,176,000	20,223,000	47,000
940	Williamson County	111,331,000	111,301,000	(30,000)	111,331,000	111,426,000	95,000
941	Franklin SSD	13,492,000	13,521,000	29,000	13,764,000	13,521,000	(243,000)
950	Wilson County	63,527,000	63,554,000	27,000	63,527,000	63,574,000	47,000
951	Lebanon SSD	14,647,000	14,681,000	34,000	14,647,000	14,681,000	34,000
970	Dept. of Children Services	7,542,000	7,594,000	52,000	10,565,000	10,565,000	0
		4,017,219,000	4,022,487,000	5,268,000	4,048,464,000	4,037,515,000	(10,949,000)

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Projected State cost of 12 months medical insurance premiums based on FY15 July Final BEP

		<u>FY15 July Final Generated</u>	<u>FY16 Generated with 12 months insurance premiums</u>	<u>variance</u>	<u>FY15 July Final Allocation</u>	<u>FY16 Estimate with with 12 months insurance premiums</u>	<u>variance</u>
10	Anderson County	28,483,000	28,933,000	450,000	28,888,000	28,933,000	45,000
11	Clinton City	4,055,000	4,123,000	68,000	4,055,000	4,123,000	68,000
12	Oak Ridge City	19,041,000	19,348,000	307,000	19,041,000	19,348,000	307,000
20	Bedford County	40,525,000	41,183,000	658,000	40,525,000	41,183,000	658,000
30	Benton County	11,044,000	11,219,000	175,000	11,487,000	11,219,000	(268,000)
40	Bledsoe County	11,516,000	11,698,000	182,000	11,516,000	11,698,000	182,000
50	Blount County	43,614,000	44,339,000	725,000	44,787,000	44,339,000	(448,000)
51	Alcoa City	6,920,000	7,036,000	116,000	6,943,000	7,036,000	93,000
52	Maryville City	18,946,000	19,267,000	321,000	18,946,000	19,267,000	321,000
60	Bradley County	43,496,000	44,206,000	710,000	43,628,000	44,206,000	578,000
61	Cleveland City	22,447,000	22,814,000	367,000	22,447,000	22,814,000	367,000
70	Campbell County	26,614,000	27,038,000	424,000	26,614,000	27,038,000	424,000
80	Cannon County	10,772,000	10,944,000	172,000	10,772,000	10,944,000	172,000
90	Carroll County	1,951,000	1,981,000	30,000	1,951,000	1,981,000	30,000
92	H Rock-Bruceton SSD	3,363,000	3,418,000	55,000	3,417,000	3,418,000	1,000
93	Huntingdon SSD	5,934,000	6,032,000	98,000	5,962,000	6,032,000	70,000
94	McKenzie SSD	6,729,000	6,838,000	109,000	6,729,000	6,838,000	109,000
95	South Carroll Co SSD	1,942,000	1,974,000	32,000	1,942,000	1,974,000	32,000
97	West Carroll Co SSD	4,983,000	5,063,000	80,000	5,036,000	5,063,000	27,000
100	Carter County	27,515,000	27,958,000	443,000	27,994,000	27,958,000	(36,000)
101	Elizabethton City	11,490,000	11,677,000	187,000	11,490,000	11,677,000	187,000
110	Cheatham County	31,987,000	32,503,000	516,000	31,987,000	32,503,000	516,000
120	Chester County	14,513,000	14,746,000	233,000	14,541,000	14,746,000	205,000
130	Claiborne County	23,716,000	24,094,000	378,000	23,996,000	24,094,000	98,000
140	Clay County	5,663,000	5,755,000	92,000	5,663,000	5,755,000	92,000
150	Cocke County	22,667,000	23,024,000	357,000	22,878,000	23,024,000	146,000

151	Newport City	3,415,000	3,472,000	57,000	3,415,000	3,472,000	57,000
160	Coffee County	19,361,000	19,676,000	315,000	19,361,000	19,676,000	315,000
161	Manchester City	6,034,000	6,138,000	104,000	6,060,000	6,138,000	78,000
162	Tulahoma City	14,246,000	14,482,000	236,000	14,246,000	14,482,000	236,000
170	Crockett County	10,427,000	10,589,000	162,000	10,427,000	10,589,000	162,000
171	Alamo City	3,442,000	3,501,000	59,000	3,442,000	3,501,000	59,000
172	Bells City	2,196,000	2,234,000	38,000	2,196,000	2,234,000	38,000
180	Cumberland County	28,293,000	28,754,000	461,000	28,509,000	28,754,000	245,000
190	Davidson County	255,376,000	259,166,000	3,790,000	255,376,000	259,166,000	3,790,000
200	Decatur County	7,761,000	7,889,000	128,000	7,980,000	7,889,000	(91,000)
210	DeKalb County	13,651,000	13,874,000	223,000	14,035,000	13,874,000	(161,000)
220	Dickson County	36,872,000	37,476,000	604,000	36,899,000	37,476,000	577,000
230	Dyer County	17,259,000	17,536,000	277,000	17,311,000	17,536,000	225,000
231	Dyersburg City	11,542,000	11,728,000	186,000	11,914,000	11,728,000	(186,000)
240	Fayette County	12,629,000	12,830,000	201,000	15,383,000	15,524,000	141,000
250	Fentress County	12,001,000	12,195,000	194,000	12,001,000	12,195,000	194,000
260	Franklin County	25,677,000	26,095,000	418,000	25,677,000	26,095,000	418,000
271	Humboldt City	5,855,000	5,949,000	94,000	6,034,000	5,949,000	(85,000)
272	Milan SSD	10,298,000	10,466,000	168,000	10,370,000	10,466,000	96,000
273	Trenton SSD	6,900,000	7,010,000	110,000	6,900,000	7,010,000	110,000
274	Bradford SSD	2,797,000	2,843,000	46,000	2,797,000	2,843,000	46,000
275	Gibson County SSD	18,977,000	19,288,000	311,000	18,977,000	19,288,000	311,000
280	Giles County	17,896,000	18,183,000	287,000	17,896,000	18,183,000	287,000
290	Grainger County	19,634,000	19,945,000	311,000	19,634,000	19,945,000	311,000
300	Greene County	31,974,000	32,486,000	512,000	31,974,000	32,486,000	512,000
301	Greeneville City	12,366,000	12,570,000	204,000	12,409,000	12,570,000	161,000
310	Grundy County	12,245,000	12,439,000	194,000	12,654,000	12,439,000	(215,000)
320	Hamblen County	42,679,000	43,380,000	701,000	42,679,000	43,380,000	701,000
330	Hamilton County	131,306,000	133,517,000	2,211,000	131,620,000	133,517,000	1,897,000
340	Hancock County	6,083,000	6,180,000	97,000	6,083,000	6,180,000	97,000

350	Hardeman County	20,430,000	20,748,000	318,000	20,711,000	20,748,000	37,000
360	Hardin County	14,270,000	14,500,000	230,000	14,457,000	14,500,000	43,000
370	Hawkins County	34,945,000	35,506,000	561,000	35,988,000	35,506,000	(482,000)
371	Rogersville City	3,023,000	3,075,000	52,000	3,063,000	3,075,000	12,000
380	Haywood County	16,024,000	16,279,000	255,000	16,681,000	16,279,000	(402,000)
390	Henderson County	19,353,000	19,664,000	311,000	19,353,000	19,664,000	311,000
391	Lexington City	4,499,000	4,576,000	77,000	4,795,000	4,576,000	(219,000)
400	Henry County	14,152,000	14,377,000	225,000	14,268,000	14,377,000	109,000
401	Paris SSD	7,682,000	7,810,000	128,000	7,745,000	7,810,000	65,000
410	Hickman County	19,458,000	19,769,000	311,000	20,093,000	20,310,000	217,000
420	Houston County	7,583,000	7,705,000	122,000	7,625,000	7,705,000	80,000
430	Humphreys County	13,347,000	13,564,000	217,000	14,163,000	13,564,000	(599,000)
440	Jackson County	8,794,000	8,933,000	139,000	8,794,000	8,933,000	139,000
450	Jefferson County	32,093,000	32,613,000	520,000	32,321,000	32,613,000	292,000
460	Johnson County	11,395,000	11,576,000	181,000	12,048,000	12,176,000	128,000
470	Knox County	174,514,000	177,486,000	2,972,000	174,514,000	177,486,000	2,972,000
480	Lake County	4,906,000	4,983,000	77,000	5,056,000	4,983,000	(73,000)
490	Lauderdale County	24,149,000	24,530,000	381,000	24,149,000	24,530,000	381,000
500	Lawrence County	32,946,000	33,475,000	529,000	32,946,000	33,475,000	529,000
510	Lewis County	9,415,000	9,567,000	152,000	9,532,000	9,567,000	35,000
520	Lincoln County	18,664,000	18,967,000	303,000	19,036,000	18,967,000	(69,000)
521	Fayetteville City	6,549,000	6,656,000	107,000	6,549,000	6,656,000	107,000
530	Loudon County	18,310,000	18,614,000	304,000	19,299,000	19,521,000	222,000
531	Lenoir City	8,728,000	8,872,000	144,000	8,733,000	8,872,000	139,000
540	McMinn County	24,272,000	24,661,000	389,000	24,534,000	24,661,000	127,000
541	Athens City	7,189,000	7,309,000	120,000	7,189,000	7,309,000	120,000
542	Etowah City	1,555,000	1,581,000	26,000	1,564,000	1,581,000	17,000
550	McNairy County	21,354,000	21,695,000	341,000	21,570,000	21,695,000	125,000
560	Macon County	19,536,000	19,851,000	315,000	19,593,000	19,851,000	258,000
570	Madison County	43,718,000	44,434,000	716,000	44,819,000	44,434,000	(385,000)

580	Marion County	18,883,000	19,184,000	301,000	19,120,000	19,184,000	64,000
581	Richard City SSD	1,205,000	1,227,000	22,000	1,321,000	1,304,000	(17,000)
590	Marshall County	25,265,000	25,674,000	409,000	25,265,000	25,674,000	409,000
600	Maury County	49,829,000	50,652,000	823,000	49,829,000	50,652,000	823,000
610	Meigs County	9,478,000	9,628,000	150,000	9,478,000	9,628,000	150,000
620	Monroe County	26,035,000	26,451,000	416,000	26,281,000	26,451,000	170,000
621	Sweetwater City	7,271,000	7,392,000	121,000	7,271,000	7,392,000	121,000
630	Montgomery County	131,206,000	133,391,000	2,185,000	131,206,000	133,391,000	2,185,000
640	Moore County	4,258,000	4,326,000	68,000	4,604,000	4,469,000	(135,000)
650	Morgan County	17,891,000	18,176,000	285,000	18,182,000	18,176,000	(6,000)
660	Obion County	16,704,000	16,972,000	268,000	16,704,000	16,972,000	268,000
661	Union City	6,743,000	6,853,000	110,000	6,743,000	6,853,000	110,000
670	Overton County	17,118,000	17,392,000	274,000	17,552,000	17,392,000	(160,000)
680	Perry County	5,843,000	5,936,000	93,000	5,843,000	5,936,000	93,000
690	Pickett County	4,153,000	4,222,000	69,000	4,153,000	4,222,000	69,000
700	Polk County	12,740,000	12,942,000	202,000	12,742,000	12,942,000	200,000
710	Putnam County	42,999,000	43,722,000	723,000	42,999,000	43,722,000	723,000
720	Rhea County	21,485,000	21,828,000	343,000	21,485,000	21,828,000	343,000
721	Dayton City	3,989,000	4,056,000	67,000	3,989,000	4,056,000	67,000
730	Roane County	26,875,000	27,318,000	443,000	27,910,000	28,238,000	328,000
740	Robertson County	50,896,000	51,736,000	840,000	52,830,000	51,736,000	(1,094,000)
750	Rutherford County	170,080,000	172,904,000	2,824,000	170,080,000	172,904,000	2,824,000
751	Murfreesboro City	31,434,000	31,979,000	545,000	31,434,000	31,979,000	545,000
760	Scott County	15,633,000	15,879,000	246,000	15,633,000	15,879,000	246,000
761	Oneida SSD	6,608,000	6,716,000	108,000	6,608,000	6,716,000	108,000
770	Sequatchie County	11,747,000	11,936,000	189,000	11,747,000	11,936,000	189,000
780	Sevier County	35,563,000	36,154,000	591,000	38,565,000	39,006,000	441,000
790	Shelby County	539,804,000	547,861,000	8,057,000	539,804,000	547,861,000	8,057,000
793	Arlington	19,968,000	20,278,000	310,000	19,968,000	20,278,000	310,000
794	Bartlett	38,343,000	38,941,000	598,000	38,343,000	38,941,000	598,000

795	Collierville	31,489,000	31,991,000	502,000	31,489,000	31,991,000	502,000
796	Germantown	21,262,000	21,598,000	336,000	21,262,000	21,598,000	336,000
797	Lakeland	3,815,000	3,880,000	65,000	3,815,000	3,880,000	65,000
798	Millington	11,709,000	11,881,000	172,000	11,709,000	11,881,000	172,000
800	Smith County	15,433,000	15,682,000	249,000	15,433,000	15,682,000	249,000
810	Stewart County	10,664,000	10,836,000	172,000	10,868,000	10,985,000	117,000
820	Sullivan County	37,876,000	38,494,000	618,000	38,318,000	38,494,000	176,000
821	Bristol City	13,822,000	14,050,000	228,000	13,906,000	14,050,000	144,000
822	Kingsport City	25,270,000	25,691,000	421,000	25,270,000	25,691,000	421,000
830	Sumner County	122,640,000	124,695,000	2,055,000	122,640,000	124,695,000	2,055,000
840	Tipton County	57,063,000	57,980,000	917,000	58,198,000	57,980,000	(218,000)
850	Trousdale County	6,597,000	6,706,000	109,000	6,832,000	6,706,000	(126,000)
860	Unicoi County	12,698,000	12,902,000	204,000	12,698,000	12,902,000	204,000
870	Union County	28,337,000	28,797,000	460,000	28,337,000	28,797,000	460,000
880	Van Buren County	3,716,000	3,777,000	61,000	4,578,000	4,618,000	40,000
890	Warren County	31,139,000	31,642,000	503,000	31,461,000	31,642,000	181,000
900	Washington County	30,320,000	30,828,000	508,000	30,502,000	30,828,000	326,000
901	Johnson City	26,476,000	26,925,000	449,000	26,476,000	26,925,000	449,000
910	Wayne County	12,915,000	13,123,000	208,000	13,045,000	13,190,000	145,000
920	Weakley County	21,246,000	21,588,000	342,000	21,246,000	21,588,000	342,000
930	White County	20,176,000	20,500,000	324,000	20,176,000	20,500,000	324,000
940	Williamson County	111,331,000	113,005,000	1,674,000	111,331,000	113,005,000	1,674,000
941	Franklin SSD	13,492,000	13,699,000	207,000	13,764,000	13,699,000	(65,000)
950	Wilson County	63,527,000	64,597,000	1,070,000	63,527,000	64,597,000	1,070,000
951	Lebanon SSD	14,647,000	14,897,000	250,000	14,647,000	14,897,000	250,000
970	Dept. of Children Services	7,542,000	7,662,000	120,000	10,565,000	10,565,000	0
		4,017,219,000	4,081,630,000	64,411,000	4,048,464,000	4,094,324,000	45,860,000

These numbers detail the pure cost of a formula improvement and do not include the effect of any other possible changes in the formula or other unit costs. Therefore, final allocations could vary.

Appendix B: Computation of 2015-2016 BEP Unit Costs

COMPUTATION OF 2015-16 BEP UNIT COSTS															
COMPONENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	Regular CTE Spec Ed Total	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	Non-Compensation Inflation			FY16 BEP Unit Costs
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES		DIVIDED BY ADM OF	DIVIDED BY ADM OF	DIVIDED BY ADM OF	DIVIDED BY ADM OF	DIVIDED BY ADM OF	3 YR AVG INFLATED TO	3 YR AVG IMPLIATED TO	3 YR AVG INFLATED TO	
							\$95,696	\$96,356	\$16,601	\$14,367	\$17,349	2014-15	2015-16	2015-16	
							44,392	43,967	41,762	42,378	43,610	1.01724	1.01732	ROUNDED	
REGULAR INST. EQUIP.	\$39,392,833	\$34,354,485	\$33,456,334	\$39,909,090	\$51,308,715	\$43.73	\$37.74	\$38.75	\$32.71	\$38.96	\$41.81	\$42.55	\$43.38	\$43.25	\$64.25
CTE EQUIP.	2,142,666	1,699,230	2,102,048	2,096,892	1,904,303	\$48.47	\$36.51	\$50.41	\$49.40	\$46.82	\$49.50	\$50.30	\$51.25	\$51.25	\$69.75
SPECIAL ED EQUIP.	1,896,770	1,501,335	1,878,368	1,806,292	1,711,111	\$10.81	\$6.43	\$10.34	\$6.47	\$6.95	\$8.25	\$8.41	\$8.57	\$8.50	\$13.25
NON-INSTRUCTIONAL EQUIP.	15,226,520	14,806,575	14,696,135	13,875,427	27,804,403	\$18.03	\$15.56	\$15.83	\$13.48	\$28.81	\$18.30	\$19.85	\$19.37	\$20.00	\$19.75
BOOK MATERIALS AND SUPPLIES	67,807,590	64,825,753	57,869,200	60,876,691	73,861,851	\$74.87	\$71.56	\$62.70	\$75.11	\$60.30	\$72.70	\$73.96	\$75.24	\$75.25	\$74.50
CTE MATERIALS AND SUPPLIES	5,252,491	5,214,012	5,144,527	5,191,501	3,213,470	\$118.83	\$118.66	\$123.36	\$72.51	\$81.19	\$104.03	\$110.90	\$112.82	\$112.75	\$187.75
SPEC ED MATERIALS AND SUPPLIES	6,064,613	5,590,853	5,090,418	5,890,192	5,582,597	\$34.54	\$31.39	\$28.54	\$29.96	\$29.19	\$39.08	\$39.50	\$39.09	\$40.00	\$46.50
REGULAR TRAVEL	16,037,037	10,429,487	9,810,190	18,344,418	10,150,506	\$18.37	\$11.51	\$10.77	\$20.00	\$11.07	\$13.67	\$14.21	\$14.45	\$14.50	\$14.00
CTE TRAVEL	1,213,969	704,698	672,813	2,933,330	524,285	\$27.48	\$16.06	\$16.13	\$99.23	\$12.85	\$32.73	\$33.30	\$33.66	\$34.00	\$21.50
SPEC ED TRAVEL	3,700,686	2,217,241	2,529,916	827,601	2,329,031	\$21.08	\$12.45	\$13.84	\$3.31	\$12.16	\$9.81	\$9.96	\$10.15	\$10.25	\$17.25

Costs inflated from previous fiscal year

	Funded FY2015	To FY2016 1.0228
Alternative Schools	\$3.50	\$3.58
	\$30.25	\$31.00
Duty-free lunch	\$11.25	\$11.50
At-Risk	\$530.19	\$542.27

Source: based on last year's BEP cost in blue book plus inflation

Costs based on prior year plus inflation

	Funded FY2015	To FY 2016 1.0228
M & O	\$3.12	\$3.19
Sq Ft/Custodian	22,376	22,376

Source: based on last year's BEP cost in blue book plus inflation

	3 Yr Avg Expenditures	2013-14 Average Daily Membership	Unit Cost for 2013-14	Unit Cost 3 Yr Avg to FY2015
Substitute Teachers	57,638,596	958,061	\$60.16	\$61.36
				1.020
	3 Yr Avg Textbook Needs*	2013-14 Average Daily Membership	Unit Cost for 2013-14	Unit Cost 3 Yr Avg to FY2015
Textbooks	63,111,672	958,061	\$65.87	\$67.00
				1.0172

*Textbook needs are provided by the Office of Textbook Services, Department of Education. Updated information yet available, so prior year's 3-year average is used until current data becomes available.

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

Exhibit Packet

A Presentation to the BEP Review Committee
October 14, 2014

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

615-308-3616

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**EXHIBIT #1
Averages**

	SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY 04*	WEIGHTED AVERAGE SALARY 14	CURRENT RANKING	RANKING CHANGE	WEIGHTED AVERAGE INSURANCE 04	WEIGHTED AVERAGE INSURANCE 14	CURRENT RANKING	RANKING CHANGE	SALARY PLUS INSURANCE 04	SALARY PLUS INSURANCE 14	CURRENT RANKING	RANKING CHANGE
10	Anderson County	\$37,412.85	\$44,091.47	52	(19)	\$4,273.68	\$7,193.20	90	(5)	\$41,686.53	\$51,284.67	64	(12)
11	Clinton City	\$39,175.49	\$45,837.86	31	(12)	\$4,493.04	\$7,380.80	85	(7)	\$43,668.53	\$53,218.66	39	(17)
12	Oak Ridge	\$46,068.01	\$54,039.23	2	0	\$4,927.04	\$8,097.09	55	8	\$50,995.05	\$62,136.32	2	0
20	Bedford County	\$36,412.04	\$44,455.70	50	3	\$5,376.20	\$8,428.01	38	(1)	\$41,788.24	\$52,883.71	42	8
30	Benton County	\$35,523.22	\$42,677.05	77	17	\$5,367.48	\$8,637.21	21	19	\$40,890.70	\$51,314.26	63	3
40	Bledsoe County	\$34,970.90	\$40,266.62	129	6	\$3,827.31	\$8,038.16	58	50	\$38,798.21	\$48,304.77	112	11
50	Blount County	\$39,648.41	\$46,893.91	22	(5)	\$4,944.89	\$8,351.51	41	20	\$44,593.30	\$55,245.42	22	(4)
51	Alcoa City	\$43,569.83	\$51,475.73	6	0	\$5,584.28	\$9,259.21	12	6	\$49,154.11	\$60,734.94	4	0
52	Maryville City	\$43,656.56	\$52,076.44	5	(1)	\$4,264.79	\$10,042.91	2	86	\$47,921.34	\$62,119.35	3	4
60	Bradley County	\$37,807.51	\$48,571.12	13	14	\$4,408.68	\$7,607.58	74	6	\$42,216.19	\$56,178.71	17	23
61	Cleveland City	\$38,672.13	\$48,189.09	16	9	\$4,855.73	\$7,755.32	67	(2)	\$43,527.86	\$55,944.41	19	4
70	Campbell County	\$35,260.54	\$41,563.21	104	11	\$6,200.20	\$8,916.50	17	(14)	\$41,460.74	\$50,479.71	77	(22)
80	Cannon County	\$37,751.06	\$42,043.27	93	(64)	\$4,266.49	\$7,245.68	88	(1)	\$42,017.56	\$49,288.95	99	(54)
90	Carroll County	\$35,246.45	\$41,492.72	108	12	\$3,071.39	\$7,117.41	93	38	\$38,317.84	\$48,610.13	108	25
92	Hollow Rock-Bruceton SSD	\$35,497.77	\$40,946.77	114	(17)	\$3,471.34	\$5,486.88	126	(6)	\$38,969.11	\$46,433.65	124	(4)
93	Huntingdon SSD	\$35,296.15	\$42,953.32	75	35	\$3,371.38	\$6,495.90	109	15	\$38,667.53	\$49,449.23	94	33
94	McKenzie SSD	\$35,286.08	\$43,171.89	72	41	\$3,755.80	\$6,624.25	103	7	\$39,041.87	\$49,796.14	87	32
95	South Carroll SSD	\$35,289.42	\$42,136.85	91	20	\$3,416.58	\$4,887.30	133	(12)	\$38,706.00	\$47,024.15	121	4
97	West Carroll SSD	\$35,404.08	\$40,301.36	128	(26)	\$3,412.60	\$5,926.90	121	2	\$38,816.68	\$46,228.26	129	(8)
100	Carter County	\$35,492.46	\$40,792.40	121	(23)	\$5,380.51	\$8,129.78	52	(26)	\$40,872.97	\$48,922.18	104	(37)
101	Elizabethton City	\$37,269.96	\$44,882.56	44	(6)	\$4,984.07	\$7,938.49	62	(7)	\$42,254.03	\$52,821.04	44	(7)
110	Cheatham County	\$36,265.84	\$43,663.90	58	2	\$5,920.80	\$7,101.78	94	(84)	\$42,186.64	\$50,765.69	74	(33)
120	Chester County	\$35,331.36	\$42,196.10	89	18	\$4,636.87	\$6,436.48	110	(37)	\$39,968.23	\$48,632.58	107	(9)
130	Claiborne County	\$35,253.96	\$40,701.85	122	(5)	\$3,235.50	\$4,683.28	134	(8)	\$38,489.45	\$45,385.12	134	(3)
140	Clay County	\$35,376.40	\$39,777.03	133	(28)	\$3,071.39	\$5,630.66	124	7	\$38,447.79	\$45,407.69	133	(1)
150	Cocke County	\$35,201.50	\$41,446.48	109	14	\$5,181.30	\$7,506.15	79	(31)	\$40,382.81	\$48,952.63	103	(15)
151	Newport City	\$35,041.05	\$42,962.51	74	58	\$5,371.08	\$8,266.19	43	(4)	\$40,412.13	\$51,228.70	66	21
160	Coffee County	\$36,851.32	\$44,347.35	51	(7)	\$5,379.80	\$8,362.97	40	(8)	\$42,231.12	\$52,710.32	48	(9)
161	Manchester City	\$39,023.52	\$48,885.58	12	10	\$5,378.07	\$8,567.47	29	4	\$44,401.59	\$57,453.04	13	8
162	Tullahoma City	\$39,156.32	\$45,959.09	29	(9)	\$5,952.16	\$9,352.07	11	(2)	\$45,108.48	\$55,311.17	21	(4)
170	Crockett County	\$35,380.86	\$42,233.73	87	16	\$3,753.98	\$6,516.36	107	4	\$39,134.84	\$48,750.10	106	9
171	Alamo City**	\$37,434.02	\$42,501.69	81	(49)	\$3,412.68	\$5,430.97	127	(5)	\$40,846.70	\$47,932.66	114	(46)
172	Bells City	\$37,388.85	\$44,898.06	43	(8)	\$4,095.16	\$6,515.77	108	(11)	\$41,484.02	\$51,413.83	62	(8)
180	Cumberland County	\$35,199.93	\$41,498.50	107	17	\$6,178.64	\$9,933.07	4	0	\$41,378.57	\$51,431.56	61	(5)

190	Davidson County	\$44,373.40	\$50,422.05	9	(6)	\$5,357.13	\$8,602.93	25	17	\$49,730.54	\$59,024.99	7	(4)
200	Decatur County	\$35,441.20	\$42,208.63	88	13	\$3,671.28	\$5,487.25	125	(9)	\$39,112.48	\$47,695.88	118	(1)
210	DeKalb County	\$36,231.48	\$42,616.25	78	(16)	\$4,305.53	\$6,959.14	98	(15)	\$40,537.01	\$49,575.39	90	(12)
220	Dickson County	\$36,424.10	\$44,025.15	53	(1)	\$4,255.53	\$6,987.95	96	(7)	\$40,679.63	\$51,013.10	69	2
230	Dyer County	\$37,409.86	\$43,925.29	56	(22)	\$4,592.74	\$7,322.22	87	(11)	\$42,002.59	\$51,247.51	65	(19)
231	Dyersburg City	\$40,261.04	\$46,808.42	23	(8)	\$5,709.55	\$8,061.99	56	(41)	\$45,970.59	\$54,870.41	23	(11)
240	Fayette County	\$36,408.89	\$41,565.12	103	(48)	\$4,111.47	\$6,556.15	105	(10)	\$40,520.36	\$48,121.27	113	(34)
250	Fentress County	\$35,253.73	\$40,897.95	117	1	\$5,413.11	\$8,567.50	28	(3)	\$40,666.84	\$49,465.46	93	(20)
260	Franklin County	\$35,693.51	\$43,445.80	65	17	\$4,961.38	\$8,570.20	26	33	\$40,654.89	\$52,016.00	54	20
271	Humboldt City	\$35,055.89	\$42,072.40	92	38	\$3,730.34	\$6,829.80	100	13	\$38,786.23	\$48,902.20	105	19
272	Milan SSD	\$35,252.58	\$41,551.86	105	14	\$4,014.14	\$6,277.59	113	(12)	\$39,266.73	\$47,829.44	116	(3)
273	Trenton SSD	\$35,134.25	\$41,538.95	106	20	\$3,671.38	\$6,267.25	114	0	\$38,805.63	\$47,806.20	117	5
274	Bradford SSD	\$35,022.11	\$40,631.13	125	8	\$3,671.28	\$5,974.55	120	(5)	\$38,693.39	\$46,605.68	123	3
275	Gibson SSD	\$35,595.71	\$42,311.66	84	4	\$3,948.80	\$6,234.81	115	(13)	\$39,544.51	\$48,546.47	109	(2)
280	Giles County	\$35,053.14	\$41,439.54	110	21	\$5,378.07	\$7,800.00	65	(32)	\$40,431.21	\$49,239.54	100	(14)
290	Grainger County	\$35,728.15	\$41,587.37	102	(22)	\$4,712.71	\$8,193.09	50	20	\$40,440.87	\$49,780.47	88	(4)
300	Greene County	\$35,637.02	\$42,240.18	86	(1)	\$4,945.07	\$7,919.65	64	(4)	\$40,582.09	\$50,159.83	81	(5)
301	Greeneville City	\$40,409.45	\$45,386.76	37	(24)	\$4,731.62	\$7,221.07	89	(20)	\$45,141.07	\$52,607.83	49	(33)
310	Grundy County	\$35,792.76	\$39,606.80	135	(60)	\$3,879.82	\$8,056.04	57	48	\$39,672.58	\$47,662.85	119	(14)
320	Hamblen County	\$36,249.61	\$45,820.78	32	29	\$6,002.65	\$8,203.48	49	(41)	\$42,252.26	\$54,024.26	30	8
330	Hamilton County	\$40,396.67	\$48,390.67	15	(1)	\$5,057.60	\$10,041.59	3	48	\$45,454.27	\$58,432.26	10	5
340	Hancock County	\$35,470.54	\$39,777.72	132	(32)	\$3,075.40	\$5,980.61	119	9	\$38,545.93	\$45,758.33	132	(2)
350	Hardeman County	\$36,692.35	\$43,556.57	62	(15)	\$5,571.36	\$7,640.94	71	(52)	\$42,263.70	\$51,197.50	68	(32)
360	Hardin County	\$35,093.57	\$40,871.62	118	9	\$5,349.18	\$8,558.80	33	10	\$40,442.74	\$49,430.42	96	(13)
370	Hawkins County	\$35,952.94	\$41,674.81	101	(33)	\$5,191.23	\$8,264.04	44	2	\$41,144.18	\$49,938.85	85	(27)
371	Rogersville City	\$36,297.98	\$44,906.06	42	16	\$4,209.03	\$8,155.36	51	41	\$40,507.01	\$53,061.42	41	39
380	Haywood County	\$35,839.81	\$43,318.62	69	2	\$4,231.44	\$7,625.83	72	18	\$40,071.25	\$50,944.46	71	24
390	Henderson County	\$35,884.23	\$43,347.09	67	2	\$4,095.21	\$6,087.25	116	(20)	\$39,979.44	\$49,434.33	95	1
391	Lexington City	\$35,824.55	\$41,338.98	112	(39)	\$4,299.92	\$7,701.88	69	15	\$40,124.46	\$49,040.86	102	(8)
400	Henry County	\$35,298.39	\$45,050.67	40	68	\$4,483.54	\$7,190.42	91	(12)	\$39,781.93	\$52,241.08	51	53
401	Paris SSD	\$35,824.61	\$47,167.35	20	52	\$4,080.10	\$7,439.30	82	17	\$39,904.71	\$54,606.66	25	76
410	Hickman County	\$36,690.49	\$41,935.84	98	(50)	\$5,003.98	\$7,428.86	83	(30)	\$41,694.47	\$49,364.70	97	(46)
420	Houston County	\$35,625.45	\$43,742.41	57	30	\$4,271.30	\$6,393.15	112	(26)	\$39,896.76	\$50,135.56	83	19
430	Humphreys County	\$35,347.06	\$41,937.11	97	9	\$4,968.87	\$8,111.40	53	5	\$40,315.93	\$50,048.51	84	5
440	Jackson County	\$35,498.82	\$40,325.29	127	(31)	\$4,939.04	\$6,065.35	117	(55)	\$40,437.86	\$46,390.64	126	(41)
450	Jefferson County	\$35,288.18	\$42,169.76	90	22	\$5,380.50	\$8,567.47	29	(2)	\$40,668.69	\$50,737.22	75	(3)
460	Johnson County	\$35,679.78	\$40,811.26	120	(37)	\$3,932.27	\$6,699.50	101	2	\$39,612.05	\$47,510.76	120	(14)
470	Knox County	\$38,596.06	\$46,204.33	26	0	\$4,081.42	\$6,603.84	104	(6)	\$42,677.48	\$52,808.16	45	(11)
480	Lake County	\$35,747.14	\$42,547.07	79	(2)	\$4,801.15	\$7,597.52	75	(8)	\$40,548.29	\$50,144.59	82	(5)

490	Lauderdale County	\$35,991.05	\$43,322.01	68	(3)	\$5,871.64	\$9,774.48	6	5	\$41,862.69	\$53,096.49	40	9
500	Lawrence County	\$35,079.47	\$42,786.24	76	52	\$5,378.07	\$8,106.23	54	(21)	\$40,457.55	\$50,892.47	72	9
510	Lewis County	\$35,581.24	\$41,028.46	113	(23)	\$3,473.38	\$5,403.98	128	(9)	\$39,054.62	\$46,432.45	125	(7)
520	Lincoln County	\$35,271.70	\$44,018.40	54	60	\$4,046.38	\$7,595.45	76	24	\$39,318.08	\$51,613.85	59	53
521	Fayetteville City	\$35,792.25	\$46,134.67	27	49	\$4,970.40	\$7,614.97	73	(16)	\$40,762.66	\$53,749.63	35	35
530	Loudon County	\$37,206.34	\$44,547.16	48	(9)	\$5,380.50	\$8,286.85	42	(15)	\$42,586.85	\$52,834.01	43	(8)
531	Lenoir City	\$37,667.49	\$46,531.37	24	6	\$5,167.07	\$9,451.25	9	40	\$42,834.56	\$55,982.61	18	13
540	McMinn County	\$37,573.16	\$45,709.47	35	(4)	\$5,380.50	\$8,509.91	36	(9)	\$42,953.66	\$54,219.38	27	3
541	Athens City	\$41,173.16	\$49,398.90	11	0	\$5,380.47	\$8,497.93	37	(6)	\$46,553.62	\$57,896.83	11	(1)
542	Etowah City	\$36,530.00	\$45,910.74	30	21	\$5,562.69	\$8,515.34	35	(15)	\$42,092.69	\$54,426.08	26	17
550	McNairy County	\$35,378.09	\$40,939.91	116	(12)	\$3,839.47	\$7,489.60	81	26	\$39,217.57	\$48,429.51	110	4
560	Macon County	\$35,847.31	\$41,976.17	96	(26)	\$4,334.05	\$7,514.85	78	4	\$40,181.36	\$49,491.02	91	2
570	Madison County	\$38,860.31	\$45,282.62	38	(14)	\$2,648.52	\$6,424.58	111	24	\$41,508.82	\$51,707.20	57	(4)
580	Marion County	\$35,209.68	\$43,374.41	66	55	\$5,375.20	\$8,385.86	39	(1)	\$40,584.88	\$51,760.27	56	19
581	Richard City	\$37,131.71	\$42,021.13	95	(55)	\$3,175.35	\$4,993.13	130	(3)	\$40,307.06	\$47,014.25	122	(32)
590	Marshall County	\$37,335.50	\$44,754.02	45	(9)	\$5,664.98	\$8,807.49	18	(2)	\$43,000.49	\$53,561.52	36	(7)
600	Mauzy County	\$39,130.05	\$45,232.54	39	(18)	\$5,378.04	\$8,567.51	27	9	\$44,508.09	\$53,800.06	33	(13)
610	Meigs County	\$35,988.63	\$45,960.63	28	38	\$4,837.91	\$7,934.14	63	3	\$40,826.54	\$53,894.77	32	37
620	Monroe County	\$36,874.63	\$43,288.88	71	(28)	\$6,172.67	\$9,504.23	7	(2)	\$43,047.30	\$52,793.11	46	(18)
621	Sweetwater City	\$36,959.83	\$44,736.19	46	(5)	\$5,814.98	\$9,051.74	15	(2)	\$42,774.82	\$53,787.93	34	(2)
630	Montgomery County	\$39,563.21	\$47,860.75	18	0	\$4,996.18	\$9,381.04	10	44	\$44,559.39	\$57,241.79	15	4
640	Moore County	\$35,517.47	\$42,528.36	80	15	\$5,460.22	\$8,698.97	20	2	\$40,977.69	\$51,227.32	67	(3)
650	Morgan County	\$35,526.11	\$40,942.29	115	(22)	\$4,408.68	\$8,971.62	16	64	\$39,934.79	\$49,913.91	86	14
660	Obion County	\$35,650.10	\$43,605.78	61	23	\$4,541.42	\$7,987.21	61	16	\$40,191.52	\$51,592.98	60	32
661	Union City	\$36,720.75	\$43,090.14	73	(27)	\$6,020.99	\$9,110.03	14	(7)	\$42,741.74	\$52,200.17	52	(19)
670	Overton County	\$35,731.99	\$40,666.55	124	(45)	\$4,225.27	\$8,563.64	32	59	\$39,957.26	\$49,230.19	101	(2)
680	Perry County	\$35,259.96	\$40,852.04	119	(3)	\$3,311.38	\$5,339.28	129	(4)	\$38,571.34	\$46,191.32	130	(1)
690	Pickett County	\$35,207.87	\$39,859.33	131	(9)	\$3,071.39	\$4,893.21	131	0	\$38,279.26	\$44,752.54	135	(1)
700	Polk County	\$35,056.79	\$44,490.93	49	80	\$5,195.28	\$7,367.47	86	(41)	\$40,252.07	\$51,858.39	55	36
710	Putnam County	\$36,745.26	\$44,675.19	47	(2)	\$6,464.65	\$9,483.82	8	(6)	\$43,209.91	\$54,159.01	28	(2)
720	Rhea County	\$36,327.69	\$42,289.10	85	(28)	\$4,678.31	\$8,567.47	29	42	\$41,006.01	\$50,856.56	73	(11)
721	Dayton City	\$36,678.30	\$44,954.11	41	9	\$5,364.71	\$9,196.51	13	28	\$42,043.01	\$54,150.62	29	15
730	Roane County	\$37,306.73	\$46,248.01	25	12	\$6,043.90	\$8,621.98	23	(17)	\$43,350.63	\$54,869.99	24	1
740	Robertson County	\$36,410.19	\$43,463.97	63	(9)	\$6,774.74	\$9,786.32	5	(4)	\$43,184.93	\$53,250.29	38	(11)
750	Rutherford County	\$39,782.28	\$48,110.80	17	(1)	\$5,854.05	\$7,671.48	70	(58)	\$45,636.33	\$55,782.29	20	(6)
751	Murfreesboro City	\$41,875.11	\$50,280.13	10	(1)	\$5,156.07	\$6,964.44	97	(47)	\$47,031.18	\$57,244.57	14	(5)
760	Scott County	\$35,566.00	\$40,700.79	123	(31)	\$4,891.11	\$7,705.30	68	(4)	\$40,457.11	\$48,406.08	111	(29)
761	Oneida SSD	\$35,296.42	\$40,099.59	130	(21)	\$4,160.90	\$7,774.03	66	27	\$39,457.32	\$47,873.62	115	(6)
770	Sequatchie County	\$36,371.46	\$43,456.90	64	(8)	\$4,773.68	\$7,490.29	80	(12)	\$41,145.14	\$50,947.19	70	(13)

780	Sevier County	\$36,882.52	\$45,401.80	36	6	\$5,041.09	\$8,033.75	59	(7)	\$41,923.61	\$53,435.55	37	11
790	Shelby County	\$47,234.57	\$56,180.96	1	0	\$3,928.15	\$6,634.78	102	2	\$51,162.72	\$62,815.74	1	0
800	Smith County	\$35,710.15	\$41,788.77	100	(19)	\$5,380.48	\$8,539.78	34	(4)	\$41,090.63	\$50,328.55	80	(21)
810	Stewart County	\$35,629.43	\$43,644.02	59	27	\$5,460.22	\$8,703.31	19	3	\$41,089.65	\$52,347.33	50	10
820	Sullivan County	\$35,801.30	\$42,353.52	83	(9)	\$5,190.61	\$8,205.96	48	(1)	\$40,991.91	\$50,559.47	76	(13)
821	Bristol City	\$41,614.28	\$50,449.17	8	2	\$4,668.01	\$7,169.87	92	(20)	\$46,282.29	\$57,619.05	12	(1)
822	Kingsport City	\$43,633.38	\$51,425.87	7	(2)	\$4,607.77	\$7,414.57	84	(9)	\$48,241.14	\$58,840.45	8	(3)
830	Sumner County	\$37,767.23	\$45,721.89	34	(6)	\$5,737.21	\$8,218.42	45	(31)	\$43,504.43	\$53,940.32	31	(7)
840	Tipton County	\$36,690.08	\$47,771.05	19	30	\$5,452.93	\$8,635.73	22	2	\$42,143.02	\$56,406.78	16	26
850	Trousdale County	\$35,583.81	\$39,686.25	134	(45)	\$3,771.38	\$6,543.21	106	3	\$39,355.19	\$46,229.46	128	(18)
860	Unicoi County	\$35,570.10	\$41,799.40	99	(8)	\$5,468.57	\$8,607.32	24	(3)	\$41,038.66	\$50,406.72	78	(17)
870	Union County	\$35,971.25	\$42,027.02	94	(27)	\$3,504.17	\$7,568.57	77	41	\$39,475.42	\$49,595.59	89	19
880	Van Buren County	\$36,053.69	\$41,343.04	111	(47)	\$3,075.40	\$4,893.21	131	(2)	\$39,129.09	\$46,236.26	127	(11)
890	Warren County	\$35,188.32	\$43,317.71	70	55	\$3,075.40	\$6,043.29	118	11	\$38,263.71	\$49,361.01	98	37
900	Washington County	\$36,289.46	\$43,979.83	55	4	\$4,629.46	\$8,213.20	46	28	\$40,918.92	\$52,193.02	53	12
901	Johnson City	\$40,723.09	\$52,222.14	3	9	\$4,983.96	\$6,912.08	99	(43)	\$45,707.05	\$59,134.21	6	7
910	Wayne County	\$34,986.44	\$40,509.27	126	8	\$3,621.38	\$5,633.17	123	(6)	\$38,607.83	\$46,142.43	131	(3)
920	Weakley County	\$35,742.72	\$42,386.29	82	(4)	\$4,119.85	\$7,099.14	95	(1)	\$39,862.58	\$49,485.44	92	11
930	White County	\$35,473.35	\$43,635.97	60	39	\$3,871.46	\$7,990.89	60	46	\$39,344.81	\$51,626.86	58	53
940	Williamson County	\$41,922.59	\$48,471.85	14	(6)	\$5,606.33	\$10,264.61	1	16	\$47,528.92	\$58,736.46	9	(1)
941	Franklin SSD	\$42,839.34	\$52,080.76	4	3	\$5,244.95	\$8,210.80	47	(3)	\$48,084.29	\$60,291.55	5	1
950	Wilson County	\$36,227.50	\$45,791.15	33	30	\$3,750.00	\$4,561.33	135	(23)	\$39,977.50	\$50,352.48	79	18
951	Lebanon SSD	\$38,936.24	\$47,054.27	21	2	\$3,048.80	\$5,703.12	122	12	\$41,985.04	\$52,757.39	47	0
	AVERAGE AMOUNT	\$37,029.21	\$44,024.27			\$4,668.91	\$7,599.35			\$41,698.12	\$51,623.62		

* Based upon revised 2004 salary schedules.

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

**EXHIBIT #2
Factors**

	SCHOOL SYSTEM	SALARY SCHEDULE FACTOR 04	SALARY SCHEDULE FACTOR 14	PERCENT CHANGE	INSURANCE PACKAGE FACTOR 04	INSURANCE PACKAGE FACTOR 14	PERCENT CHANGE	COMPENSATION FACTOR 04	COMPENSATION FACTOR 14	PERCENT CHANGE
10	Anderson County	101.04%	100.15%	-0.9%	91.53%	94.66%	3.1%	99.97%	99.34%	-0.6%
11	Clinton City	105.80%	104.12%	-1.7%	96.23%	97.12%	0.9%	104.73%	103.09%	-1.6%
12	Oak Ridge	124.41%	122.75%	-1.7%	105.53%	106.55%	1.0%	122.30%	120.36%	-1.9%
20	Bedford County	98.33%	100.98%	2.6%	115.15%	110.90%	-4.2%	100.22%	102.44%	2.2%
30	Benton County	95.93%	96.94%	1.0%	114.96%	113.66%	-1.3%	98.06%	99.40%	1.3%
40	Bledsoe County	94.44%	91.46%	-3.0%	81.97%	105.77%	23.8%	93.05%	93.57%	0.5%
50	Blount County	107.07%	106.52%	-0.6%	105.91%	109.90%	4.0%	106.94%	107.02%	0.1%
51	Alcoa City	117.66%	116.93%	-0.7%	119.61%	121.84%	2.2%	117.88%	117.65%	-0.2%
52	Maryville City	117.90%	118.29%	0.4%	91.34%	132.15%	40.8%	114.92%	120.33%	5.4%
60	Bradley County	102.10%	110.33%	8.2%	94.43%	100.11%	5.7%	101.24%	108.82%	7.6%
61	Cleveland City	104.44%	109.46%	5.0%	104.00%	102.05%	-1.9%	104.39%	108.37%	4.0%
70	Campbell County	95.22%	94.41%	-0.8%	132.80%	117.33%	-15.5%	99.43%	97.78%	-1.6%
80	Cannon County	101.95%	95.50%	-6.4%	91.38%	95.35%	4.0%	100.77%	95.48%	-5.3%
90	Carroll County	95.19%	94.25%	-0.9%	65.78%	93.66%	27.9%	91.89%	94.16%	2.3%
92	Hollow Rock-Bruceton SSD	95.86%	93.01%	-2.9%	74.35%	72.20%	-2.1%	93.46%	89.95%	-3.5%
93	Huntingdon SSD	95.32%	97.57%	2.2%	72.21%	85.48%	13.3%	92.73%	95.79%	3.1%
94	McKenzie SSD	95.29%	98.06%	2.8%	80.44%	87.17%	6.7%	93.63%	96.46%	2.8%
95	South Carroll SSD	95.30%	95.71%	0.4%	73.18%	64.31%	-8.9%	92.82%	91.09%	-1.7%
97	West Carroll SSD	95.61%	91.54%	-4.1%	73.09%	77.99%	4.9%	93.09%	89.55%	-3.5%
100	Carter County	95.85%	92.66%	-3.2%	115.24%	106.98%	-8.3%	98.02%	94.77%	-3.3%
101	Elizabethton City	100.65%	101.95%	1.3%	106.75%	104.46%	-2.3%	101.33%	102.32%	1.0%
110	Cheatham County	97.94%	99.18%	1.2%	126.81%	93.45%	-33.4%	101.17%	98.34%	-2.8%
120	Chester County	95.41%	95.85%	0.4%	99.31%	84.70%	-14.6%	95.85%	94.21%	-1.6%
130	Claiborne County	95.21%	92.45%	-2.8%	69.30%	61.63%	-7.7%	92.31%	87.92%	-4.4%
140	Clay County	95.54%	90.35%	-5.2%	65.78%	74.09%	8.3%	92.21%	87.96%	-4.2%
150	Cocke County	95.06%	94.14%	-0.9%	110.97%	98.77%	-12.2%	96.85%	94.83%	-2.0%
151	Newport City	94.63%	97.59%	3.0%	115.04%	108.77%	-6.3%	96.92%	99.23%	2.3%
160	Coffee County	99.52%	100.73%	1.2%	115.23%	110.05%	-5.2%	101.28%	102.11%	0.8%
161	Manchester City	105.39%	111.04%	5.7%	115.19%	112.74%	-2.4%	106.48%	111.29%	4.8%
162	Tullahoma City	105.74%	104.39%	-1.3%	127.49%	123.06%	-4.4%	108.18%	107.14%	-1.0%
170	Crockett County	95.55%	95.93%	0.4%	80.40%	85.75%	5.3%	93.85%	94.43%	0.6%
171	Alamo City*	101.09%	96.54%	-4.6%	73.09%	71.47%	-1.6%	97.96%	92.85%	-5.1%
172	Bells City	100.97%	101.98%	1.0%	87.71%	85.74%	-2.0%	99.49%	99.59%	0.1%

180	Cumberland County	95.06%	94.26%	-0.8%	132.34%	130.71%	-1.6%	99.23%	99.63%	0.4%
190	Davidson County	119.83%	114.53%	-5.3%	114.74%	113.21%	-1.5%	119.26%	114.34%	-4.9%
200	Decatur County	95.71%	95.88%	0.2%	78.63%	72.21%	-6.4%	93.80%	92.39%	-1.4%
210	DeKalb County	97.85%	96.80%	-1.0%	92.22%	91.58%	-0.6%	97.22%	96.03%	-1.2%
220	Dickson County	98.37%	100.00%	1.6%	91.15%	91.95%	0.8%	97.56%	98.82%	1.3%
230	Dyer County	101.03%	99.78%	-1.3%	98.37%	96.35%	-2.0%	100.73%	99.27%	-1.5%
231	Dyersburg City	108.73%	106.32%	-2.4%	122.29%	106.09%	-16.2%	110.25%	106.29%	-4.0%
240	Fayette County	98.32%	94.41%	-3.9%	88.06%	86.27%	-1.8%	97.18%	93.22%	-4.0%
250	Fentress County	95.21%	92.90%	-2.3%	115.94%	112.74%	-3.2%	97.53%	95.82%	-1.7%
260	Franklin County	96.39%	98.69%	2.3%	106.26%	112.78%	6.5%	97.50%	100.76%	3.3%
271	Humboldt City	94.67%	95.57%	0.9%	79.90%	89.87%	10.0%	93.02%	94.73%	1.7%
272	Milan SSD	95.20%	94.38%	-0.8%	85.98%	82.61%	-3.4%	94.17%	92.65%	-1.5%
273	Trenton SSD	94.88%	94.35%	-0.5%	78.63%	82.47%	3.8%	93.06%	92.61%	-0.5%
274	Bradford SSD	94.58%	92.29%	-2.3%	78.63%	78.62%	0.0%	92.79%	90.28%	-2.5%
275	Gibson SSD	96.13%	96.11%	0.0%	84.58%	82.04%	-2.5%	94.84%	94.04%	-0.8%
280	Giles County	94.66%	94.13%	-0.5%	115.19%	102.64%	-12.5%	96.96%	95.38%	-1.6%
290	Grainger County	96.49%	94.46%	-2.0%	100.94%	107.81%	6.9%	96.98%	96.43%	-0.6%
300	Greene County	96.24%	95.95%	-0.3%	105.91%	104.21%	-1.7%	97.32%	97.16%	-0.2%
301	Greeneville City	109.13%	103.09%	-6.0%	101.34%	95.02%	-6.3%	108.26%	101.91%	-6.4%
310	Grundy County	96.66%	89.97%	-6.7%	83.10%	106.01%	22.9%	95.14%	92.33%	-2.8%
320	Hamblen County	97.89%	104.08%	6.2%	128.57%	107.95%	-20.6%	101.33%	104.65%	3.3%
330	Hamilton County	109.09%	109.92%	0.8%	108.33%	132.14%	23.8%	109.01%	113.19%	4.2%
340	Hancock County	95.79%	90.35%	-5.4%	65.87%	78.70%	12.8%	92.44%	88.64%	-3.8%
350	Hardeman County	99.09%	98.94%	-0.2%	119.33%	100.55%	-18.8%	101.36%	99.17%	-2.2%
360	Hardin County	94.77%	92.84%	-1.9%	114.57%	112.63%	-1.9%	96.99%	95.75%	-1.2%
370	Hawkins County	97.09%	94.66%	-2.4%	111.19%	108.75%	-2.4%	98.67%	96.74%	-1.9%
371	Rogersville City	98.03%	102.00%	4.0%	90.15%	107.32%	17.2%	97.14%	102.79%	5.6%
380	Haywood County	96.79%	98.40%	1.6%	90.63%	100.35%	9.7%	96.10%	98.68%	2.6%
390	Henderson County	96.91%	98.46%	1.6%	87.71%	80.10%	-7.6%	95.88%	95.76%	-0.1%
391	Lexington City	96.75%	93.90%	-2.8%	92.10%	101.35%	9.3%	96.23%	95.00%	-1.2%
400	Henry County	95.33%	102.33%	7.0%	96.03%	94.62%	-1.4%	95.40%	101.20%	5.8%
401	Paris SSD	96.75%	107.14%	10.4%	87.39%	97.89%	10.5%	95.70%	105.78%	10.1%
410	Hickman County	99.09%	95.26%	-3.8%	107.18%	97.76%	-9.4%	99.99%	95.62%	-4.4%
420	Houston County	96.21%	99.36%	3.2%	91.48%	84.13%	-7.4%	95.68%	97.12%	1.4%
430	Humphreys County	95.46%	95.26%	-0.2%	106.42%	106.74%	0.3%	96.69%	96.95%	0.3%
440	Jackson County	95.87%	91.60%	-4.3%	105.79%	79.81%	-26.0%	96.98%	89.86%	-7.1%
450	Jefferson County	95.30%	95.79%	0.5%	115.24%	112.74%	-2.5%	97.53%	98.28%	0.8%
460	Johnson County	96.36%	92.70%	-3.7%	84.22%	88.16%	3.9%	95.00%	92.03%	-3.0%
470	Knox County	104.23%	104.95%	0.7%	87.42%	86.90%	-0.5%	102.35%	102.29%	-0.1%

480	Lake County	96.54%	96.64%	0.1%	102.83%	99.98%	-2.9%	97.24%	97.13%	-0.1%
490	Lauderdale County	97.20%	98.40%	1.2%	125.76%	128.62%	2.9%	100.39%	102.85%	2.5%
500	Lawrence County	94.73%	97.19%	2.5%	115.19%	106.67%	-8.5%	97.02%	98.58%	1.6%
510	Lewis County	96.09%	93.20%	-2.9%	74.39%	71.11%	-3.3%	93.66%	89.94%	-3.7%
520	Lincoln County	95.25%	99.99%	4.7%	86.67%	99.95%	13.3%	94.29%	99.98%	5.7%
521	Fayetteville City	96.66%	104.79%	8.1%	106.46%	100.21%	-6.3%	97.76%	104.12%	6.4%
530	Loudon County	100.48%	101.19%	0.7%	115.24%	109.05%	-6.2%	102.13%	102.34%	0.2%
531	Lenoir City	101.72%	105.69%	4.0%	110.67%	124.37%	13.7%	102.73%	108.44%	5.7%
540	McMinn County	101.47%	103.83%	2.4%	115.24%	111.98%	-3.3%	103.01%	105.03%	2.0%
541	Athens City	111.19%	112.21%	1.0%	115.24%	111.82%	-3.4%	111.64%	112.15%	0.5%
542	Etowah City	98.65%	104.29%	5.6%	119.14%	112.05%	-7.1%	100.95%	105.43%	4.5%
550	McNairy County	95.54%	92.99%	-2.5%	82.23%	98.56%	16.3%	94.05%	93.81%	-0.2%
560	Macon County	96.81%	95.35%	-1.5%	92.83%	98.89%	6.1%	96.36%	95.87%	-0.5%
570	Madison County	104.94%	102.86%	-2.1%	56.73%	84.54%	27.8%	99.55%	100.16%	0.6%
580	Marion County	95.09%	98.52%	3.4%	115.13%	110.35%	-4.8%	97.33%	100.26%	2.9%
581	Richard City	100.28%	95.45%	-4.8%	68.01%	65.70%	-2.3%	96.66%	91.07%	-5.6%
590	Marshall County	100.83%	101.66%	0.8%	121.33%	115.90%	-5.4%	103.12%	103.75%	0.6%
600	Maury County	105.67%	102.74%	-2.9%	115.19%	112.74%	-2.4%	106.74%	104.22%	-2.5%
610	Meigs County	97.19%	104.40%	7.2%	103.62%	104.41%	0.8%	97.91%	104.40%	6.5%
620	Monroe County	99.58%	98.33%	-1.3%	132.21%	125.07%	-7.1%	103.24%	102.27%	-1.0%
621	Sweetwater City	99.81%	101.62%	1.8%	124.55%	119.11%	-5.4%	102.58%	104.19%	1.6%
630	Montgomery County	106.84%	108.71%	1.9%	107.01%	123.45%	16.4%	106.86%	110.88%	4.0%
640	Moore County	95.92%	96.60%	0.7%	116.95%	114.47%	-2.5%	98.27%	99.23%	1.0%
650	Morgan County	95.94%	93.00%	-2.9%	94.43%	118.06%	23.6%	95.77%	96.69%	0.9%
660	Obion County	96.28%	99.05%	2.8%	97.27%	105.10%	7.8%	96.39%	99.94%	3.6%
661	Union City	99.17%	97.88%	-1.3%	128.96%	119.88%	-9.1%	102.50%	101.12%	-1.4%
670	Overton County	96.50%	92.37%	-4.1%	90.50%	112.69%	22.2%	95.83%	95.36%	-0.5%
680	Perry County	95.22%	92.79%	-2.4%	70.92%	70.26%	-0.7%	92.50%	89.48%	-3.0%
690	Pickett County	95.08%	90.54%	-4.5%	65.78%	64.39%	-1.4%	91.80%	86.69%	-5.1%
700	Polk County	94.67%	101.06%	6.4%	111.27%	96.95%	-14.3%	96.53%	100.45%	3.9%
710	Putnam County	99.23%	101.48%	2.2%	138.46%	124.80%	-13.7%	103.63%	104.91%	1.3%
720	Rhea County	98.11%	96.06%	-2.0%	100.20%	112.74%	12.5%	98.34%	98.51%	0.2%
721	Dayton City	99.05%	102.11%	3.1%	114.90%	121.02%	6.1%	100.83%	104.90%	4.1%
730	Roane County	100.75%	105.05%	4.3%	129.45%	113.46%	-16.0%	103.96%	106.29%	2.3%
740	Robertson County	98.33%	98.73%	0.4%	145.10%	128.78%	-16.3%	103.57%	103.15%	-0.4%
750	Rutherford County	107.43%	109.28%	1.8%	125.38%	100.95%	-24.4%	109.44%	108.06%	-1.4%
751	Murfreesboro City	113.09%	114.21%	1.1%	110.43%	91.65%	-18.8%	112.79%	110.89%	-1.9%
760	Scott County	96.05%	92.45%	-3.6%	104.76%	101.39%	-3.4%	97.02%	93.77%	-3.3%
761	Oneida SSD	95.32%	91.09%	-4.2%	89.12%	102.30%	13.2%	94.63%	92.74%	-1.9%

770	Sequatchie County	98.22%	98.71%	0.5%	102.24%	98.56%	-3.7%	98.67%	98.69%	0.0%
780	Sevier County	99.60%	103.13%	3.5%	107.97%	105.72%	-2.3%	100.54%	103.51%	3.0%
790	Shelby County	127.56%	127.61%	0.1%	84.13%	87.31%	3.2%	122.70%	121.68%	-1.0%
800	Smith County	96.44%	94.92%	-1.5%	115.24%	112.38%	-2.9%	98.54%	97.49%	-1.1%
810	Stewart County	96.22%	99.14%	2.9%	116.95%	114.53%	-2.4%	98.54%	101.40%	2.9%
820	Sullivan County	96.68%	96.20%	-0.5%	111.17%	107.98%	-3.2%	98.31%	97.94%	-0.4%
821	Bristol City	112.38%	114.59%	2.2%	99.98%	94.35%	-5.6%	110.99%	111.61%	0.6%
822	Kingsport City	117.84%	116.81%	-1.0%	98.69%	97.57%	-1.1%	115.69%	113.98%	-1.7%
830	Sumner County	101.99%	103.86%	1.9%	122.88%	108.15%	-14.7%	104.33%	104.49%	0.2%
840	Tipton County	99.08%	108.51%	9.4%	116.79%	113.64%	-3.2%	101.07%	109.27%	8.2%
850	Trousdale County	96.10%	90.15%	-6.0%	80.78%	86.10%	5.3%	94.38%	89.55%	-4.8%
860	Unicoi County	96.06%	94.95%	-1.1%	117.13%	113.26%	-3.9%	98.42%	97.64%	-0.8%
870	Union County	97.14%	95.46%	-1.7%	75.05%	99.59%	24.5%	94.67%	96.07%	1.4%
880	Van Buren County	97.37%	93.91%	-3.5%	65.87%	64.39%	-1.5%	93.84%	89.56%	-4.3%
890	Warren County	95.03%	98.40%	3.4%	65.87%	79.52%	13.7%	91.76%	95.62%	3.9%
900	Washington County	98.00%	99.90%	1.9%	99.16%	108.08%	8.9%	98.13%	101.10%	3.0%
901	Johnson City	109.98%	118.62%	8.6%	106.75%	90.96%	-15.8%	109.61%	114.55%	4.9%
910	Wayne County	94.48%	92.02%	-2.5%	77.56%	74.13%	-3.4%	92.59%	89.38%	-3.2%
920	Weakley County	96.53%	96.28%	-0.2%	88.24%	93.42%	5.2%	95.60%	95.86%	0.3%
930	White County	95.80%	99.12%	3.3%	82.92%	105.15%	22.2%	94.36%	100.01%	5.6%
940	Williamson County	113.21%	110.10%	-3.1%	120.08%	135.07%	15.0%	113.98%	113.78%	-0.2%
941	Franklin SSD	115.69%	118.30%	2.6%	112.34%	108.05%	-4.3%	115.32%	116.79%	1.5%
950	Wilson County	97.83%	104.01%	6.2%	80.32%	60.02%	-20.3%	95.87%	97.54%	1.7%
951	Lebanon SSD	105.15%	106.88%	1.7%	65.30%	75.05%	9.7%	100.69%	102.20%	1.5%
	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.

EXHIBIT #3
Insurance Package

	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
10	Anderson County	\$ 7,193.20	90	\$10,873.70	66.15%	92
11	Clinton City	\$ 7,380.80	85	\$10,873.70	67.88%	86
12	Oak Ridge	\$ 8,097.09	55	\$10,873.70	74.46%	55
20	Bedford County	\$ 8,428.01	38	\$10,873.70	77.51%	39
30	Benton County	\$ 8,637.21	21	\$10,860.55	79.53%	23
40	Bledsoe County	\$ 8,038.16	58	\$10,873.70	73.92%	58
50	Blount County	\$ 8,351.51	41	\$9,444.07	88.43%	6
51	Alcoa City	\$ 9,259.21	12	\$10,873.70	85.15%	12
52	Maryville City	\$ 10,042.91	2	\$11,407.67	88.04%	7
60	Bradley County	\$ 7,607.58	74	\$10,873.70	69.96%	73
61	Cleveland City	\$ 7,755.32	67	\$10,873.70	71.32%	67
70	Campbell County	\$ 8,916.50	17	\$10,873.70	82.00%	18
80	Cannon County	\$ 7,245.68	88	\$10,873.70	66.63%	89
90	Carroll County	\$ 7,117.41	93	\$10,860.55	65.53%	94
92	Hollow Rock-Bruceton SSD	\$ 5,486.88	126	\$10,860.55	50.52%	128
93	Huntingdon SSD	\$ 6,495.90	109	\$10,860.55	59.81%	111
94	McKenzie SSD	\$ 6,624.25	103	\$10,860.55	60.99%	104
95	South Carroll SSD	\$ 4,887.30	133	\$10,860.55	45.00%	133
97	West Carroll SSD	\$ 5,926.90	121	\$10,860.55	54.57%	123
100	Carter County	\$ 8,129.78	52	\$10,873.70	74.77%	52
101	Elizabethton City	\$ 7,938.49	62	\$10,873.70	73.01%	62
110	Cheatham County	\$ 7,101.78	94	\$10,873.70	65.31%	96
120	Chester County	\$ 6,436.48	110	\$10,860.55	59.26%	112
130	Claiborne County	\$ 4,683.28	134	\$6,799.71	68.87%	82
140	Clay County	\$ 5,630.66	124	\$10,873.70	51.78%	126
150	Cocke County	\$ 7,506.15	79	\$10,873.70	69.03%	79
151	Newport City	\$ 8,266.19	43	\$10,873.70	76.02%	43
160	Coffee County	\$ 8,362.97	40	\$10,873.70	76.91%	41
161	Manchester City	\$ 8,567.47	29	\$10,873.70	78.79%	31
162	Tullahoma City	\$ 9,352.07	11	\$10,873.70	86.01%	11
170	Crockett County	\$ 6,516.36	107	\$10,860.55	60.00%	109
171	Alamo City	\$ 5,430.97	127	\$10,860.55	50.01%	129

172	Bells City	\$ 6,515.77	108	\$10,860.55	59.99%	110
180	Cumberland County	\$ 9,933.07	4	\$10,873.70	91.35%	1
190	Davidson County	\$ 8,602.93	25	\$11,470.50	75.00%	51
200	Decatur County	\$ 5,487.25	125	\$10,860.55	50.52%	127
210	DeKalb County	\$ 6,959.14	98	\$10,873.70	64.00%	100
220	Dickson County	\$ 6,987.95	96	\$10,873.70	64.26%	98
230	Dyer County	\$ 7,322.22	87	\$10,860.55	67.42%	88
231	Dyersburg City	\$ 8,061.99	56	\$10,860.55	74.23%	56
240	Fayette County	\$ 6,556.15	105	\$10,860.55	60.37%	106
250	Fentress County	\$ 8,567.50	28	\$10,873.70	78.79%	30
260	Franklin County	\$ 8,570.20	26	\$10,873.70	78.82%	27
271	Humboldt City	\$ 6,829.80	100	\$10,860.55	62.89%	102
272	Milan SSD	\$ 6,277.59	113	\$10,860.55	57.80%	115
273	Trenton SSD	\$ 6,267.25	114	\$10,860.55	57.71%	116
274	Bradford SSD	\$ 5,974.55	120	\$10,860.55	55.01%	121
275	Gibson SSD	\$ 6,234.81	115	\$10,860.55	57.41%	117
280	Giles County	\$ 7,800.00	65	\$10,873.70	71.73%	65
290	Grainger County	\$ 8,193.09	50	\$10,873.70	75.35%	49
300	Greene County	\$ 7,919.65	64	\$10,873.70	72.83%	64
301	Greeneville City	\$ 7,221.07	89	\$10,873.70	66.41%	90
310	Grundy County	\$ 8,056.04	57	\$10,873.70	74.09%	57
320	Hamblen County	\$ 8,203.48	49	\$10,873.70	75.44%	48
330	Hamilton County	\$ 10,041.59	3	\$14,502.72	69.24%	77
340	Hancock County	\$ 5,980.61	119	\$10,873.70	55.00%	122
350	Hardeman County	\$ 7,640.94	71	\$10,860.55	70.35%	70
360	Hardin County	\$ 8,558.80	33	\$10,860.55	78.81%	28
370	Hawkins County	\$ 8,264.04	44	\$10,873.70	76.00%	44
371	Rogersville City	\$ 8,155.36	51	\$10,873.70	75.00%	50
380	Haywood County	\$ 7,625.83	72	\$10,860.55	70.22%	71
390	Henderson County	\$ 6,087.25	116	\$10,860.55	56.05%	118
391	Lexington City	\$ 7,701.88	69	\$10,860.55	70.92%	68
400	Henry County	\$ 7,190.42	91	\$10,860.55	66.21%	91
401	Paris SSD	\$ 7,439.30	82	\$10,860.55	68.50%	83
410	Hickman County	\$ 7,428.86	83	\$10,873.70	68.32%	84
420	Houston County	\$ 6,393.15	112	\$10,873.70	58.79%	114
430	Humphreys County	\$ 8,111.40	53	\$10,873.70	74.60%	53
440	Jackson County	\$ 6,065.35	117	\$10,873.70	55.78%	119
450	Jefferson County	\$ 8,567.47	29	\$10,873.70	78.79%	31
460	Johnson County	\$ 6,699.50	101	\$10,873.70	61.61%	103

470	Knox County	\$ 6,603.84	104	\$10,873.70	60.73%	105
480	Lake County	\$ 7,597.52	75	\$10,860.55	69.96%	74
490	Lauderdale County	\$ 9,774.48	6	\$10,860.55	90.00%	5
500	Lawrence County	\$ 8,106.23	54	\$10,873.70	74.55%	54
510	Lewis County	\$ 5,403.98	128	\$10,873.70	49.70%	130
520	Lincoln County	\$ 7,595.45	76	\$10,873.70	69.85%	75
521	Fayetteville City	\$ 7,614.97	73	\$10,873.70	70.03%	72
530	Loudon County	\$ 8,286.85	42	\$10,873.70	76.21%	42
531	Lenoir City	\$ 9,451.25	9	\$10,873.70	86.92%	10
540	McMinn County	\$ 8,509.91	36	\$10,873.70	78.26%	37
541	Athens City	\$ 8,497.93	37	\$10,873.70	78.15%	38
542	Etowah City	\$ 8,515.34	35	\$10,873.70	78.31%	36
550	McNairy County	\$ 7,489.60	81	\$10,860.55	68.96%	80
560	Macon County	\$ 7,514.85	78	\$10,873.70	69.11%	78
570	Madison County	\$ 6,424.58	111	\$10,860.55	59.16%	113
580	Marion County	\$ 8,385.86	39	\$10,873.70	77.12%	40
581	Richard City	\$ 4,993.13	130	\$10,873.70	45.92%	132
590	Marshall County	\$ 8,807.49	18	\$10,873.70	81.00%	19
600	Maury County	\$ 8,567.51	27	\$10,873.70	78.79%	29
610	Meigs County	\$ 7,934.14	63	\$10,873.70	72.97%	63
620	Monroe County	\$ 9,504.23	7	\$10,873.70	87.41%	8
621	Sweetwater City	\$ 9,051.74	15	\$10,873.70	83.24%	16
630	Montgomery County	\$ 9,381.04	10	\$11,036.52	85.00%	13
640	Moore County	\$ 8,698.97	20	\$10,873.70	80.00%	22
650	Morgan County	\$ 8,971.62	16	\$10,873.70	82.51%	17
660	Obion County	\$ 7,987.21	61	\$10,860.55	73.54%	60
661	Union City	\$ 9,110.03	14	\$10,860.55	83.88%	15
670	Overton County	\$ 8,563.64	32	\$10,873.70	78.76%	34
680	Perry County	\$ 5,339.28	129	\$10,873.70	49.10%	131
690	Pickett County	\$ 4,893.21	131	\$10,873.70	45.00%	134
700	Polk County	\$ 7,367.47	86	\$10,873.70	67.75%	87
710	Putnam County	\$ 9,483.82	8	\$10,873.70	87.22%	9
720	Rhea County	\$ 8,567.47	29	\$10,873.70	78.79%	31
721	Dayton City	\$ 9,196.51	13	\$10,873.70	84.58%	14
730	Roane County	\$ 8,621.98	23	\$10,873.70	79.29%	25
740	Robertson County	\$ 9,786.32	5	\$10,873.70	90.00%	4
750	Rutherford County	\$ 7,671.48	70	\$8,424.28	91.06%	2
751	Murfreesboro City	\$ 6,964.44	97	\$10,873.70	64.05%	99
760	Scott County	\$ 7,705.30	68	\$10,873.70	70.86%	69

761	Oneida SSD	\$ 7,774.03	66	\$10,873.70	71.49%	66
770	Sequatchie County	\$ 7,490.29	80	\$10,873.70	68.88%	81
780	Sevier County	\$ 8,033.75	59	\$10,873.70	73.88%	59
790	Shelby County	\$ 6,634.78	102	\$10,485.01	63.28%	101
800	Smith County	\$ 8,539.78	34	\$10,873.70	78.54%	35
810	Stewart County	\$ 8,703.31	19	\$10,873.70	80.04%	21
820	Sullivan County	\$ 8,205.96	48	\$10,873.70	75.47%	47
821	Bristol City	\$ 7,169.87	92	\$10,873.70	65.94%	93
822	Kingsport City	\$ 7,414.57	84	\$10,873.70	68.19%	85
830	Sumner County	\$ 8,218.42	45	\$10,221.31	80.40%	20
840	Tipton County	\$ 8,635.73	22	\$10,860.55	79.51%	24
850	Trousdale County	\$ 6,543.21	106	\$10,873.70	60.17%	107
860	Unicoi County	\$ 8,607.32	24	\$10,873.70	79.16%	26
870	Union County	\$ 7,568.57	77	\$10,873.70	69.60%	76
880	Van Buren County	\$ 4,893.21	131	\$10,873.70	45.00%	134
890	Warren County	\$ 6,043.29	118	\$10,873.70	55.58%	120
900	Washington County	\$ 8,213.20	46	\$10,873.70	75.53%	45
901	Johnson City	\$ 6,912.08	99	\$10,700.45	64.60%	97
910	Wayne County	\$ 5,633.17	123	\$10,873.70	51.81%	125
920	Weakley County	\$ 7,099.14	95	\$10,860.55	65.37%	95
930	White County	\$ 7,990.89	60	\$10,873.70	73.49%	61
940	Williamson County	\$ 10,264.61	1	\$11,316.49	90.70%	3
941	Franklin SSD	\$ 8,210.80	47	\$10,873.70	75.51%	46
950	Wilson County	\$ 4,561.33	135	\$7,585.38	60.13%	108
951	Lebanon SSD	\$ 5,703.12	122	\$10,873.70	52.45%	124
	AVERAGE AMOUNT	\$7,599.35		\$10,817.77	70.25%	

SOURCE: Personnel and salary schedule information provided by Department of Education and TEA.
Calculations by Department of Education.

2014
State Board Salaries and Benefits - 10-14-14 /
Disparity

2014 Disparity Findings			
	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	SALARIES PLUS INSURANCE PAID
Max versus Min	41.85%	125.04%	42.79%
Range Ratio 95-5	27.71%	78.01%	27.68%
Range Ratio 90-10	19.09%	59.74%	21.76%
Range Ratio 75-25	9.94%	28.71%	9.68%
Top 10 / Bottom 10	1.30	1.93	1.31
Coefficient of Variation	0.0734	0.1652	0.0735

Review of 2004 Disparity Findings*			
	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	SALARIES PLUS INSURANCE PAID
Max versus Min	35.07%	155.79%	36.99%
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	0.1890	0.0683
* - Post 2004 revisions occurred on certain school systems			

EXHIBIT #5
Ranked by
salary

	SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY 04*	WEIGHTED AVERAGE SALARY 14	CURRENT RANKING	RANKING CHANGE	WEIGHTED AVERAGE INSURANCE 04	WEIGHTED AVERAGE INSURANCE 14	CURRENT RANKING	RANKING CHANGE	SALARY PLUS INSURANCE 04	SALARY PLUS INSURANCE 14	CURRENT RANKING	RANKING CHANGE
310	Grundy County	\$35,792.76	\$39,606.80	135	(60)	\$3,879.82	\$8,056.04	57	48	\$39,672.58	\$47,662.85	119	(14)
850	Trousdale County	\$35,583.81	\$39,686.25	134	(45)	\$3,771.38	\$6,543.21	106	3	\$39,355.19	\$46,229.46	128	(18)
140	Clay County	\$35,376.40	\$39,777.03	133	(28)	\$3,071.39	\$5,630.66	124	7	\$38,447.79	\$45,407.69	133	(1)
340	Hancock County	\$35,470.54	\$39,777.72	132	(32)	\$3,075.40	\$5,980.61	119	9	\$38,545.93	\$45,758.33	132	(2)
690	Pickett County	\$35,207.87	\$39,859.33	131	(9)	\$3,071.39	\$4,893.21	131	0	\$38,279.26	\$44,752.54	135	(1)
761	Oneida SSD	\$35,296.42	\$40,099.59	130	(21)	\$4,160.90	\$7,774.03	66	27	\$39,457.32	\$47,873.62	115	(6)
40	Bledsoe County	\$34,970.90	\$40,266.62	129	6	\$3,827.31	\$8,038.16	58	50	\$38,798.21	\$48,304.77	112	11
97	West Carroll SSD	\$35,404.08	\$40,301.36	128	(26)	\$3,412.60	\$5,926.90	121	2	\$38,816.68	\$46,228.26	129	(8)
440	Jackson County	\$35,498.82	\$40,325.29	127	(31)	\$4,939.04	\$6,065.35	117	(55)	\$40,437.86	\$46,390.64	126	(41)
910	Wayne County	\$34,986.44	\$40,509.27	126	8	\$3,621.38	\$5,633.17	123	(6)	\$38,607.83	\$46,142.43	131	(3)
274	Bradford SSD	\$35,022.11	\$40,631.13	125	8	\$3,671.28	\$5,974.55	120	(5)	\$38,693.39	\$46,605.68	123	3
670	Overton County	\$35,731.99	\$40,666.55	124	(45)	\$4,225.27	\$8,563.64	32	59	\$39,957.26	\$49,230.19	101	(2)
760	Scott County	\$35,566.00	\$40,700.79	123	(31)	\$4,891.11	\$7,705.30	68	(4)	\$40,457.11	\$48,406.08	111	(29)
130	Claiborne County	\$35,253.96	\$40,701.85	122	(5)	\$3,235.50	\$4,683.28	134	(8)	\$38,489.45	\$45,385.12	134	(3)
100	Carter County	\$35,492.46	\$40,792.40	121	(23)	\$5,380.51	\$8,129.78	52	(26)	\$40,872.97	\$48,922.18	104	(37)
460	Johnson County	\$35,679.78	\$40,811.26	120	(37)	\$3,932.27	\$6,699.50	101	2	\$39,612.05	\$47,510.76	120	(14)
680	Perry County	\$35,259.96	\$40,852.04	119	(3)	\$3,311.38	\$5,339.28	129	(4)	\$38,571.34	\$46,191.32	130	(1)
360	Hardin County	\$35,093.57	\$40,871.62	118	9	\$5,349.18	\$8,558.80	33	10	\$40,442.74	\$49,430.42	96	(13)
250	Fentress County	\$35,253.73	\$40,897.95	117	1	\$5,413.11	\$8,567.50	28	(3)	\$40,666.84	\$49,465.46	93	(20)
550	McNairy County	\$35,378.09	\$40,939.91	116	(12)	\$3,839.47	\$7,489.60	81	26	\$39,217.57	\$48,429.51	110	4
650	Morgan County	\$35,526.11	\$40,942.29	115	(22)	\$4,408.68	\$8,971.62	16	64	\$39,934.79	\$49,913.91	86	14
92	Hollow Rock- Bruceton SSD	\$35,497.77	\$40,946.77	114	(17)	\$3,471.34	\$5,486.88	126	(6)	\$38,969.11	\$46,433.65	124	(4)
510	Lewis County	\$35,581.24	\$41,028.46	113	(23)	\$3,473.38	\$5,403.98	128	(9)	\$39,054.62	\$46,432.45	125	(7)
391	Lexington City	\$35,824.55	\$41,338.98	112	(39)	\$4,299.92	\$7,701.88	69	15	\$40,124.46	\$49,040.86	102	(8)
880	Van Buren County	\$36,053.69	\$41,343.04	111	(47)	\$3,075.40	\$4,893.21	131	(2)	\$39,129.09	\$46,236.26	127	(11)
280	Giles County	\$35,053.14	\$41,439.54	110	21	\$5,378.07	\$7,800.00	65	(32)	\$40,431.21	\$49,239.54	100	(14)
150	Cocke County	\$35,201.50	\$41,446.48	109	14	\$5,181.30	\$7,506.15	79	(31)	\$40,382.81	\$48,952.63	103	(15)
90	Carroll County	\$35,246.45	\$41,492.72	108	12	\$3,071.39	\$7,117.41	93	38	\$38,317.84	\$48,610.13	108	25
180	Cumberland County	\$35,199.93	\$41,498.50	107	17	\$6,178.64	\$9,933.07	4	0	\$41,378.57	\$51,431.56	61	(5)

273	Trenton SSD	\$35,134.25	\$41,538.95	106	20	\$3,671.38	\$6,267.25	114	0	\$38,805.63	\$47,806.20	117	5
272	Milan SSD	\$35,252.58	\$41,551.86	105	14	\$4,014.14	\$6,277.59	113	(12)	\$39,266.73	\$47,829.44	116	(3)
70	Campbell County	\$35,260.54	\$41,563.21	104	11	\$6,200.20	\$8,916.50	17	(14)	\$41,460.74	\$50,479.71	77	(22)
240	Fayette County	\$36,408.89	\$41,565.12	103	(48)	\$4,111.47	\$6,556.15	105	(10)	\$40,520.36	\$48,121.27	113	(34)
290	Grainger County	\$35,728.15	\$41,587.37	102	(22)	\$4,712.71	\$8,193.09	50	20	\$40,440.87	\$49,780.47	88	(4)
370	Hawkins County	\$35,952.94	\$41,674.81	101	(33)	\$5,191.23	\$8,264.04	44	2	\$41,144.18	\$49,938.85	85	(27)
800	Smith County	\$35,710.15	\$41,788.77	100	(19)	\$5,380.48	\$8,539.78	34	(4)	\$41,090.63	\$50,328.55	80	(21)
860	Unicoi County	\$35,570.10	\$41,799.40	99	(8)	\$5,468.57	\$8,607.32	24	(3)	\$41,038.66	\$50,406.72	78	(17)
410	Hickman County	\$36,690.49	\$41,935.84	98	(50)	\$5,003.98	\$7,428.86	83	(30)	\$41,694.47	\$49,364.70	97	(46)
430	Humphreys County	\$35,347.06	\$41,937.11	97	9	\$4,968.87	\$8,111.40	53	5	\$40,315.93	\$50,048.51	84	5
560	Macon County	\$35,847.31	\$41,976.17	96	(26)	\$4,334.05	\$7,514.85	78	4	\$40,181.36	\$49,491.02	91	2
581	Richard City	\$37,131.71	\$42,021.13	95	(55)	\$3,175.35	\$4,993.13	130	(3)	\$40,307.06	\$47,014.25	122	(32)
870	Union County	\$35,971.25	\$42,027.02	94	(27)	\$3,504.17	\$7,568.57	77	41	\$39,475.42	\$49,595.59	89	19
80	Cannon County	\$37,751.06	\$42,043.27	93	(64)	\$4,266.49	\$7,245.68	88	(1)	\$42,017.56	\$49,288.95	99	(54)
271	Humboldt City	\$35,055.89	\$42,072.40	92	38	\$3,730.34	\$6,829.80	100	13	\$38,786.23	\$48,902.20	105	19
95	South Carroll SSD	\$35,289.42	\$42,136.85	91	20	\$3,416.58	\$4,887.30	133	(12)	\$38,706.00	\$47,024.15	121	4
450	Jefferson County	\$35,288.18	\$42,169.76	90	22	\$5,380.50	\$8,567.47	29	(2)	\$40,668.69	\$50,737.22	75	(3)
120	Chester County	\$35,331.36	\$42,196.10	89	18	\$4,636.87	\$6,436.48	110	(37)	\$39,968.23	\$48,632.58	107	(9)
200	Decatur County	\$35,441.20	\$42,208.63	88	13	\$3,671.28	\$5,487.25	125	(9)	\$39,112.48	\$47,695.88	118	(1)
170	Crockett County	\$35,380.86	\$42,233.73	87	16	\$3,753.98	\$6,516.36	107	4	\$39,134.84	\$48,750.10	106	9
300	Greene County	\$35,637.02	\$42,240.18	86	(1)	\$4,945.07	\$7,919.65	64	(4)	\$40,582.09	\$50,159.83	81	(5)
720	Rhea County	\$36,327.69	\$42,289.10	85	(28)	\$4,678.31	\$8,567.47	29	42	\$41,006.01	\$50,856.56	73	(11)
275	Gibson SSD	\$35,595.71	\$42,311.66	84	4	\$3,948.80	\$6,234.81	115	(13)	\$39,544.51	\$48,546.47	109	(2)
820	Sullivan County	\$35,801.30	\$42,353.52	83	(9)	\$5,190.61	\$8,205.96	48	(1)	\$40,991.91	\$50,559.47	76	(13)
920	Weakley County	\$35,742.72	\$42,386.29	82	(4)	\$4,119.85	\$7,099.14	95	(1)	\$39,862.58	\$49,485.44	92	11
171	Alamo City**	\$37,434.02	\$42,501.69	81	(49)	\$3,412.68	\$5,430.97	127	(5)	\$40,846.70	\$47,932.66	114	(46)
640	Moore County	\$35,517.47	\$42,528.36	80	15	\$5,460.22	\$8,698.97	20	2	\$40,977.69	\$51,227.32	67	(3)
480	Lake County	\$35,747.14	\$42,547.07	79	(2)	\$4,801.15	\$7,597.52	75	(8)	\$40,548.29	\$50,144.59	82	(5)
210	DeKalb County	\$36,231.48	\$42,616.25	78	(16)	\$4,305.53	\$6,959.14	98	(15)	\$40,537.01	\$49,575.39	90	(12)
30	Benton County	\$35,523.22	\$42,677.05	77	17	\$5,367.48	\$8,637.21	21	19	\$40,890.70	\$51,314.26	63	3
500	Lawrence County	\$35,079.47	\$42,786.24	76	52	\$5,378.07	\$8,106.23	54	(21)	\$40,457.55	\$50,892.47	72	9
93	Huntingdon SSD	\$35,296.15	\$42,953.32	75	35	\$3,371.38	\$6,495.90	109	15	\$38,667.53	\$49,449.23	94	33
151	Newport City	\$35,041.05	\$42,962.51	74	58	\$5,371.08	\$8,266.19	43	(4)	\$40,412.13	\$51,228.70	66	21
661	Union City	\$36,720.75	\$43,090.14	73	(27)	\$6,020.99	\$9,110.03	14	(7)	\$42,741.74	\$52,200.17	52	(19)
94	McKenzie SSD	\$35,286.08	\$43,171.89	72	41	\$3,755.80	\$6,624.25	103	7	\$39,041.87	\$49,796.14	87	32
620	Monroe County	\$36,874.63	\$43,288.88	71	(28)	\$6,172.67	\$9,504.23	7	(2)	\$43,047.30	\$52,793.11	46	(18)
890	Warren County	\$35,188.32	\$43,317.71	70	55	\$3,075.40	\$6,043.29	118	11	\$38,263.71	\$49,361.01	98	37
380	Haywood County	\$35,839.81	\$43,318.62	69	2	\$4,231.44	\$7,625.83	72	18	\$40,071.25	\$50,944.46	71	24
490	Lauderdale County	\$35,991.05	\$43,322.01	68	(3)	\$5,871.64	\$9,774.48	6	5	\$41,862.69	\$53,096.49	40	9

390	Henderson County	\$35,884.23	\$43,347.09	67	2	\$4,095.21	\$6,087.25	116	(20)	\$39,979.44	\$49,434.33	95	1
580	Marion County	\$35,209.68	\$43,374.41	66	55	\$5,375.20	\$8,385.86	39	(1)	\$40,584.88	\$51,760.27	56	19
260	Franklin County	\$35,693.51	\$43,445.80	65	17	\$4,961.38	\$8,570.20	26	33	\$40,654.89	\$52,016.00	54	20
770	Sequatchie County	\$36,371.46	\$43,456.90	64	(8)	\$4,773.68	\$7,490.29	80	(12)	\$41,145.14	\$50,947.19	70	(13)
740	Robertson County	\$36,410.19	\$43,463.97	63	(9)	\$6,774.74	\$9,786.32	5	(4)	\$43,184.93	\$53,250.29	38	(11)
350	Hardeman County	\$36,692.35	\$43,556.57	62	(15)	\$5,571.36	\$7,640.94	71	(52)	\$42,263.70	\$51,197.50	68	(32)
660	Obion County	\$35,650.10	\$43,605.78	61	23	\$4,541.42	\$7,987.21	61	16	\$40,191.52	\$51,592.98	60	32
930	White County	\$35,473.35	\$43,635.97	60	39	\$3,871.46	\$7,990.89	60	46	\$39,344.81	\$51,626.86	58	53
810	Stewart County	\$35,629.43	\$43,644.02	59	27	\$5,460.22	\$8,703.31	19	3	\$41,089.65	\$52,347.33	50	10
110	Cheatham County	\$36,265.84	\$43,663.90	58	2	\$5,920.80	\$7,101.78	94	(84)	\$42,186.64	\$50,765.69	74	(33)
420	Houston County	\$35,625.45	\$43,742.41	57	30	\$4,271.30	\$6,393.15	112	(26)	\$39,896.76	\$50,135.56	83	19
230	Dyer County	\$37,409.86	\$43,925.29	56	(22)	\$4,592.74	\$7,322.22	87	(11)	\$42,002.59	\$51,247.51	65	(19)
900	Washington County	\$36,289.46	\$43,979.83	55	4	\$4,629.46	\$8,213.20	46	28	\$40,918.92	\$52,193.02	53	12
520	Lincoln County	\$35,271.70	\$44,018.40	54	60	\$4,046.38	\$7,595.45	76	24	\$39,318.08	\$51,613.85	59	53
220	Dickson County	\$36,424.10	\$44,025.15	53	(1)	\$4,255.53	\$6,987.95	96	(7)	\$40,679.63	\$51,013.10	69	2
10	Anderson County	\$37,412.85	\$44,091.47	52	(19)	\$4,273.68	\$7,193.20	90	(5)	\$41,686.53	\$51,284.67	64	(12)
160	Coffee County	\$36,851.32	\$44,347.35	51	(7)	\$5,379.80	\$8,362.97	40	(8)	\$42,231.12	\$52,710.32	48	(9)
20	Bedford County	\$36,412.04	\$44,455.70	50	3	\$5,376.20	\$8,428.01	38	(1)	\$41,788.24	\$52,883.71	42	8
700	Polk County	\$35,056.79	\$44,490.93	49	80	\$5,195.28	\$7,367.47	86	(41)	\$40,252.07	\$51,858.39	55	36
530	Loudon County	\$37,206.34	\$44,547.16	48	(9)	\$5,380.50	\$8,286.85	42	(15)	\$42,586.85	\$52,834.01	43	(8)
710	Putnam County	\$36,745.26	\$44,675.19	47	(2)	\$6,464.65	\$9,483.82	8	(6)	\$43,209.91	\$54,159.01	28	(2)
621	Sweetwater City	\$36,959.83	\$44,736.19	46	(5)	\$5,814.98	\$9,051.74	15	(2)	\$42,774.82	\$53,787.93	34	(2)
590	Marshall County	\$37,335.50	\$44,754.02	45	(9)	\$5,664.98	\$8,807.49	18	(2)	\$43,000.49	\$53,561.52	36	(7)
101	Elizabethton City	\$37,269.96	\$44,882.56	44	(6)	\$4,984.07	\$7,938.49	62	(7)	\$42,254.03	\$52,821.04	44	(7)
172	Bells City	\$37,388.85	\$44,898.06	43	(8)	\$4,095.16	\$6,515.77	108	(11)	\$41,484.02	\$51,413.83	62	(8)
371	Rogersville City	\$36,297.98	\$44,906.06	42	16	\$4,209.03	\$8,155.36	51	41	\$40,507.01	\$53,061.42	41	39
721	Dayton City	\$36,678.30	\$44,954.11	41	9	\$5,364.71	\$9,196.51	13	28	\$42,043.01	\$54,150.62	29	15
400	Henry County	\$35,298.39	\$45,050.67	40	68	\$4,483.54	\$7,190.42	91	(12)	\$39,781.93	\$52,241.08	51	53
600	Maury County	\$39,130.05	\$45,232.54	39	(18)	\$5,378.04	\$8,567.51	27	9	\$44,508.09	\$53,800.06	33	(13)
570	Madison County	\$38,860.31	\$45,282.62	38	(14)	\$2,648.52	\$6,424.58	111	24	\$41,508.82	\$51,707.20	57	(4)
301	Greeneville City	\$40,409.45	\$45,386.76	37	(24)	\$4,731.62	\$7,221.07	89	(20)	\$45,141.07	\$52,607.83	49	(33)
780	Sevier County	\$36,882.52	\$45,401.80	36	6	\$5,041.09	\$8,033.75	59	(7)	\$41,923.61	\$53,435.55	37	11
540	McMinn County	\$37,573.16	\$45,709.47	35	(4)	\$5,380.50	\$8,509.91	36	(9)	\$42,953.66	\$54,219.38	27	3
830	Sumner County	\$37,767.23	\$45,721.89	34	(6)	\$5,737.21	\$8,218.42	45	(31)	\$43,504.43	\$53,940.32	31	(7)
950	Wilson County	\$36,227.50	\$45,791.15	33	30	\$3,750.00	\$4,561.33	135	(23)	\$39,977.50	\$50,352.48	79	18
320	Hamblen County	\$36,249.61	\$45,820.78	32	29	\$6,002.65	\$8,203.48	49	(41)	\$42,252.26	\$54,024.26	30	8
11	Clinton City	\$39,175.49	\$45,837.86	31	(12)	\$4,493.04	\$7,380.80	85	(7)	\$43,668.53	\$53,218.66	39	(17)
542	Etowah City	\$36,530.00	\$45,910.74	30	21	\$5,562.69	\$8,515.34	35	(15)	\$42,092.69	\$54,426.08	26	17
162	Tullahoma City	\$39,156.32	\$45,959.09	29	(9)	\$5,952.16	\$9,352.07	11	(2)	\$45,108.48	\$55,311.17	21	(4)

610	Meigs County	\$35,988.63	\$45,960.63	28	38	\$4,837.91	\$7,934.14	63	3	\$40,826.54	\$53,894.77	32	37
521	Fayetteville City	\$35,792.25	\$46,134.67	27	49	\$4,970.40	\$7,614.97	73	(16)	\$40,762.66	\$53,749.63	35	35
470	Knox County	\$38,596.06	\$46,204.33	26	0	\$4,081.42	\$6,603.84	104	(6)	\$42,677.48	\$52,808.16	45	(11)
730	Roane County	\$37,306.73	\$46,248.01	25	12	\$6,043.90	\$8,621.98	23	(17)	\$43,350.63	\$54,869.99	24	1
531	Lenoir City	\$37,667.49	\$46,531.37	24	6	\$5,167.07	\$9,451.25	9	40	\$42,834.56	\$55,982.61	18	13
231	Dyersburg City	\$40,261.04	\$46,808.42	23	(8)	\$5,709.55	\$8,061.99	56	(41)	\$45,970.59	\$54,870.41	23	(11)
50	Blount County	\$39,648.41	\$46,893.91	22	(5)	\$4,944.89	\$8,351.51	41	20	\$44,593.30	\$55,245.42	22	(4)
951	Lebanon SSD	\$38,936.24	\$47,054.27	21	2	\$3,048.80	\$5,703.12	122	12	\$41,985.04	\$52,757.39	47	0
401	Paris SSD	\$35,824.61	\$47,167.35	20	52	\$4,080.10	\$7,439.30	82	17	\$39,904.71	\$54,606.66	25	76
840	Tipton County	\$36,690.08	\$47,771.05	19	30	\$5,452.93	\$8,635.73	22	2	\$42,143.02	\$56,406.78	16	26
630	Montgomery County	\$39,563.21	\$47,860.75	18	0	\$4,996.18	\$9,381.04	10	44	\$44,559.39	\$57,241.79	15	4
750	Rutherford County	\$39,782.28	\$48,110.80	17	(1)	\$5,854.05	\$7,671.48	70	(58)	\$45,636.33	\$55,782.29	20	(6)
61	Cleveland City	\$38,672.13	\$48,189.09	16	9	\$4,855.73	\$7,755.32	67	(2)	\$43,527.86	\$55,944.41	19	4
330	Hamilton County	\$40,396.67	\$48,390.67	15	(1)	\$5,057.60	\$10,041.59	3	48	\$45,454.27	\$58,432.26	10	5
940	Williamson County	\$41,922.59	\$48,471.85	14	(6)	\$5,606.33	\$10,264.61	1	16	\$47,528.92	\$58,736.46	9	(1)
60	Bradley County	\$37,807.51	\$48,571.12	13	14	\$4,408.68	\$7,607.58	74	6	\$42,216.19	\$56,178.71	17	23
161	Manchester City	\$39,023.52	\$48,885.58	12	10	\$5,378.07	\$8,567.47	29	4	\$44,401.59	\$57,453.04	13	8
541	Athens City	\$41,173.16	\$49,398.90	11	0	\$5,380.47	\$8,497.93	37	(6)	\$46,553.62	\$57,896.83	11	(1)
751	Murfreesboro City	\$41,875.11	\$50,280.13	10	(1)	\$5,156.07	\$6,964.44	97	(47)	\$47,031.18	\$57,244.57	14	(5)
190	Davidson County	\$44,373.40	\$50,422.05	9	(6)	\$5,357.13	\$8,602.93	25	17	\$49,730.54	\$59,024.99	7	(4)
821	Bristol City	\$41,614.28	\$50,449.17	8	2	\$4,668.01	\$7,169.87	92	(20)	\$46,282.29	\$57,619.05	12	(1)
822	Kingsport City	\$43,633.38	\$51,425.87	7	(2)	\$4,607.77	\$7,414.57	84	(9)	\$48,241.14	\$58,840.45	8	(3)
51	Alcoa City	\$43,569.83	\$51,475.73	6	0	\$5,584.28	\$9,259.21	12	6	\$49,154.11	\$60,734.94	4	0
52	Maryville City	\$43,656.56	\$52,076.44	5	(1)	\$4,264.79	\$10,042.91	2	86	\$47,921.34	\$62,119.35	3	4
941	Franklin SSD	\$42,839.34	\$52,080.76	4	3	\$5,244.95	\$8,210.80	47	(3)	\$48,084.29	\$60,291.55	5	1
901	Johnson City	\$40,723.09	\$52,222.14	3	9	\$4,983.96	\$6,912.08	99	(43)	\$45,707.05	\$59,134.21	6	7
12	Oak Ridge	\$46,068.01	\$54,039.23	2	0	\$4,927.04	\$8,097.09	55	8	\$50,995.05	\$62,136.32	2	0
790	Shelby County	\$47,234.57	\$56,180.96	1	0	\$3,928.15	\$6,634.78	102	2	\$51,162.72	\$62,815.74	1	0
	AVERAGE AMOUNT	\$37,029.21	\$44,024.27			\$4,668.91	\$7,599.35			\$41,698.12	\$51,623.62		

* Based upon revised 2004 salary schedules.

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

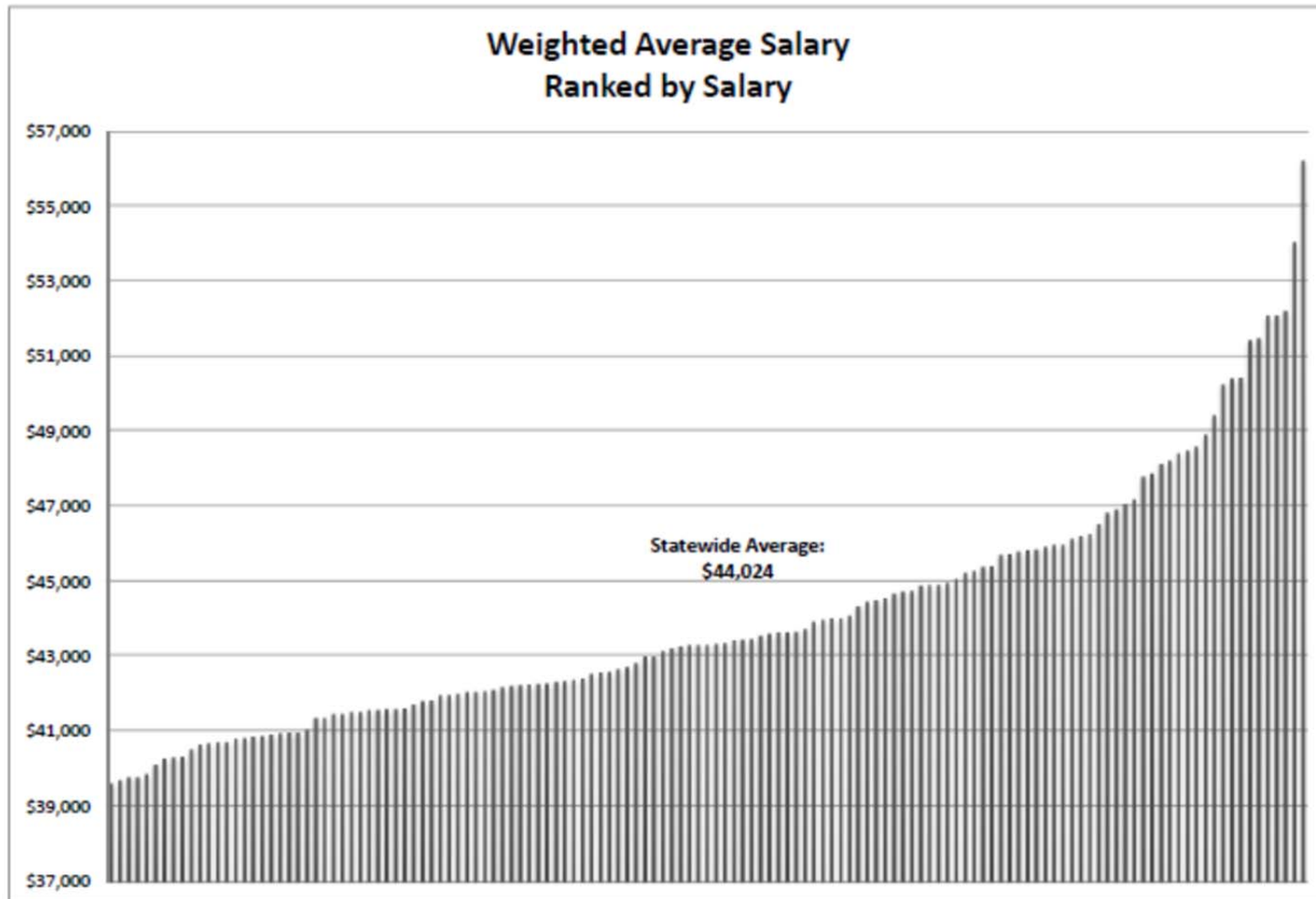
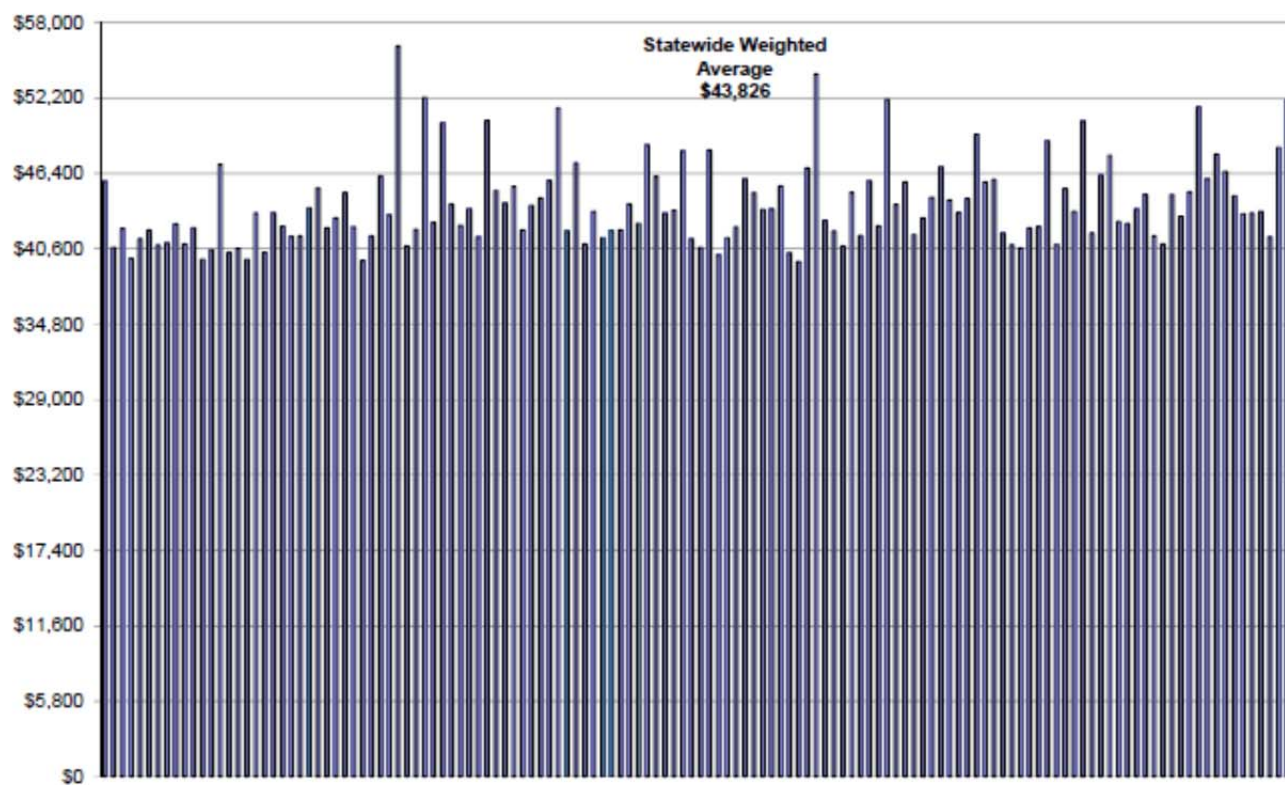


EXHIBIT #7

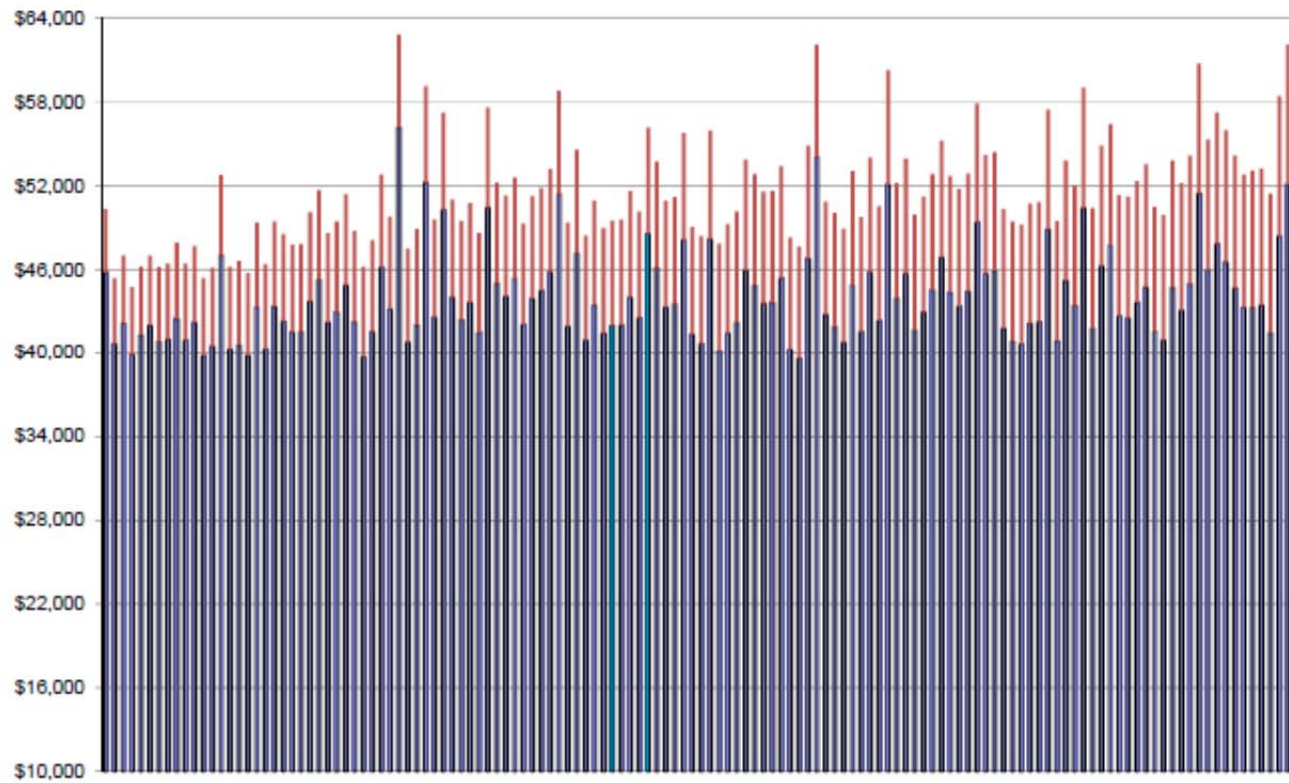
Weighted Average Salary Ranked by Insurance



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

10/23/2014
Revised_State Board Salaries and Benefits - 2014 appendix c / Salary by Insurance

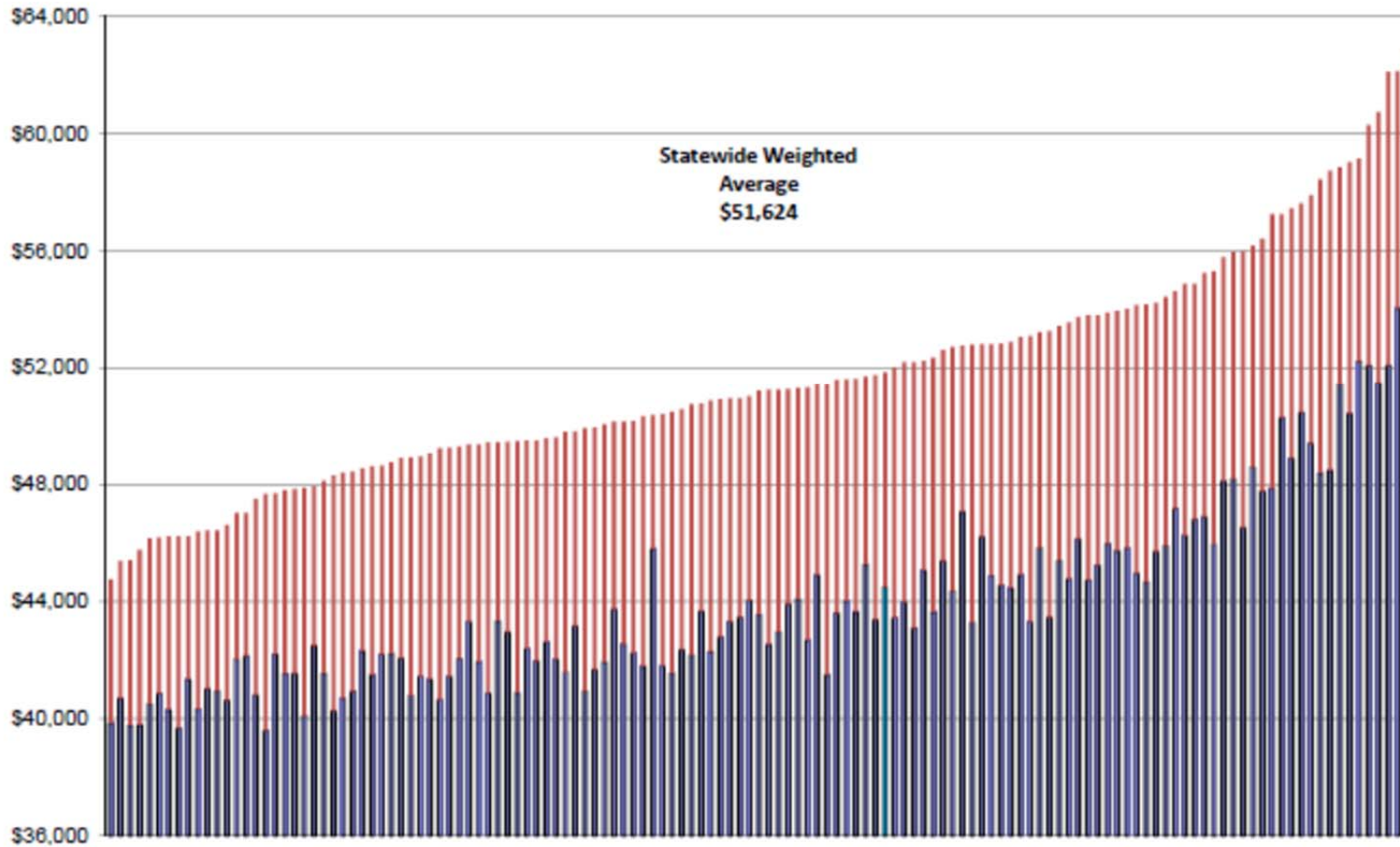
Weighted Average Salary Plus Health Insurance Ranked by Health Insurance Paid



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

10/23/2014
Revised_State Board Salaries and Benefits - 2014 appendix c / Compensation 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.

10/23/2014
Revised_State Board Salaries and Benefits - 2014 appendix c / Salary + Insurance

Appendix D: 2014 BEP Committee Meeting Agendas



BILL HASLAM
GOVERNOR

STATE OF TENNESSEE
STATE BOARD OF EDUCATION
1th FLOOR, ANDREW JOHNSON TOWER
710 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243-1050
615-741-2966
www.tn.gov/sbe

DR. GARY NIXON
EXECUTIVE DIRECTOR

2014 Basic Education Program (BEP) Review Committee
Tuesday, August 12, 2014, 9:00AM (CST)
<http://www.state.tn.us/sbe/bep.shtml>

Conference Call Instructions (See page 2)

I. Welcome and Introductions
Dr. Gary Nixon

II. Recognition of New Members
Dr. Scott Eddins

III. Update on the BEP Task Force
Stephen Smith

IV. Teacher Compensation Initiative

Dr. Terry Lashley, Appalachia Regional Comprehensive Center
Dr. Carolyn Vincent, Appalachia Regional Comprehensive Center
Dr. Ellen Sherratt, Center on Great Teachers and Leaders

V. Upcoming Meeting Topics
Dr. Scott Eddins
Sept. 9-BEP Report Items
Sept. 30-RTI Overview
Oct. 28-CTE Class Size

Although this meeting will be via conference call and Adobe Webcast for documents, it will also be video streamed and you may attend in person.

The SBE staff and presenters will be meeting at the Tennessee School Boards Association (TSBA) located at 525 Brick Church Park Drive, Nashville, TN 37207.

Adobe Conference Call Instructions

Meeting Information

Name: **2014 BEP Review Committee Meetings**

Summary: **First meeting of the 2014 BEP Review Committee**

Start Time: **08/12/2014 9:00 AM**

Duration: 03:00 (or less)

URL: http://stateoftennessee.adobeconnect.com/bep_review_committee_2014/
NOTE: Choose “enter as guest” and type your name.

Language: **English**

Access: **Anyone who has the URL for the meeting can enter the room**

Audio Conference Details

Conference Number(s): 615-532-5141 (Nashville area); 877-468-0082 (outside of Nashville)

Participant Code: 6300



BILL HASLAM
GOVERNOR

STATE OF TENNESSEE
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1th FLOOR, ANDREW JOHNSON TOWER
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NASHVILLE, TN 37243-1050
615-741-2966
www.tn.gov/sbe

DR. GARY NIXON
EXECUTIVE DIRECTOR

2014 Basic Education Program (BEP) Review Committee
Tuesday, September 30, 2014, 9:00AM (CDT)
<http://www.state.tn.us/sbe/bep.shtml>

Conference Call Instructions (See page 2)

I. Welcome and Introductions

Dr. Gary Nixon

II. RTI² Framework Presentation and Discussion

Joey Hassell, Assistant Commissioner Division of Special Populations
Nathan Travis, Deputy Assistant Commissioner Division of Special Populations
Suzanne Keefe, Director of Special Projects Division of Special Populations

III. Discussion of BEP Priority and Extended Priority Recommendations

Dr. Scott Eddins

IV. Upcoming Meeting Topics

Dr. Scott Eddins

Oct. 14-BEP Report Items

Oct. 28-CTE Class Size & Final Report

Although this meeting will be via conference call and Adobe Webcast for documents, it will also be video streamed and you may attend in person.

The SBE staff and presenters will be meeting at the Tennessee School Boards Association (TSBA) located at 525 Brick Church Park Drive, Nashville, TN 37207.

The live video stream can be accessed online:

<http://demo.enareplay.com/replay/webcastShow.html?key=uaviQA3bWeGzDH5>

Adobe Conference Call Instructions

Meeting Information

Name: **2014 BEP Review Committee Meetings**

Summary: **Second meeting of the 2014 BEP Review Committee**

Start Time: **09/30/2014 9:00 AM**

Duration: 02:00 (or less)

URL: http://stateoftennessee.adobeconnect.com/bep_review_committee_2014/
NOTE: Choose “enter as guest” and type your name.

Language: **English**

Access: **Anyone who has the URL for the meeting can enter the room**

Audio Conference Details

Conference Number(s): 615-532-5141 (Nashville area); 877-468-0082 (outside of Nashville)

Participant Code: 6300



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615-741-2966
www.tn.gov/sbe

DR. GARY NIXON
EXECUTIVE DIRECTOR

2014 Basic Education Program (BEP) Review Committee
Tuesday, October 14, 2014, 9:00AM (CDT)
<http://www.state.tn.us/sbe/bep.shtml>

Conference Call Instructions (See page 2)

I. Welcome and Introductions

Dr. Gary Nixon

II. Review & Summary Teacher Compensation Initiative

Dr. Terry Lashley & Dr. Carolyn Vincent

III. Salary & Benefits Update, Salary Disparity Update, Regional Salary Disparity Update

Brad Davis

IV. BEP 2.0 Fully Implemented Update & Information

Maryanne Durski

V. December Graduates Cost Estimate

Maryanne Durski

VI. Discussion of BEP Priority and Extended Priority Recommendations

Dr. Scott Eddins

VII. Upcoming Meeting Topics

Dr. Scott Eddins

Oct. 28-CTE Class Size & Final Report, NOTE: the conference call number will be 615-532-9817 in Nashville and 1-866-531-3926 out of Nashville, PIN is 4024

Although this meeting will be via conference call and Adobe Webcast for documents, it will also be video streamed and you may attend in person.

The SBE staff and presenters will be meeting at the Tennessee School Boards Association (TSBA) located at 525 Brick Church Park Drive, Nashville, TN 37207.

The live video stream can be accessed online:

<http://demo.enareplay.com/replay/webcastShow.html?key=uav1QA3bWeGzDH5>

Adobe Conference Call Instructions

Meeting Information

Name:	2014 BEP Review Committee Meetings
Summary:	Third meeting of the 2014 BEP Review Committee
Start Time:	10/14/2014 9:00 AM
Duration:	02:00 (or less)
URL:	http://stateoftennessee.adobeconnect.com/bep_review_committee_2014/ NOTE: Choose “enter as guest” and type your name.
Language:	English
Access:	Anyone who has the URL for the meeting can enter the room

Audio Conference Details

Conference Number(s):	615-532-5141 (Nashville area); 877-468-0082 (outside of Nashville)
Participant Code:	6300



BILL HASLAM
GOVERNOR

STATE OF TENNESSEE
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NASHVILLE, TN 37243-1050
615-741-2966
www.tn.gov/sbe

DR. GARY NIXON
EXECUTIVE DIRECTOR

2014 Basic Education Program (BEP) Review Committee
Tuesday, October 28, 2014, 9:00AM (CDT)
<http://www.state.tn.us/sbe/bep.shtml>

Conference Call Instructions (See page 2)

- I. Welcome and Roll Call**
Dr. Gary Nixon
- II. CTE Class Size Information**
Dr. Kathleen Airhart
- III. 2014-15 BEP Blue Book**
Scott Eddins
- IV. 2014 BEP Draft Report**
Scott Eddins
- V. Suggestions for 2015 Topic Discussion to be Researched**
Scott Eddins

Although this meeting will be via conference call and Adobe Webcast for documents, it will also be video streamed and you may attend in person.

The SBE staff and presenters will be meeting at the Tennessee School Boards Association (TSBA) located at 525 Brick Church Park Drive, Nashville, TN 37207.

The live video stream can be accessed online:

<http://demo.enareplay.com/replay/webcastShow.html?key=uavlQA3bWeGzDH5>

Adobe Conference Call Instructions

Meeting Information

Name:	2014 BEP Review Committee Meetings
Summary:	Fourth meeting of the 2014 BEP Review Committee
Start Time:	10/28/2014 9:00 AM
Duration:	02:00 (or less)
URL:	http://stateoftennessee.adobeconnect.com/bep_review_committee_2014/ NOTE: Choose “enter as guest” and type your name.
Language:	English
Access:	Anyone who has the URL for the meeting can enter the room

Audio Conference Details

Conference Number(s):	615-532-9817 (Nashville area); 866-531-3926 (outside of Nashville)
Participant Code:	4024

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