

Basic Education Program Review Committee Annual Report

November 1, 2010

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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 report items and a recommendation, based on Senate Joint Resolution 1180 of the 105th General Assembly, which resolved the following:

“that the Basic Education Program Review Committee shall conduct a thorough study of the funding policies of counties and municipalities across Tennessee in response to the passage of BEP 2.0 as well as the existing statutes and Tennessee Department of Education regulations governing local maintenance of effort funding requirements and what steps should be taken to update such requirements.”

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”.

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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:

- BEP Recurring and Non Recurring Appropriations
- BEP Salary Equity Analysis
- BEP Formula Components

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

Capital Outlay Reduction

The committee voted (14 Yes, 5 Abstain, 4 Not Present) to eliminate the reduction of the square footage capital outlay component, resulting from Public Chapter 1135 (Section 1, Capital Outlay, Public Acts 2010).

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

Review of Salary Disparity

Total Teacher Compensation

If the current trend continues, salary disparity may continue to approach the original levels observed before the infusion of salary equity dollars.

In 2003, the disparity between the maximum vs. minimum was 45.28% for total teacher compensation (i.e. statewide weighted average salary and statewide weighted average insurance paid). In the first year in which new BEP dollars were infused to reduce the disparity, this percentage decreased to 36.94 percent. For the next several years (2005 –

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

2008), the disparity remained near 37 percent. In 2009, the statewide disparity increased to 39.65 percent. In 2010, the disparity increased to 41.81 percent.

Based on the total teacher compensation methodology, the statewide weighted average salary for Tennessee is \$41,961.28, an increase of \$3,879.42 from 2005. When weighted average insurance paid by school districts is included, the average increases to \$48,269.78 an increase of \$5,519.01 from 2005.

Coefficient of Variation

The Coefficient of Variation (CoV) is a representation of how closely values are clustered around the average. In 2003, before the infusion of salary equity funds, the CoV for total teacher compensation was 0.0787. The value of the CoV decreased in 2004 from 0.0787 to 0.0691, signifying a decrease in disparity.

For the immediate year, the CoV increased from 0.0747 to 0.0764. This represents an increase in salary disparity in comparison to 2009.

Regional Salary Disparity

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

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

It is important to note that the reasons for regional increases in salary disparity are varied. For example, in the Nashville Metropolitan area, the number one ranked system in 2004 for total teacher compensation dropped to the fifth ranked system in 2010 (See page 30). In the Greenville and Cookeville regions, the top 3 systems in 2004 are not the same as the top 3 systems in 2010 (See pages 32 and 37, respectively).

BEP Formula Improvements

The committee restates the need to implement immediate priorities from the 2007 and 2008 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.

- Incorporate current SACS accreditation ratios in the method used to generate Assistant Principal positions in the BEP.
- Establish new BEP components for professional development and mentoring. It is recommended that teacher professional development be funded at 1 percent of instructional salaries. It is recommended that mentoring for new teachers and principals be funded at a ratio of 1 mentor per 12 professionals, assuming at least 1 mentor per school system.
- Reduce funding ratios for Nurses from 1:3,000 towards 1:1,500.
- Reduce funding ratios for Technology Coordinators from 1:6,400 towards 1:2,500.
- Increase funding for teacher materials and supplies from \$200 to \$300.
- In order to account for inflationary increases in the BEP formula, the existing \$20 million allocation for technology should be applied to the reduction of technology coordinator ratios per ADM.
- The BEP formula should incorporate funding for a new position in each local education agency, the instructional technology coordinator, to support the districtwide implementation of technology in three key areas:
 - Improved student academic achievement through the use of instructional technology in elementary and secondary schools
 - Information, media, and ICT literacy of administrators, teachers and students
 - Effective integration of technology resources and systems through professional development and teacher training to establish research-based instructional models
- Create a new component for instructional technology within the classroom category.

Recurring and Non-Recurring Appropriations

The Department of Finance and Administration reviewed recurring and non-recurring restorations, using the following materials:

- [DOE Non Recurring Restorations](#)
Summary: These materials demonstrate that a FY12 reserve of \$69.6 million for core services was accumulated by applying \$57.37 million in ARRA funds and \$12.23 million in State non-recurring funds in FY 11.
- [BEP Recurring Restorations](#)
Summary: These materials demonstrate that non-recurring ARRA funds in the amount of just over \$337 million were used to fully fund the BEP at an FY11 base of \$3.72 billion. In FY12, the new BEP funding base (i.e. \$3.68 billion), does not include capital outlay growth (\$29.6 million) and ADM growth (\$7 million).

It was confirmed that there is currently no reserve for capital outlay growth, resulting in a statewide overall reduction in growth of at least \$29.6 million.

Capital Outlay Growth

Growth in capital outlay was fully funded in the current year, however, to maintain comparable levels of funding in the future will require fiscal action annually, by the legislature. It was the overall sense of the committee that the net impact of reducing the capital outlay growth is the redefinition of “fully funding” the BEP formula.

Many systems base their budgets on the assumption of capital outlay dollars as recurring dollars. The net impact will be negative for many school districts.

The following materials were reviewed by the committee in order to assess the system level impact of the reduction. The change in capital outlay growth subtracts \$14, \$12, and \$12 per ADM from each respective category (K-4, 5-8, and 9-12) for the FY10 fiscal year in all future calculations. Because the growth is driven by ADM, there is the potential for an increase in the negative impact, particularly within systems experiencing an annual increase in ADMs.

- [Change in Capital Outlay Growth](#)
- [FY11 BEP Capital Reduction Impact](#)
- [FY10 Capital Analysis Impact](#)

Race to the Top: Scopes of Work Summary

In order to assess the specific ways districts are using new education dollars, the committee reviewed Race to the Top, Scopes of Work for 15 districts.

Of the fifteen districts, proposed strategies focused on the following primary areas:

- Hiring instructional / data coaches.
- Developing principal leadership academies
- Ongoing professional development related to formative and summative assessments.
- STEM related collaboration with Batelle for Kids
- Training on the Common Core Standards and Curriculum Alignment
- Other strategies included providing alternative graduation pathways for students, expanding before- and after-school remediation, and implementing benchmark assessments for grades PreK – 2.

For additional information. See, [Scopes of Work Summary for 15 Districts](#)

Technology Implications for Online Assessments

The State of Tennessee is part of a 26 [state online testing consortium](#), administering assessments aligned to the [Common Core Curriculum Standards](#). The consortium received \$170 million in federal funds. Successful implementation of the project will depend on a robust technology infrastructure.

The committee discussed the need to provide greater support for technology within formula. The Department of Education provided an update on the technology needs for online state testing in compliance with the Partnership for the Assessment of Readiness for College and Careers (PARCC) Consortium. The Department noted that the immediate need is for 3 – 8 and high school web access for both test taking and reporting. Bandwidth is of a greater concern than access to computers. It was suggested that the Review Committee consider whether increased demands for technology infrastructure are a 1) one-time expense, 2) ongoing expense, or 3) combination. The Review Committee noted that the \$20 million in the BEP since 1992 has remained unchanged.

BEP Salary Equity Analysis

Background

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

Total teacher compensation is a procedure that compares instructional salary and health benefit differences *independent* of variation in local teacher training and experience. Total teacher compensation analysis also controls for variation in the local health plans selected by teachers. The central tenets of this methodology include (Appendix A):

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

Discussion

Maximum versus Minimum: In 2003, before the infusion of salary equity dollars, the maximum versus minimum weighted average salary disparity was 45.75%. For the past five years, up to 2009, the maximum versus minimum disparity averaged 36.91%, below 2003 levels. This is the second year in which a noticeable increase in the weighted average salary disparity was observed, increasing from 37.86% in 2009 to 40.59% in 2010.

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

Coefficient of Variation: The Coefficient of Variation (CoV) is a representation of how closely values are clustered around the average. In 2003, before the infusion of salary equity funds, the CoV for total teacher compensation was 0.0787. The value of the CoV decreased in 2004 from 0.0787 to 0.0691, signifying a decrease in disparity. For the

immediate year, the CoV increased from 0.0747 to 0.0764. This represents an increase in salary disparity in comparison to 2009.

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

Statewide Weighted Average Salary: Using the total teacher compensation methodology, the statewide weighted average salary for Tennessee is \$41,961, an increase of \$4,499 from the baseline year of 2004. When weighted average insurance paid by school districts is included, the average increases to \$48,270, an increase of \$6,139 from the baseline year of 2004. This is the second year in which the annual increase in the average weighted salary and insurance are both below \$500.

Year	Weighted Average Salary	Change		Weighted Average Salary & Weighted Average Insurance	Change
2004	\$37,462			\$42,131	
2005	\$38,114	\$652		\$43,267	\$1,136
2006	\$38,972	\$858		\$44,284	\$1,017
2007	\$40,091	\$1,119		\$45,704	\$1,420
2008	\$41,441	\$1,350		\$47,434	\$1,730
2009	\$41,758	\$317		\$47,854	\$420
2010	\$41,961	\$203		\$48,270	\$416
Change Since 2004		\$4,499		Change Since 2004	\$6,139

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

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

It is important to note that the reasons for regional increases in salary disparity are varied.

For example, in the Nashville Metropolitan area, the number one ranked system in 2004 for total teacher compensation dropped to the fifth ranked system in 2010 (See page 30). In the Greenville and Cookeville regions, the top 3 ranked systems in 2004 are not the same as the top 3 systems in 2010 (See pages 32 and 37, respectively).

APPENDICES

APPENDIX A.1: Total Teacher Compensation Methodology

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

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

APPENDIX A.2: Total Teacher Compensation Summary

	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	TOTAL COMPENSATION
2003			
Max versus Min	45.75%	155.79%	45.28%
Coefficient of Variation	0.0791	0.1890	0.0787
2004			
Max versus Min	35.07%	185.64%	36.94%
Coefficient of Variation	0.0688	0.1894	0.0691
2005			
Max versus Min	35.60%	155.79%	37.82%
Coefficient of Variation	0.0696	0.1890	0.0703
2006			
Max versus Min	35.49%	138.76%	37.93%
Coefficient of Variation	0.0703	0.1863	0.0717
2007			
Max versus Min	35.36%	127.42%	37.98%
Coefficient of Variation	0.0722	0.1792	0.0726
2008			
Max versus Min	35.23%	126.44%	37.63%
Coefficient of Variation	0.0715	0.1760	0.0712
2009			
Max versus Min	37.86%	228.15%	39.65%
Coefficient of Variation	0.0745	0.1927	0.0747
2010			
Max versus Min	40.59%	206.64%	41.81%
Coefficient of Variation	0.0748	0.1942	0.0764

APPENDIX A.3: Regional Disparity Methodology

All Calculations are Based on Total Teacher Compensation Data

Calculation of Dollar Disparity:

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

Calculation of Percentage Disparity:

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

Calculation of Change in Dollar Disparity:

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

APPENDIX A.4: Regional Disparity Summary

Region	Immediate Trend <i>FY 010 to FY 09</i>	General Trend (6 Years) <i>Comparison of FY010 to FY04</i>
Nashville	Increase	Increase Increase in 8 surrounding systems
Dyersburg	Increase	Decrease Increase in 1 surrounding systems Decrease in 11 surrounding systems
Greenville	Increase	Increase Increase in 9 surrounding systems
Chattanooga	Mixed (Decrease)	Increase Increase in 9 surrounding systems
Knoxville	Increase	Decrease Decrease in 10 surrounding systems Increase in 3 surrounding systems
Jackson	Increase	Decrease Increase in 5 surrounding systems Decrease in 15 surrounding systems
Clarksville	Increase	Increase Increase in 5 surrounding systems
Memphis	Increase	Increase Increase in 3 surrounding systems Decrease in 1 surrounding systems
Cookeville	Mixed (Decrease)	Increase Increase in 7 surrounding systems
Tri-Cities	Increase	Mixed Increase in 6 surrounding systems Decrease in 5 surrounding systems
Franklin	Decrease	Increase Increase in 8 surrounding systems Decrease in 1 surrounding systems

REGIONAL DOLLAR DISPARITY
General Trend over 6 years

General DECREASING Trend (6 Years)

3 Total County Regions

General MIXED Trend (6 Years)

1 Total County Region

General INCREASING Trend (6 Years)

7 Total County Regions

APPENDIX A.5: Regions Defined (11 Total)

Nashville
Davidson County
Franklin SSD
Williamson County
Murfreesboro City
Rutherford County
Sumner County
Robertson County
Cheatham County
Lebanon SSD
Wilson County

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

Chattanooga
Hamilton County
Cleveland City
Bradley County
Meigs County
Dayton City
Sequatchie County
Rhea County
Marion County
Richard City
Bledsoe County

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

Greenville
Johnson City
Greeneville City
Hamblen County
Newport City
Washington County
Rogersville City
Hawkins County
Unicoi County
Greene County
Cocke County

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

APPENDIX A.5: Regions Defined (11 Total)

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

Clarksville
Montgomery County
Robertson County
Cheatham County
Stewart County
Dickson County
Houston County

Memphis
Memphis City
Shelby County
Tipton County
Haywood County
Fayette County

Franklin
Davidson County
Franklin SSD
Williamson County
Murfreesboro City
Rutherford County
Maury County
Marshall County
Cheatham County
Hickman County
Dickson County

Cookeville
Putnam County
Cumberland County
Smith County
Fentress County
DeKalb County
Jackson County
Overton County
White County

Appendix A.6.
Salary Equity Analysis Exhibits

	SCHOOL SYSTEM	Weighted Average Salary	Weighted Average Insurance	Compensation
10	Anderson County	\$42,454.43	\$6,292.84	\$48,747.28
11	Clinton City	\$43,775.86	\$5,807.58	\$49,583.44
12	Oak Ridge	\$51,073.24	\$6,688.19	\$57,761.43
20	Bedford County	\$41,955.80	\$6,493.85	\$48,449.64
30	Benton County	\$40,723.85	\$6,941.64	\$47,665.49
40	Bledsoe County	\$38,729.79	\$5,933.15	\$44,662.94
50	Blount County	\$44,385.16	\$7,104.13	\$51,489.29
51	Alcoa City	\$48,785.34	\$7,582.28	\$56,367.62
52	Maryville City	\$49,497.40	\$8,076.94	\$57,574.34
60	Bradley County	\$45,463.46	\$6,482.24	\$51,945.70
61	Cleveland City	\$44,920.50	\$6,438.49	\$51,358.99
70	Campbell County	\$38,953.78	\$7,239.88	\$46,193.67
80	Cannon County	\$40,591.47	\$6,548.78	\$47,140.24
90	Carroll County	\$39,129.79	\$5,950.55	\$45,080.34
92	Hollow Rock- Bruceton SSD	\$38,797.04	\$4,549.71	\$43,346.76
93	Huntingdon SSD	\$40,056.54	\$5,149.77	\$45,206.31
94	McKenzie SSD	\$40,901.67	\$5,354.13	\$46,255.79
95	South Carroll SSD	\$39,363.48	\$4,177.62	\$43,541.11
97	West Carroll SSD	\$38,756.37	\$4,827.49	\$43,583.86
100	Carter County	\$39,251.59	\$6,994.48	\$46,246.07
101	Elizabethton City	\$42,593.73	\$6,484.86	\$49,078.59
110	Cheatham County	\$41,208.85	\$7,621.34	\$48,830.20
120	Chester County	\$39,262.91	\$5,685.45	\$44,948.36
130	Claiborne County	\$38,583.99	\$4,448.97	\$43,032.96
140	Clay County	\$38,175.70	\$4,388.59	\$42,564.29
150	Cocke County	\$39,675.52	\$6,319.88	\$45,995.40
151	Newport City	\$41,067.22	\$5,735.90	\$46,803.12
160	Coffee County	\$41,761.07	\$7,112.41	\$48,873.48
161	Manchester City	\$45,811.01	\$6,941.71	\$52,752.71
162	Tullahoma City	\$44,286.97	\$7,734.52	\$52,021.49
170	Crockett County	\$40,678.33	\$5,279.54	\$45,957.87
171	Alamo City	\$40,605.22	\$4,388.63	\$44,993.85
172	Bells City	\$42,264.31	\$5,266.36	\$47,530.67
180	Cumberland County	\$38,866.31	\$8,022.87	\$46,889.18
190	Davidson County	\$48,489.03	\$5,572.24	\$54,061.27
200	Decatur County	\$40,128.79	\$4,549.83	\$44,678.63
210	DeKalb County	\$39,993.65	\$5,594.82	\$45,588.47
220	Dickson County	\$42,365.07	\$5,660.35	\$48,025.42
230	Dyer County	\$41,721.25	\$5,932.45	\$47,653.70
231	Dyersburg City	\$44,923.89	\$6,727.78	\$51,651.67
240	Fayette County	\$39,990.95	\$5,314.12	\$45,305.07
250	Fentress County	\$38,578.04	\$7,945.64	\$46,523.68
260	Franklin County	\$41,799.41	\$6,996.60	\$48,796.01
271	Humboldt City	\$40,329.14	\$5,570.17	\$45,899.31
272	Milan SSD	\$39,738.11	\$5,633.81	\$45,371.92

	SCHOOL SYSTEM	Weighted Average Salary	Weighted Average Insurance	Compensation
273	Trenton SSD	\$39,304.34	\$5,149.76	\$44,454.10
274	Bradford SSD	\$38,364.33	\$5,053.83	\$43,418.17
275	Gibson SSD	\$40,133.41	\$5,084.19	\$45,217.61
280	Giles County	\$39,916.63	\$6,941.69	\$46,858.32
290	Grainger County	\$39,455.37	\$6,752.77	\$46,208.14
300	Greene County	\$40,690.03	\$6,596.32	\$47,286.35
301	Greeneville City	\$43,801.21	\$6,052.81	\$49,854.02
310	Grundy County	\$39,624.96	\$6,152.38	\$45,777.34
320	Hamblen County	\$42,599.58	\$7,083.45	\$49,683.04
330	Hamilton County	\$45,433.54	\$10,089.35	\$55,522.88
340	Hancock County	\$38,175.70	\$3,992.83	\$42,168.53
350	Hardeman County	\$41,325.43	\$6,890.58	\$48,216.01
360	Hardin County	\$39,318.31	\$6,530.50	\$45,848.82
370	Hawkins County	\$39,627.41	\$6,743.45	\$46,370.86
371	Rogersville City	\$43,292.39	\$6,654.67	\$49,947.06
380	Haywood County	\$41,543.30	\$6,165.24	\$47,708.54
390	Henderson County	\$40,617.69	\$5,314.67	\$45,932.36
391	Lexington City	\$40,750.35	\$6,228.98	\$46,979.32
400	Henry County	\$42,208.22	\$6,688.89	\$48,897.11
401	Paris SSD	\$44,962.94	\$6,104.90	\$51,067.83
410	Hickman County	\$40,170.92	\$5,985.53	\$46,156.45
420	Houston County	\$40,781.39	\$5,449.77	\$46,231.16
430	Humphreys County	\$40,455.12	\$6,586.46	\$47,041.58
440	Jackson County	\$38,781.37	\$5,292.79	\$44,074.16
450	Jefferson County	\$40,081.37	\$6,994.54	\$47,075.91
460	Johnson County	\$39,074.77	\$5,687.33	\$44,762.09
470	Knox County	\$44,229.44	\$5,607.27	\$49,836.71
480	Lake County	\$39,418.57	\$6,224.27	\$45,642.84
490	Lauderdale County	\$41,867.77	\$7,919.31	\$49,787.08
500	Lawrence County	\$39,322.85	\$6,939.65	\$46,262.50
510	Lewis County	\$38,900.67	\$4,598.09	\$43,498.76
520	Lincoln County	\$40,683.10	\$6,695.11	\$47,378.21
521	Fayetteville City	\$42,995.78	\$6,305.85	\$49,301.63
530	Loudon County	\$41,674.87	\$6,996.59	\$48,671.46
531	Lenoir City	\$44,645.35	\$6,688.19	\$51,333.53
540	McMinn County	\$43,618.01	\$5,742.26	\$49,360.27
541	Athens City	\$46,825.24	\$6,996.58	\$53,821.82
542	Etowah City	\$43,300.23	\$5,590.52	\$48,890.75
550	McNairy County	\$39,430.15	\$5,797.24	\$45,227.38
560	Macon County	\$39,874.42	\$5,945.54	\$45,819.96
570	Madison County	\$43,453.33	\$4,987.93	\$48,441.26
580	Marion County	\$40,566.76	\$6,821.12	\$47,387.87
581	Richard City	\$40,486.60	\$3,992.83	\$44,479.43
590	Marshall County	\$42,736.73	\$7,118.06	\$49,854.79
600	Maury County	\$43,733.18	\$6,941.67	\$50,674.85
610	Meigs County	\$43,551.42	\$6,764.17	\$50,315.58
620	Monroe County	\$40,981.83	\$8,019.12	\$49,000.95
621	Sweetwater City	\$43,276.89	\$7,350.44	\$50,627.34

	SCHOOL SYSTEM	Weighted Average Salary	Weighted Average Insurance	Compensation
630	Montgomery County	\$45,739.08	\$8,815.45	\$54,554.53
640	Moore County	\$40,599.38	\$7,021.81	\$47,621.19
650	Morgan County	\$39,305.42	\$5,742.26	\$45,047.68
660	Obion County	\$41,635.93	\$6,975.81	\$48,611.74
661	Union City	\$40,660.26	\$7,349.06	\$48,009.32
670	Overton County	\$39,040.71	\$6,996.69	\$46,037.41
680	Perry County	\$38,575.69	\$4,189.77	\$42,765.46
690	Pickett County	\$38,302.07	\$3,949.77	\$42,251.84
700	Polk County	\$42,952.39	\$6,996.58	\$49,948.98
710	Putnam County	\$43,194.59	\$7,875.57	\$51,070.17
720	Rhea County	\$40,744.05	\$6,996.58	\$47,740.63
721	Dayton City	\$41,234.04	\$7,168.64	\$48,402.68
730	Roane County	\$43,673.70	\$7,706.23	\$51,379.93
740	Robertson County	\$41,786.67	\$8,468.47	\$50,255.14
750	Rutherford County	\$45,889.36	\$8,663.10	\$54,552.46
751	Murfreesboro City	\$47,769.27	\$6,405.09	\$54,174.35
760	Scott County	\$38,881.17	\$6,363.31	\$45,244.49
761	Oneida SSD	\$38,605.73	\$6,255.37	\$44,861.10
770	Sequatchie County	\$41,427.54	\$6,472.41	\$47,899.95
780	Sevier County	\$44,196.17	\$6,556.92	\$50,753.09
790	Shelby County	\$52,619.33	\$4,689.53	\$57,308.86
791	Memphis City	\$53,671.63	\$6,049.49	\$59,721.11
800	Smith County	\$39,725.98	\$6,895.01	\$46,620.98
810	Stewart County	\$41,048.76	\$7,021.81	\$48,070.57
820	Sullivan County	\$40,832.75	\$6,761.13	\$47,593.88
821	Bristol City	\$48,166.68	\$6,146.23	\$54,312.91
822	Kingsport City	\$49,389.68	\$5,995.18	\$55,384.85
830	Sumner County	\$44,234.00	\$7,430.62	\$51,664.63
840	Tipton County	\$45,760.51	\$7,073.02	\$52,833.53
850	Trousdale County	\$38,179.45	\$3,933.86	\$42,113.31
860	Unicoi County	\$40,126.96	\$7,143.82	\$47,270.78
870	Union County	\$40,441.35	\$6,766.85	\$47,208.20
880	Van Buren County	\$39,270.69	\$4,055.16	\$43,325.85
890	Warren County	\$41,762.70	\$4,592.83	\$46,355.53
900	Washington County	\$41,680.19	\$7,290.04	\$48,970.23
901	Johnson City	\$49,218.41	\$5,365.34	\$54,583.75
910	Wayne County	\$38,421.44	\$4,689.81	\$43,111.25
920	Weakley County	\$40,053.27	\$5,190.81	\$45,244.08
930	White County	\$40,419.82	\$6,847.22	\$47,267.04
940	Williamson County	\$45,601.07	\$12,062.68	\$57,663.75
941	Franklin SSD	\$49,165.68	\$6,780.92	\$55,946.60
950	Wilson County	\$42,285.86	\$6,400.01	\$48,685.87
951	Lebanon SSD	\$43,916.75	\$3,933.86	\$47,850.61
	AVERAGE AMOUNT	\$41,961.28	\$6,308.50	\$48,269.78

SCHOOL SYSTEM	WEIGHTED	WEIGHTED	CURRENT RANKING	RANKING CHANGE	WEIGHTED	WEIGHTED	CURRENT RANKING	RANKING CHANGE	SALARY PLUS	SALARY PLUS	CURRENT RANKING	RANKING CHANGE
	AVERAGE SALARY 05*	AVERAGE SALARY 10			AVERAGE INSURANCE 05	AVERAGE INSURANCE 10			INSURANCE 05	INSURANCE 10		
10 Anderson County	\$37,904.77	\$42,454.43	46	7	\$4,273.68	\$6,292.84	75	11	\$42,178.44	\$48,747.28	52	12
11 Clinton City	\$39,958.91	\$43,775.86	31	(3)	\$4,493.04	\$5,807.58	91	(12)	\$44,451.95	\$49,593.44	41	(8)
12 Oak Ridge	\$46,104.27	\$51,073.24	3	0	\$4,927.04	\$6,888.19	57	7	\$51,031.31	\$57,761.43	2	1
20 Bedford County	\$38,346.69	\$41,955.80	51	(2)	\$5,378.20	\$6,493.85	65	(28)	\$43,722.90	\$48,449.64	58	(14)
30 Benton County	\$38,221.63	\$40,723.85	74	26	\$5,367.48	\$6,941.64	42	(2)	\$41,589.11	\$47,665.49	67	9
40 Bledsoe County	\$38,116.61	\$39,729.79	128	(19)	\$3,827.31	\$5,933.15	89	20	\$39,042.82	\$44,662.94	120	(5)
50 Blount County	\$40,440.21	\$44,385.16	24	(3)	\$4,944.89	\$7,104.13	25	37	\$45,385.10	\$51,489.29	23	1
51 Alcoa City	\$44,427.76	\$48,795.34	8	(1)	\$5,584.28	\$7,582.28	15	3	\$50,012.04	\$56,367.62	6	(1)
52 Maryville City	\$44,964.59	\$49,497.40	4	1	\$4,264.79	\$8,076.94	6	83	\$49,229.38	\$57,574.34	4	3
60 Bradley County	\$39,129.74	\$45,463.46	18	15	\$4,408.68	\$6,482.24	67	14	\$43,538.42	\$51,945.70	20	24
61 Cleveland City	\$39,832.07	\$44,920.50	22	7	\$4,855.73	\$6,438.49	69	(3)	\$44,687.81	\$51,358.99	25	3
70 Campbell County	\$35,951.67	\$39,953.78	119	0	\$6,200.20	\$7,239.88	20	(17)	\$42,152.17	\$46,193.67	94	(29)
80 Cannon County	\$38,449.43	\$40,691.47	82	(39)	\$4,266.49	\$6,548.78	63	25	\$42,715.92	\$47,140.24	78	(23)
90 Carroll County	\$38,423.69	\$39,129.79	116	(29)	\$3,071.39	\$5,950.55	87	45	\$39,495.08	\$45,050.34	113	11
92 Hollow Rock-Bruceston SSD	\$36,181.65	\$38,797.04	123	(21)	\$3,471.34	\$4,549.71	125	(4)	\$39,652.99	\$43,346.76	128	(7)
93 Huntingdon SSD	\$35,530.13	\$40,056.54	94	38	\$3,371.38	\$5,149.77	114	11	\$38,901.51	\$45,206.31	112	22
94 McKenzie SSD	\$36,017.81	\$40,801.67	89	42	\$3,755.80	\$5,354.13	107	4	\$39,773.61	\$48,256.79	90	28
95 South Carroll SSD	\$35,985.83	\$39,383.48	108	7	\$3,416.58	\$4,177.62	130	(9)	\$39,402.40	\$43,541.11	125	1
97 West Carroll SSD	\$36,100.65	\$38,756.37	125	(17)	\$3,412.60	\$4,827.49	119	5	\$39,513.26	\$43,583.86	124	(1)
100 Carter County	\$36,200.97	\$39,251.59	115	(14)	\$5,360.51	\$6,994.48	37	(11)	\$41,581.48	\$46,246.07	91	(14)
101 Elizabethton City	\$39,017.38	\$42,593.73	46	(11)	\$4,984.07	\$6,484.86	66	(10)	\$44,001.43	\$49,078.59	44	(7)
110 Cheatham County	\$37,995.40	\$41,208.85	85	(11)	\$5,920.80	\$7,821.34	14	(4)	\$43,816.20	\$48,830.20	50	(10)
120 Chester County	\$36,011.29	\$39,262.91	114	(2)	\$4,836.87	\$5,685.45	97	(23)	\$40,648.16	\$44,948.36	116	(14)
130 Claiborne County	\$35,950.42	\$38,583.99	128	(8)	\$3,235.50	\$4,448.97	126	1	\$39,185.92	\$43,032.96	131	(1)
140 Clay County	\$35,530.13	\$38,175.70	135	(3)	\$3,071.39	\$4,388.59	128	4	\$38,801.52	\$42,564.29	133	3
150 Cooke County	\$35,815.60	\$39,075.52	102	24	\$5,181.30	\$6,319.88	73	(24)	\$40,996.90	\$45,995.40	97	0
151 Newport City	\$35,737.52	\$41,087.22	66	63	\$5,371.08	\$5,735.90	95	(58)	\$41,108.60	\$46,803.12	84	8
160 Coffee County	\$37,498.71	\$41,781.07	24	5	\$5,379.80	\$7,112.41	24	8	\$42,878.51	\$48,873.48	49	4
161 Manchester City	\$40,016.15	\$45,811.01	14	13	\$5,378.07	\$6,941.71	39	(8)	\$45,393.22	\$52,752.71	18	5
162 Tullahoma City	\$40,878.89	\$44,286.97	25	(5)	\$5,952.18	\$7,734.52	12	(3)	\$46,830.85	\$52,021.49	19	(3)
170 Crockett County	\$36,400.99	\$40,678.33	77	11	\$3,753.98	\$5,279.54	111	1	\$40,154.97	\$45,957.87	98	11
171 Alamo City**	\$35,530.13	\$40,605.22	80	52	\$3,412.68	\$4,388.63	127	(4)	\$38,942.81	\$44,993.85	115	18
172 Bells City	\$38,473.94	\$42,284.31	49	(7)	\$4,095.16	\$5,266.36	112	(14)	\$42,569.10	\$47,530.67	71	(12)
180 Cumberland County	\$35,880.95	\$38,886.31	122	2	\$6,178.64	\$8,022.87	7	(3)	\$42,059.59	\$46,899.18	82	(16)
190 Davidson County	\$45,354.20	\$48,489.03	9	(5)	\$5,357.13	\$5,572.24	103	(61)	\$50,711.33	\$54,061.27	15	(11)
200 Decatur County	\$36,291.51	\$40,128.79	91	3	\$3,671.28	\$4,549.83	124	(7)	\$39,962.79	\$44,678.63	119	(5)
210 DeKalb County	\$37,076.07	\$39,993.65	96	(27)	\$4,305.53	\$5,594.82	101	(17)	\$41,381.61	\$45,598.47	105	(24)
220 Dickson County	\$38,420.57	\$42,385.07	47	(2)	\$4,255.53	\$5,660.35	98	(8)	\$42,676.10	\$48,025.42	61	(4)
230 Dyer County	\$38,850.62	\$41,721.25	57	(21)	\$4,592.74	\$5,932.45	90	(13)	\$43,243.38	\$47,653.70	68	(21)
231 Dyersburg City	\$41,382.95	\$44,923.89	21	(7)	\$5,709.55	\$6,727.78	54	(39)	\$47,092.50	\$51,651.67	22	(8)
240 Fayette County	\$37,152.31	\$39,990.95	97	(30)	\$4,111.47	\$5,314.12	109	(13)	\$41,263.79	\$45,305.07	107	(20)
250 Fentress County	\$35,950.20	\$38,578.04	129	(8)	\$5,413.11	\$7,945.64	9	16	\$41,363.31	\$46,523.68	86	(3)
260 Franklin County	\$36,756.33	\$41,799.41	53	23	\$4,961.38	\$6,996.60	31	29	\$41,717.70	\$48,796.01	51	22
271 Humboldt City	\$35,752.36	\$40,329.14	88	40	\$3,730.34	\$5,570.17	104	10	\$39,482.70	\$45,899.31	100	25
272 Milan SSD	\$35,949.71	\$39,738.11	100	22	\$4,014.14	\$5,633.81	99	3	\$39,963.85	\$45,371.92	108	7
273 Trenton SSD	\$35,874.09	\$39,304.34	112	13	\$3,671.38	\$5,149.76	115	0	\$39,545.47	\$44,454.10	122	0
274 Bradford SSD	\$35,718.68	\$38,384.33	132	(2)	\$3,671.28	\$5,053.83	117	(1)	\$39,389.86	\$43,418.17	127	0
275 Gibson SSD	\$36,589.93	\$40,133.41	90	(10)	\$3,948.80	\$5,084.19	116	(13)	\$40,538.74	\$45,217.61	111	(7)
280 Giles County	\$36,424.64	\$39,916.83	98	(12)	\$5,378.07	\$6,941.69	40	(7)	\$41,802.71	\$46,858.32	83	(13)
290 Grainger County	\$36,364.30	\$39,455.37	105	(13)	\$4,712.71	\$6,752.77	52	19	\$41,077.02	\$46,208.14	93	2
300 Greene County	\$36,349.59	\$40,690.03	75	18	\$4,945.07	\$6,596.32	60	1	\$41,294.68	\$47,286.36	74	12
301 Greeneville City	\$41,061.52	\$43,801.21	30	(13)	\$4,731.62	\$6,052.81	83	(13)	\$45,793.14	\$49,854.02	37	(17)
310 Grundy County	\$36,372.83	\$39,624.96	104	(14)	\$3,879.82	\$6,152.38	80	26	\$40,252.45	\$45,777.34	103	4
320 Hamblen County	\$36,972.61	\$42,599.58	44	28	\$6,002.65	\$7,083.45	26	(18)	\$42,975.26	\$49,693.04	40	11
330 Hamilton County	\$41,162.57	\$45,433.54	19	(3)	\$5,057.80	\$10,089.35	2	60	\$46,220.17	\$55,522.88	8	10
340 Hancock County	\$35,530.13	\$38,175.70	135	(3)	\$3,075.40	\$3,992.83	132	(3)	\$38,805.52	\$42,168.53	135	0

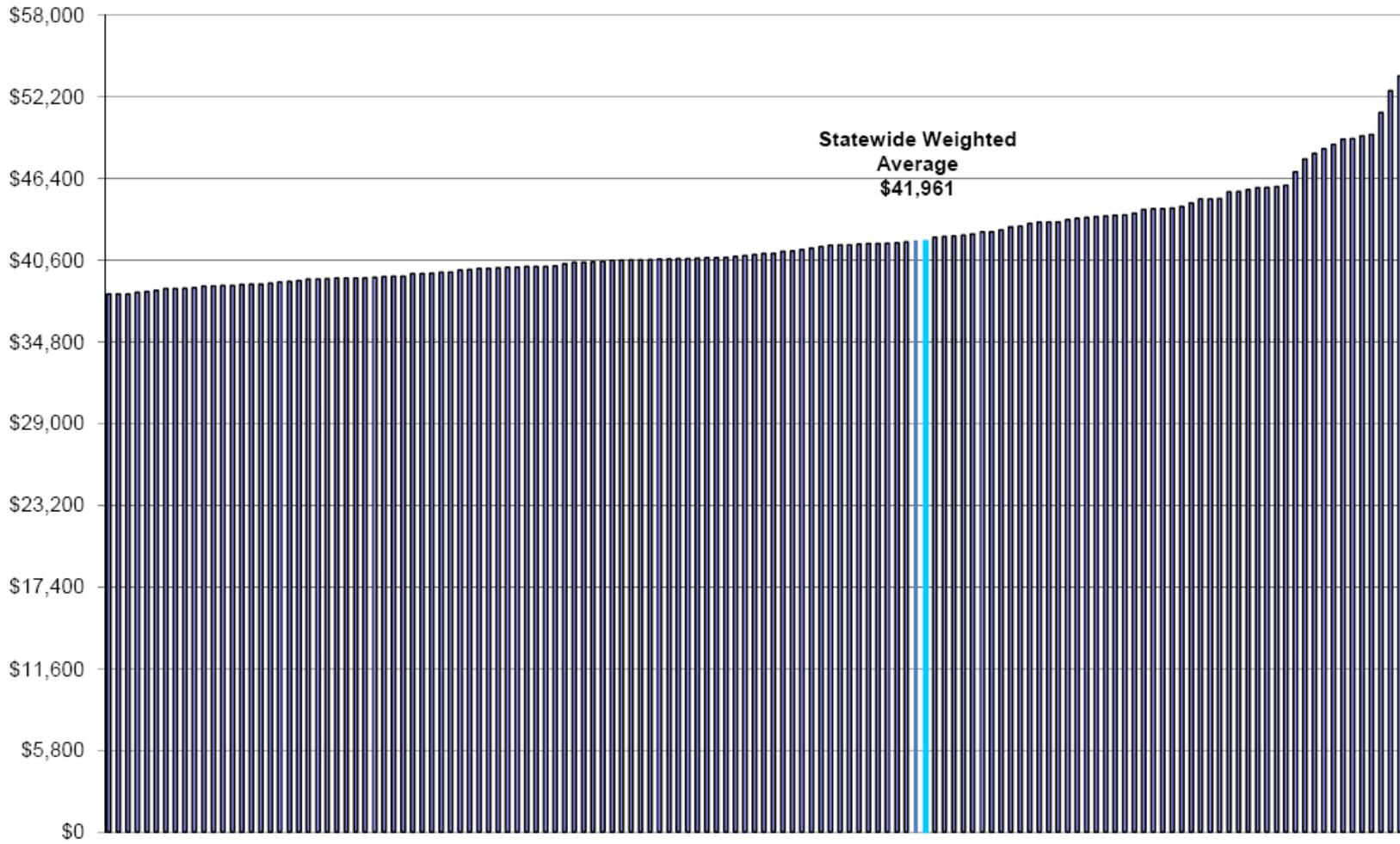
350	Hardeman County	\$38,615.29	\$41,325.43	83	(25)	\$5,571.38	\$6,890.58	45	(28)	\$44,186.65	\$48,216.01	59	(23)
360	Hardin County	\$35,790.04	\$39,318.31	110	17	\$5,349.18	\$6,530.60	64	(21)	\$41,139.21	\$45,848.82	101	(10)
370	Hawkins County	\$36,763.38	\$39,627.41	103	(28)	\$5,191.23	\$6,743.45	53	(7)	\$41,954.61	\$46,370.86	87	(20)
371	Rogersville City	\$38,966.50	\$43,292.39	38	(3)	\$4,209.03	\$6,654.67	59	34	\$43,178.53	\$49,047.06	35	13
380	Haywood County	\$37,960.67	\$41,543.30	81	(9)	\$4,231.44	\$6,165.24	79	12	\$42,192.11	\$47,708.54	66	(3)
390	Henderson County	\$36,585.59	\$40,617.99	79	2	\$4,095.21	\$5,314.67	108	(11)	\$40,880.80	\$45,932.36	99	1
391	Lexington City	\$36,790.62	\$40,750.35	72	2	\$4,299.92	\$6,228.99	77	8	\$41,090.54	\$46,979.32	81	13
400	Henry County	\$36,003.97	\$42,208.22	50	63	\$4,483.54	\$6,888.89	56	24	\$40,487.51	\$48,997.11	47	58
401	Paris SSD	\$37,616.63	\$44,962.94	20	39	\$4,080.10	\$6,104.90	82	18	\$41,696.73	\$51,067.83	28	46
410	Hickman County	\$37,476.10	\$40,170.92	89	(27)	\$5,003.99	\$5,965.53	86	(32)	\$42,480.07	\$46,156.45	95	(34)
420	Houston County	\$36,366.36	\$40,781.39	71	20	\$4,271.30	\$5,449.77	105	(18)	\$40,837.66	\$46,231.16	92	11
430	Humphreys County	\$36,580.89	\$40,455.12	85	(3)	\$4,968.87	\$6,586.46	61	(2)	\$41,549.77	\$47,041.58	80	(2)
440	Jackson County	\$36,166.08	\$38,781.37	124	(21)	\$4,939.04	\$5,292.79	110	(47)	\$41,105.12	\$44,074.16	123	(30)
450	Jefferson County	\$35,984.65	\$40,081.37	93	23	\$5,380.50	\$6,994.54	36	(9)	\$41,365.16	\$47,076.91	79	3
460	Johnson County	\$36,392.81	\$39,074.77	117	(28)	\$3,932.27	\$5,667.33	96	8	\$40,325.08	\$44,762.09	118	(12)
470	Knox County	\$40,389.18	\$44,229.44	27	(5)	\$4,081.42	\$5,607.27	100	(1)	\$44,470.60	\$49,836.71	38	(6)
480	Lake County	\$36,443.51	\$39,418.57	107	(23)	\$4,801.15	\$6,224.27	78	(10)	\$41,244.66	\$45,642.84	104	(18)
490	Lauderdale County	\$38,355.52	\$41,867.77	52	(4)	\$5,871.64	\$7,919.31	10	1	\$44,227.16	\$49,787.08	39	(4)
500	Lawrence County	\$36,125.84	\$39,322.85	109	(3)	\$5,378.07	\$6,939.65	43	(10)	\$41,503.91	\$46,262.50	89	(10)
510	Lewis County	\$36,277.71	\$38,900.67	120	(24)	\$3,473.38	\$4,598.09	122	(2)	\$39,751.09	\$43,498.76	126	(7)
520	Lincoln County	\$36,128.17	\$40,683.10	76	29	\$4,046.38	\$6,895.11	55	46	\$40,174.65	\$47,378.21	73	35
521	Fayetteville City	\$37,581.90	\$42,995.78	41	19	\$4,970.40	\$6,305.85	74	(16)	\$42,552.31	\$49,301.63	43	17
530	Loudon County	\$38,402.46	\$41,674.87	59	(13)	\$5,380.50	\$6,996.59	32	(5)	\$43,782.97	\$48,671.46	54	(13)
531	Lenoir City	\$39,319.96	\$44,645.35	23	8	\$5,167.07	\$6,888.19	67	(7)	\$44,487.03	\$51,333.53	26	5
540	McMinn County	\$38,511.98	\$43,618.01	34	5	\$5,380.50	\$5,742.26	93	(66)	\$43,892.48	\$49,380.27	42	(3)
541	Athens City	\$41,480.44	\$46,825.24	12	1	\$5,380.47	\$6,996.58	33	(2)	\$46,860.91	\$53,821.82	16	(1)
542	Etowah City	\$37,388.67	\$43,300.23	37	29	\$5,562.69	\$5,590.62	102	(62)	\$42,951.36	\$49,990.75	48	4
550	McNairy County	\$36,074.59	\$39,430.15	106	3	\$3,839.47	\$5,797.24	92	16	\$39,914.07	\$45,227.38	110	7
560	Macon County	\$36,543.78	\$39,874.42	99	(16)	\$4,334.05	\$5,945.54	85	(5)	\$40,877.83	\$45,819.96	102	(4)
570	Madison County	\$40,030.20	\$43,453.33	36	(10)	\$2,648.52	\$4,967.93	118	18	\$42,678.71	\$48,441.26	57	(1)
580	Marion County	\$35,971.27	\$40,566.76	83	34	\$5,375.20	\$6,821.12	47	(9)	\$41,346.47	\$47,387.87	72	12
581	Richard City	\$37,852.77	\$40,486.60	84	(29)	\$3,175.35	\$3,992.83	132	(4)	\$41,028.12	\$44,479.43	121	(25)
590	Marshall County	\$38,619.85	\$42,736.73	43	(6)	\$5,664.99	\$7,119.06	23	(7)	\$44,284.83	\$49,854.79	36	(2)
600	Maury County	\$40,251.91	\$43,733.18	32	(8)	\$5,378.04	\$6,941.67	41	(5)	\$45,629.95	\$50,674.85	30	(8)
610	Meigs County	\$40,336.48	\$43,551.42	35	(12)	\$4,837.91	\$6,764.17	60	17	\$45,174.39	\$50,315.58	32	(6)
620	Monroe County	\$38,330.18	\$40,981.83	68	(18)	\$6,172.67	\$8,019.12	8	(3)	\$44,502.85	\$49,000.95	45	(15)
621	Sweetwater City	\$40,165.96	\$43,276.89	39	(14)	\$5,814.99	\$7,350.44	17	(4)	\$45,980.94	\$50,627.34	31	(12)
630	Montgomery County	\$40,686.32	\$45,739.08	16	3	\$4,996.18	\$8,815.45	3	52	\$45,682.50	\$54,554.53	11	10
640	Moore County	\$38,983.01	\$40,599.38	81	(10)	\$5,460.22	\$7,021.81	28	(6)	\$42,443.23	\$47,621.19	69	(7)
650	Morgan County	\$35,530.13	\$39,305.42	111	21	\$4,408.68	\$5,742.26	93	(12)	\$39,938.81	\$45,047.68	114	2
660	Obion County	\$36,958.91	\$41,635.93	80	13	\$4,541.42	\$6,975.81	38	40	\$41,500.34	\$48,811.74	55	25
661	Union City	\$37,441.11	\$40,660.26	78	(14)	\$6,020.99	\$7,349.06	18	(11)	\$43,462.10	\$48,009.32	62	(18)
670	Overton County	\$36,428.46	\$39,040.71	118	(33)	\$4,225.27	\$6,996.69	30	62	\$40,853.73	\$46,037.41	96	5
680	Perry County	\$35,956.43	\$38,575.69	130	(12)	\$3,311.38	\$4,189.77	129	(3)	\$39,267.81	\$42,766.46	132	(3)
690	Pickett County	\$35,904.34	\$38,302.07	133	(10)	\$3,071.39	\$3,949.77	134	(2)	\$38,975.73	\$42,251.84	134	(2)
700	Polk County	\$38,382.18	\$42,952.39	42	5	\$5,195.28	\$6,996.68	33	12	\$43,577.46	\$49,948.98	34	9
710	Putnam County	\$37,442.01	\$43,194.59	40	23	\$6,464.65	\$7,875.57	11	(9)	\$43,906.65	\$51,070.17	27	11
720	Rhea County	\$37,076.43	\$40,744.05	73	(5)	\$4,678.31	\$6,996.58	33	39	\$41,754.74	\$47,740.63	65	6
721	Dayton City	\$37,746.32	\$41,234.04	64	(7)	\$5,364.71	\$7,168.64	21	20	\$43,111.02	\$48,402.68	58	(8)
730	Roane County	\$38,508.67	\$43,673.70	33	7	\$6,043.90	\$7,706.23	13	(7)	\$44,552.67	\$51,379.93	24	5
740	Robertson County	\$38,422.91	\$41,786.67	54	(10)	\$6,774.74	\$8,468.47	5	(4)	\$45,197.65	\$50,255.14	33	(8)
750	Rutherford County	\$41,258.56	\$45,889.36	13	2	\$5,854.05	\$8,863.10	4	8	\$47,112.61	\$54,652.46	12	1
751	Murfreesboro City	\$43,118.30	\$47,769.27	11	(2)	\$5,156.07	\$6,405.09	70	(19)	\$48,274.37	\$54,174.35	14	(4)
760	Scott County	\$36,262.47	\$38,881.17	121	(23)	\$4,891.11	\$6,363.31	72	(7)	\$41,153.58	\$45,244.49	108	(18)
761	Oneida SSD	\$35,993.16	\$38,805.73	127	(13)	\$4,160.90	\$6,255.37	76	18	\$40,154.06	\$44,981.10	117	(7)
770	Sequatchie County	\$37,067.93	\$41,427.54	62	8	\$4,773.68	\$6,472.41	69	1	\$41,841.60	\$47,899.95	63	5
780	Sevier County	\$37,716.94	\$44,196.17	28	30	\$5,041.09	\$6,556.92	62	(9)	\$42,758.03	\$50,753.09	29	25
790	Shelby County	\$48,179.18	\$52,619.33	2	(1)	\$3,928.15	\$4,889.53	121	(16)	\$52,107.33	\$57,308.86	5	(3)
791	Memphis City	\$48,019.64	\$53,671.63	1	1	\$5,181.56	\$6,049.49	84	(36)	\$53,201.20	\$59,721.11	1	0

800	Smith County	\$36,241.27	\$39,725.98	101	(2)	\$5,380.48	\$6,895.01	44	(14)	\$41,621.75	\$46,620.98	85	(10)
810	Stewart County	\$38,002.37	\$41,048.78	67	(16)	\$5,460.22	\$7,021.81	28	(8)	\$43,462.59	\$48,070.57	60	(15)
820	Sullivan County	\$36,627.71	\$40,832.75	70	0	\$5,190.61	\$6,761.13	51	(4)	\$41,818.33	\$47,593.88	70	(1)
821	Bristol City	\$43,083.52	\$48,166.68	10	0	\$4,668.01	\$6,148.23	81	(8)	\$47,751.52	\$54,312.91	13	(1)
822	Kingsport City	\$44,506.08	\$49,389.68	5	1	\$4,607.77	\$5,995.18	85	(9)	\$49,113.82	\$55,384.85	9	(1)
830	Sumner County	\$39,308.70	\$44,234.00	26	6	\$5,737.21	\$7,430.62	16	(2)	\$45,045.90	\$51,664.63	21	6
840	Tipton County	\$40,941.64	\$45,760.51	15	3	\$5,452.93	\$7,073.02	27	(3)	\$46,394.58	\$52,833.53	17	0
850	Trousdale County	\$36,280.28	\$38,179.45	134	(39)	\$3,771.38	\$3,933.86	135	(25)	\$40,051.66	\$42,113.31	136	(25)
860	Unicoi County	\$36,266.81	\$40,126.96	92	5	\$5,468.57	\$7,143.82	22	(1)	\$41,735.37	\$47,270.78	75	(3)
870	Union County	\$37,837.23	\$40,441.35	86	(30)	\$3,504.17	\$6,766.85	49	70	\$41,341.40	\$47,208.20	77	8
880	Van Buren County	\$36,652.72	\$39,270.89	113	(36)	\$3,075.40	\$4,055.16	131	(1)	\$39,728.11	\$43,326.85	129	(9)
890	Warren County	\$36,056.16	\$41,782.70	55	55	\$3,075.40	\$4,592.83	123	7	\$39,131.56	\$46,356.53	89	43
900	Washington County	\$38,485.26	\$41,660.19	58	(17)	\$4,629.46	\$7,290.04	19	56	\$43,114.72	\$48,970.23	48	3
901	Johnson City	\$42,915.39	\$49,218.41	6	5	\$4,983.96	\$5,365.34	106	(49)	\$47,899.35	\$54,583.75	10	1
910	Wayne County	\$35,682.88	\$38,421.44	131	0	\$3,621.38	\$4,889.81	120	(2)	\$39,304.27	\$43,111.25	130	(2)
920	Weakley County	\$36,652.08	\$40,053.27	95	(17)	\$4,119.85	\$5,190.81	113	(18)	\$40,771.93	\$45,244.08	109	(10)
930	White County	\$36,134.83	\$40,419.82	87	17	\$3,871.46	\$6,847.22	46	61	\$40,006.29	\$47,267.04	76	36
940	Williamson County	\$42,707.36	\$45,601.07	17	(5)	\$5,606.33	\$12,062.68	1	16	\$48,313.69	\$57,663.75	3	6
941	Franklin SSD	\$44,125.84	\$49,165.68	7	1	\$5,244.95	\$6,780.92	48	(4)	\$49,370.80	\$55,946.60	7	(1)
950	Wilson County	\$37,415.66	\$42,285.86	48	17	\$3,750.00	\$6,400.01	71	42	\$41,165.66	\$48,686.87	53	36
951	Lebanon SSD	\$39,599.31	\$43,916.75	29	1	\$3,048.80	\$3,933.86	135	0	\$42,648.10	\$47,850.61	64	(6)
AVERAGE AMOUNT		\$38,081.86	\$41,961.28			\$4,668.91	\$6,308.50			\$42,750.77	\$48,269.78		

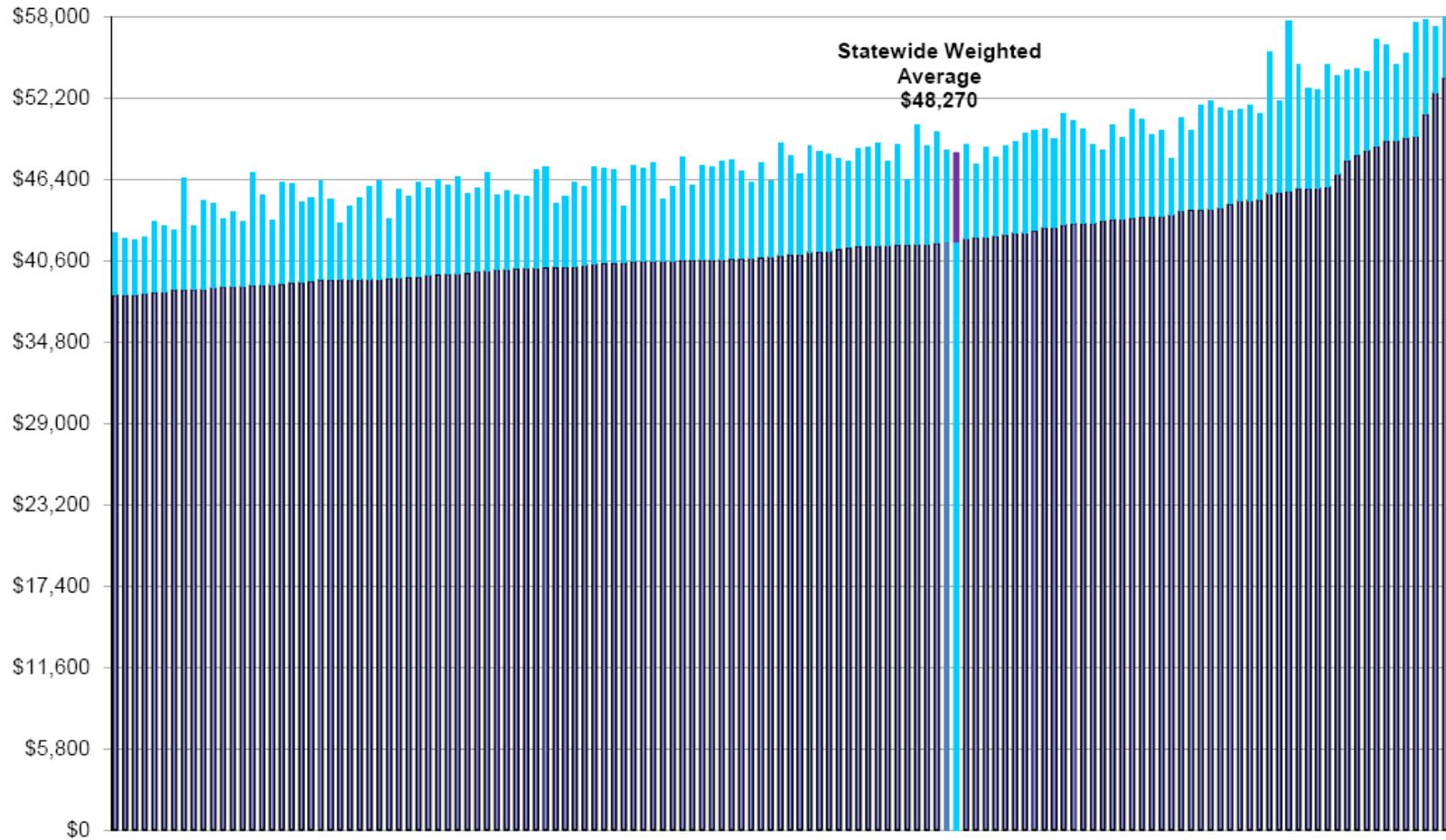
* Based upon revised 2005 salary schedules.

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

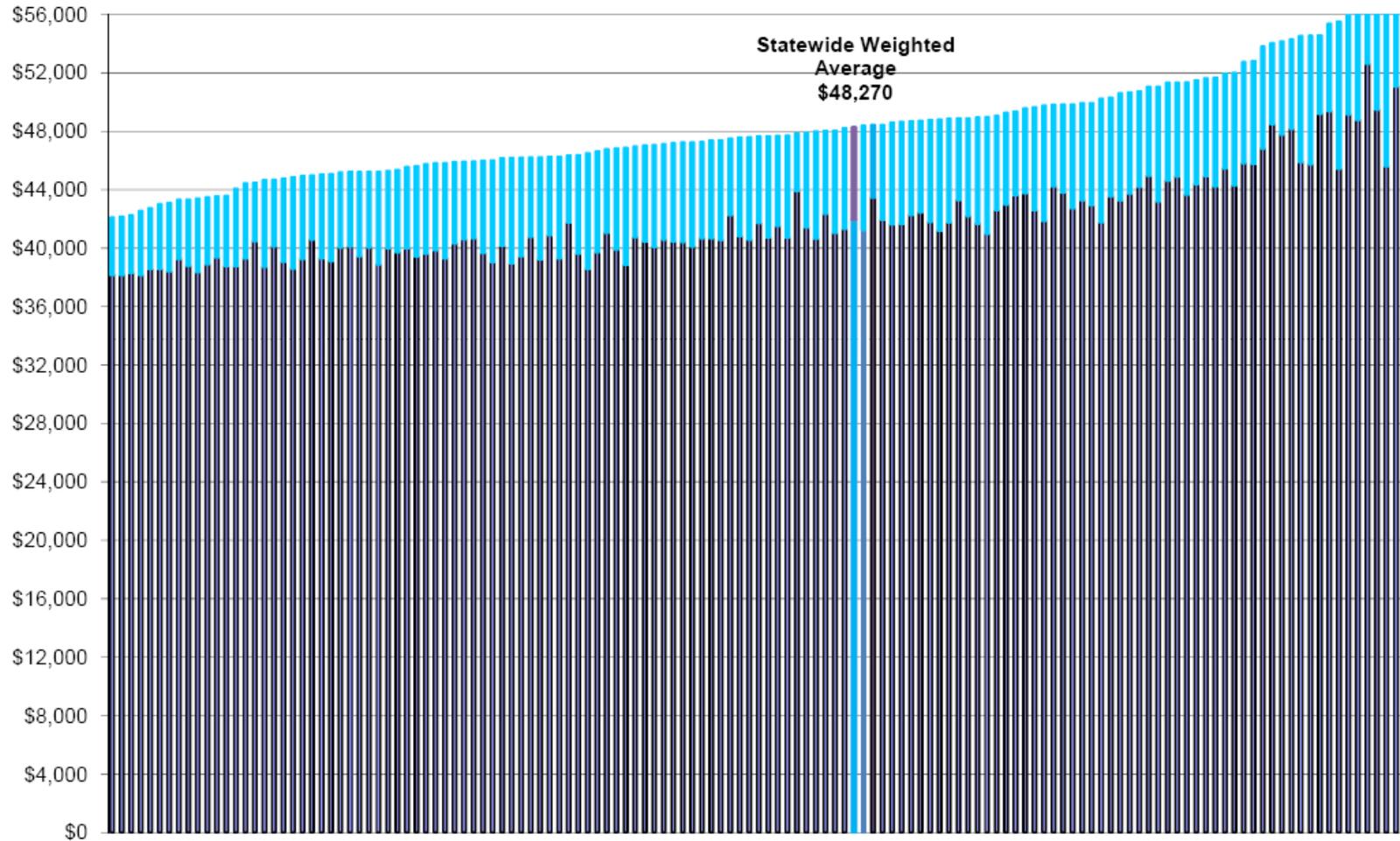
Weighted Average Salary



Weighted Average Salary Plus Health Insurance Paid
Ranked by Average Salary



Weighted Average Salary Plus Health Insurance Paid Ranked by Sum



Appendix A.8
Regional Salary Disparity
Total Teacher Compensation

Nashville	FY 04				FY 10		
	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Davidson County	\$50,094.39			Williamson County	\$57,663.75		
Franklin SSD	\$48,420.39	\$1,673.99	3.34%	Franklin SSD	\$55,946.60	\$1,717.15	2.98%
Williamson County	\$47,840.12	\$2,254.26	4.50%	Rutherford County	\$54,552.46	\$3,111.28	5.40%
Murfreesboro City	\$47,518.00	\$2,576.39	5.14%	Murfreesboro City	\$54,174.35	\$3,489.39	6.05%
Rutherford County	\$46,213.11	\$3,881.27	7.75%	Davidson County	\$54,061.27	\$3,602.47	6.25%
Sumner County	\$44,098.27	\$5,996.11	11.97%	Sumner County	\$51,664.63	\$5,999.12	10.40%
Robertson County	\$43,903.03	\$6,191.35	12.36%	Robertson County	\$50,255.14	\$7,408.61	12.85%
Cheatham County	\$42,819.34	\$7,275.05	14.52%	Cheatham County	\$48,830.20	\$8,833.55	15.32%
Lebanon SSD	\$42,440.85	\$7,653.53	15.28%	Wilson County	\$48,685.87	\$8,977.88	15.57%
Wilson County	\$40,442.33	\$9,652.05	19.27%	Lebanon SSD	\$47,850.61	\$9,813.14	17.02%

Dyersburg	FY 04				FY 10		
	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Dyersburg City	\$46,413.44			Dyersburg City	\$51,651.67		
Union City	\$43,029.29	\$3,384.15	7.29%	Obion County	\$48,611.74	\$3,039.93	5.89%
Dyer County	\$42,401.68	\$4,011.76	8.64%	Union City	\$48,009.32	\$3,642.35	7.05%
Bells City	\$41,925.45	\$4,487.99	9.67%	Dyer County	\$47,653.70	\$3,997.96	7.74%
Lake County	\$40,822.79	\$5,590.65	12.05%	Bells City	\$47,530.67	\$4,121.00	7.98%
Obion County	\$40,683.65	\$5,729.79	12.35%	Crockett County	\$45,957.87	\$5,693.80	11.02%
Alamo City**	\$40,093.10	\$6,320.34	13.62%	Humboldt City	\$45,899.31	\$5,752.36	11.14%
Gibson SSD	\$39,877.66	\$6,535.78	14.08%	Lake County	\$45,642.84	\$6,008.82	11.63%
Milan SSD	\$39,541.42	\$6,872.02	14.81%	Milan SSD	\$45,371.92	\$6,279.75	12.16%
Crockett County	\$39,535.59	\$6,877.85	14.82%	Gibson SSD	\$45,217.61	\$6,434.06	12.46%
Humboldt City	\$39,141.99	\$7,271.45	15.67%	Alamo City**	\$44,993.85	\$6,657.82	12.89%
Trenton SSD	\$39,055.12	\$7,358.32	15.85%	Trenton SSD	\$44,454.10	\$7,197.57	13.93%
Bradford SSD	\$38,967.93	\$7,445.52	16.04%	Bradford SSD	\$43,418.17	\$8,233.50	15.94%

	FY 04				FY 10		
Greenville	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Johnson City	\$46,513.41			Johnson City	\$54,583.75		
Greenville City	\$45,452.16	\$1,061.25	2.28%	Rogersville City	\$49,947.06	\$4,636.69	8.49%
Hamblen County	\$42,535.50	\$3,977.91	8.55%	Washington County	\$48,970.23	\$5,613.52	10.28%
Newport City	\$42,098.24	\$4,415.17	9.49%	Greenville City	\$49,854.02	\$4,729.74	8.67%
Washington County	\$41,760.27	\$4,753.14	10.22%	Hamblen County	\$49,683.04	\$4,900.72	8.98%
Rogersville City	\$41,537.30	\$4,976.11	10.70%	Greene County	\$47,286.35	\$7,297.40	13.37%
Hawkins County	\$41,448.75	\$5,064.66	10.89%	Unicoi County	\$47,270.78	\$7,312.97	13.40%
Unicoi County	\$41,313.20	\$5,200.21	11.18%	Newport City	\$46,803.12	\$7,780.63	14.25%
Greene County	\$40,858.95	\$5,654.46	12.16%	Hawkins County	\$46,370.86	\$8,212.89	15.05%
Cocke County	\$40,660.45	\$5,852.96	12.58%	Cocke County	\$45,995.40	\$8,588.35	15.73%

	FY 04				FY 10		
	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Chattanooga							
Hamilton County	\$45,760.79			Hamilton County	\$55,522.88		
Cleveland City	\$43,981.52	\$1,779.27	3.89%	Bradley County	\$51,945.70	\$3,577.18	6.44%
Bradley County	\$42,733.74	\$3,027.05	6.61%	Cleveland City	\$51,358.99	\$4,163.90	7.50%
Meigs County	\$42,545.95	\$3,214.84	7.03%	Meigs County	\$50,315.58	\$5,207.30	9.38%
Dayton City	\$42,512.41	\$3,248.38	7.10%	Dayton City	\$48,402.68	\$7,120.21	12.82%
Sequatchie County	\$41,419.67	\$4,341.12	9.49%	Sequatchie County	\$47,899.95	\$7,622.94	13.73%
Rhea County	\$41,280.54	\$4,480.24	9.79%	Rhea County	\$47,740.63	\$7,782.25	14.02%
Marion County	\$40,894.51	\$4,866.27	10.63%	Marion County	\$47,387.87	\$8,135.01	14.65%
Richard City	\$40,571.60	\$5,189.19	11.34%	Bledsoe County	\$44,662.94	\$10,859.94	19.56%
Bledsoe County	\$39,068.72	\$6,692.06	14.62%	Richard City	\$44,479.43	\$11,043.45	19.89%

Knoxville	FY 04				FY 10		
	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Oak Ridge	\$51,359.95			Oak Ridge	\$57,761.43		
Alcoa City	\$49,510.75	\$1,849.20	3.60%	Maryville City	\$57,574.34	\$187.09	0.32%
Maryville City	\$48,447.78	\$2,912.17	5.67%	Alcoa City	\$56,367.62	\$1,393.80	2.41%
Blount County	\$44,904.20	\$6,455.75	12.57%	Blount County	\$51,489.29	\$6,272.14	10.86%
Clinton City	\$43,974.76	\$7,385.19	14.38%	Roane County	\$51,379.93	\$6,381.50	11.05%
Roane County	\$43,814.23	\$7,545.72	14.69%	Lenoir City	\$51,333.53	\$6,427.89	11.13%
Lenoir City	\$43,482.81	\$7,877.14	15.34%	Sevier County	\$50,753.09	\$7,008.34	12.13%
Knox County	\$43,329.87	\$8,030.08	15.63%	Knox County	\$49,836.71	\$7,924.72	13.72%
Loudon County	\$43,050.50	\$8,309.45	16.18%	Clinton City	\$49,583.44	\$8,177.99	14.16%
Sevier County	\$42,253.68	\$9,106.27	17.73%	Anderson County	\$48,747.28	\$9,014.15	15.61%
Anderson County	\$41,961.07	\$9,398.89	18.30%	Loudon County	\$48,671.46	\$9,089.97	15.74%
Jefferson County	\$40,943.22	\$10,416.73	20.28%	Union County	\$47,208.20	\$10,553.23	18.27%
Grainger County	\$40,715.40	\$10,644.55	20.73%	Jefferson County	\$47,075.91	\$10,685.52	18.50%
Union County	\$40,093.13	\$11,266.83	21.94%	Grainger County	\$46,208.14	\$11,553.29	20.00%

Jackson	FY 04				FY 10		
	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Hardeman County	\$43,026.06			Madison County	\$48,441.26		
Madison County	\$41,969.69	\$1,056.37	2.46%	Hardeman County	\$48,216.01	\$225.25	0.46%
Bells City	\$41,925.45	\$1,100.61	2.56%	Haywood County	\$47,708.54	\$732.72	1.51%
Haywood County	\$40,891.54	\$2,134.52	4.96%	Bells City	\$47,530.67	\$910.59	1.88%
Lexington City	\$40,464.56	\$2,561.50	5.95%	Lexington City	\$46,979.32	\$1,461.94	3.02%
Chester County	\$40,319.24	\$2,706.82	6.29%	McKenzie SSD	\$46,255.79	\$2,185.47	4.51%
Henderson County	\$40,253.90	\$2,772.16	6.44%	Crockett County	\$45,957.87	\$2,483.39	5.13%
Alamo City**	\$40,093.10	\$2,932.96	6.82%	Henderson County	\$45,932.36	\$2,508.90	5.18%
Gibson SSD	\$39,877.66	\$3,148.40	7.32%	Humboldt City	\$45,899.31	\$2,541.95	5.25%
Milan SSD	\$39,541.42	\$3,484.64	8.10%	Milan SSD	\$45,371.92	\$3,069.34	6.34%
Crockett County	\$39,535.59	\$3,490.47	8.11%	McNairy County	\$45,227.38	\$3,213.88	6.63%
McNairy County	\$39,492.10	\$3,533.96	8.21%	Gibson SSD	\$45,217.61	\$3,223.65	6.65%
McKenzie SSD	\$39,316.13	\$3,709.93	8.62%	Huntingdon SSD	\$45,206.31	\$3,234.95	6.68%
Hollow Rock-Bruceton SSD	\$39,243.64	\$3,782.42	8.79%	Carroll County	\$45,080.34	\$3,360.92	6.94%
Humboldt City	\$39,141.99	\$3,884.07	9.03%	Alamo City**	\$44,993.85	\$3,447.41	7.12%
West Carroll SSD	\$39,091.22	\$3,934.84	9.15%	Chester County	\$44,948.36	\$3,492.90	7.21%
Trenton SSD	\$39,055.12	\$3,970.94	9.23%	Trenton SSD	\$44,454.10	\$3,987.16	8.23%
South Carroll SSD	\$38,980.47	\$4,045.59	9.40%	West Carroll SSD	\$43,583.86	\$4,857.40	10.03%
Bradford SSD	\$38,967.93	\$4,058.14	9.43%	South Carroll SSD	\$43,541.11	\$4,900.15	10.12%
Huntingdon SSD	\$38,942.06	\$4,084.00	9.49%	Bradford SSD	\$43,418.17	\$5,023.09	10.37%
Carroll County	\$38,588.36	\$4,437.70	10.31%	Hollow Rock-Bruceton SSD	\$43,346.76	\$5,094.50	10.52%

	FY 04				FY 10		
Clarksville	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Montgomery County	\$45,002.88			Montgomery County	\$54,554.53		
Robertson County	\$43,903.03	\$1,099.84	2.44%	Robertson County	\$50,255.14	\$4,299.39	7.88%
Cheatham County	\$42,819.34	\$2,183.54	4.85%	Cheatham County	\$48,830.20	\$5,724.33	10.49%
Stewart County	\$42,171.03	\$2,831.84	6.29%	Stewart County	\$48,070.57	\$6,483.96	11.89%
Dickson County	\$41,445.41	\$3,557.47	7.90%	Dickson County	\$48,025.42	\$6,529.11	11.97%
Houston County	\$40,171.29	\$4,831.58	10.74%	Houston County	\$46,231.16	\$8,323.37	15.26%

	FY 04				FY 10		
Memphis	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Memphis City	\$52,782.06			Memphis City	\$59,721.11		
Shelby County	\$51,528.69	\$1,253.37	2.37%	Shelby County	\$57,308.86	\$2,412.26	4.04%
Tipton County	\$43,832.11	\$8,949.95	16.96%	Tipton County	\$52,833.53	\$6,887.58	11.53%
Haywood County	\$40,891.54	\$11,890.51	22.53%	Haywood County	\$47,708.54	\$12,012.57	20.11%
Fayette County	\$40,794.95	\$11,987.11	22.71%	Fayette County	\$45,305.07	\$14,416.04	24.14%

Cookeville	FY 04				FY 10		
	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Putnam County	\$43,475.06			Putnam County	\$51,070.17		
Cumberland County	\$41,654.99	\$1,820.07	4.19%	White County	\$47,267.04	\$3,803.12	7.45%
Smith County	\$41,365.17	\$2,109.89	4.85%	Cumberland County	\$46,889.18	\$4,180.98	8.19%
Fentress County	\$41,059.21	\$2,415.85	5.56%	Smith County	\$46,620.98	\$4,449.18	8.71%
DeKalb County	\$40,868.22	\$2,606.84	6.00%	Fentress County	\$46,523.68	\$4,546.49	8.90%
Jackson County	\$40,712.40	\$2,762.67	6.35%	Overton County	\$46,037.41	\$5,032.76	9.85%
Overton County	\$40,231.80	\$3,243.26	7.46%	DeKalb County	\$45,588.47	\$5,481.69	10.73%
White County	\$39,615.42	\$3,859.64	8.88%	Jackson County	\$44,074.16	\$6,996.00	13.70%

Tri-Cities	FY 04				FY 10		
	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Kingsport City	\$48,588.55			Kingsport City	\$55,384.85		
Bristol City	\$46,852.66	\$1,735.89	3.57%	Johnson City	\$54,583.75	\$801.10	1.45%
Johnson City	\$46,513.41	\$2,075.14	4.27%	Bristol City	\$54,312.91	\$1,071.94	1.94%
Elizabethton City	\$42,939.03	\$5,649.52	11.63%	Rogersville City	\$49,947.06	\$5,437.79	9.82%
Washington County	\$41,760.27	\$6,828.28	14.05%	Elizabethton City	\$49,078.59	\$6,306.27	11.39%
Rogersville City	\$41,537.30	\$7,051.25	14.51%	Washington County	\$48,970.23	\$6,414.62	11.58%
Hawkins County	\$41,448.75	\$7,139.80	14.69%	Sullivan County	\$47,593.88	\$7,790.97	14.07%
Unicoi County	\$41,313.20	\$7,275.35	14.97%	Greene County	\$47,286.35	\$8,098.50	14.62%
Sullivan County	\$41,302.14	\$7,286.41	15.00%	Unicoi County	\$47,270.78	\$8,114.07	14.65%
Carter County	\$41,149.46	\$7,439.09	15.31%	Hawkins County	\$46,370.86	\$9,013.99	16.28%
Greene County	\$40,858.95	\$7,729.60	15.91%	Carter County	\$46,246.07	\$9,138.78	16.50%
Johnson County	\$39,889.64	\$8,698.91	17.90%	Johnson County	\$44,762.09	\$10,622.76	19.18%

Franklin	FY 04				FY 10		
	FY 04	\$ Disparity	% Disparity		FY 10	\$ Disparity	% Disparity
Davidson County	\$50,094.39			Williamson County	\$57,663.75		
Franklin SSD	\$48,420.39	\$1,673.99	3.34%	Franklin SSD	\$55,946.60	\$1,717.15	2.98%
Williamson County	\$47,840.12	\$2,254.26	4.50%	Rutherford County	\$54,552.46	\$3,111.28	5.40%
Murfreesboro City	\$47,518.00	\$2,576.39	5.14%	Murfreesboro City	\$54,174.35	\$3,489.39	6.05%
Rutherford County	\$46,213.11	\$3,881.27	7.75%	Davidson County	\$54,061.27	\$3,602.47	6.25%
Maury County	\$44,967.76	\$5,126.62	10.23%	Maury County	\$50,674.85	\$6,988.89	12.12%
Marshall County	\$43,490.14	\$6,604.25	13.18%	Marshall County	\$49,854.79	\$7,808.96	13.54%
Cheatham County	\$42,819.34	\$7,275.05	14.52%	Cheatham County	\$48,830.20	\$8,833.55	15.32%
Hickman County	\$42,003.58	\$8,090.81	16.15%	Dickson County	\$48,025.42	\$9,638.33	16.71%
Dickson County	\$41,445.41	\$8,648.98	17.27%	Hickman County	\$46,156.45	\$11,507.29	19.96%

FY 10 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	43.16
3	857.02
4	913.01
5	(278.80)
6	3.01
7	1217.26
8	1558.51
9	1324.34
10	161.08
General Trend	Increase

FY09 Report		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	679.69	(636.53)
3	1788.55	(931.54)
4	1547.10	(634.09)
5	1010.05	(1288.85)
6	661.33	(658.32)
7	1849.57	(632.31)
8	2234.36	(675.86)
9	2987.38	(1663.04)
10	1800.68	(1639.60)
General Trend	Increase	Decrease

Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	(344.22)
3	(369.41)
4	(490.03)
5	(1469.65)
6	(35.99)
7	(567.98)
8	(526.96)
9	(592.27)
10	(443.79)
11	(613.63)
12	(160.75)
13	787.98
General Trend	Decrease

Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	1.00	(345.22)
3	(306.14)	(63.27)
4	(544.25)	54.22
5	(1586.71)	117.06
6	(321.19)	285.20
7	(641.64)	73.66
8	(617.21)	90.25
9	(736.38)	144.11
10	(565.20)	121.41
11	(761.63)	148.00
12	(199.33)	38.58
13	633.20	154.78
General Trend	Decrease	Increase

Greenville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	3575.44
3	1635.61
4	314.57
5	147.58
6	2321.28
7	2248.31
8	2580.42
9	2558.43
10	2735.39
General Trend	Increase

Greenville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Comparison to last year (FY 10 to FY 09)
1		
2	2236.67	1338.77
3	63.58	1572.03
4	513.91	(199.34)
5	291.23	(143.65)
6	1549.89	771.40
7	1686.40	561.91
8	1586.35	994.07
9	1949.38	609.05
10	1781.06	954.33
General Trend	Increase	Increase

Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	1797.91
3	1136.85
4	1992.46
5	3871.83
6	3281.82
7	3302.01
8	3268.74
9	5670.75
10	4351.39
General Trend	Increase

Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	2023.59	(225.68)
3	929.33	207.52
4	1891.51	100.95
5	4142.41	(270.58)
6	3363.36	(81.54)
7	3910.56	(608.55)
8	3532.16	(263.42)
9	5421.31	249.44
10	3937.40	413.99
General Trend	Increase	Mixed (Decrease)

Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	(1662.11)
3	(1518.36)
4	(183.61)
5	(1003.70)
6	(1117.83)
7	(868.80)
8	(105.37)
9	(131.46)
10	(92.12)
11	(308.92)
12	136.50
13	40.97
14	286.46
General Trend	Decrease

Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	(1129.19)	(532.92)
3	(2093.84)	575.47
4	(687.82)	504.21
5	(1378.45)	374.76
6	(1439.79)	321.96
7	(1712.41)	843.61
8	(796.63)	691.27
9	(427.17)	295.71
10	(1047.13)	955.01
11	(1108.88)	799.96
12	(833.29)	969.79
13	(813.21)	854.18
14	(290.33)	576.79
General Trend	Decrease	Increase

Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	(831.13)
3	(367.89)
4	(1223.92)
5	(1099.56)
6	(521.36)
7	(288.77)
8	(424.05)
9	(606.45)
10	(415.30)
11	(276.59)
12	(310.31)
13	(474.98)
14	(421.50)
15	(436.66)
16	(441.95)
17	16.22
18	811.81
19	842.02
20	939.10
21	656.80
General Trend	Decrease

Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	(896.42)	65.30
3	(419.82)	51.93
4	(1443.51)	219.58
5	(1295.29)	195.73
6	(652.61)	131.26
7	(463.39)	174.62
8	(577.41)	153.35
9	(552.98)	(53.47)
10	(781.98)	366.68
11	(677.98)	401.39
12	(125.25)	(185.06)
13	(748.99)	274.01
14	(792.92)	371.42
15	(742.46)	305.80
16	(748.17)	306.23
17	(135.10)	151.32
18	565.89	245.92
19	697.43	144.58
20	733.63	205.46
21	1166.97	(510.17)
General Trend	Decrease	Increase

Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	3199.55
3	3540.80
4	3652.12
5	2971.64
6	3491.78
General Trend	Increase

Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	(675.08)	3874.63
3	(290.29)	3831.08
4	(235.41)	3887.53
5	(943.17)	3914.81
6	(508.70)	4000.49
General Trend	Decrease	Increase

Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	1158.89
3	(2062.37)
4	122.06
5	2428.93
General Trend	Increase

Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	(268.58)	1427.47
3	(2600.31)	537.94
4	(614.38)	736.44
5	1568.32	860.61
General Trend	Decrease	Increase

Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	1983.05
3	2071.09
4	2033.33
5	1939.65
6	2270.10
7	2238.43
8	3136.36
General Trend	Increase

Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	2343.45	(360.40)
3	2244.69	(173.60)
4	1917.44	115.89
5	2844.69	(905.04)
6	2695.14	(425.05)
7	2224.28	14.15
8	2955.50	180.86
General Trend	Increase	Mixed (Decrease)

Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	(934.79)
3	(1003.20)
4	(211.73)
5	(522.01)
6	(636.63)
7	651.17
8	823.15
9	827.67
10	1574.91
11	1409.18
12	1923.84
General Trend	Mixed

Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09)
1		
2	(817.88)	(116.91)
3	(774.10)	(229.10)
4	(1778.37)	1566.64
5	(1485.75)	963.74
6	(821.13)	184.50
7	599.79	51.38
8	717.20	105.95
9	765.69	61.97
10	1495.97	78.93
11	1334.13	75.05
12	1564.79	359.06
General Trend	Mixed	Increase

Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY10 to FY04)
1	
2	43.16
3	857.02
4	913.01
5	(278.80)
6	1862.27
7	1204.71
8	1558.51
9	1547.52
10	2858.32
General Trend	Increase

Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY09 to FY04)	Change in \$ Disparity, Compared to Last Year (FY 10 to FY 09))
1		
2	679.69	(636.53)
3	1788.56	(931.54)
4	1547.10	(634.10)
5	1010.06	(1288.86)
6	2512.57	(650.30)
7	2189.16	(984.45)
8	2012.32	(453.82)
9	1418.60	128.92
10	1563.61	1294.70
General Trend	Increase	Decrease

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