

# Salaries and Benefits

## Disparity in Compensation: A Look at Weighted Averages

### **Exhibit Packet**

A Presentation to the BEP Review Committee

October 29, 2008

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SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY 04*	WEIGHTED AVERAGE SALARY 08	CURRENT RANKING	RANKING CHANGE	WEIGHTED AVERAGE INSURANCE 04	WEIGHTED AVERAGE INSURANCE 08	CURRENT RANKING	RANKING CHANGE	SALARY PLUS INSURANCE 04	SALARY PLUS INSURANCE 08	CURRENT RANKING	RANKING CHANGE
10 Anderson County	\$37,412.85	\$41,923.01	43	(9)	\$4,273.68	\$6,132.01	77	9	\$41,686.53	\$48,055.02	52	1
11 Clinton City	\$39,175.49	\$42,928.98	34	(14)	\$4,493.04	\$5,586.09	89	(10)	\$43,668.53	\$48,515.06	43	(20)
12 Oak Ridge	\$46,068.01	\$50,073.61	3	0	\$4,927.04	\$6,429.07	58	6	\$50,995.05	\$56,502.69	2	1
20 Bedford County	\$36,412.04	\$41,246.20	54	0	\$5,376.20	\$7,450.30	8	29	\$41,788.24	\$48,696.49	39	12
30 Benton County	\$35,523.22	\$40,245.19	77	18	\$5,367.48	\$6,691.34	36	4	\$40,890.70	\$46,936.53	68	(1)
40 Bledsoe County	\$34,970.90	\$38,617.19	124	12	\$3,827.31	\$5,697.79	87	22	\$38,798.21	\$44,314.98	114	10
50 Blount County	\$39,648.41	\$44,281.71	23	(5)	\$4,944.89	\$4,955.01	110	(48)	\$44,593.30	\$49,236.73	33	(14)
51 Alcoa City	\$43,569.83	\$48,552.18	6	1	\$5,584.28	\$7,248.79	14	4	\$49,154.11	\$55,800.97	5	0
52 Maryville City	\$43,656.56	\$48,803.87	4	1	\$4,264.79	\$7,444.82	9	80	\$47,921.34	\$56,248.69	3	5
60 Bradley County	\$37,807.51	\$44,251.55	24	4	\$4,408.68	\$5,548.96	92	(11)	\$42,216.19	\$49,800.51	29	12
61 Cleveland City	\$38,672.13	\$44,389.82	22	4	\$4,855.73	\$6,164.77	74	(8)	\$43,527.86	\$50,554.60	22	2
70 Campbell County	\$35,260.54	\$38,446.74	130	(14)	\$6,200.20	\$6,948.12	22	(19)	\$41,460.74	\$45,394.86	97	(41)
80 Cannon County	\$37,751.06	\$40,388.10	73	(43)	\$4,266.49	\$6,226.11	69	19	\$42,017.56	\$46,614.20	73	(27)
90 Carroll County	\$35,246.45	\$39,025.02	110	11	\$3,071.39	\$3,794.74	134	(2)	\$38,317.84	\$42,819.76	131	3
92 Hollow Rock-Bruceton SSD	\$35,497.77	\$38,679.49	121	(23)	\$3,471.34	\$4,194.71	127	(6)	\$38,969.11	\$42,874.20	128	(7)
93 Huntingdon SSD	\$35,296.15	\$39,169.18	105	6	\$3,371.38	\$4,594.77	119	6	\$38,667.53	\$43,763.95	122	6
94 McKenzie SSD	\$35,286.08	\$39,589.66	92	22	\$3,755.80	\$5,059.68	107	4	\$39,041.87	\$44,649.34	110	10
95 South Carroll SSD	\$35,289.42	\$38,493.22	125	(13)	\$3,416.58	\$4,175.39	129	(7)	\$38,706.00	\$42,668.61	132	(6)
97 West Carroll SSD	\$35,404.08	\$38,642.35	123	(20)	\$3,412.60	\$4,216.35	124	0	\$38,816.68	\$42,858.70	129	(7)
100 Carter County	\$35,492.46	\$39,136.18	109	(10)	\$5,380.51	\$6,735.52	33	(7)	\$40,872.97	\$45,871.70	85	(17)
101 Elizabethton City	\$37,269.96	\$44,616.90	20	19	\$4,984.07	\$6,252.66	67	(11)	\$42,254.03	\$50,869.56	19	19
110 Cheatham County	\$36,265.84	\$41,071.55	56	5	\$5,920.80	\$7,324.57	12	(2)	\$42,186.64	\$48,396.12	44	(2)
120 Chester County	\$35,331.36	\$39,143.09	107	1	\$4,636.87	\$5,344.77	99	(25)	\$39,968.23	\$44,487.86	112	(13)
130 Claiborne County	\$35,253.96	\$38,459.11	128	(10)	\$3,235.50	\$4,452.29	121	6	\$38,489.45	\$42,911.39	127	5
140 Clay County	\$35,376.40	\$38,043.93	135	(29)	\$3,071.39	\$4,216.33	126	6	\$38,447.79	\$42,260.26	134	(1)
150 Coker County	\$35,201.50	\$39,413.77	97	27	\$5,181.30	\$6,458.14	55	(6)	\$40,382.81	\$45,871.91	84	5
151 Newport City	\$35,041.05	\$39,853.11	84	49	\$5,371.08	\$6,505.14	50	(11)	\$40,412.13	\$46,358.25	78	10
160 Coffee County	\$36,851.32	\$41,643.67	46	(1)	\$5,379.80	\$6,690.29	42	(10)	\$42,231.12	\$48,333.96	47	(7)
161 Manchester City	\$39,023.52	\$43,940.02	25	(2)	\$5,378.07	\$6,691.34	36	(3)	\$44,401.59	\$50,631.37	21	1
162 Tullahoma City	\$39,156.32	\$43,403.25	28	(7)	\$5,952.16	\$7,436.73	10	(1)	\$45,108.48	\$50,839.98	20	(2)
170 Crockett County	\$35,380.86	\$40,208.98	78	26	\$3,753.98	\$4,479.38	120	(8)	\$39,134.84	\$44,688.37	109	7
171 Alamo City**	\$37,434.02	\$39,592.03	91	(58)	\$3,412.68	\$4,216.42	123	0	\$40,846.70	\$43,808.44	120	(51)
172 Bells City	\$37,388.85	\$41,905.88	44	(8)	\$4,095.16	\$5,059.68	107	(9)	\$41,484.02	\$46,965.56	67	(12)
180 Cumberland County	\$35,199.93	\$38,742.72	120	5	\$6,178.64	\$7,710.00	5	(1)	\$41,378.57	\$46,452.72	77	(20)
190 Davidson County	\$44,373.40	\$48,310.91	7	(3)	\$5,357.13	\$5,297.60	101	(59)	\$49,730.54	\$53,608.51	9	(5)
200 Decatur County	\$35,441.20	\$39,422.87	96	6	\$3,671.28	\$4,394.73	122	(5)	\$39,112.48	\$43,817.60	119	(1)
210 DeKalb County	\$36,231.48	\$39,878.46	83	(20)	\$4,305.53	\$5,364.75	98	(14)	\$40,537.01	\$45,243.21	100	(21)
220 Dickson County	\$36,424.10	\$41,620.52	47	6	\$4,255.53	\$5,467.22	95	(5)	\$40,679.63	\$47,087.75	65	7
230 Dyer County	\$37,409.86	\$41,463.63	51	(16)	\$4,592.74	\$5,691.88	88	(11)	\$42,002.59	\$47,155.50	62	(15)
231 Dyersburg City	\$40,261.04	\$44,539.94	21	(5)	\$5,709.55	\$6,591.34	45	(30)	\$45,970.59	\$51,131.28	18	(5)
240 Fayette County	\$36,408.89	\$39,814.78	85	(29)	\$4,111.47	\$5,108.96	106	(10)	\$40,520.36	\$44,923.75	105	(25)
250 Fentress County	\$35,253.73	\$38,456.28	129	(10)	\$5,413.11	\$6,711.81	35	(10)	\$40,666.84	\$45,168.08	102	(28)
260 Franklin County	\$35,693.51	\$40,865.22	62	21	\$4,961.38	\$6,716.13	34	26	\$40,654.89	\$47,581.36	54	21
271 Humboldt City	\$35,055.89	\$39,405.43	98	33	\$3,730.34	\$5,324.36	100	14	\$38,786.23	\$44,729.79	108	17
272 Milan SSD	\$35,252.58	\$39,617.82	90	30	\$4,014.14	\$5,461.41	96	6	\$39,266.73	\$45,079.23	104	10
273 Trenton SSD	\$35,134.25	\$38,812.59	117	10	\$3,671.38	\$4,754.75	116	(1)	\$38,805.63	\$43,567.34	123	0
274 Bradford SSD	\$35,022.11	\$38,238.76	133	1	\$3,671.28	\$4,898.78	113	3	\$38,693.39	\$43,137.54	124	3
275 Gibson SSD	\$35,595.71	\$39,231.11	101	(12)	\$3,948.80	\$4,889.97	115	(12)	\$39,544.51	\$44,121.08	116	(8)
280 Giles County	\$35,053.14	\$39,791.58	87	45	\$5,378.07	\$6,691.32	41	(8)	\$40,431.21	\$46,482.90	76	11
290 Grainger County	\$35,728.15	\$38,953.25	113	(32)	\$4,712.71	\$6,591.92	44	27	\$40,440.87	\$45,545.17	93	(8)
300 Greene County	\$35,637.02	\$40,585.57	68	18	\$4,945.07	\$6,217.58	70	(9)	\$40,582.09	\$46,803.15	71	6

SCHOOL SYSTEM	WEIGHTED	WEIGHTED	CURRENT RANKING	RANKING CHANGE	WEIGHTED	WEIGHTED	CURRENT RANKING	RANKING CHANGE	SALARY PLUS	SALARY PLUS	CURRENT RANKING	RANKING CHANGE
	AVERAGE SALARY 04*	AVERAGE SALARY 08			AVERAGE INSURANCE 04	AVERAGE INSURANCE 08			INSURANCE 04	INSURANCE 08		
301 Greenville City	\$40,409.45	\$44,809.10	17	(3)	\$4,731.62	\$5,579.15	91	(21)	\$45,141.07	\$50,388.25	23	(6)
310 Grundy County	\$35,792.76	\$39,502.79	94	(18)	\$3,879.82	\$6,570.45	47	59	\$39,672.58	\$46,073.24	82	24
320 Hamblen County	\$36,249.61	\$40,960.31	59	3	\$6,002.65	\$7,096.86	19	(11)	\$42,252.26	\$48,057.17	51	(12)
330 Hamilton County	\$40,396.67	\$44,882.35	16	(1)	\$5,057.60	\$7,751.07	3	49	\$45,454.27	\$52,633.42	15	1
340 Hancock County	\$35,470.54	\$38,043.93	135	(34)	\$3,075.40	\$3,831.96	132	(3)	\$38,545.93	\$41,875.89	136	(5)
350 Hardeman County	\$36,692.35	\$41,228.56	55	(7)	\$5,571.36	\$6,532.08	48	(29)	\$42,263.70	\$47,760.64	53	(16)
360 Hardin County	\$35,093.57	\$38,398.03	131	(3)	\$5,349.18	\$6,691.34	36	7	\$40,442.74	\$45,089.38	103	(19)
370 Hawkins County	\$35,952.94	\$39,206.09	102	(33)	\$5,191.23	\$6,471.78	53	(7)	\$41,144.18	\$45,677.87	89	(30)
371 Rogersville City	\$36,297.98	\$41,994.93	40	19	\$4,209.03	\$6,386.57	60	33	\$40,507.01	\$48,381.50	45	36
380 Haywood County	\$35,839.81	\$41,413.34	52	20	\$4,231.44	\$5,770.76	85	6	\$40,071.25	\$47,184.10	61	35
390 Henderson County	\$35,884.23	\$40,493.08	71	(1)	\$4,095.21	\$5,110.22	105	(8)	\$39,979.44	\$45,603.30	92	5
391 Lexington City	\$35,824.55	\$40,629.91	65	9	\$4,299.92	\$6,004.70	79	6	\$40,124.46	\$46,634.60	72	23
400 Henry County	\$35,298.39	\$40,837.48	63	46	\$4,483.54	\$6,428.63	59	21	\$39,781.93	\$47,266.11	59	46
401 Paris SSD	\$35,824.61	\$43,392.15	29	44	\$4,080.10	\$5,820.81	84	16	\$39,904.71	\$49,212.96	34	68
410 Hickman County	\$36,690.49	\$40,069.04	80	(31)	\$5,003.98	\$6,265.48	66	(12)	\$41,694.47	\$46,334.52	79	(27)
420 Houston County	\$35,625.45	\$40,662.99	64	24	\$4,271.30	\$5,295.20	102	(15)	\$39,896.76	\$45,958.19	83	20
430 Humphreys County	\$35,347.06	\$39,145.47	106	1	\$4,968.87	\$6,291.36	64	(5)	\$40,315.93	\$45,436.84	96	(6)
440 Jackson County	\$35,498.82	\$38,670.41	122	(25)	\$4,939.04	\$5,131.91	104	(41)	\$40,437.86	\$43,802.32	121	(35)
450 Jefferson County	\$35,288.18	\$39,571.18	93	20	\$5,380.50	\$6,737.52	32	(5)	\$40,668.69	\$46,308.70	80	(7)
460 Johnson County	\$35,679.78	\$38,969.07	112	(28)	\$3,932.27	\$4,933.72	111	(7)	\$39,612.05	\$43,902.79	118	(11)
470 Knox County	\$38,596.06	\$43,316.29	30	(3)	\$4,081.42	\$5,368.49	97	2	\$42,677.48	\$48,684.78	41	(6)
480 Lake County	\$35,747.14	\$39,179.14	104	(26)	\$4,801.15	\$6,430.45	56	12	\$40,548.29	\$45,609.59	91	(13)
490 Lauderdale County	\$35,991.05	\$41,585.13	48	18	\$5,871.64	\$7,460.83	7	4	\$41,862.69	\$49,045.96	36	14
500 Lawrence County	\$35,079.47	\$39,005.45	111	18	\$5,378.07	\$6,691.34	36	(3)	\$40,457.55	\$45,696.80	88	(6)
510 Lewis County	\$35,581.24	\$38,784.94	118	(27)	\$3,473.38	\$4,175.66	128	(8)	\$39,054.62	\$42,960.60	126	(7)
520 Lincoln County	\$35,271.70	\$39,756.44	88	27	\$4,046.38	\$6,497.03	51	50	\$39,318.08	\$46,253.47	81	32
521 Fayetteville City	\$35,792.25	\$47,046.61	11	66	\$4,970.40	\$6,155.88	75	(17)	\$40,762.66	\$53,202.49	11	60
530 Loudon County	\$37,206.34	\$41,558.10	50	(10)	\$5,380.50	\$6,737.54	29	(2)	\$42,586.85	\$48,295.64	48	(12)
531 Lenoir City	\$37,667.49	\$43,245.50	31	0	\$5,167.07	\$6,429.13	57	(7)	\$42,834.56	\$49,674.63	30	2
540 McMinn County	\$37,573.16	\$42,194.18	39	(7)	\$5,380.50	\$6,737.54	29	(2)	\$42,953.66	\$48,931.72	37	(6)
541 Athens City	\$41,173.16	\$45,711.55	13	(1)	\$5,380.47	\$6,737.55	28	3	\$46,553.62	\$52,449.09	16	(5)
542 Etowah City	\$36,530.00	\$41,749.77	45	7	\$5,562.69	\$6,363.49	61	(41)	\$42,092.69	\$48,113.26	50	(6)
550 McNairy County	\$35,378.09	\$39,306.84	100	5	\$3,839.47	\$5,885.62	82	26	\$39,217.57	\$45,192.45	101	14
560 Macon County	\$35,847.31	\$39,471.64	95	(24)	\$4,334.05	\$5,837.63	83	0	\$40,181.36	\$45,309.28	99	(5)
570 Madison County	\$38,860.31	\$42,589.83	35	(10)	\$2,648.52	\$4,216.35	124	12	\$41,508.82	\$46,806.18	70	(16)
580 Marion County	\$35,209.68	\$38,862.70	116	6	\$5,375.20	\$6,847.85	24	14	\$40,584.88	\$45,710.55	87	(11)
581 Richard City	\$37,131.71	\$40,361.04	74	(33)	\$3,175.35	\$3,931.93	131	(3)	\$40,307.06	\$44,292.97	115	(24)
590 Marshall County	\$37,335.50	\$41,025.35	57	(20)	\$5,664.98	\$6,474.89	52	(36)	\$43,000.49	\$47,500.24	56	(26)
600 Maury County	\$39,130.05	\$43,589.15	26	(4)	\$5,378.04	\$6,691.34	36	0	\$44,508.09	\$50,280.50	25	(4)
610 Meigs County	\$35,988.63	\$43,427.08	27	40	\$4,837.91	\$6,151.16	76	(9)	\$40,826.54	\$49,578.24	32	38
620 Monroe County	\$36,874.63	\$40,901.17	61	(17)	\$6,172.67	\$7,706.45	6	(1)	\$43,047.30	\$48,607.62	42	(13)
621 Sweetwater City	\$36,959.83	\$42,976.85	33	9	\$5,814.98	\$7,123.28	17	(4)	\$42,774.82	\$50,100.12	27	6
630 Montgomery County	\$39,563.21	\$44,732.16	18	1	\$4,996.18	\$5,583.24	90	(35)	\$44,559.39	\$50,315.40	24	(4)
640 Moore County	\$35,517.47	\$40,150.11	79	17	\$5,460.22	\$6,746.21	26	(4)	\$40,977.69	\$46,896.32	69	(4)
650 Morgan County	\$35,526.11	\$39,183.87	103	(9)	\$4,408.68	\$5,548.96	92	(11)	\$39,934.79	\$44,732.83	107	(6)
660 Obion County	\$35,650.10	\$40,969.59	58	27	\$4,541.42	\$6,590.21	46	32	\$40,191.52	\$47,559.81	55	38
661 Union City	\$36,720.75	\$40,499.60	70	(23)	\$6,020.99	\$6,985.10	20	(13)	\$42,741.74	\$47,484.70	57	(23)
670 Overton County	\$35,731.99	\$38,931.96	114	(34)	\$4,225.27	\$4,981.93	109	(17)	\$39,957.26	\$43,913.89	117	(17)
680 Perry County	\$35,259.96	\$38,461.01	127	(10)	\$3,311.38	\$4,034.75	130	(4)	\$38,571.34	\$42,495.76	133	(3)
690 Pickett County	\$35,207.87	\$38,332.50	132	(9)	\$3,071.39	\$3,794.74	134	(2)	\$38,279.26	\$42,127.24	135	0
700 Polk County	\$35,056.79	\$41,954.39	42	88	\$5,195.28	\$6,312.28	62	(17)	\$40,252.07	\$48,266.67	49	43

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710 Putnam County	\$36,745.26	\$40,612.62	67	(21)	\$6,464.65	\$7,750.30	4	(2)	\$43,209.91	\$48,362.92	46	(19)
720 Rhea County	\$36,327.69	\$39,810.70	86	(28)	\$4,678.31	\$6,737.53	31	41	\$41,006.01	\$46,548.23	75	(12)
721 Dayton City	\$36,678.30	\$40,345.38	75	(24)	\$5,364.71	\$6,900.81	23	18	\$42,043.01	\$47,246.19	60	(15)
730 Roane County	\$37,306.73	\$42,498.46	36	2	\$6,043.90	\$7,368.74	11	(5)	\$43,350.63	\$49,867.21	28	(2)
740 Robertson County	\$36,410.19	\$41,331.12	53	2	\$6,774.74	\$8,277.28	2	(1)	\$43,184.93	\$49,608.40	31	(3)
750 Rutherford County	\$39,782.28	\$45,375.29	14	3	\$5,854.05	\$7,277.96	13	(1)	\$45,636.33	\$52,653.25	14	1
751 Murfreesboro City	\$41,875.11	\$46,693.05	12	(2)	\$5,156.07	\$6,205.53	71	(20)	\$47,031.18	\$52,898.58	13	(3)
760 Scott County	\$35,566.00	\$38,763.47	119	(26)	\$4,891.11	\$6,111.31	78	(13)	\$40,457.11	\$44,874.78	106	(23)
761 Oneida SSD	\$35,296.42	\$38,482.73	126	(16)	\$4,160.90	\$5,911.64	81	13	\$39,457.32	\$44,394.37	113	(3)
770 Sequatchie County	\$36,371.46	\$40,906.47	60	(3)	\$4,773.68	\$6,183.66	73	(4)	\$41,145.14	\$47,090.13	64	(6)
780 Sevier County	\$36,882.52	\$42,387.26	37	6	\$5,041.09	\$6,306.74	63	(10)	\$41,923.61	\$48,694.00	40	9
790 Shelby County	\$47,234.57	\$51,447.23	2	(1)	\$3,928.15	\$4,654.14	118	(13)	\$51,162.72	\$56,101.37	4	(2)
791 Memphis City	\$47,234.53	\$51,447.41	1	1	\$5,181.56	\$6,184.46	72	(24)	\$52,416.09	\$57,631.87	1	0
800 Smith County	\$35,710.15	\$38,882.87	115	(33)	\$5,380.48	\$6,636.59	43	(13)	\$41,090.63	\$45,519.46	94	(34)
810 Stewart County	\$35,629.43	\$40,550.14	69	18	\$5,460.22	\$6,744.65	27	(5)	\$41,089.65	\$47,294.79	58	3
820 Sullivan County	\$35,801.30	\$40,615.33	66	9	\$5,190.61	\$6,466.40	54	(7)	\$40,991.91	\$47,081.73	66	(2)
821 Bristol City	\$41,614.28	\$47,202.75	10	1	\$4,668.01	\$5,925.61	80	(7)	\$46,282.29	\$53,128.36	12	0
822 Kingsport City	\$43,633.38	\$48,688.61	5	1	\$4,607.77	\$5,718.97	86	(10)	\$48,241.14	\$54,407.57	7	(1)
830 Sumner County	\$37,767.23	\$43,111.95	32	(3)	\$5,737.21	\$7,128.03	16	(2)	\$43,504.43	\$50,239.98	26	(1)
840 Tipton County	\$36,690.08	\$44,664.46	19	31	\$5,452.93	\$6,796.59	25	(1)	\$42,143.02	\$51,461.04	17	26
850 Trousdale County	\$35,583.81	\$39,715.71	89	1	\$3,771.38	\$4,923.28	112	(2)	\$39,355.19	\$44,638.99	111	0
860 Unicoi County	\$35,570.10	\$40,000.52	81	11	\$5,468.57	\$7,116.25	18	3	\$41,038.66	\$47,116.77	63	(1)
870 Union County	\$35,971.25	\$40,316.69	76	(8)	\$3,504.17	\$6,250.16	68	51	\$39,475.42	\$46,566.84	74	35
880 Van Buren County	\$36,053.69	\$39,140.60	108	(43)	\$3,075.40	\$3,831.96	132	(2)	\$39,129.09	\$42,972.56	125	(8)
890 Warren County	\$35,188.32	\$40,440.43	72	54	\$3,075.40	\$4,898.04	114	16	\$38,263.71	\$45,338.47	98	38
900 Washington County	\$36,289.46	\$41,563.90	49	11	\$4,629.46	\$7,141.73	15	60	\$40,918.92	\$48,705.63	38	28
901 Johnson City	\$40,723.09	\$48,121.27	9	4	\$4,983.96	\$5,163.00	103	(46)	\$45,707.05	\$53,284.27	10	4
910 Wayne County	\$34,986.44	\$38,193.43	134	1	\$3,621.38	\$4,657.28	117	1	\$38,607.83	\$42,850.71	130	(1)
920 Weakley County	\$35,742.72	\$39,957.98	82	(3)	\$4,119.85	\$5,533.03	94	1	\$39,862.58	\$45,491.01	95	9
930 White County	\$35,473.35	\$39,365.05	99	1	\$3,871.46	\$6,277.70	65	42	\$39,344.81	\$45,642.75	90	22
940 Williamson County	\$41,922.59	\$45,337.11	15	(6)	\$5,606.33	\$8,545.19	1	16	\$47,528.92	\$53,882.30	8	1
941 Franklin SSD	\$42,839.34	\$48,147.71	8	0	\$5,244.95	\$6,528.57	49	(5)	\$48,084.29	\$54,676.28	6	1
950 Wilson County	\$36,227.50	\$42,204.07	38	26	\$3,750.00	\$6,960.02	21	92	\$39,977.50	\$49,164.09	35	63
951 Lebanon SSD	\$38,936.24	\$41,990.48	41	(17)	\$3,048.80	\$3,773.65	136	(1)	\$41,985.04	\$45,764.13	86	(38)
<b>AVERAGE AMOUNT</b>	<b>\$37,029.21</b>	<b>\$41,441.05</b>			<b>\$4,668.91</b>	<b>\$5,993.56</b>			<b>\$41,698.12</b>	<b>\$47,434.60</b>		

\* Based upon revised 2004 salary schedules.

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

SCHOOL SYSTEM	SALARY			INSURANCE			COMPENSATION		
	SCHEDULE FACTOR 04	SCHEDULE FACTOR 08	PERCENT CHANGE	PACKAGE FACTOR 04	PACKAGE FACTOR 08	PERCENT CHANGE	FACTOR 04	FACTOR 08	PERCENT CHANGE
10 Anderson County	101.04%	101.16%	0.1%	91.53%	102.31%	10.8%	99.97%	101.31%	1.3%
11 Clinton City	105.80%	103.59%	-2.2%	96.23%	93.20%	-3.0%	104.73%	102.28%	-2.4%
12 Oak Ridge	124.41%	120.83%	-3.6%	105.53%	107.27%	1.7%	122.30%	119.12%	-3.2%
20 Bedford County	98.33%	99.53%	1.2%	115.15%	124.31%	9.2%	100.22%	102.66%	2.4%
30 Benton County	95.93%	97.11%	1.2%	114.96%	111.64%	-3.3%	98.06%	98.95%	0.9%
40 Bledsoe County	94.44%	93.19%	-1.3%	81.97%	95.07%	13.1%	93.05%	93.42%	0.4%
50 Blount County	107.07%	106.85%	-0.2%	105.91%	82.67%	-23.2%	106.94%	103.80%	-3.1%
51 Alcoa City	117.66%	117.16%	-0.5%	119.61%	120.94%	1.3%	117.88%	117.64%	-0.2%
52 Maryville City	117.90%	117.77%	-0.1%	91.34%	124.21%	32.9%	114.92%	118.58%	3.7%
60 Bradley County	102.10%	106.78%	4.7%	94.43%	92.58%	-1.8%	101.24%	104.99%	3.7%
61 Cleveland City	104.44%	107.12%	2.7%	104.00%	102.86%	-1.1%	104.39%	106.58%	2.2%
70 Campbell County	95.22%	92.77%	-2.4%	132.80%	115.93%	-16.9%	99.43%	95.70%	-3.7%
80 Cannon County	101.95%	97.46%	-4.5%	91.38%	103.88%	12.5%	100.77%	98.27%	-2.5%
90 Carroll County	95.19%	94.17%	-1.0%	65.78%	63.31%	-2.5%	91.89%	90.27%	-1.6%
92 Hollow Rock-Bruceton SSD	95.86%	93.34%	-2.5%	74.35%	69.99%	-4.4%	93.46%	90.39%	-3.1%
93 Huntingdon SSD	95.32%	94.52%	-0.8%	72.21%	76.66%	4.5%	92.73%	92.26%	-0.5%
94 McKenzie SSD	95.29%	95.53%	0.2%	80.44%	84.42%	4.0%	93.63%	94.13%	0.5%
95 South Carroll SSD	95.30%	92.89%	-2.4%	73.18%	69.66%	-3.5%	92.82%	89.95%	-2.9%
97 West Carroll SSD	95.61%	93.25%	-2.4%	73.09%	70.35%	-2.7%	93.09%	90.35%	-2.7%
100 Carter County	95.85%	94.44%	-1.4%	115.24%	112.38%	-2.9%	98.02%	96.71%	-1.3%
101 Elizabethton City	100.65%	107.66%	7.0%	106.75%	104.32%	-2.4%	101.33%	107.24%	5.9%
110 Cheatham County	97.94%	99.11%	1.2%	126.81%	122.21%	-4.6%	101.17%	102.03%	0.9%
120 Chester County	95.41%	94.45%	-1.0%	99.31%	89.18%	-10.1%	95.85%	93.79%	-2.1%
130 Claiborne County	95.21%	92.80%	-2.4%	69.30%	74.28%	5.0%	92.31%	90.46%	-1.8%
140 Clay County	95.54%	91.80%	-3.7%	65.78%	70.35%	4.6%	92.21%	89.09%	-3.1%
150 Cocke County	95.06%	95.11%	0.0%	110.97%	107.75%	-3.2%	96.85%	96.71%	-0.1%
151 Newport City	94.63%	96.17%	1.5%	115.04%	108.54%	-6.5%	96.92%	97.73%	0.8%
160 Coffee County	99.52%	100.49%	1.0%	115.23%	111.62%	-3.6%	101.28%	101.90%	0.6%
161 Manchester City	105.39%	106.03%	0.6%	115.19%	111.64%	-3.5%	106.48%	106.74%	0.3%
162 Tullahoma City	105.74%	104.73%	-1.0%	127.49%	124.08%	-3.4%	108.18%	107.18%	-1.0%
170 Crockett County	95.55%	97.03%	1.5%	80.40%	74.74%	-5.7%	93.85%	94.21%	0.4%
171 Alamo City*	101.09%	95.54%	-5.6%	73.09%	70.35%	-2.7%	97.96%	92.36%	-5.6%
172 Bells City	100.97%	101.12%	0.2%	87.71%	84.42%	-3.3%	99.49%	99.01%	-0.5%
180 Cumberland County	95.06%	93.49%	-1.6%	132.34%	128.64%	-3.7%	99.23%	97.93%	-1.3%
190 Davidson County	119.83%	116.58%	-3.3%	114.74%	88.39%	-26.4%	119.26%	113.02%	-6.2%
200 Decatur County	95.71%	95.13%	-0.6%	78.63%	73.32%	-5.3%	93.80%	92.37%	-1.4%
210 DeKalb County	97.85%	96.23%	-1.6%	92.22%	89.51%	-2.7%	97.22%	95.38%	-1.8%
220 Dickson County	98.37%	100.43%	2.1%	91.15%	91.22%	0.1%	97.56%	99.27%	1.7%
230 Dyer County	101.03%	100.05%	-1.0%	98.37%	94.97%	-3.4%	100.73%	99.41%	-1.3%
231 Dyersburg City	108.73%	107.48%	-1.2%	122.29%	109.97%	-12.3%	110.25%	107.79%	-2.5%
240 Fayette County	98.32%	96.08%	-2.2%	88.06%	85.24%	-2.8%	97.18%	94.71%	-2.5%
250 Fentress County	95.21%	92.80%	-2.4%	115.94%	111.98%	-4.0%	97.53%	95.22%	-2.3%
260 Franklin County	96.39%	98.61%	2.2%	106.26%	112.06%	5.8%	97.50%	100.31%	2.8%
271 Humboldt City	94.67%	95.09%	0.4%	79.90%	88.83%	8.9%	93.02%	94.30%	1.3%
272 Milan SSD	95.20%	95.60%	0.4%	85.98%	91.12%	5.1%	94.17%	95.03%	0.9%

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

SCHOOL SYSTEM	SALARY			INSURANCE			COMPENSATION		
	SCHEDULE FACTOR 04	SCHEDULE FACTOR 08	PERCENT CHANGE	PACKAGE FACTOR 04	PACKAGE FACTOR 08	PERCENT CHANGE	FACTOR 04	FACTOR 08	PERCENT CHANGE
273 Trenton SSD	94.88%	93.66%	-1.2%	78.63%	79.33%	0.7%	93.06%	91.85%	-1.2%
274 Bradford SSD	94.58%	92.27%	-2.3%	78.63%	81.73%	3.1%	92.79%	90.94%	-1.9%
275 Gibson SSD	96.13%	94.67%	-1.5%	84.58%	81.59%	-3.0%	94.84%	93.01%	-1.8%
280 Giles County	94.66%	96.02%	1.4%	115.19%	111.64%	-3.5%	96.96%	97.99%	1.0%
290 Grainger County	96.49%	94.00%	-2.5%	100.94%	109.98%	9.0%	96.98%	96.02%	-1.0%
300 Greene County	96.24%	97.94%	1.7%	105.91%	103.74%	-2.2%	97.32%	98.67%	1.3%
301 Greeneville City	109.13%	108.13%	-1.0%	101.34%	93.09%	-8.3%	108.26%	106.23%	-2.0%
310 Grundy County	96.66%	95.32%	-1.3%	83.10%	109.63%	26.5%	95.14%	97.13%	2.0%
320 Hamblen County	97.89%	98.84%	0.9%	128.57%	118.41%	-10.2%	101.33%	101.31%	0.0%
330 Hamilton County	109.09%	108.30%	-0.8%	108.33%	129.32%	21.0%	109.01%	110.96%	2.0%
340 Hancock County	95.79%	91.80%	-4.0%	65.87%	63.93%	-1.9%	92.44%	88.28%	-4.2%
350 Hardeman County	99.09%	99.49%	0.4%	119.33%	108.98%	-10.3%	101.36%	100.69%	-0.7%
360 Hardin County	94.77%	92.66%	-2.1%	114.57%	111.64%	-2.9%	96.99%	95.06%	-1.9%
370 Hawkins County	97.09%	94.61%	-2.5%	111.19%	107.98%	-3.2%	98.67%	96.30%	-2.4%
371 Rogersville City	98.03%	101.34%	3.3%	90.15%	106.56%	16.4%	97.14%	102.00%	4.9%
380 Haywood County	96.79%	99.93%	3.1%	90.63%	96.28%	5.7%	96.10%	99.47%	3.4%
390 Henderson County	96.91%	97.71%	0.8%	87.71%	85.26%	-2.5%	95.88%	96.14%	0.3%
391 Lexington City	96.75%	98.04%	1.3%	92.10%	100.19%	8.1%	96.23%	98.31%	2.1%
400 Henry County	95.33%	98.54%	3.2%	96.03%	107.26%	11.2%	95.40%	99.64%	4.2%
401 Paris SSD	96.75%	104.71%	8.0%	87.39%	97.12%	9.7%	95.70%	103.75%	8.1%
410 Hickman County	99.09%	96.69%	-2.4%	107.18%	104.54%	-2.6%	99.99%	97.68%	-2.3%
420 Houston County	96.21%	98.12%	1.9%	91.48%	88.35%	-3.1%	95.68%	96.89%	1.2%
430 Humphreys County	95.46%	94.46%	-1.0%	106.42%	104.97%	-1.5%	96.69%	95.79%	-0.9%
440 Jackson County	95.87%	93.31%	-2.6%	105.79%	85.62%	-20.2%	96.98%	92.34%	-4.6%
450 Jefferson County	95.30%	95.49%	0.2%	115.24%	112.41%	-2.8%	97.53%	97.63%	0.1%
460 Johnson County	96.36%	94.03%	-2.3%	84.22%	82.32%	-1.9%	95.00%	92.55%	-2.4%
470 Knox County	104.23%	104.53%	0.3%	87.42%	89.57%	2.2%	102.35%	102.64%	0.3%
480 Lake County	96.54%	94.54%	-2.0%	102.83%	107.29%	4.5%	97.24%	96.15%	-1.1%
490 Lauderdale County	97.20%	100.35%	3.2%	125.76%	124.48%	-1.3%	100.39%	103.40%	3.0%
500 Lawrence County	94.73%	94.12%	-0.6%	115.19%	111.64%	-3.5%	97.02%	96.34%	-0.7%
510 Lewis County	96.09%	93.59%	-2.5%	74.39%	69.67%	-4.7%	93.66%	90.57%	-3.1%
520 Lincoln County	95.25%	95.93%	0.7%	86.67%	108.40%	21.7%	94.29%	97.51%	3.2%
521 Fayetteville City	96.66%	113.53%	16.9%	106.46%	102.71%	-3.7%	97.76%	112.16%	14.4%
530 Loudon County	100.48%	100.28%	-0.2%	115.24%	112.41%	-2.8%	102.13%	101.82%	-0.3%
531 Lenoir City	101.72%	104.35%	2.6%	110.67%	107.27%	-3.4%	102.73%	104.72%	2.0%
540 McMinn County	101.47%	101.82%	0.3%	115.24%	112.41%	-2.8%	103.01%	103.16%	0.1%
541 Athens City	111.19%	110.31%	-0.9%	115.24%	112.41%	-2.8%	111.64%	110.57%	-1.1%
542 Etowah City	98.65%	100.74%	2.1%	119.14%	106.17%	-13.0%	100.95%	101.43%	0.5%
550 McNairy County	95.54%	94.85%	-0.7%	82.23%	98.20%	16.0%	94.05%	95.27%	1.2%
560 Macon County	96.81%	95.25%	-1.6%	92.83%	97.40%	4.6%	96.36%	95.52%	-0.8%
570 Madison County	104.94%	102.77%	-2.2%	56.73%	70.35%	13.6%	99.55%	98.68%	-0.9%
580 Marion County	95.09%	93.78%	-1.3%	115.13%	114.25%	-0.9%	97.33%	96.37%	-1.0%
581 Richard City	100.28%	97.39%	-2.9%	68.01%	65.60%	-2.4%	96.66%	93.38%	-3.3%
590 Marshall County	100.83%	99.00%	-1.8%	121.33%	108.03%	-13.3%	103.12%	100.14%	-3.0%
600 Maury County	105.67%	105.18%	-0.5%	115.19%	111.64%	-3.5%	106.74%	106.00%	-0.7%

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

SCHOOL SYSTEM	SALARY			INSURANCE			COMPENSATION		
	SCHEDULE FACTOR 04	SCHEDULE FACTOR 08	PERCENT CHANGE	PACKAGE FACTOR 04	PACKAGE FACTOR 08	PERCENT CHANGE	FACTOR 04	FACTOR 08	PERCENT CHANGE
610 Meigs County	97.19%	104.79%	7.6%	103.62%	102.63%	-1.0%	97.91%	104.52%	6.6%
620 Monroe County	99.58%	98.70%	-0.9%	132.21%	128.58%	-3.6%	103.24%	102.47%	-0.8%
621 Sweetwater City	99.81%	103.71%	3.9%	124.55%	118.85%	-5.7%	102.58%	105.62%	3.0%
630 Montgomery County	106.84%	107.94%	1.1%	107.01%	93.15%	-13.9%	106.86%	106.07%	-0.8%
640 Moore County	95.92%	96.88%	1.0%	116.95%	112.56%	-4.4%	98.27%	98.87%	0.6%
650 Morgan County	95.94%	94.55%	-1.4%	94.43%	92.58%	-1.8%	95.77%	94.30%	-1.5%
660 Obion County	96.28%	98.86%	2.6%	97.27%	109.95%	12.7%	96.39%	100.26%	3.9%
661 Union City	99.17%	97.73%	-1.4%	128.96%	116.54%	-12.4%	102.50%	100.11%	-2.4%
670 Overton County	96.50%	93.95%	-2.6%	90.50%	83.12%	-7.4%	95.83%	92.58%	-3.2%
680 Perry County	95.22%	92.81%	-2.4%	70.92%	67.32%	-3.6%	92.50%	89.59%	-2.9%
690 Pickett County	95.08%	92.50%	-2.6%	65.78%	63.31%	-2.5%	91.80%	88.81%	-3.0%
700 Polk County	94.67%	101.24%	6.6%	111.27%	105.32%	-6.0%	96.53%	101.75%	5.2%
710 Putnam County	99.23%	98.00%	-1.2%	138.46%	129.31%	-9.2%	103.63%	101.96%	-1.7%
720 Rhea County	98.11%	96.07%	-2.0%	100.20%	112.41%	12.2%	98.34%	98.13%	-0.2%
721 Dayton City	99.05%	97.36%	-1.7%	114.90%	115.14%	0.2%	100.83%	99.60%	-1.2%
730 Roane County	100.75%	102.55%	1.8%	129.45%	122.94%	-6.5%	103.96%	105.13%	1.2%
740 Robertson County	98.33%	99.73%	1.4%	145.10%	138.10%	-7.0%	103.57%	104.58%	1.0%
750 Rutherford County	107.43%	109.49%	2.1%	125.38%	121.43%	-4.0%	109.44%	111.00%	1.6%
751 Murfreesboro City	113.09%	112.67%	-0.4%	110.43%	103.54%	-6.9%	112.79%	111.52%	-1.3%
760 Scott County	96.05%	93.54%	-2.5%	104.76%	101.96%	-2.8%	97.02%	94.60%	-2.4%
761 Oneida SSD	95.32%	92.86%	-2.5%	89.12%	98.63%	9.5%	94.63%	93.59%	-1.0%
770 Sequatchie County	98.22%	98.71%	0.5%	102.24%	103.17%	0.9%	98.67%	99.27%	0.6%
780 Sevier County	99.60%	102.28%	2.7%	107.97%	105.23%	-2.7%	100.54%	102.66%	2.1%
790 Shelby County	127.56%	124.15%	-3.4%	84.13%	77.65%	-6.5%	122.70%	118.27%	-4.4%
791 Memphis City	127.56%	124.15%	-3.4%	110.98%	103.19%	-7.8%	125.70%	121.50%	-4.2%
800 Smith County	96.44%	93.83%	-2.6%	115.24%	110.73%	-4.5%	98.54%	95.96%	-2.6%
810 Stewart County	96.22%	97.85%	1.6%	116.95%	112.53%	-4.4%	98.54%	99.71%	1.2%
820 Sullivan County	96.68%	98.01%	1.3%	111.17%	107.89%	-3.3%	98.31%	99.26%	0.9%
821 Bristol City	112.38%	113.90%	1.5%	99.98%	98.87%	-1.1%	110.99%	112.00%	1.0%
822 Kingsport City	117.84%	117.49%	-0.3%	98.69%	95.42%	-3.3%	115.69%	114.70%	-1.0%
830 Sumner County	101.99%	104.03%	2.0%	122.88%	118.93%	-4.0%	104.33%	105.91%	1.6%
840 Tipton County	99.08%	107.78%	8.7%	116.79%	113.40%	-3.4%	101.07%	108.49%	7.4%
850 Trousdale County	96.10%	95.84%	-0.3%	80.78%	82.14%	1.4%	94.38%	94.11%	-0.3%
860 Unicoi County	96.06%	96.52%	0.5%	117.13%	118.73%	1.6%	98.42%	99.33%	0.9%
870 Union County	97.14%	97.29%	0.1%	75.05%	104.28%	29.2%	94.67%	98.17%	3.5%
880 Van Buren County	97.37%	94.45%	-2.9%	65.87%	63.93%	-1.9%	93.84%	90.59%	-3.2%
890 Warren County	95.03%	97.59%	2.6%	65.87%	81.72%	15.9%	91.76%	95.58%	3.8%
900 Washington County	98.00%	100.30%	2.3%	99.16%	119.16%	20.0%	98.13%	102.68%	4.5%
901 Johnson City	109.98%	116.12%	6.1%	106.75%	86.14%	-20.6%	109.61%	112.33%	2.7%
910 Wayne County	94.48%	92.16%	-2.3%	77.56%	77.70%	0.1%	92.59%	90.34%	-2.3%
920 Weakley County	96.53%	96.42%	-0.1%	88.24%	92.32%	4.1%	95.60%	95.90%	0.3%
930 White County	95.80%	94.99%	-0.8%	82.92%	104.74%	21.8%	94.36%	96.22%	1.9%
940 Williamson County	113.21%	109.40%	-3.8%	120.08%	142.57%	22.5%	113.98%	113.59%	-0.4%
941 Franklin SSD	115.69%	116.18%	0.5%	112.34%	108.93%	-3.4%	115.32%	115.27%	0.0%
950 Wilson County	97.83%	101.84%	4.0%	80.32%	116.13%	35.8%	95.87%	103.65%	7.8%

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

SCHOOL SYSTEM		SALARY SCHEDULE FACTOR 04	SALARY SCHEDULE FACTOR 08	PERCENT CHANGE	INSURANCE PACKAGE FACTOR 04	INSURANCE PACKAGE FACTOR 08	PERCENT CHANGE	COMPENSATION FACTOR 04	COMPENSATION FACTOR 08	PERCENT CHANGE
951	Lebanon SSD	105.15%	101.33%	-3.8%	65.30%	62.96%	-2.3%	100.69%	96.48%	-4.2%
<b>STATEWIDE FACTOR</b>		<b>100.00%</b>	<b>100.00%</b>		<b>100.00%</b>	<b>100.00%</b>		<b>100.00%</b>	<b>100.00%</b>	

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



	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
10	Anderson County	\$6,132.01	77	\$8,515.47	72.01%	82
11	Clinton City	\$5,586.09	89	\$8,515.47	65.60%	97
12	Oak Ridge	\$6,429.07	58	\$8,515.47	75.50%	63
20	Bedford County	\$7,450.30	8	\$8,515.47	87.49%	10
30	Benton County	\$6,691.34	36	\$8,432.75	79.35%	33
40	Bledsoe County	\$5,697.79	87	\$8,515.47	66.91%	95
50	Blount County	\$4,955.01	110	\$5,407.88	91.63%	4
51	Alcoa City	\$7,248.79	14	\$8,515.47	85.12%	16
52	Maryville City	\$7,444.82	9	\$7,872.92	94.56%	3
60	Bradley County	\$5,548.96	92	\$8,515.47	65.16%	100
61	Cleveland City	\$6,164.77	74	\$8,515.47	72.40%	79
70	Campbell County	\$6,948.12	22	\$8,515.47	81.59%	26
80	Cannon County	\$6,226.11	69	\$8,432.75	73.83%	71
90	Carroll County	\$3,794.74	134	\$8,432.75	45.00%	133
92	Hollow Rock-Bruceton SSD	\$4,194.71	127	\$8,432.75	49.74%	128
93	Huntingdon SSD	\$4,594.77	119	\$8,432.75	54.49%	121
94	McKenzie SSD	\$5,059.68	107	\$8,432.75	60.00%	111
95	South Carroll SSD	\$4,175.39	129	\$8,432.75	49.51%	129
97	West Carroll SSD	\$4,216.35	124	\$8,432.75	50.00%	124
100	Carter County	\$6,735.52	33	\$8,515.47	79.10%	46
101	Elizabethton City	\$6,252.66	67	\$8,515.47	73.43%	73
110	Cheatham County	\$7,324.57	12	\$8,385.89	87.34%	12
120	Chester County	\$5,344.77	99	\$8,432.75	63.38%	103
130	Claiborne County	\$4,452.29	121	\$6,073.54	73.31%	75
140	Clay County	\$4,216.33	126	\$8,432.75	50.00%	126
150	Cocke County	\$6,458.14	55	\$8,515.47	75.84%	61
151	Newport City	\$6,505.14	50	\$8,515.47	76.39%	56
160	Coffee County	\$6,690.29	42	\$8,432.75	79.34%	39
161	Manchester City	\$6,691.34	36	\$8,432.75	79.35%	33
162	Tullahoma City	\$7,436.73	10	\$8,515.47	87.33%	13
170	Crockett County	\$4,479.38	120	\$8,144.32	55.00%	120
171	Alamo City	\$4,216.42	123	\$8,432.75	50.00%	123
172	Bells City	\$5,059.68	107	\$8,432.75	60.00%	111
180	Cumberland County	\$7,710.00	5	\$8,515.47	90.54%	7
190	Davidson County	\$5,297.60	101	\$7,063.49	75.00%	64
200	Decatur County	\$4,394.73	122	\$8,432.75	52.11%	122
210	DeKalb County	\$5,364.75	98	\$8,515.47	63.00%	106
220	Dickson County	\$5,467.22	95	\$8,385.89	65.20%	99
230	Dyer County	\$5,691.88	88	\$8,442.58	67.42%	93

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

	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
231	Dyersburg City	\$6,591.34	45	\$8,442.58	78.07%	49
240	Fayette County	\$5,108.96	106	\$8,442.58	60.51%	109
250	Fentress County	\$6,711.81	35	\$8,432.75	79.59%	32
260	Franklin County	\$6,716.13	34	\$8,515.47	78.87%	47
271	Humboldt City	\$5,324.36	100	\$8,432.75	63.14%	104
272	Milan SSD	\$5,461.41	96	\$8,432.75	64.76%	102
273	Trenton SSD	\$4,754.75	116	\$8,432.75	56.38%	118
274	Bradford SSD	\$4,898.78	113	\$8,432.75	58.09%	115
275	Gibson SSD	\$4,889.97	115	\$8,432.75	57.99%	116
280	Giles County	\$6,691.32	41	\$8,432.75	79.35%	38
290	Grainger County	\$6,591.92	44	\$8,515.47	77.41%	53
300	Greene County	\$6,217.58	70	\$8,515.47	73.02%	76
301	Greeneville City	\$5,579.15	91	\$8,515.47	65.52%	98
310	Grundy County	\$6,570.45	47	\$8,432.75	77.92%	50
320	Hamblen County	\$7,096.86	19	\$8,515.47	83.34%	23
330	Hamilton County	\$7,751.07	3	\$9,285.68	83.47%	22
340	Hancock County	\$3,831.96	132	\$8,515.47	45.00%	133
350	Hardeman County	\$6,532.08	48	\$8,432.75	77.46%	52
360	Hardin County	\$6,691.34	36	\$8,432.75	79.35%	33
370	Hawkins County	\$6,471.78	53	\$8,515.47	76.00%	59
371	Rogersville City	\$6,386.57	60	\$8,515.47	75.00%	65
380	Haywood County	\$5,770.76	85	\$8,442.58	68.35%	92
390	Henderson County	\$5,110.22	105	\$8,432.75	60.60%	108
391	Lexington City	\$6,004.70	79	\$8,432.75	71.21%	84
400	Henry County	\$6,428.63	59	\$8,432.75	76.23%	58
401	Paris SSD	\$5,820.81	84	\$8,432.75	69.03%	90
410	Hickman County	\$6,265.48	66	\$8,695.06	72.06%	81
420	Houston County	\$5,295.20	102	\$8,432.75	62.79%	107
430	Humphreys County	\$6,291.36	64	\$8,432.75	74.61%	66
440	Jackson County	\$5,131.91	104	\$8,515.47	60.27%	110
450	Jefferson County	\$6,737.52	32	\$8,515.47	79.12%	45
460	Johnson County	\$4,933.72	111	\$7,088.95	69.60%	87
470	Knox County	\$5,368.49	97	\$8,515.47	63.04%	105
480	Lake County	\$6,430.45	56	\$8,432.75	76.26%	57
490	Lauderdale County	\$7,460.83	7	\$8,442.58	88.37%	9
500	Lawrence County	\$6,691.34	36	\$8,432.75	79.35%	33
510	Lewis County	\$4,175.66	128	\$8,385.89	49.79%	127
520	Lincoln County	\$6,497.03	51	\$8,432.75	77.05%	54
521	Fayetteville City	\$6,155.88	75	\$8,432.75	73.00%	77

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

	SCHOOL SYSTEM	Weighted Average Total Paid	Ranking	Weighted Average Total Cost	% of Total Paid	Ranking
530	Loudon County	\$6,737.54	29	\$8,515.47	79.12%	42
531	Lenoir City	\$6,429.13	57	\$8,515.47	75.50%	62
540	McMinn County	\$6,737.54	29	\$8,515.47	79.12%	42
541	Athens City	\$6,737.55	28	\$8,515.47	79.12%	41
542	Etowah City	\$6,363.49	61	\$7,461.79	85.28%	15
550	McNairy County	\$5,885.62	82	\$8,432.75	69.79%	86
560	Macon County	\$5,837.63	83	\$8,515.47	68.55%	91
570	Madison County	\$4,216.35	124	\$8,432.75	50.00%	124
580	Marion County	\$6,847.85	24	\$8,432.75	81.21%	27
581	Richard City	\$3,931.93	131	\$8,515.47	46.17%	131
590	Marshall County	\$6,474.89	52	\$8,432.75	76.78%	55
600	Maury County	\$6,691.34	36	\$8,432.75	79.35%	33
610	Meigs County	\$6,151.16	76	\$8,515.47	72.24%	80
620	Monroe County	\$7,706.45	6	\$8,515.47	90.50%	8
621	Sweetwater City	\$7,123.28	17	\$8,515.47	83.65%	20
630	Montgomery County	\$5,583.24	90	\$6,568.50	85.00%	18
640	Moore County	\$6,746.21	26	\$8,432.75	80.00%	30
650	Morgan County	\$5,548.96	92	\$8,515.47	65.16%	100
660	Obion County	\$6,590.21	46	\$8,432.75	78.15%	48
661	Union City	\$6,985.10	20	\$8,432.75	82.83%	24
670	Overton County	\$4,981.93	109	\$8,515.47	58.50%	114
680	Perry County	\$4,034.75	130	\$8,432.75	47.85%	130
690	Pickett County	\$3,794.74	134	\$8,432.75	45.00%	133
700	Polk County	\$6,312.28	62	\$8,515.47	74.13%	68
710	Putnam County	\$7,750.30	4	\$8,515.47	91.01%	5
720	Rhea County	\$6,737.53	31	\$8,515.47	79.12%	44
721	Dayton City	\$6,900.81	23	\$8,515.47	81.04%	28
730	Roane County	\$7,368.74	11	\$8,515.47	86.53%	14
740	Robertson County	\$8,277.28	2	\$8,385.89	98.70%	2
750	Rutherford County	\$7,277.96	13	\$8,323.23	87.44%	11
751	Murfreesboro City	\$6,205.53	71	\$8,385.89	74.00%	70
760	Scott County	\$6,111.31	78	\$8,515.47	71.77%	83
761	Oneida SSD	\$5,911.64	81	\$8,515.47	69.42%	89
770	Sequatchie County	\$6,183.66	73	\$8,515.47	72.62%	78
780	Sevier County	\$6,306.74	63	\$8,515.47	74.06%	69
790	Shelby County	\$4,654.14	118	\$6,648.80	70.00%	85
791	Memphis City	\$6,184.46	72	\$8,418.70	73.46%	72
800	Smith County	\$6,636.59	43	\$8,385.89	79.14%	40
810	Stewart County	\$6,744.65	27	\$8,432.75	79.98%	31

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

	<b>SCHOOL SYSTEM</b>	<b>Weighted Average Total Paid</b>	<b>Ranking</b>	<b>Weighted Average Total Cost</b>	<b>% of Total Paid</b>	<b>Ranking</b>
820	Sullivan County	\$6,466.40	54	\$8,515.47	75.94%	60
821	Bristol City	\$5,925.61	80	\$8,515.47	69.59%	88
822	Kingsport City	\$5,718.97	86	\$8,515.47	67.16%	94
830	Sumner County	\$7,128.03	16	\$8,385.89	85.00%	17
840	Tipton County	\$6,796.59	25	\$8,442.58	80.50%	29
850	Trousdale County	\$4,923.28	112	\$8,385.89	58.71%	113
860	Unicoi County	\$7,116.25	18	\$8,515.47	83.57%	21
870	Union County	\$6,250.16	68	\$8,515.47	73.40%	74
880	Van Buren County	\$3,831.96	132	\$8,515.47	45.00%	133
890	Warren County	\$4,898.04	114	\$8,515.47	57.52%	117
900	Washington County	\$7,141.73	15	\$8,515.47	83.87%	19
901	Johnson City	\$5,163.00	103	\$6,251.87	82.58%	25
910	Wayne County	\$4,657.28	117	\$8,432.75	55.23%	119
920	Weakley County	\$5,533.03	94	\$8,432.75	65.61%	96
930	White County	\$6,277.70	65	\$8,432.75	74.44%	67
940	Williamson County	\$8,545.19	1	\$9,401.19	90.89%	6
941	Franklin SSD	\$6,528.57	49	\$8,385.89	77.85%	51
950	Wilson County	\$6,960.02	21	\$6,960.02	100.00%	1
951	Lebanon SSD	\$3,773.65	136	\$8,385.89	45.00%	132
	<b>AVERAGE AMOUNT</b>	<b>\$5,993.56</b>		<b>\$8,351.00</b>	<b>71.77%</b>	

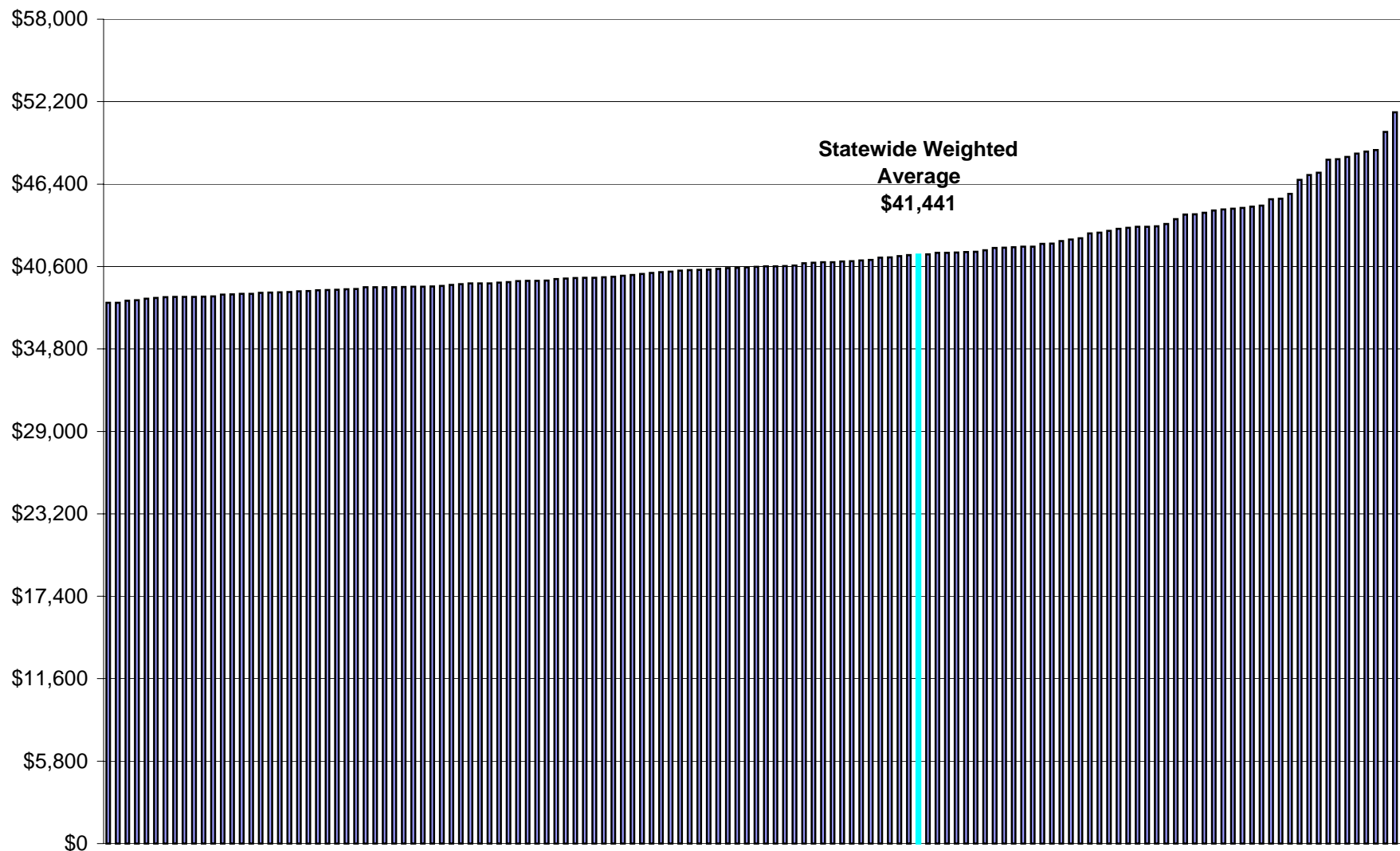
	<b>WEIGHTED AVERAGE SALARY</b>	<b>WEIGHTED AVERAGE INSURANCE PAID</b>	<b>SALARIES PLUS INSURANCE PAID</b>
<b>Max versus Min</b>	35.23%	126.44%	37.63%
<b>Range Ratio 95-5</b>	25.63%	78.69%	26.95%
<b>Range Ratio 90-10</b>	17.34%	64.94%	20.31%
<b>Range Ratio 75-25</b>	9.50%	26.83%	8.96%
<b>Top 10 / Bottom 10</b>	1.16	1.77	1.17
<b>Coefficient of Variation</b>	0.0715	0.1760	0.0712
<b>Max Salary vs. Min Salary</b>		10.38%	32.75%
<b>Range Ratio 95-5 by Salary</b>		8.00%	23.54%
<b>Range Ratio 90-10 by Salary</b>		31.29%	19.74%
<b>Range Ratio 75-25 by Salary</b>		10.07%	9.68%
<b>Top 10 / Bottom 10 by Salary</b>		1.09	1.15

**Review of 2004 Disparity Findings\***

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

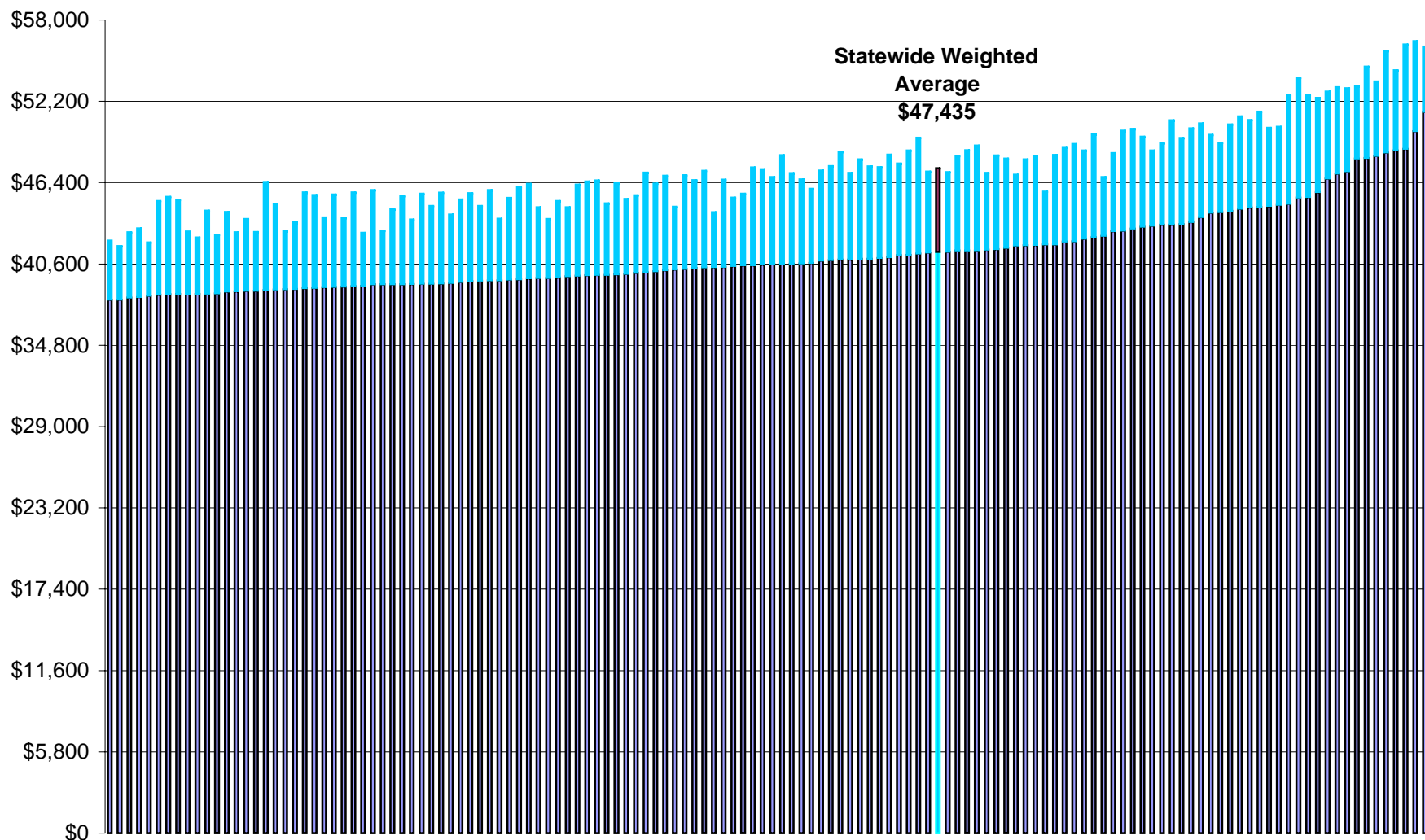
\* - Post 2004 revisions occurred on certain school systems

### Weighted Average Salary



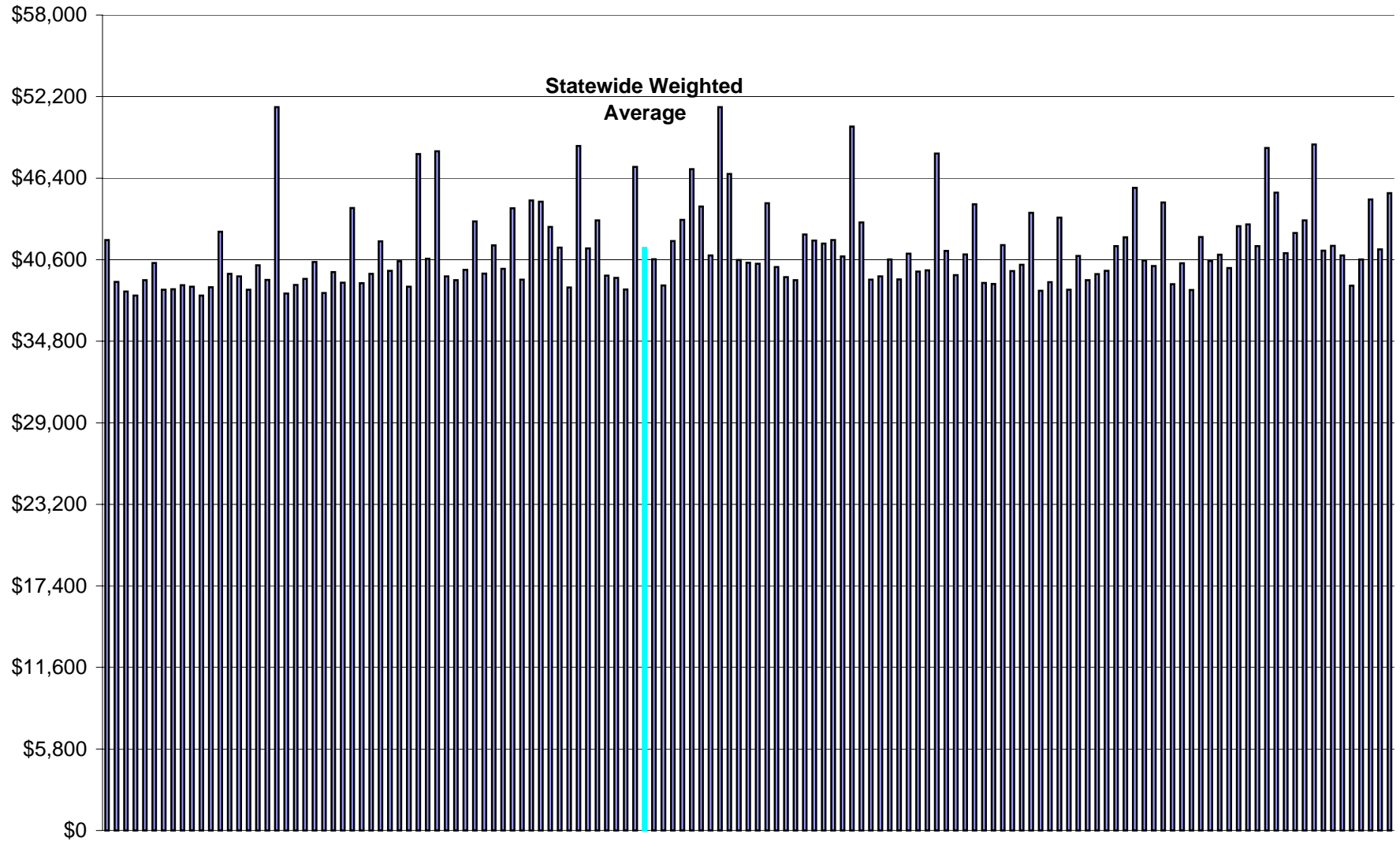
SOURCE: Personnel and salary schedule information provided by Department of Education and TEA.  
Calculations by Comptroller's staff.

### Weighted Average Salary Plus Health Insurance Paid Ranked by Average Salary



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

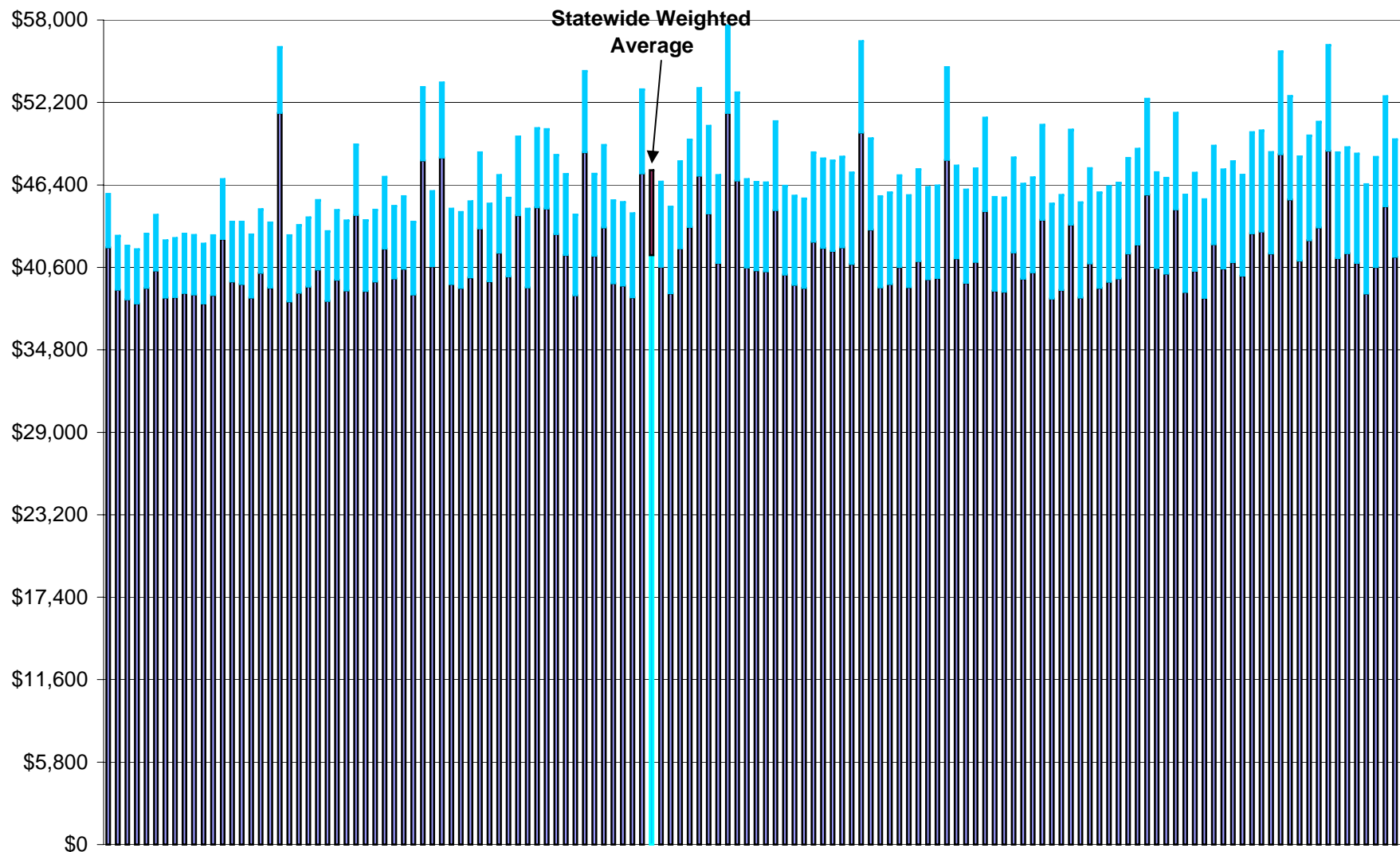
### Weighted Average Salary Ranked by Insurance



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

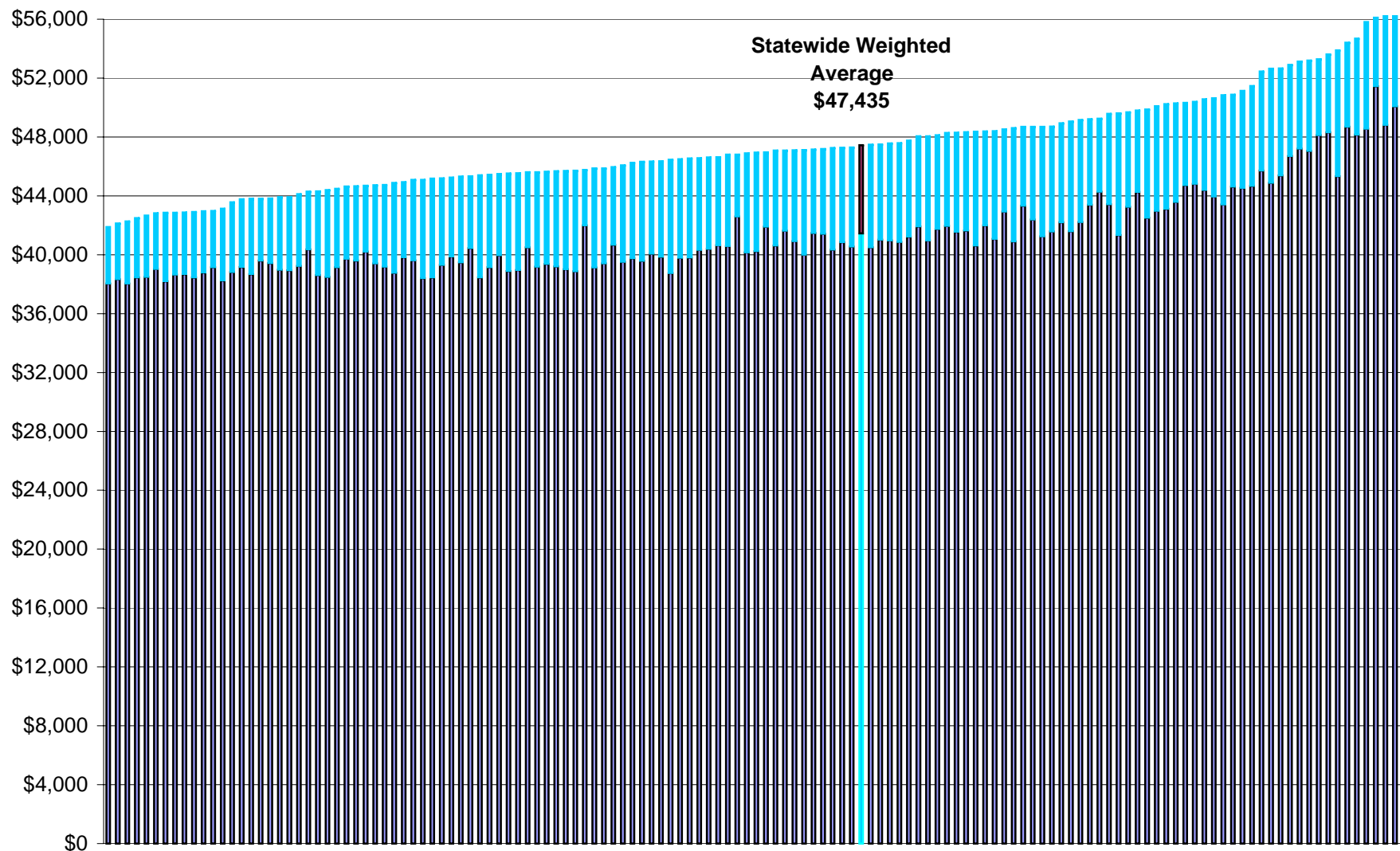


### Weighted Average Salary Plus Health Insurance Ranked by Health Insurance Paid



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

### Weighted Average Salary Plus Health Insurance Paid Ranked by Sum



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

## Weighted Average Disparity Review - 2003 to 2008

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

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

### 2004

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

### 2005

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

### 2006

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

### 2007

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

### 2008

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