

**Basic Education Program
Review Committee
Annual Report**

November 1, 2011

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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.

“The BEP review committee shall meet at least four (4) times a year and shall regularly review the BEP components, as well as identify needed revisions, additions or deletions to the formula. The committee shall annually review the BEP instructional positions component, taking into consideration factors including, but not limited to, total instructional salary disparity among LEAs, differences in benefits and other compensation among LEAs, inflation, and instructional salaries in states in the southeast and other regions. The committee shall prepare an annual report on the BEP and shall provide the report on or before November 1 of each year, to the governor, the state board of education, the education committee of the senate and the education committee of the house of representatives. This report shall include recommendations on needed revisions, additions and deletions to the formula, as well as an analysis of instructional salary disparity among LEAs, including an analysis of disparity in benefits and other compensation among LEAs.”

It has been the standing practice of the committee to provide a comprehensive review of total teacher compensation, combining total weighted average salary and total weighted average insurance benefits across all school districts. Due to current year changes in statewide insurance plans, the analysis of insurance and total compensation will be included as a separate addendum to this year's November 1, 2011 report.

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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 Insurance Premiums
- BEP Capital Outlay
- Tennessee Small School Systems for Equity Recommendations
- Fiscal Update to Immediate Priority Recommendations
- State Salary Comparison (Southeast)
- Salary Disparity Analysis

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

Recommendations of the Committee

BEP Insurance Premiums

The committee recommends that the full cost of 12 months of insurance premiums be incorporated into the BEP funding formula. The estimated cost of this recommendation is ~\$56.8 million. The committee vote was 14 yes, 4 abstain, and 6 not present.

- This is the first year in which the committee became aware that BEP insurance premiums are funded on 10 months vs. 12 months, based on a March 2011 letter from the Comptroller.
- The committee reiterates that school districts have always paid for 12 months of premiums.

Capital Outlay Reduction

The committee recommends that capital outlay reduction resulting from Public Chapter 1135 (Section 1, Capital Outlay, Public Acts 2010) be reinstated. The estimated cost of this reinstatement is ~\$34.4 million, based on the cost per square foot, as calculated from the most recent RS Means capital costs report. The committee vote on this action was 14 yes, 4 abstain, 6 not present.

- 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

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

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.

Tennessee Small School Systems for Equity Recommendations

The committee held votes on each of the three recommendations from the Tennessee Small School Systems for Equity.

Vote 1: The committee adopted the first two recommendations from the Tennessee Small School Systems for Equity (TSSE) by a vote of 10 yes, 5 abstain, and 9 not present. These recommendations are related to the following:

- asking the Department of Education to establish written guidelines for the annual computation of the BEP
- requiring at least one public hearing prior to November 1st to attain school district's input on any proposed changes to the BEP.

The point was made in committee that all BEP Review Committee meetings are open to the public.

Vote 2: The committee adopted a third recommendation from the Tennessee Small School Systems for Equity (TSSE) by a vote of 11 yes, 5 abstain, and 8 not present.

- Consideration will be given by the State Department of Education to some method of grouping school districts with similar characteristics, as determined by the State Department of Education in consultation with key constituent groups when analyzing and reporting on the estimated impact of any proposed changes to the BEP's calculations and assumptions on school districts, including, but not limited to, the model's two equalization formulas (TACIR and CBER).

BEP Formula Improvements

Before implementation of BEP 2.0, the committee established immediate priorities as recommended improvements to the funding formula. This year, the committee requested that the department of education provide a fiscal update, outlining the full cost of implementing BEP 2.0 and previous immediate priority recommendations/
A summary of the full cost for implementation is below. The appendix contains a system level breakdown for each recommendation.

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

- Continue phase-in of Public Chapter 369 of the 105th General Assembly (BEP 2.0).
- Reduce, by at least 2 to 3 students, the class size ratios used to generate instructional positions (including vocational positions) in grades 7 – 12. This reduction in class size ratios should apply only to the method used to generate funds in the BEP and should not impact existing minimum class size ratios as defined by the Education Improvement Act of 1992.
- 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.

The following table represents the 2011 cost of 2010 recommendations from the committee.

State Cost of 2010 BEP Review Committee Recommendations			
<u>Recommendation</u>	<u>State Cost</u>		
Fully Implement BEP 2.0			\$ 205,004,000
Raise Asst Principal Ratio to SACS standard			\$ 9,018,000
Reduce 7-12 ratio, including vocational by 3 students			\$ 83,284,000
New BEP components for Mentors (1 per 12 “new teaching” professionals)			\$ 14,498,000
and Professional Development (1% of instructional salaries)			\$ 20,227,000
Reduce funding ratios for nurses from 1: 3,000 to 1: 1,500			\$ 11,712,000
Reduce funding ratios for Technology Coordinators			
from 1: 6,400 to 1: 3,200			\$ 4,067,000
Increase funding for teacher's materials and supplies from			
\$200 to \$300			\$ 6,208,000
New BEP position--Instructional Technology Coordinator			\$ 5,059,000
	Total State Cost of all Recommendations		\$ 359,077,000

Review of State Regional Teacher Salary

According to the most recently available data from the Bureau of Labor Statistics (2009), statewide average teacher salaries rank 33rd, nationally.

State	Rank	Year (2009)	Rank	Year (2007)
Virginia	8	\$57,873	7	\$55,240
Georgia	19	\$51,050	20	\$46,900
Kentucky	27	\$48,227	30	\$44,220
Alabama	31	\$46,567	37	\$41,920
South Carolina	32	\$46,307	32	\$43,457
Tennessee	33	\$45,927	34	\$42,297
West Virginia	39	\$43,613	40	\$41,047
Arkansas	40	\$43,580	38	\$41,257
North Carolina	44	\$42,557	44	\$39,757
Mississippi	47	\$41,510	45	\$38,947

Review of Salary Disparity

Salary disparity is based on a total teacher compensation methodology which consistently applies a statewide average percentage for teacher training and experience across all local education agencies.

Maximum versus Minimum: In 2003, before the infusion of salary equity dollars, the maximum versus minimum weighted average salary disparity was 45.75%. This is the third year in which a noticeable increase in the weighted average salary disparity has occurred, increasing from 37.86% in 2009 to 40.59% in 2010 to 41.96% in 2011.

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%
2011	41.96%	Calculation Forthcoming	Calculation Forthcoming

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

The following analysis is based on the annual statistical reports for teacher salaries, as reported by the Department of Education (See Appendix D). It is important to note that this methodology is different than the total teacher compensation methodology. However, it does reflect the actual salaries, not accounting for difference in training and experience, across local education agencies throughout the state. The most recently available data is for the 2009-2010 academic year.

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

In 2010, the BEP salary components was \$38,000, compared to an average statewide teacher salary of \$47,817. This represents a ~26.0 percent gap in teacher salary funding levels.

BEP Insurance Premiums

Immediate Priority: The committee recommends that the full cost of 12 months of insurance premiums be incorporated into the BEP funding formula. The estimated cost of this recommendation is ~\$56.8 million. The committee vote was 14 yes, 4 abstain, and 6 not present.

Background and Discussion

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

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

The committee requested that the department of education perform a fiscal projection accounting for the total cost of 12 months of insurance premiums. The statewide impact was ~\$56.8 million (see table below).

FY12 BEP Impact of Funding 12 months Health Insurance				
System Number	System	10 months insurance	12 months insurance	variance
10	Anderson County	27,926,000	28,349,000	423,000
11	Clinton City	3,804,000	3,867,000	63,000
12	Oak Ridge City	18,525,000	18,813,000	288,000
20	Bedford County	35,756,000	36,308,000	552,000
30	Benton County	11,051,000	11,219,000	168,000
40	Bledsoe County	10,588,000	10,746,000	158,000
50	Blount County	42,552,000	43,223,000	671,000
51	Alcoa City	6,267,000	6,365,000	98,000
52	Maryville City	17,581,000	17,862,000	281,000
60	Bradley County	40,137,000	40,758,000	621,000
61	Cleveland City	20,058,000	20,370,000	312,000
70	Campbell County	26,387,000	26,787,000	400,000
80	Cannon County	10,504,000	10,665,000	161,000
90	Carroll County	1,811,000	1,836,000	25,000
92	H Rock-Bruceton SSD	3,229,000	3,280,000	51,000
93	Huntingdon SSD	5,544,000	5,632,000	88,000
94	McKenzie SSD	6,372,000	6,470,000	98,000
95	South Carroll Co SSD	1,761,000	1,787,000	26,000
97	West Carroll Co SSD	4,763,000	4,837,000	74,000

FY12 BEP Impact of Funding 12 months Health Insurance				
System Number	System	10 months insurance	12 months insurance	variance
100	Carter County	26,823,000	27,233,000	410,000
101	Elizabethton City	9,942,000	10,095,000	153,000
110	Cheatham County	30,713,000	31,189,000	476,000
120	Chester County	13,409,000	13,614,000	205,000
130	Claiborne County	23,184,000	23,537,000	353,000
140	Clay County	5,521,000	5,606,000	85,000
150	Cocke County	21,407,000	21,728,000	321,000
151	Newport City	3,152,000	3,203,000	51,000
160	Coffee County	17,718,000	17,993,000	275,000
161	Manchester City	5,876,000	5,972,000	96,000
162	Tullahoma City	12,709,000	12,909,000	200,000
170	Crockett County	9,211,000	9,348,000	137,000
171	Alamo City	3,145,000	3,196,000	51,000
172	Bells City	2,215,000	2,251,000	36,000
180	Cumberland County	27,638,000	28,065,000	427,000
190	Davidson County	221,584,000	224,688,000	3,104,000
200	Decatur County	7,825,000	7,947,000	122,000
210	DeKalb County	13,138,000	13,340,000	202,000
220	Dickson County	34,799,000	35,343,000	544,000
230	Dyer County	15,895,000	16,137,000	242,000
231	Dyersburg City	12,071,000	12,257,000	186,000
240	Fayette County	13,357,000	13,559,000	202,000
250	Fentress County	11,480,000	11,657,000	177,000
260	Franklin County	25,308,000	25,698,000	390,000
271	Humboldt City	6,083,000	6,175,000	92,000
272	Milan SSD	10,047,000	10,203,000	156,000
273	Trenton SSD	6,471,000	6,571,000	100,000
274	Bradford SSD	2,714,000	2,755,000	41,000
275	Gibson County SSD	16,541,000	16,800,000	259,000
280	Giles County	17,438,000	17,705,000	267,000
290	Grainger County	18,464,000	18,743,000	279,000
300	Greene County	29,888,000	30,344,000	456,000
301	Greeneville City	11,415,000	11,594,000	179,000
310	Grundy County	12,305,000	12,494,000	189,000
320	Hamblen County	38,574,000	39,180,000	606,000
330	Hamilton County	123,182,000	125,142,000	1,960,000
340	Hancock County	5,921,000	6,010,000	89,000
350	Hardeman County	20,112,000	20,414,000	302,000

FY12 BEP Impact of Funding 12 months Health Insurance				
System Number	System	10 months insurance	12 months insurance	variance
360	Hardin County	13,341,000	13,545,000	204,000
370	Hawkins County	34,550,000	35,078,000	528,000
371	Rogersville City	2,979,000	3,030,000	51,000
380	Haywood County	16,124,000	16,366,000	242,000
390	Henderson County	17,475,000	17,740,000	265,000
391	Lexington City	4,627,000	4,701,000	74,000
400	Henry County	13,770,000	13,977,000	207,000
401	Paris SSD	7,148,000	7,262,000	114,000
410	Hickman County	19,176,000	19,468,000	292,000
420	Houston County	7,663,000	7,781,000	118,000
430	Humphreys County	13,687,000	13,896,000	209,000
440	Jackson County	7,967,000	8,087,000	120,000
450	Jefferson County	30,755,000	31,229,000	474,000
460	Johnson County	10,673,000	10,836,000	163,000
470	Knox County	158,537,000	161,101,000	2,564,000
480	Lake County	4,816,000	4,889,000	73,000
490	Lauderdale County	22,704,000	23,047,000	343,000
500	Lawrence County	31,718,000	32,203,000	485,000
510	Lewis County	9,147,000	9,285,000	138,000
520	Lincoln County	17,660,000	17,932,000	272,000
521	Fayetteville City	5,166,000	5,247,000	81,000
530	Loudon County	18,625,000	18,919,000	294,000
531	Lenoir City	8,412,000	8,542,000	130,000
540	McMinn County	23,033,000	23,384,000	351,000
541	Athens City	6,553,000	6,655,000	102,000
542	Etowah City	1,389,000	1,413,000	24,000
550	McNairy County	20,529,000	20,842,000	313,000
560	Macon County	18,417,000	18,699,000	282,000
570	Madison County	42,880,000	43,547,000	667,000
580	Marion County	18,424,000	18,709,000	285,000
581	Richard City SSD	1,332,000	1,352,000	20,000
590	Marshall County	22,786,000	23,135,000	349,000
600	Maury County	44,390,000	45,090,000	700,000
610	Meigs County	9,090,000	9,226,000	136,000
620	Monroe County	24,769,000	25,143,000	374,000
621	Sweetwater City	6,676,000	6,781,000	105,000
630	Montgomery County	120,053,000	121,946,000	1,893,000
640	Moore County	4,424,000	4,494,000	70,000

FY12 BEP Impact of Funding 12 months Health Insurance				
System Number	System	10 months insurance	12 months insurance	variance
650	Morgan County	17,435,000	17,700,000	265,000
660	Obion County	16,567,000	16,824,000	257,000
661	Union City	6,233,000	6,330,000	97,000
670	Overton County	17,306,000	17,572,000	266,000
680	Perry County	5,716,000	5,802,000	86,000
690	Pickett County	3,529,000	3,584,000	55,000
700	Polk County	12,839,000	13,035,000	196,000
710	Putnam County	38,625,000	39,242,000	617,000
720	Rhea County	19,596,000	19,894,000	298,000
721	Dayton City	3,318,000	3,372,000	54,000
730	Roane County	27,285,000	27,717,000	432,000
740	Robertson County	47,155,000	47,897,000	742,000
750	Rutherford County	148,671,000	151,022,000	2,351,000
751	Murfreesboro City	28,115,000	28,581,000	466,000
760	Scott County	14,593,000	14,811,000	218,000
761	Oneida SSD	5,786,000	5,876,000	90,000
770	Sequatchie County	11,006,000	11,176,000	170,000
780	Sevier County	33,191,000	33,717,000	526,000
790	Shelby County	181,242,000	183,894,000	2,652,000
791	Memphis City	437,860,000	444,013,000	6,153,000
800	Smith County	14,962,000	15,193,000	231,000
810	Stewart County	10,499,000	10,661,000	162,000
820	Sullivan County	38,546,000	39,144,000	598,000
821	Bristol City	13,476,000	13,687,000	211,000
822	Kingsport City	22,888,000	23,245,000	357,000
830	Sumner County	111,810,000	113,590,000	1,780,000
840	Tipton County	56,390,000	57,250,000	860,000
850	Trousdale County	6,360,000	6,460,000	100,000
860	Unicoi County	12,108,000	12,297,000	189,000
870	Union County	15,463,000	15,697,000	234,000
880	Van Buren County	3,621,000	3,676,000	55,000
890	Warren County	30,322,000	30,794,000	472,000
900	Washington County	29,782,000	30,257,000	475,000
901	Johnson City	24,161,000	24,550,000	389,000
910	Wayne County	12,641,000	12,833,000	192,000
920	Weakley County	21,189,000	21,517,000	328,000
930	White County	19,095,000	19,387,000	292,000
940	Williamson County	94,773,000	96,178,000	1,405,000

FY12 BEP Impact of Funding 12 months Health Insurance				
System Number	System	10 months insurance	12 months insurance	variance
941	Franklin SSD	12,669,000	12,860,000	191,000
950	Wilson County	56,051,000	56,939,000	888,000
951	Lebanon SSD	12,800,000	13,006,000	206,000
970	Dept. of Children Services	<u>6,660,000</u>	<u>6,760,000</u>	<u>100,000</u>
		3,725,690,000	3,782,486,000	56,796,000
		This cost is a pure cost and does not consider the effect of		
		the baseline provision, stability, or mandatory increase.		
		current insurance amt	new insurance amt.	
		\$4,751.85	\$ 5,702.25	



STATE OF TENNESSEE
COMPTROLLER OF THE TREASURY
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Justin P. Wilson
Comptroller

March 28, 2011

The Honorable Mark Emkes
Commissioner, Department of Finance and Administration
State Capitol
Nashville, Tennessee 37243
And
The Honorable Patrick Smith
Acting Commissioner, Department of Education
Andrew Johnson Tower
Nashville, Tennessee 37243

Re: Basic Education Program Insurance Premiums

Gentlemen:

Our office recently received information that indicated that the state share of the insurance premium component of the Basic Education Program (BEP) is calculated in a manner that perhaps differs from external expectations.

The component of the BEP formula at issue relates to teachers' and other employees' health insurance premiums. Currently, the appropriations bill states that the State of Tennessee funds an amount not to exceed 45% of the total statewide cost of participation in the insurance plans for instruction and classroom positions funded through the BEP formula. The calculation is based on average monthly insurance premiums for all individuals participating in the state insurance plan.

During our interviews with various individuals in state government and the education community, we found the common understanding is that the state covers an average of 45% of annual health insurance premiums for these categories of employees. As such, the expectation is that the local education agencies (LEAs) must in turn be responsible for at least 45% of the insurance premiums for such employees who choose to have health insurance. Section 8-27-303(j)(1), *Tennessee Code Annotated*, states each LEA shall pay, as a minimum, the percentage specified in the appropriation act.

March 28, 2011

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The BEP formula, however, only considers 10 of 12 months of insurance premiums. Therefore, the state's formula is, in effect, funding 45% of 10 of the 12 months of insurance premiums, resulting in an actual annual average percentage nearer 37.5%. The state does not fund 45% of the aggregate annual average insurance premium amount. LEAs, in contrast, are required to pay insurance premiums for each of the 12 months in a year, and to cover the 2 months not funded by the state. The extra 2 months are not part of the formula, even though the BEP formula is intended to estimate a sufficient amount of funds to provide a basic level of education for Tennessee students.

After extensive interviewing efforts, we were not able to get a definitive answer to the reasons why the calculation would only cover 10 months of insurance premiums that have to be paid for 12 months when the other components of teachers' compensation, such as salary, Social Security, and retirement, would be considered in the formula in total.

During our interviews, we determined that actual knowledge of the 10-month calculation was sparse and mostly concentrated in the Department of Finance and Administration (F&A). Some Department of Education employees became aware of the mechanics of the calculation in 2007. At that time, F&A staff had discussed phasing in funding for the remaining two months, but indicated the department was unable to initiate a phase-in plan due to lack of funding in the declining economy. From these discussions, the Education employees were under the impression that the 10-month calculation was an error but that there was not currently money available to fix the error.

According to F&A's Budget Office Director, the calculation of health insurance premiums on a 10-month basis began in 1993, was a policy decision in development of the BEP formula, was revisited and not changed in later years, and was continued in every subsequent appropriations bill, including the appropriations bill for fiscal year 2010-2011.

The Budget Office Director said that the logic of calculation premiums on a 10-month basis is that salaries are funded for 10 months of work and that other benefits (retirement contribution and FICA, or social security and Medicare contributions, which are a percentage of salary) also are based on 10 months.

The views of the Budget Director are consistent with speculations by, and recollections of, some current and former F&A employees, that when the formula was initially developed in the 1990s, the state made a policy decision to include the funding for insurance premiums for only 10 months each year, since at the time most teachers only worked 10 months out of the year. Another rationale provided was that funding constraints were considered in making an adjustment to this BEP component.

The Budget Office Director also stated that even if funding of a state share of health insurance benefits on a 10-month basis were viewed as a mistake, rather than a policy decision, the provisions of law limiting the distribution of BEP funds to the appropriation made and providing a prorating method in such cases, would have resulted in no greater distribution of BEP funds to the local education agencies in each year. The Budget Office Director stated, however, that this was a policy decision, remains a policy decision, and that, in his opinion, the BEP formula has been and is at full funding.

March 28, 2011
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F&A's Budget Office Director told us that the appropriations bill being drafted for 2011-2012 reflects the calculation of the state share of the health insurance premiums on a 10-month basis, continuing the policy decision of the last 19 years. The Budget Office Director estimates that an additional annual outlay of \$58 million would be required to fund the extra 2 months for fiscal year 2011-2012.

The mechanics of the BEP formula are a policy matter. Because the intricacies of the BEP funding formula are not necessarily transparent to the education community or members of the General Assembly, and because the state share of the insurance premium component is a significant aspect of BEP funding, we believe that it is important, and timely, to draw attention to this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Justin P. Wilson". The signature is fluid and cursive, with a large initial "J" and "P".

Justin P. Wilson
Comptroller of the Treasury

cc: The Honorable Randy McNally, Chair, Senate Finance, Ways and Means
The Honorable Charles Sargent, Chair, House Finance, Ways and Means
The Honorable Dolores Gresham, Chair, Senate Education
The Honorable Richard Montgomery, Chair, House Education

BEP Capital Outlay

Immediate Priority: The committee recommends that capital outlay reduction resulting from Public Chapter 1135 (Section 1, Capital Outlay, Public Acts 2010) be reinstated. The estimated cost of this reinstatement is ~\$34.4 million. The committee vote on this action was 14 yes, 4 abstain, 6 not present.

Background and Discussion

The committee reviewed the main points of discussion from last year’s November 1, 2010 report.

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

FY12 BEP Cost of Including Full Capital Outlay Unit Costs				
System #	System	Funding w/o Capital Outlay	Funding w/ Capital Outlay	Variance
	Anderson County	27,926,000	28,187,000	261,000
	Clinton City	3,804,000	3,837,000	33,000
	Oak Ridge City	18,525,000	18,701,000	176,000
	Bedford County	35,756,000	36,127,000	371,000
	Benton County	11,051,000	11,162,000	111,000
	Bledsoe County	10,588,000	10,689,000	101,000
	Blount County	42,552,000	42,942,000	390,000
	Alcoa City	6,267,000	6,326,000	59,000
	Maryville City	17,581,000	17,754,000	173,000
	Bradley County	40,137,000	40,540,000	403,000
	Cleveland City	20,058,000	20,256,000	198,000
	Campbell County	26,387,000	26,653,000	266,000
	Cannon County	10,504,000	10,618,000	114,000
	Carroll County	1,811,000	1,810,000	-1,000
	H Rock-Bruceton SSD	3,229,000	3,263,000	34,000
	Huntingdon SSD	5,544,000	5,608,000	64,000
	McKenzie SSD	6,372,000	6,444,000	72,000
	South Carroll Co SSD	1,761,000	1,780,000	19,000
	West Carroll Co SSD	4,763,000	4,814,000	51,000

FY12 BEP Cost of Including Full Capital Outlay Unit Costs				
System #	System	Funding w/o Capital Outlay	Funding w/ Capital Outlay	Variance
	Carter County	26,823,000	27,094,000	271,000
	Elizabethton City	9,942,000	10,052,000	110,000
	Cheatham County	30,713,000	31,054,000	341,000
	Chester County	13,409,000	13,559,000	150,000
	Claiborne County	23,184,000	23,416,000	232,000
	Clay County	5,521,000	5,575,000	54,000
	Cocke County	21,407,000	21,632,000	225,000
	Newport City	3,152,000	3,186,000	34,000
	Coffee County	17,718,000	17,894,000	176,000
	Manchester City	5,876,000	5,928,000	52,000
	Tullahoma City	12,709,000	12,838,000	129,000
	Crockett County	9,211,000	9,314,000	103,000
	Alamo City	3,145,000	3,177,000	32,000
	Bells City	2,215,000	2,237,000	22,000
	Cumberland County	27,638,000	27,893,000	255,000
	Davidson County	221,584,000	222,894,000	1,310,000
	Decatur County	7,825,000	7,900,000	75,000
	DeKalb County	13,138,000	13,267,000	129,000
	Dickson County	34,799,000	35,153,000	354,000
	Dyer County	15,895,000	16,056,000	161,000
	Dyersburg City	12,071,000	12,204,000	133,000
	Fayette County	13,357,000	13,463,000	106,000
	Fentress County	11,480,000	11,585,000	105,000
	Franklin County	25,308,000	25,560,000	252,000
	Humboldt City	6,083,000	6,145,000	62,000
	Milan SSD	10,047,000	10,156,000	109,000
	Trenton SSD	6,471,000	6,542,000	71,000
	Bradford SSD	2,714,000	2,742,000	28,000
	Gibson County SSD	16,541,000	16,727,000	186,000
	Giles County	17,438,000	17,614,000	176,000
	Grainger County	18,464,000	18,669,000	205,000
	Greene County	29,888,000	30,185,000	297,000
	Greeneville City	11,415,000	11,526,000	111,000
	Grundy County	12,305,000	12,429,000	124,000
	Hamblen County	38,574,000	38,934,000	360,000
	Hamilton County	123,182,000	124,071,000	889,000
	Hancock County	5,921,000	5,981,000	60,000
	Hardeman County	20,112,000	20,319,000	207,000

FY12 BEP Cost of Including Full Capital Outlay Unit Costs				
System #	System	Funding w/o Capital Outlay	Funding w/ Capital Outlay	Variance
	Hardin County	13,341,000	13,465,000	124,000
	Hawkins County	34,550,000	34,913,000	363,000
	Rogersville City	2,979,000	3,011,000	32,000
	Haywood County	16,124,000	16,287,000	163,000
	Henderson County	17,475,000	17,665,000	190,000
	Lexington City	4,627,000	4,676,000	49,000
	Henry County	13,770,000	13,904,000	134,000
	Paris SSD	7,148,000	7,216,000	68,000
	Hickman County	19,176,000	19,388,000	212,000
	Houston County	7,663,000	7,742,000	79,000
	Humphreys County	13,687,000	13,823,000	136,000
	Jackson County	7,967,000	8,048,000	81,000
	Jefferson County	30,755,000	31,075,000	320,000
	Johnson County	10,673,000	10,776,000	103,000
	Knox County	158,537,000	159,765,000	1,228,000
	Lake County	4,816,000	4,863,000	47,000
	Lauderdale County	22,704,000	22,948,000	244,000
	Lawrence County	31,718,000	32,059,000	341,000
	Lewis County	9,147,000	9,246,000	99,000
	Lincoln County	17,660,000	17,847,000	187,000
	Fayetteville City	5,166,000	5,219,000	53,000
	Loudon County	18,625,000	18,791,000	166,000
	Lenoir City	8,412,000	8,490,000	78,000
	McMinn County	23,033,000	23,265,000	232,000
	Athens City	6,553,000	6,613,000	60,000
	Etowah City	1,389,000	1,401,000	12,000
	McNairy County	20,529,000	20,750,000	221,000
	Macon County	18,417,000	18,609,000	192,000
	Madison County	42,880,000	43,192,000	312,000
	Marion County	18,424,000	18,604,000	180,000
	Richard City SSD	1,332,000	1,346,000	14,000
	Marshall County	22,786,000	23,033,000	247,000
	Maury County	44,390,000	44,791,000	401,000
	Meigs County	9,090,000	9,182,000	92,000
	Monroe County	24,769,000	25,023,000	254,000
	Sweetwater City	6,676,000	6,741,000	65,000
	Montgomery County	120,053,000	121,274,000	1,221,000
	Moore County	4,424,000	4,466,000	42,000

FY12 BEP Cost of Including Full Capital Outlay Unit Costs				
System #	System	Funding w/o Capital Outlay	Funding w/ Capital Outlay	Variance
	Morgan County	17,435,000	17,622,000	187,000
	Obion County	16,567,000	16,733,000	166,000
	Union City	6,233,000	6,296,000	63,000
	Overton County	17,306,000	17,490,000	184,000
	Perry County	5,716,000	5,771,000	55,000
	Pickett County	3,529,000	3,562,000	33,000
	Polk County	12,839,000	12,977,000	138,000
	Putnam County	38,625,000	38,976,000	351,000
	Rhea County	19,596,000	19,796,000	200,000
	Dayton City	3,318,000	3,352,000	34,000
	Roane County	27,285,000	27,531,000	246,000
	Robertson County	47,155,000	47,645,000	490,000
	Rutherford County	148,671,000	150,218,000	1,547,000
	Murfreesboro City	28,115,000	28,383,000	268,000
	Scott County	14,593,000	14,749,000	156,000
	Oneida SSD	5,786,000	5,852,000	66,000
	Sequatchie County	11,006,000	11,117,000	111,000
	Sevier County	33,191,000	33,443,000	252,000
	Shelby County	181,242,000	182,859,000	1,617,000
	Memphis City	437,860,000	441,489,000	3,629,000
	Smith County	14,962,000	15,122,000	160,000
	Stewart County	10,499,000	10,609,000	110,000
	Sullivan County	38,546,000	38,885,000	339,000
	Bristol City	13,476,000	13,594,000	118,000
	Kingsport City	22,888,000	23,088,000	200,000
	Sumner County	111,810,000	112,972,000	1,162,000
	Tipton County	56,390,000	57,027,000	637,000
	Trousdale County	6,360,000	6,424,000	64,000
	Unicoi County	12,108,000	12,223,000	115,000
	Union County	15,463,000	15,625,000	162,000
	Van Buren County	3,621,000	3,655,000	34,000
	Warren County	30,322,000	30,632,000	310,000
	Washington County	29,782,000	30,050,000	268,000
	Johnson City	24,161,000	24,377,000	216,000
	Wayne County	12,641,000	12,771,000	130,000
	Weakley County	21,189,000	21,405,000	216,000
	White County	19,095,000	19,298,000	203,000
	Williamson County	94,773,000	95,466,000	693,000

FY12 BEP Cost of Including Full Capital Outlay Unit Costs				
System #	System	Funding w/o Capital Outlay	Funding w/ Capital Outlay	Variance
	Franklin SSD	12,669,000	12,749,000	80,000
	Wilson County	56,051,000	56,628,000	577,000
	Lebanon SSD	12,800,000	12,918,000	118,000
	Dept. of Children Services	<u>6,660,000</u>	<u>6,749,000</u>	<u>89,000</u>
		3,725,690,000	3,760,117,000	34,427,000
		This cost is a pure cost and does not consider the effect of the baseline provision, stability, or mandatory increase.		
		grades	current unit cost/sq ft	full unit cost/sq ft
		K-4	\$ 114	\$ 128
		5-8	\$ 117	\$ 129
		9-12	\$ 114	\$ 126

Tennessee Small School Systems for Equity Recommendations

Summary: The committee held votes on each of the three recommendations from the Tennessee Small School Systems for Equity (TSSE).

Vote 1: The committee adopted the first two recommendations from the Tennessee Small School Systems for Equity (TSSE) by a vote of 10 yes, 5 abstain, and 9 not present. These recommendations are related to the following:

- asking the Department of Education to establish written guidelines for the annual computation of the BEP.
- requiring at least one public hearing prior to November 1st to attain school district's input on any proposed changes to the BEP.

The point was made in committee that all BEP Review Committee meetings are open to the public.

Vote 2: The committee adopted a third recommendation from the Tennessee Small School Systems for Equity (TSSE) by a vote of 11 yes, 5 abstain, and 8 not present.

- Consideration will be given by the State Department of Education to some method of grouping school districts with similar characteristics, as determined by the State Department of Education in consultation with key constituent groups when analyzing and reporting on the estimated impact of any proposed changes to the BEP's calculations and assumptions on school districts, including, but not limited to, the model's two equalization formulas (TACIR and CBER).

Background and Discussion

The TSSE brought three recommendations before the committee, emphasizing the need for system level analysis to BEP formula changes and written policies or guidelines that outline the annual calculation parameters for the BEP formula.

The committee discussed each of the following recommendations, adopting the first two recommendations, incorporating the most applicable updates to Tennessee Code Annotated, where applicable.

Recommendation #1: Approved by a vote of 10 yes, 5 abstain, and 9 not present.

- 1. The Tennessee Department of Education should establish written guidelines for the annual computation of the BEP, including submission to the BEP Review Committee of: (A) any proposed changes to the model's calculations and assumptions, and; (B) an analysis of the impact of those proposed changes on all school districts.**

Recommendation #2: Approved by a vote of 10 yes, 5 abstain, and 9 not present. In the adoption of recommendation #2, the committee noted that the Select Oversight Committee on Education is no longer a functioning legislative committee.

- 2. The BEP Review Committee should be required to inform every school district of the impact of any proposed changes to BEP and hold at least one public hearing to obtain school districts input prior to the Nov. 1 Review Committee's report to the Governor, the Select Oversight Committee on Education and the State Board of Education.**

Recommendation #3: Approved by a vote of 11 yes, 5 abstain, and 8 not present

Consideration will be given by the State Department of Education to some method of grouping school districts with similar characteristics, as determined by the State Department of Education in consultation with key constituent groups when analyzing and reporting on the estimated impact of any proposed changes to the BEP's calculations and assumptions on school districts, including, but not limited to, the model's two equalization formulas (TACIR and CBER).

The committee considered the following options, related to the third recommendation.

- Grouping by Average Daily Membership
- Grouping by Geographic Area
- Grouping by At-Risk Student Populations

Additional options.

- Grouping Average Daily Membership by quintiles from largest to smallest
- Grouping the blended fiscal capacity model from high to low

Additional options for analyzing information.

- Examining the per pupil change
- Examining the total dollar change
- Ranking the equalization percentage change by systems and by group

Update to BEP Review Committee Immediate Priority Recommendations

Background and Discussion

Before implementation of BEP 2.0, the Review Committee established immediate priorities as recommended improvements to the funding formula. This year, the committee requested that the department of education provide a fiscal update, outlining the full cost of implementing BEP 2.0 and previous immediate priority recommendations/ A summary of the full cost for implementation is below. The appendix contains a system level breakdown for the recommendations.

State Cost of 2010 BEP Review Committee Recommendations			
<u>Recommendation</u>			<u>State Cost</u>
Fully Implement BEP 2.0			\$ 205,004,000
Raise Asst Principal Ratio to SACS standard			\$ 9,018,000
Reduce 7-12 ratio, including vocational by 3 students			\$ 83,284,000
New BEP components for Mentors (1 per 12 “new teaching” professionals) and Professional Development (1% of instructional salaries)			\$ 14,498,000
			\$ 20,227,000
Reduce funding ratios for nurses from 1: 3,000 to 1: 1,500			\$ 11,712,000
Reduce funding ratios for Technology Coordinators from 1: 6,400 to 1: 3,200			\$ 4,067,000
Increase funding for teacher's materials and supplies from \$200 to \$300			\$ 6,208,000
New BEP position--Instructional Technology Coordinator			\$ 5,059,000
Total State Cost of all Recommendations			\$ 359,077,000

BEP 2.0 Full Phase IN--currently at 50%			
Component		State Cost in Isolation	
ELL Teachers 1:20 from 1:30		\$ 23,504,000	
ELL Translators 1:200 from 1:300		\$ 2,485,000	
State Contribute 75% in Instructional Component--currently 70%		\$ 144,182,000	
Certificated Medical Insurance--pay 50% - up from 45%		\$ 26,141,000	
Eliminate CDF		\$ (62,469,000)	
Fox Fiscal Capacity at 100%		\$ 2,006,000	1
Teacher Salary at \$40,000		\$ 68,502,000	
	Total in Isolation	\$ 204,351,000	
	Total all changes at once	\$ 205,004,000	
1	Cost of keeping fiscal capacity in several counties from changing greater than 30% in one year.		

BEP Salary Equity Analysis

Background

It has been the standing practice of the committee to provide a comprehensive review of total teaching compensation, combining total weighted average salary and total weighted average insurance benefits across all school districts. Due to current year changes in statewide insurance plans and categories, this year's analysis contains weighted average salary data for 2011 and weighted average insurance from 2010. Once the best way for incorporating this year's new insurance data is determined, a separate addendum to this year's November 1, 2011 report will be issued.

Discussion

Maximum versus Minimum: In 2003, before the infusion of salary equity dollars, the maximum versus minimum weighted average salary disparity was 45.75%. This is the third year in which a noticeable increase in the weighted average salary disparity has occurred, increasing from 37.86% in 2009 to 40.59% in 2010 to 41.96% in 2011.

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%
2011	41.96%	Calculation Pending	Calculation Pending

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. A comparison of the total teacher compensation disparity will be forthcoming pending analysis of new statewide insurance plans.

Coefficient of Variation	Weighted Average Salary	Weighted Average Insurance Paid	Total Compensation
2003	0.0791	0.1890	0.0787
2004	0.0688	0.1894	0.0691
2005	0.0696	0.1890	0.0703
2006	0.0703	0.1863	0.0717

2007	0.0722	0.1792	0.0726
2008	0.0715	0.1760	0.0712
2009	0.0745	0.1927	0.0747
2010	0.0748	0.1942	0.0764
2011	0.0758	Calculation Pending	Calculation Pending

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
2011	\$41,102	-\$859		Calculation Pending	
	Change Since 2004	\$3,640		Calculation Pending	

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

The following analysis is based on the annual statistical reports for teacher salaries, as reported by the Department of Education (See Appendix D). It is important to note that this methodology is different than the total teacher compensation methodology. However, it does reflect the actual salaries, not accounting for difference in training and experience, across local education agencies throughout the state. The most recently available data is for the 2009-2010 academic year.

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

In 2010, the BEP salary components was \$38,000, compared to an average statewide teacher salary of \$47,817. This represents a ~26.0 percent gap in teacher salary funding levels.

APPENDICES

Change Assistant Principal Ratio to SACS standard

	System	Original Generated	Amount Generated w/Additional Asst. Principals	State Cost of Adding Assistant Principals	Asst Principals Prior to Change	Asst Principals After Change	Additional Asst Principals
10	Anderson County	27,926,000	27,978,000	52,000	3.5	5.0	1.5
11	Clinton City	3,804,000	3,804,000	0	0	0.0	0.0
12	Oak Ridge City	18,525,000	18,559,000	34,000	3	4.0	1.0
20	Bedford County	35,756,000	35,886,000	130,000	3.5	6.5	3.0
30	Benton County	11,051,000	11,070,000	19,000	0.5	1.0	0.5
40	Bledsoe County	10,588,000	10,610,000	22,000	0.5	1.0	0.5
50	Blount County	42,552,000	42,563,000	11,000	8.5	9.0	0.5
51	Alcoa City	6,267,000	6,319,000	52,000	0.5	2.0	1.5
52	Maryville City	17,581,000	17,647,000	66,000	4	6.0	2.0
60	Bradley County	40,137,000	40,137,000	0	9	9.0	0.0
61	Cleveland City	20,058,000	20,082,000	24,000	3.5	4.5	1.0
70	Campbell County	26,387,000	26,471,000	84,000	3.5	5.5	2.0
80	Cannon County	10,504,000	10,504,000	0	1	1.0	0.0
90	Carroll County	1,811,000	1,811,000	0	0	0.0	0.0
92	H Rock-Bruceton SSD	3,229,000	3,229,000	0	0	0.0	0.0
93	Huntingdon SSD	5,544,000	5,544,000	0	0.5	0.5	0.0
94	McKenzie SSD	6,372,000	6,392,000	20,000	0.5	1.0	0.5
95	South Carroll Co SSD	1,761,000	1,761,000	0	0	0.0	0.0
97	West Carroll Co SSD	4,763,000	4,763,000	0	0.5	0.5	0.0
100	Carter County	26,823,000	26,910,000	87,000	2	4.0	2.0
101	Elizabethton City	9,942,000	9,985,000	43,000	1	2.0	1.0
110	Cheatham County	30,713,000	30,846,000	133,000	3.5	6.5	3.0
120	Chester County	13,409,000	13,429,000	20,000	1.5	2.0	0.5
130	Claiborne County	23,184,000	23,273,000	89,000	1.5	3.5	2.0
140	Clay County	5,521,000	5,544,000	23,000	0.5	1.0	0.5
150	Cocke County	21,407,000	21,493,000	86,000	2	4.0	2.0
151	Newport City	3,152,000	3,153,000	1,000	0.5	0.5	0.0
160	Coffee County	17,718,000	17,718,000	0	4	3.5	-0.5
161	Manchester City	5,876,000	5,891,000	15,000	0	0.5	0.5
162	Tullahoma City	12,709,000	12,719,000	10,000	1.5	2.0	0.5
170	Crockett County	9,211,000	9,257,000	46,000	1	2.0	1.0
171	Alamo City	3,145,000	3,168,000	23,000	0	0.5	0.5
172	Bells City	2,215,000	2,216,000	1,000	0	0.0	0.0
180	Cumberland County	27,638,000	27,734,000	96,000	4.5	7.0	2.5
190	Davidson County	221,584,000	222,047,000	463,000	47.5	66.0	18.5
200	Decatur County	7,825,000	7,825,000	0	0.5	0.5	0.0
210	DeKalb County	13,138,000	13,228,000	90,000	1	3.0	2.0
220	Dickson County	34,799,000	34,874,000	75,000	6	8.0	2.0
230	Dyer County	15,895,000	15,935,000	40,000	1.5	2.5	1.0
231	Dyersburg City	12,071,000	12,111,000	40,000	2	3.0	1.0

	System	Original Generated	Amount Generated w/Additional Asst. Principals	State Cost of Adding Assistant Principals	Asst Principals Prior to Change	Asst Principals After Change	Additional Asst Principals
240	Fayette County	13,357,000	13,391,000	34,000	1	2.0	1.0
250	Fentress County	11,480,000	11,549,000	69,000	0	1.5	1.5
260	Franklin County	25,308,000	25,315,000	7,000	3	3.5	0.5
271	Humboldt City	6,083,000	6,084,000	1,000	0.5	0.5	0.0
272	Milan SSD	10,047,000	10,112,000	65,000	1	2.5	1.5
273	Trenton SSD	6,471,000	6,493,000	22,000	0.5	1.0	0.5
274	Bradford SSD	2,714,000	2,735,000	21,000	0	0.5	0.5
275	Gibson County SSD	16,541,000	16,587,000	46,000	2	3.0	1.0
280	Giles County	17,438,000	17,450,000	12,000	1.5	2.0	0.5
290	Grainger County	18,464,000	18,483,000	19,000	1	1.5	0.5
300	Greene County	29,888,000	29,943,000	55,000	3.5	5.0	1.5
301	Greeneville City	11,415,000	11,453,000	38,000	1	2.0	1.0
310	Grundy County	12,305,000	12,305,000	0	1	1.0	0.0
320	Hamblen County	38,574,000	38,688,000	114,000	5.5	8.5	3.0
330	Hamilton County	123,182,000	123,677,000	495,000	19.5	34.0	14.5
340	Hancock County	5,921,000	5,921,000	0	0.5	0.5	0.0
350	Hardeman County	20,112,000	20,179,000	67,000	2	3.5	1.5
360	Hardin County	13,341,000	13,352,000	11,000	2	2.5	0.5
370	Hawkins County	34,550,000	34,607,000	57,000	3	4.5	1.5
371	Rogersville City	2,979,000	2,979,000	0	0.5	0.5	0.0
380	Haywood County	16,124,000	16,241,000	117,000	1	3.5	2.5
390	Henderson County	17,475,000	17,539,000	64,000	1.5	3.0	1.5
391	Lexington City	4,627,000	4,627,000	0	0.5	0.5	0.0
400	Henry County	13,770,000	13,837,000	67,000	1.5	3.0	1.5
401	Paris SSD	7,148,000	7,191,000	43,000	0	1.0	1.0
410	Hickman County	19,176,000	19,221,000	45,000	1	2.0	1.0
420	Houston County	7,663,000	7,663,000	0	0.5	0.5	0.0
430	Humphreys County	13,687,000	13,728,000	41,000	1	2.0	1.0
440	Jackson County	7,967,000	7,989,000	22,000	0.5	1.0	0.5
450	Jefferson County	30,755,000	30,858,000	103,000	7	9.5	2.5
460	Johnson County	10,673,000	10,692,000	19,000	0.5	1.0	0.5
470	Knox County	158,537,000	158,933,000	396,000	51.5	65.5	14.0
480	Lake County	4,816,000	4,816,000	0	0	0.0	0.0
490	Lauderdale County	22,704,000	22,796,000	92,000	3.5	5.5	2.0
500	Lawrence County	31,718,000	31,877,000	159,000	2.5	6.0	3.5
510	Lewis County	9,147,000	9,168,000	21,000	0.5	1.0	0.5
520	Lincoln County	17,660,000	17,725,000	65,000	1.5	3.0	1.5
521	Fayetteville City	5,166,000	5,187,000	21,000	0	0.5	0.5
530	Loudon County	18,625,000	18,660,000	35,000	2	3.0	1.0
531	Lenoir City	8,412,000	8,447,000	35,000	2	3.0	1.0
540	McMinn County	23,033,000	23,082,000	49,000	4.5	6.0	1.5
541	Athens City	6,553,000	6,553,000	0	0	0.0	0.0

	System	Original Generated	Amount Generated w/Additional Asst. Principals	State Cost of Adding Assistant Principals	Asst Principals Prior to Change	Asst Principals After Change	Additional Asst Principals
542	Etowah City	1,389,000	1,389,000	0	0	0.0	0.0
550	McNairy County	20,529,000	20,595,000	66,000	2	3.5	1.5
560	Macon County	18,417,000	18,434,000	17,000	2	2.5	0.5
570	Madison County	42,880,000	43,063,000	183,000	5	10.0	5.0
580	Marion County	18,424,000	18,460,000	36,000	2	3.0	1.0
581	Richard City SSD	1,332,000	1,332,000	0	0	0.0	0.0
590	Marshall County	22,786,000	22,897,000	111,000	2.5	5.0	2.5
600	Maury County	44,390,000	44,446,000	56,000	6	8.0	2.0
610	Meigs County	9,090,000	9,111,000	21,000	0.5	1.0	0.5
620	Monroe County	24,769,000	24,877,000	108,000	2	4.5	2.5
621	Sweetwater City	6,676,000	6,698,000	22,000	0	0.5	0.5
630	Montgomery County	120,053,000	120,382,000	329,000	26.5	35.0	8.5
640	Moore County	4,424,000	4,446,000	22,000	0.5	1.0	0.5
650	Morgan County	17,435,000	17,456,000	21,000	0.5	1.0	0.5
660	Obion County	16,567,000	16,676,000	109,000	1	3.5	2.5
661	Union City	6,233,000	6,258,000	25,000	1	1.5	0.5
670	Overton County	17,306,000	17,349,000	43,000	1.5	2.5	1.0
680	Perry County	5,716,000	5,716,000	0	0.5	0.5	0.0
690	Pickett County	3,529,000	3,552,000	23,000	0	0.5	0.5
700	Polk County	12,839,000	12,859,000	20,000	1	1.5	0.5
710	Putnam County	38,625,000	38,731,000	106,000	7.5	10.5	3.0
720	Rhea County	19,596,000	19,634,000	38,000	4	5.0	1.0
721	Dayton City	3,318,000	3,318,000	0	0.5	0.5	0.0
730	Roane County	27,285,000	27,331,000	46,000	3.5	5.0	1.5
740	Robertson County	47,155,000	47,374,000	219,000	5	10.0	5.0
750	Rutherford County	148,671,000	148,744,000	73,000	47.5	49.5	2.0
751	Murfreesboro City	28,115,000	28,134,000	19,000	4	5.0	1.0
760	Scott County	14,593,000	14,614,000	21,000	1	1.5	0.5
761	Oneida SSD	5,786,000	5,808,000	22,000	0.5	1.0	0.5
770	Sequatchie County	11,006,000	11,025,000	19,000	2	2.5	0.5
780	Sevier County	33,191,000	33,387,000	196,000	9	15.0	6.0
790	Shelby County	181,242,000	181,503,000	261,000	56.5	64.0	7.5
791	Memphis City	437,860,000	438,834,000	974,000	68.5	95.5	27.0
800	Smith County	14,962,000	14,980,000	18,000	1	1.5	0.5
810	Stewart County	10,499,000	10,569,000	70,000	0.5	2.0	1.5
820	Sullivan County	38,546,000	38,616,000	70,000	4.5	7.0	2.5
821	Bristol City	13,476,000	13,504,000	28,000	1.5	2.5	1.0
822	Kingsport City	22,888,000	22,896,000	8,000	5.5	6.0	0.5
830	Sumner County	111,810,000	112,248,000	438,000	16	26.5	10.5
840	Tipton County	56,390,000	56,617,000	227,000	11	16.0	5.0
850	Trousdale County	6,360,000	6,383,000	23,000	0.5	1.0	0.5
860	Unicoi County	12,108,000	12,126,000	18,000	1	1.5	0.5

System	Original Generated	Amount Generated w/Additional Asst. Principals	State Cost of Adding Assistant Principals	Asst Principals Prior to Change	Asst Principals After Change	Additional Asst Principals
870 Union County	15,463,000	15,463,000	0	2	2.0	0.0
880 Van Buren County	3,621,000	3,621,000	0	0	0.0	0.0
890 Warren County	30,322,000	30,356,000	34,000	5	6.0	1.0
900 Washington County	29,782,000	29,871,000	89,000	5	8.0	3.0
901 Johnson City	24,161,000	24,171,000	10,000	9	9.5	0.5
910 Wayne County	12,641,000	12,641,000	0	1	1.0	0.0
920 Weakley County	21,189,000	21,202,000	13,000	1	1.5	0.5
930 White County	19,095,000	19,111,000	16,000	2.5	3.0	0.5
940 Williamson County	94,773,000	94,966,000	193,000	31.5	38.0	6.5
941 Franklin SSD	12,669,000	12,699,000	30,000	0	1.0	1.0
950 Wilson County	56,051,000	56,106,000	55,000	16.5	18.5	2.0
951 Lebanon SSD	12,800,000	12,850,000	50,000	1	2.5	1.5
970 Dept. of Children Services	<u>6,660,000</u>	<u>6,660,000</u>	<u>0</u>	<u>0</u>	<u>0.0</u>	0.0
	3,725,690,000	3,734,708,000	9,018,000	636.5	884.0	247.5

Membership	1-249	250-499	750-999	1250-1499	1500-up
Elem Asst Principals	0	0	1	2	One FTE added for each additional 250 students over 1500
Secondary Asst Principals	0	0.5	1.5	2.5	

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

Reduce 7-12 ratio, including Career & Technical by 3 Students

System	Original Generated	Reduce Grades 7-12 Ratio by 3 students	State Cost
10 Anderson County	27,926,000	28,690,000	764,000
11 Clinton City	3,804,000	3,804,000	0
12 Oak Ridge City	18,525,000	18,965,000	440,000
20 Bedford County	35,756,000	36,492,000	736,000
30 Benton County	11,051,000	11,296,000	245,000
40 Bledsoe County	10,588,000	10,783,000	195,000
50 Blount County	42,552,000	43,444,000	892,000
51 Alcoa City	6,267,000	6,405,000	138,000
52 Maryville City	17,581,000	18,010,000	429,000
60 Bradley County	40,137,000	41,099,000	962,000
61 Cleveland City	20,058,000	20,485,000	427,000
70 Campbell County	26,387,000	26,983,000	596,000
80 Cannon County	10,504,000	10,766,000	262,000
90 Carroll County	1,811,000	1,811,000	0
92 H Rock-Bruceton SSD	3,229,000	3,294,000	65,000
93 Huntingdon SSD	5,544,000	5,674,000	130,000
94 McKenzie SSD	6,372,000	6,523,000	151,000
95 South Carroll Co SSD	1,761,000	1,824,000	63,000
97 West Carroll Co SSD	4,763,000	4,892,000	129,000
100 Carter County	26,823,000	27,400,000	577,000
101 Elizabethton City	9,942,000	10,209,000	267,000
110 Cheatham County	30,713,000	31,442,000	729,000
120 Chester County	13,409,000	13,715,000	306,000
130 Claiborne County	23,184,000	23,707,000	523,000
140 Clay County	5,521,000	5,601,000	80,000
150 Cocke County	21,407,000	21,961,000	554,000
151 Newport City	3,152,000	3,194,000	42,000
160 Coffee County	17,718,000	18,194,000	476,000
161 Manchester City	5,876,000	5,954,000	78,000
162 Tullahoma City	12,709,000	13,070,000	361,000
170 Crockett County	9,211,000	9,521,000	310,000
171 Alamo City	3,145,000	3,145,000	0
172 Bells City	2,215,000	2,215,000	0
180 Cumberland County	27,638,000	28,336,000	698,000
190 Davidson County	221,584,000	224,964,000	3,380,000
200 Decatur County	7,825,000	7,958,000	133,000
210 DeKalb County	13,138,000	13,434,000	296,000
220 Dickson County	34,799,000	35,581,000	782,000
230 Dyer County	15,895,000	16,242,000	347,000

System	Original Generated	Reduce Grades 7-12 Ratio by 3 students	State Cost
231 Dyersburg City	12,071,000	12,341,000	270,000
240 Fayette County	13,357,000	13,583,000	226,000
250 Fentress County	11,480,000	11,621,000	141,000
260 Franklin County	25,308,000	25,843,000	535,000
271 Humboldt City	6,083,000	6,208,000	125,000
272 Milan SSD	10,047,000	10,277,000	230,000
273 Trenton SSD	6,471,000	6,618,000	147,000
274 Bradford SSD	2,714,000	2,756,000	42,000
275 Gibson County SSD	16,541,000	16,940,000	399,000
280 Giles County	17,438,000	17,843,000	405,000
290 Grainger County	18,464,000	18,889,000	425,000
300 Greene County	29,888,000	30,533,000	645,000
301 Greeneville City	11,415,000	11,718,000	303,000
310 Grundy County	12,305,000	12,520,000	215,000
320 Hamblen County	38,574,000	39,427,000	853,000
330 Hamilton County	123,182,000	125,740,000	2,558,000
340 Hancock County	5,921,000	6,008,000	87,000
350 Hardeman County	20,112,000	20,536,000	424,000
360 Hardin County	13,341,000	13,684,000	343,000
370 Hawkins County	34,550,000	35,297,000	747,000
371 Rogersville City	2,979,000	2,999,000	20,000
380 Haywood County	16,124,000	16,475,000	351,000
390 Henderson County	17,475,000	17,908,000	433,000
391 Lexington City	4,627,000	4,668,000	41,000
400 Henry County	13,770,000	14,172,000	402,000
401 Paris SSD	7,148,000	7,207,000	59,000
410 Hickman County	19,176,000	19,695,000	519,000
420 Houston County	7,663,000	7,790,000	127,000
430 Humphreys County	13,687,000	13,978,000	291,000
440 Jackson County	7,967,000	8,140,000	173,000
450 Jefferson County	30,755,000	31,496,000	741,000
460 Johnson County	10,673,000	10,919,000	246,000
470 Knox County	158,537,000	162,471,000	3,934,000
480 Lake County	4,816,000	4,901,000	85,000
490 Lauderdale County	22,704,000	23,157,000	453,000
500 Lawrence County	31,718,000	32,499,000	781,000
510 Lewis County	9,147,000	9,336,000	189,000
520 Lincoln County	17,660,000	18,123,000	463,000
521 Fayetteville City	5,166,000	5,227,000	61,000
530 Loudon County	18,625,000	19,013,000	388,000
531 Lenoir City	8,412,000	8,691,000	279,000
540 McMinn County	23,033,000	23,700,000	667,000
541 Athens City	6,553,000	6,631,000	78,000
542 Etowah City	1,389,000	1,409,000	20,000
550 McNairy County	20,529,000	21,041,000	512,000

System	Original Generated	Reduce Grades 7-12 Ratio by 3 students	State Cost
560 Macon County	18,417,000	18,842,000	425,000
570 Madison County	42,880,000	43,802,000	922,000
580 Marion County	18,424,000	18,809,000	385,000
581 Richard City SSD	1,332,000	1,389,000	57,000
590 Marshall County	22,786,000	23,333,000	547,000
600 Maury County	44,390,000	45,319,000	929,000
610 Meigs County	9,090,000	9,257,000	167,000
620 Monroe County	24,769,000	25,371,000	602,000
621 Sweetwater City	6,676,000	6,714,000	38,000
630 Montgomery County	120,053,000	122,486,000	2,433,000
640 Moore County	4,424,000	4,545,000	121,000
650 Morgan County	17,435,000	17,819,000	384,000
660 Obion County	16,567,000	16,980,000	413,000
661 Union City	6,233,000	6,372,000	139,000
670 Overton County	17,306,000	17,695,000	389,000
680 Perry County	5,716,000	5,815,000	99,000
690 Pickett County	3,529,000	3,636,000	107,000
700 Polk County	12,839,000	13,112,000	273,000
710 Putnam County	38,625,000	39,441,000	816,000
720 Rhea County	19,596,000	20,009,000	413,000
721 Dayton City	3,318,000	3,337,000	19,000
730 Roane County	27,285,000	27,937,000	652,000
740 Robertson County	47,155,000	48,208,000	1,053,000
750 Rutherford County	148,671,000	152,778,000	4,107,000
751 Murfreesboro City	28,115,000	28,115,000	0
760 Scott County	14,593,000	14,871,000	278,000
761 Oneida SSD	5,786,000	5,915,000	129,000
770 Sequatchie County	11,006,000	11,228,000	222,000
780 Sevier County	33,191,000	33,988,000	797,000
790 Shelby County	181,242,000	185,822,000	4,580,000
791 Memphis City	437,860,000	447,514,000	9,654,000
800 Smith County	14,962,000	15,293,000	331,000
810 Stewart County	10,499,000	10,758,000	259,000
820 Sullivan County	38,546,000	39,515,000	969,000
821 Bristol City	13,476,000	13,810,000	334,000
822 Kingsport City	22,888,000	23,373,000	485,000
830 Sumner County	111,810,000	114,471,000	2,661,000
840 Tipton County	56,390,000	57,736,000	1,346,000
850 Trousdale County	6,360,000	6,487,000	127,000
860 Unicoi County	12,108,000	12,364,000	256,000
870 Union County	15,463,000	15,765,000	302,000
880 Van Buren County	3,621,000	3,703,000	82,000
890 Warren County	30,322,000	31,016,000	694,000
900 Washington County	29,782,000	30,590,000	808,000
901 Johnson City	24,161,000	24,757,000	596,000

System	Original Generated	Reduce Grades 7-12 Ratio by 3 students	State Cost
910 Wayne County	12,641,000	12,902,000	261,000
920 Weakley County	21,189,000	21,677,000	488,000
930 White County	19,095,000	19,513,000	418,000
940 Williamson County	94,773,000	97,377,000	2,604,000
941 Franklin SSD	12,669,000	12,784,000	115,000
950 Wilson County	56,051,000	57,657,000	1,606,000
951 Lebanon SSD	12,800,000	12,897,000	97,000
970 Dept. of Children Services	<u>6,660,000</u>	<u>6,959,000</u>	<u>299,000</u>
	3,725,690,000	3,808,974,000	83,284,000

Changing Nurses from 1:3,000 to 1:1,500

	System	Original Generated	Amount Generated Nurses 1:1,500	State Cost of Nurses 1:1,500 (minimum 1)	Additional Nurses
10	Anderson County	27,926,000	28,026,000	100,000	2.5
11	Clinton City	3,804,000	3,805,000	1,000	0.0
12	Oak Ridge City	18,525,000	18,586,000	61,000	1.5
20	Bedford County	35,756,000	35,861,000	105,000	2.5
30	Benton County	11,051,000	11,070,000	19,000	0.5
40	Bledsoe County	10,588,000	10,588,000	0	0.0
50	Blount County	42,552,000	42,704,000	152,000	4.0
51	Alcoa City	6,267,000	6,268,000	1,000	0.0
52	Maryville City	17,581,000	17,657,000	76,000	2.0
60	Bradley County	40,137,000	40,256,000	119,000	3.0
61	Cleveland City	20,058,000	20,138,000	80,000	2.0
70	Campbell County	26,387,000	26,470,000	83,000	2.0
80	Cannon County	10,504,000	10,525,000	21,000	0.5
90	Carroll County	1,811,000	1,811,000	0	0.0
92	H Rock-Bruceton SSD	3,229,000	3,229,000	0	0.0
93	Huntingdon SSD	5,544,000	5,544,000	0	0.0
94	McKenzie SSD	6,372,000	6,372,000	0	0.0
95	South Carroll Co SSD	1,761,000	1,761,000	0	0.0
97	West Carroll Co SSD	4,763,000	4,763,000	0	0.0
100	Carter County	26,823,000	26,883,000	60,000	1.5
101	Elizabethton City	9,942,000	9,962,000	20,000	0.5
110	Cheatham County	30,713,000	30,823,000	110,000	2.5
120	Chester County	13,409,000	13,455,000	46,000	1.0
130	Claiborne County	23,184,000	23,248,000	64,000	1.5
140	Clay County	5,521,000	5,521,000	0	0.0
150	Cocke County	21,407,000	21,469,000	62,000	1.5
151	Newport City	3,152,000	3,152,000	0	0.0
160	Coffee County	17,718,000	17,775,000	57,000	1.5
161	Manchester City	5,876,000	5,876,000	0	0.0
162	Tullahoma City	12,709,000	12,747,000	38,000	1.0
170	Crockett County	9,211,000	9,211,000	0	0.0
171	Alamo City	3,145,000	3,145,000	0	0.0
172	Bells City	2,215,000	2,215,000	0	0.0
180	Cumberland County	27,638,000	27,734,000	96,000	2.5
190	Davidson County	221,584,000	222,393,000	809,000	25.0
200	Decatur County	7,825,000	7,825,000	0	0.0
210	DeKalb County	13,138,000	13,180,000	42,000	1.0
220	Dickson County	34,799,000	34,898,000	99,000	2.5
230	Dyer County	15,895,000	15,958,000	63,000	1.5
231	Dyersburg City	12,071,000	12,114,000	43,000	1.0
240	Fayette County	13,357,000	13,416,000	59,000	1.5
250	Fentress County	11,480,000	11,499,000	19,000	0.5
260	Franklin County	25,308,000	25,390,000	82,000	2.0
271	Humboldt City	6,083,000	6,083,000	0	0.0
272	Milan SSD	10,047,000	10,067,000	20,000	0.5
273	Trenton SSD	6,471,000	6,471,000	0	0.0
274	Bradford SSD	2,714,000	2,714,000	0	0.0
275	Gibson County SSD	16,541,000	16,603,000	62,000	1.5
280	Giles County	17,438,000	17,475,000	37,000	1.0
290	Grainger County	18,464,000	18,534,000	70,000	1.5
300	Greene County	29,888,000	29,966,000	78,000	2.0
301	Greeneville City	11,415,000	11,454,000	39,000	1.0
310	Grundy County	12,305,000	12,327,000	22,000	0.5
320	Hamblen County	38,574,000	38,687,000	113,000	3.0
330	Hamilton County	123,182,000	123,624,000	442,000	13.5
340	Hancock County	5,921,000	5,921,000	0	0.0
350	Hardeman County	20,112,000	20,153,000	41,000	1.0
360	Hardin County	13,341,000	13,403,000	62,000	1.5
370	Hawkins County	34,550,000	34,655,000	105,000	2.5
371	Rogersville City	2,979,000	2,979,000	0	0.0
380	Haywood County	16,124,000	16,166,000	42,000	1.0
390	Henderson County	17,475,000	17,539,000	64,000	1.5
391	Lexington City	4,627,000	4,627,000	0	0.0
400	Henry County	13,770,000	13,807,000	37,000	1.0
401	Paris SSD	7,148,000	7,148,000	0	0.0
410	Hickman County	19,176,000	19,246,000	70,000	1.5
420	Houston County	7,663,000	7,663,000	0	0.0
430	Humphreys County	13,687,000	13,728,000	41,000	1.0
440	Jackson County	7,967,000	7,967,000	0	0.0
450	Jefferson County	30,755,000	30,857,000	102,000	2.5

	Original Generated	Amount Generated Nurses 1:1,500	State Cost of Nurses 1:1,500 (minimum 1)	Additional Nurses	
460	Johnson County	10,673,000	10,692,000	19,000	0.5
470	Knox County	158,537,000	159,153,000	616,000	18.5
480	Lake County	4,816,000	4,816,000	0	0.0
490	Lauderdale County	22,704,000	22,771,000	67,000	1.5
500	Lawrence County	31,718,000	31,829,000	111,000	2.5
510	Lewis County	9,147,000	9,168,000	21,000	0.5
520	Lincoln County	17,660,000	17,698,000	38,000	1.0
521	Fayetteville City	5,166,000	5,166,000	0	0.0
530	Loudon County	18,625,000	18,701,000	76,000	2.0
531	Lenoir City	8,412,000	8,431,000	19,000	0.5
540	McMinn County	23,033,000	23,106,000	73,000	2.0
541	Athens City	6,553,000	6,553,000	0	0.0
542	Etowah City	1,389,000	1,389,000	0	0.0
550	McNairy County	20,529,000	20,594,000	65,000	1.5
560	Macon County	18,417,000	18,484,000	67,000	1.5
570	Madison County	42,880,000	43,013,000	133,000	4.0
580	Marion County	18,424,000	18,485,000	61,000	1.5
581	Richard City SSD	1,332,000	1,332,000	0	0.0
590	Marshall County	22,786,000	22,872,000	86,000	2.0
600	Mauzy County	44,390,000	44,520,000	130,000	3.5
610	Meigs County	9,090,000	9,090,000	0	0.0
620	Monroe County	24,769,000	24,826,000	57,000	1.5
621	Sweetwater City	6,676,000	6,676,000	0	0.0
630	Montgomery County	120,053,000	120,458,000	405,000	10.0
640	Moore County	4,424,000	4,424,000	0	0.0
650	Morgan County	17,435,000	17,480,000	45,000	1.0
660	Obion County	16,567,000	16,603,000	36,000	1.0
661	Union City	6,233,000	6,233,000	0	0.0
670	Overton County	17,306,000	17,375,000	69,000	1.5
680	Perry County	5,716,000	5,716,000	0	0.0
690	Pickett County	3,529,000	3,529,000	0	0.0
700	Polk County	12,839,000	12,883,000	44,000	1.0
710	Putnam County	38,625,000	38,756,000	131,000	3.5
720	Rhea County	19,596,000	19,658,000	62,000	1.5
721	Dayton City	3,318,000	3,318,000	0	0.0
730	Roane County	27,285,000	27,382,000	97,000	2.5
740	Robertson County	47,155,000	47,323,000	168,000	4.0
750	Rutherford County	148,671,000	149,187,000	516,000	13.0
751	Murfreesboro City	28,115,000	28,196,000	81,000	2.0
760	Scott County	14,593,000	14,636,000	43,000	1.0
761	Oneida SSD	5,786,000	5,786,000	0	0.0
770	Sequatchie County	11,006,000	11,026,000	20,000	0.5
780	Sevier County	33,191,000	33,310,000	119,000	4.5
790	Shelby County	181,242,000	181,884,000	642,000	15.5
791	Memphis City	437,860,000	439,313,000	1,453,000	35.0
800	Smith County	14,962,000	15,004,000	42,000	1.0
810	Stewart County	10,499,000	10,520,000	21,000	0.5
820	Sullivan County	38,546,000	38,696,000	150,000	4.0
821	Bristol City	13,476,000	13,513,000	37,000	1.0
822	Kingsport City	22,888,000	22,982,000	94,000	2.5
830	Sumner County	111,810,000	112,173,000	363,000	9.0
840	Tipton County	56,390,000	56,569,000	179,000	4.0
850	Trousdale County	6,360,000	6,360,000	0	0.0
860	Unicoi County	12,108,000	12,126,000	18,000	0.5
870	Union County	15,463,000	15,508,000	45,000	1.0
880	Van Buren County	3,621,000	3,621,000	0	0.0
890	Warren County	30,322,000	30,431,000	109,000	2.5
900	Washington County	29,782,000	29,890,000	108,000	3.0
901	Johnson City	24,161,000	24,252,000	91,000	2.5
910	Wayne County	12,641,000	12,662,000	21,000	0.5
920	Weakley County	21,189,000	21,252,000	63,000	1.5
930	White County	19,095,000	19,137,000	42,000	1.0
940	Williamson County	94,773,000	95,182,000	409,000	10.5
941	Franklin SSD	12,669,000	12,729,000	60,000	1.5
950	Wilson County	56,051,000	56,267,000	216,000	5.5
951	Lebanon SSD	12,800,000	12,840,000	40,000	1.0
970	Dept. of Children Services	<u>6,660,000</u>	<u>6,660,000</u>	<u>0</u>	<u>0.0</u>
		3,725,690,000	3,737,402,000	11,712,000	302.0

Changing Technology Coordinators from 1:6,400 to 1:3,200

	System	Original Generated	Amount Generated Tech Coord 1:3,200	State Cost of Tech Coord 1:3,200
10	Anderson County	27,926,000	27,957,000	31,000
11	Clinton City	3,804,000	3,804,000	0
12	Oak Ridge City	18,525,000	18,555,000	30,000
20	Bedford County	35,756,000	35,787,000	31,000
30	Benton County	11,051,000	11,051,000	0
40	Bledsoe County	10,588,000	10,588,000	0
50	Blount County	42,552,000	42,607,000	55,000
51	Alcoa City	6,267,000	6,268,000	1,000
52	Maryville City	17,581,000	17,609,000	28,000
60	Bradley County	40,137,000	40,206,000	69,000
61	Cleveland City	20,058,000	20,093,000	35,000
70	Campbell County	26,387,000	26,422,000	35,000
80	Cannon County	10,504,000	10,504,000	0
90	Carroll County	1,811,000	1,811,000	0
92	H Rock-Bruceton SSD	3,229,000	3,229,000	0
93	Huntingdon SSD	5,544,000	5,544,000	0
94	McKenzie SSD	6,372,000	6,372,000	0
95	South Carroll Co SSD	1,761,000	1,761,000	0
97	West Carroll Co SSD	4,763,000	4,763,000	0
100	Carter County	26,823,000	26,856,000	33,000
101	Elizabethton City	9,942,000	9,942,000	0
110	Cheatham County	30,713,000	30,749,000	36,000
120	Chester County	13,409,000	13,409,000	0
130	Claiborne County	23,184,000	23,225,000	41,000
140	Clay County	5,521,000	5,521,000	0
150	Cocke County	21,407,000	21,444,000	37,000
151	Newport City	3,152,000	3,152,000	0
160	Coffee County	17,718,000	17,755,000	37,000
161	Manchester City	5,876,000	5,878,000	2,000
162	Tullahoma City	12,709,000	12,742,000	33,000
170	Crockett County	9,211,000	9,211,000	0
171	Alamo City	3,145,000	3,145,000	0
172	Bells City	2,215,000	2,215,000	0
180	Cumberland County	27,638,000	27,659,000	21,000
190	Davidson County	221,584,000	221,752,000	168,000
200	Decatur County	7,825,000	7,825,000	0
210	DeKalb County	13,138,000	13,138,000	0
220	Dickson County	34,799,000	34,824,000	25,000
230	Dyer County	15,895,000	15,927,000	32,000
231	Dyersburg City	12,071,000	12,071,000	0
240	Fayette County	13,357,000	13,392,000	35,000
250	Fentress County	11,480,000	11,480,000	0
260	Franklin County	25,308,000	25,342,000	34,000
271	Humboldt City	6,083,000	6,083,000	0
272	Milan SSD	10,047,000	10,047,000	0
273	Trenton SSD	6,471,000	6,471,000	0
274	Bradford SSD	2,714,000	2,714,000	0

	System	Original Generated	Amount Generated Tech Coord 1:3,200	State Cost of Tech Coord 1:3,200
275	Gibson County SSD	16,541,000	16,577,000	36,000
280	Giles County	17,438,000	17,477,000	39,000
290	Grainger County	18,464,000	18,510,000	46,000
300	Greene County	29,888,000	29,909,000	21,000
301	Greeneville City	11,415,000	11,415,000	0
310	Grundy County	12,305,000	12,305,000	0
320	Hamblen County	38,574,000	38,640,000	66,000
330	Hamilton County	123,182,000	123,260,000	78,000
340	Hancock County	5,921,000	5,921,000	0
350	Hardeman County	20,112,000	20,156,000	44,000
360	Hardin County	13,341,000	13,379,000	38,000
370	Hawkins County	34,550,000	34,581,000	31,000
371	Rogersville City	2,979,000	2,979,000	0
380	Haywood County	16,124,000	16,168,000	44,000
390	Henderson County	17,475,000	17,515,000	40,000
391	Lexington City	4,627,000	4,628,000	1,000
400	Henry County	13,770,000	13,770,000	0
401	Paris SSD	7,148,000	7,148,000	0
410	Hickman County	19,176,000	19,222,000	46,000
420	Houston County	7,663,000	7,663,000	0
430	Humphreys County	13,687,000	13,687,000	0
440	Jackson County	7,967,000	7,967,000	0
450	Jefferson County	30,755,000	30,784,000	29,000
460	Johnson County	10,673,000	10,673,000	0
470	Knox County	158,537,000	158,695,000	158,000
480	Lake County	4,816,000	4,816,000	0
490	Lauderdale County	22,704,000	22,747,000	43,000
500	Lawrence County	31,718,000	31,753,000	35,000
510	Lewis County	9,147,000	9,147,000	0
520	Lincoln County	17,660,000	17,698,000	38,000
521	Fayetteville City	5,166,000	5,166,000	0
530	Loudon County	18,625,000	18,647,000	22,000
531	Lenoir City	8,412,000	8,412,000	0
540	McMinn County	23,033,000	23,058,000	25,000
541	Athens City	6,553,000	6,553,000	0
542	Etowah City	1,389,000	1,389,000	0
550	McNairy County	20,529,000	20,572,000	43,000
560	Macon County	18,417,000	18,461,000	44,000
570	Madison County	42,880,000	42,916,000	36,000
580	Marion County	18,424,000	18,461,000	37,000
581	Richard City SSD	1,332,000	1,333,000	1,000
590	Marshall County	22,786,000	22,824,000	38,000
600	Maury County	44,390,000	44,448,000	58,000
610	Meigs County	9,090,000	9,090,000	0
620	Monroe County	24,769,000	24,800,000	31,000
621	Sweetwater City	6,676,000	6,676,000	0
630	Montgomery County	120,053,000	120,216,000	163,000
640	Moore County	4,424,000	4,424,000	0
650	Morgan County	17,435,000	17,482,000	47,000
660	Obion County	16,567,000	16,601,000	34,000

	System	Original Generated	Amount Generated Tech Coord 1:3,200	State Cost of Tech Coord 1:3,200
661	Union City	6,233,000	6,234,000	1,000
670	Overton County	17,306,000	17,351,000	45,000
680	Perry County	5,716,000	5,716,000	0
690	Pickett County	3,529,000	3,529,000	0
700	Polk County	12,839,000	12,839,000	0
710	Putnam County	38,625,000	38,684,000	59,000
720	Rhea County	19,596,000	19,634,000	38,000
721	Dayton City	3,318,000	3,318,000	0
730	Roane County	27,285,000	27,307,000	22,000
740	Robertson County	47,155,000	47,226,000	71,000
750	Rutherford County	148,671,000	148,848,000	177,000
751	Murfreesboro City	28,115,000	28,145,000	30,000
760	Scott County	14,593,000	14,593,000	0
761	Oneida SSD	5,786,000	5,786,000	0
770	Sequatchie County	11,006,000	11,006,000	0
780	Sevier County	33,191,000	33,217,000	26,000
790	Shelby County	181,242,000	181,440,000	198,000
791	Memphis City	437,860,000	438,312,000	452,000
800	Smith County	14,962,000	14,962,000	0
810	Stewart County	10,499,000	10,499,000	0
820	Sullivan County	38,546,000	38,602,000	56,000
821	Bristol City	13,476,000	13,502,000	26,000
822	Kingsport City	22,888,000	22,916,000	28,000
830	Sumner County	111,810,000	111,929,000	119,000
840	Tipton County	56,390,000	56,471,000	81,000
850	Trousdale County	6,360,000	6,360,000	0
860	Unicoi County	12,108,000	12,108,000	0
870	Union County	15,463,000	15,463,000	0
880	Van Buren County	3,621,000	3,621,000	0
890	Warren County	30,322,000	30,358,000	36,000
900	Washington County	29,782,000	29,794,000	12,000
901	Johnson City	24,161,000	24,175,000	14,000
910	Wayne County	12,641,000	12,641,000	0
920	Weakley County	21,189,000	21,228,000	39,000
930	White County	19,095,000	19,138,000	43,000
940	Williamson County	94,773,000	94,898,000	125,000
941	Franklin SSD	12,669,000	12,692,000	23,000
950	Wilson County	56,051,000	56,108,000	57,000
951	Lebanon SSD	12,800,000	12,828,000	28,000
970	Dept. of Children Services	<u>6,660,000</u>	<u>6,660,000</u>	<u>0</u>
		3,725,690,000	3,729,757,000	4,067,000

Changing Technology Coo

	System	Additional Tech Coordinators
10	Anderson County	1.0
11	Clinton City	0.0
12	Oak Ridge City	1.0
20	Bedford County	1.0
30	Benton County	0.0
40	Bledsoe County	0.0
50	Blount County	2.0
51	Alcoa City	0.0
52	Maryville City	1.0
60	Bradley County	2.0
61	Cleveland City	1.0
70	Campbell County	1.0
80	Cannon County	0.0
90	Carroll County	0.0
92	H Rock-Bruceton SSD	0.0
93	Huntingdon SSD	0.0
94	McKenzie SSD	0.0
95	South Carroll Co SSD	0.0
97	West Carroll Co SSD	0.0
100	Carter County	1.0
101	Elizabethton City	0.0
110	Cheatham County	1.0
120	Chester County	0.0
130	Claiborne County	1.0
140	Clay County	0.0
150	Cocke County	1.0
151	Newport City	0.0
160	Coffee County	1.0
161	Manchester City	0.0
162	Tullahoma City	1.0
170	Crockett County	0.0
171	Alamo City	0.0
172	Bells City	0.0
180	Cumberland County	1.0
190	Davidson County	12.0
200	Decatur County	0.0
210	DeKalb County	0.0
220	Dickson County	1.0
230	Dyer County	1.0
231	Dyersburg City	0.0
240	Fayette County	1.0
250	Fentress County	0.0
260	Franklin County	1.0
271	Humboldt City	0.0
272	Milan SSD	0.0
273	Trenton SSD	0.0
274	Bradford SSD	0.0

	System	Additional Tech Coordinators
275	Gibson County SSD	1.0
280	Giles County	1.0
290	Grainger County	1.0
300	Greene County	1.0
301	Greeneville City	0.0
310	Grundy County	0.0
320	Hamblen County	2.0
330	Hamilton County	6.0
340	Hancock County	0.0
350	Hardeman County	1.0
360	Hardin County	1.0
370	Hawkins County	1.0
371	Rogersville City	0.0
380	Haywood County	1.0
390	Henderson County	1.0
391	Lexington City	0.0
400	Henry County	0.0
401	Paris SSD	0.0
410	Hickman County	1.0
420	Houston County	0.0
430	Humphreys County	0.0
440	Jackson County	0.0
450	Jefferson County	1.0
460	Johnson County	0.0
470	Knox County	9.0
480	Lake County	0.0
490	Lauderdale County	1.0
500	Lawrence County	1.0
510	Lewis County	0.0
520	Lincoln County	1.0
521	Fayetteville City	0.0
530	Loudon County	1.0
531	Lenoir City	0.0
540	McMinn County	1.0
541	Athens City	0.0
542	Etowah City	0.0
550	McNairy County	1.0
560	Macon County	1.0
570	Madison County	2.0
580	Marion County	1.0
581	Richard City SSD	0.0
590	Marshall County	1.0
600	Maury County	2.0
610	Meigs County	0.0
620	Monroe County	1.0
621	Sweetwater City	0.0
630	Montgomery County	5.0
640	Moore County	0.0
650	Morgan County	1.0
660	Obion County	1.0

	System	Additional Tech Coordinators
661	Union City	0.0
670	Overton County	1.0
680	Perry County	0.0
690	Pickett County	0.0
700	Polk County	0.0
710	Putnam County	2.0
720	Rhea County	1.0
721	Dayton City	0.0
730	Roane County	1.0
740	Robertson County	2.0
750	Rutherford County	6.0
751	Murfreesboro City	1.0
760	Scott County	0.0
761	Oneida SSD	0.0
770	Sequatchie County	0.0
780	Sevier County	2.0
790	Shelby County	7.0
791	Memphis City	16.0
800	Smith County	0.0
810	Stewart County	0.0
820	Sullivan County	2.0
821	Bristol City	1.0
822	Kingsport City	1.0
830	Sumner County	4.0
840	Tipton County	2.0
850	Trousdale County	0.0
860	Unicoi County	0.0
870	Union County	0.0
880	Van Buren County	0.0
890	Warren County	1.0
900	Washington County	1.0
901	Johnson City	1.0
910	Wayne County	0.0
920	Weakley County	1.0
930	White County	1.0
940	Williamson County	5.0
941	Franklin SSD	1.0
950	Wilson County	2.0
951	Lebanon SSD	1.0
970	Dept. of Children Services	<u>0.0</u>
		145.0

Change BEP supplies per teacher from \$200 to \$300

(an additional \$133 (\$100/75%) per instructional position inserted into the classroom component)

System	Original Generated	Amount Generated With Additional \$133	State Cost to Provide Additional \$100 per Teacher Supply Monies
10 Anderson County	27,926,000	27,971,000	45,000
11 Clinton City	3,804,000	3,811,000	7,000
12 Oak Ridge City	18,525,000	18,557,000	32,000
20 Bedford County	35,756,000	35,814,000	58,000
30 Benton County	11,051,000	11,068,000	17,000
40 Bledsoe County	10,588,000	10,604,000	16,000
50 Blount County	42,552,000	42,625,000	73,000
51 Alcoa City	6,267,000	6,278,000	11,000
52 Maryville City	17,581,000	17,612,000	31,000
60 Bradley County	40,137,000	40,203,000	66,000
61 Cleveland City	20,058,000	20,093,000	35,000
70 Campbell County	26,387,000	26,428,000	41,000
80 Cannon County	10,504,000	10,520,000	16,000
90 Carroll County	1,811,000	1,812,000	1,000
92 H Rock-Bruceton SSD	3,229,000	3,234,000	5,000
93 Huntingdon SSD	5,544,000	5,554,000	10,000
94 McKenzie SSD	6,372,000	6,381,000	9,000
95 South Carroll Co SSD	1,761,000	1,764,000	3,000
97 West Carroll Co SSD	4,763,000	4,770,000	7,000
100 Carter County	26,823,000	26,864,000	41,000
101 Elizabethton City	9,942,000	9,958,000	16,000
110 Cheatham County	30,713,000	30,762,000	49,000
120 Chester County	13,409,000	13,429,000	20,000
130 Claiborne County	23,184,000	23,219,000	35,000
140 Clay County	5,521,000	5,529,000	8,000
150 Cocke County	21,407,000	21,440,000	33,000
151 Newport City	3,152,000	3,157,000	5,000
160 Coffee County	17,718,000	17,748,000	30,000
161 Manchester City	5,876,000	5,886,000	10,000
162 Tullahoma City	12,709,000	12,731,000	22,000
170 Crockett County	9,211,000	9,225,000	14,000
171 Alamo City	3,145,000	3,150,000	5,000
172 Bells City	2,215,000	2,219,000	4,000
180 Cumberland County	27,638,000	27,685,000	47,000
190 Davidson County	221,584,000	221,975,000	391,000
200 Decatur County	7,825,000	7,837,000	12,000
210 DeKalb County	13,138,000	13,159,000	21,000
220 Dickson County	34,799,000	34,857,000	58,000
230 Dyer County	15,895,000	15,919,000	24,000
231 Dyersburg City	12,071,000	12,091,000	20,000
240 Fayette County	13,357,000	13,378,000	21,000
250 Fentress County	11,480,000	11,497,000	17,000
260 Franklin County	25,308,000	25,348,000	40,000
271 Humboldt City	6,083,000	6,093,000	10,000
272 Milan SSD	10,047,000	10,063,000	16,000

System	Original Generated	Amount Generated With Additional \$130	State Cost to Provide Additional \$100 per Teacher Supply Monies
273 Trenton SSD	6,471,000	6,481,000	10,000
274 Bradford SSD	2,714,000	2,718,000	4,000
275 Gibson County SSD	16,541,000	16,567,000	26,000
280 Giles County	17,438,000	17,466,000	28,000
290 Grainger County	18,464,000	18,492,000	28,000
300 Greene County	29,888,000	29,936,000	48,000
301 Greeneville City	11,415,000	11,435,000	20,000
310 Grundy County	12,305,000	12,325,000	20,000
320 Hamblen County	38,574,000	38,641,000	67,000
330 Hamilton County	123,182,000	123,414,000	232,000
340 Hancock County	5,921,000	5,929,000	8,000
350 Hardeman County	20,112,000	20,141,000	29,000
360 Hardin County	13,341,000	13,364,000	23,000
370 Hawkins County	34,550,000	34,603,000	53,000
371 Rogersville City	2,979,000	2,984,000	5,000
380 Haywood County	16,124,000	16,148,000	24,000
390 Henderson County	17,475,000	17,502,000	27,000
391 Lexington City	4,627,000	4,635,000	8,000
400 Henry County	13,770,000	13,791,000	21,000
401 Paris SSD	7,148,000	7,159,000	11,000
410 Hickman County	19,176,000	19,206,000	30,000
420 Houston County	7,663,000	7,675,000	12,000
430 Humphreys County	13,687,000	13,708,000	21,000
440 Jackson County	7,967,000	7,979,000	12,000
450 Jefferson County	30,755,000	30,805,000	50,000
460 Johnson County	10,673,000	10,690,000	17,000
470 Knox County	158,537,000	158,840,000	303,000
480 Lake County	4,816,000	4,823,000	7,000
490 Lauderdale County	22,704,000	22,737,000	33,000
500 Lawrence County	31,718,000	31,768,000	50,000
510 Lewis County	9,147,000	9,160,000	13,000
520 Lincoln County	17,660,000	17,689,000	29,000
521 Fayetteville City	5,166,000	5,174,000	8,000
530 Loudon County	18,625,000	18,657,000	32,000
531 Lenoir City	8,412,000	8,427,000	15,000
540 McMinn County	23,033,000	23,071,000	38,000
541 Athens City	6,553,000	6,564,000	11,000
542 Etowah City	1,389,000	1,391,000	2,000
550 McNairy County	20,529,000	20,560,000	31,000
560 Macon County	18,417,000	18,446,000	29,000
570 Madison County	42,880,000	42,958,000	78,000
580 Marion County	18,424,000	18,454,000	30,000
581 Richard City SSD	1,332,000	1,334,000	2,000
590 Marshall County	22,786,000	22,822,000	36,000
600 Maury County	44,390,000	44,467,000	77,000
610 Meigs County	9,090,000	9,104,000	14,000
620 Monroe County	24,769,000	24,808,000	39,000
621 Sweetwater City	6,676,000	6,688,000	12,000

System	Original Generated	Amount Generated With Additional \$133	State Cost to Provide Additional \$100 per Teacher Supply Monies
630 Montgomery County	120,053,000	120,250,000	197,000
640 Moore County	4,424,000	4,431,000	7,000
650 Morgan County	17,435,000	17,461,000	26,000
660 Obion County	16,567,000	16,594,000	27,000
661 Union City	6,233,000	6,243,000	10,000
670 Overton County	17,306,000	17,332,000	26,000
680 Perry County	5,716,000	5,724,000	8,000
690 Pickett County	3,529,000	3,535,000	6,000
700 Polk County	12,839,000	12,859,000	20,000
710 Putnam County	38,625,000	38,694,000	69,000
720 Rhea County	19,596,000	19,626,000	30,000
721 Dayton City	3,318,000	3,323,000	5,000
730 Roane County	27,285,000	27,333,000	48,000
740 Robertson County	47,155,000	47,234,000	79,000
750 Rutherford County	148,671,000	148,927,000	256,000
751 Murfreesboro City	28,115,000	28,164,000	49,000
760 Scott County	14,593,000	14,614,000	21,000
761 Oneida SSD	5,786,000	5,794,000	8,000
770 Sequatchie County	11,006,000	11,023,000	17,000
780 Sevier County	33,191,000	33,257,000	66,000
790 Shelby County	181,242,000	181,541,000	299,000
791 Memphis City	437,860,000	438,561,000	701,000
800 Smith County	14,962,000	14,985,000	23,000
810 Stewart County	10,499,000	10,515,000	16,000
820 Sullivan County	38,546,000	38,614,000	68,000
821 Bristol City	13,476,000	13,500,000	24,000
822 Kingsport City	22,888,000	22,929,000	41,000
830 Sumner County	111,810,000	112,000,000	190,000
840 Tipton County	56,390,000	56,475,000	85,000
850 Trousdale County	6,360,000	6,370,000	10,000
860 Unicoi County	12,108,000	12,128,000	20,000
870 Union County	15,463,000	15,486,000	23,000
880 Van Buren County	3,621,000	3,626,000	5,000
890 Warren County	30,322,000	30,372,000	50,000
900 Washington County	29,782,000	29,836,000	54,000
901 Johnson City	24,161,000	24,206,000	45,000
910 Wayne County	12,641,000	12,660,000	19,000
920 Weakley County	21,189,000	21,223,000	34,000
930 White County	19,095,000	19,125,000	30,000
940 Williamson County	94,773,000	94,940,000	167,000
941 Franklin SSD	12,669,000	12,693,000	24,000
950 Wilson County	56,051,000	56,148,000	97,000
951 Lebanon SSD	12,800,000	12,822,000	22,000
970 Dept. of Children Services	<u>6,660,000</u>	<u>6,671,000</u>	<u>11,000</u>
	3,725,690,000	3,731,898,000	6,208,000

Moving the \$20 million for technology from the classroom component to reduce the ratio to generate technology coordinators Results in a shift of \$15 million (\$20 million * 75%) to the non-classroom component.

The resulting shift would not initially cost any additional state funds, but would allow the ratio for generating technology coordinators to change from 1:6,400 to 1:1,300.

System	Technology Coordinators 1:6,400	Technology Coordinators 1:1,300	Additional Technology Coordinators
10 Anderson County	2.0	6.0	4.0
11 Clinton City	1.0	1.0	0.0
12 Oak Ridge City	1.0	4.0	3.0
20 Bedford County	2.0	7.0	5.0
30 Benton County	1.0	2.0	1.0
40 Bledsoe County	1.0	2.0	1.0
50 Blount County	2.0	9.0	7.0
51 Alcoa City	1.0	2.0	1.0
52 Maryville City	1.0	4.0	3.0
60 Bradley County	2.0	8.0	6.0
61 Cleveland City	1.0	4.0	3.0
70 Campbell County	1.0	5.0	4.0
80 Cannon County	1.0	2.0	1.0
90 Carroll County	1.0	1.0	0.0
92 H Rock-Bruceton SSD	1.0	1.0	0.0
93 Huntingdon SSD	1.0	1.0	0.0
94 McKenzie SSD	1.0	2.0	1.0
95 South Carroll Co SSD	1.0	1.0	0.0
97 West Carroll Co SSD	1.0	1.0	0.0
100 Carter County	1.0	5.0	4.0
101 Elizabethton City	1.0	2.0	1.0
110 Cheatham County	2.0	6.0	4.0
120 Chester County	1.0	3.0	2.0
130 Claiborne County	1.0	4.0	3.0
140 Clay County	1.0	1.0	0.0
150 Cocke County	1.0	4.0	3.0

Results in a shift of \$15 million (\$20 million * 75%) to the non-classroom component.

The resulting shift would not initially cost any additional state funds, but would allow the ratio for generating technology coordinators to change from 1:6,400 to 1:1,300.

System	Technology Coordinators 1:6,400	Technology Coordinators 1:1,300	Additional Technology Coordinators
151 Newport City	1.0	1.0	0.0
160 Coffee County	1.0	4.0	3.0
161 Manchester City	1.0	2.0	1.0
162 Tullahoma City	1.0	3.0	2.0
170 Crockett County	1.0	2.0	1.0
171 Alamo City	1.0	1.0	0.0
172 Bells City	1.0	1.0	0.0
180 Cumberland County	2.0	6.0	4.0
190 Davidson County	12.0	58.0	46.0
200 Decatur County	1.0	2.0	1.0
210 DeKalb County	1.0	3.0	2.0
220 Dickson County	2.0	7.0	5.0
230 Dyer County	1.0	3.0	2.0
231 Dyersburg City	1.0	3.0	2.0
240 Fayette County	1.0	3.0	2.0
250 Fentress County	1.0	2.0	1.0
260 Franklin County	1.0	5.0	4.0
271 Humboldt City	1.0	1.0	0.0
272 Milan SSD	1.0	2.0	1.0
273 Trenton SSD	1.0	2.0	1.0
274 Bradford SSD	1.0	1.0	0.0
275 Gibson County SSD	1.0	3.0	2.0
280 Giles County	1.0	4.0	3.0
290 Grainger County	1.0	3.0	2.0
300 Greene County	2.0	6.0	4.0
301 Greeneville City	1.0	3.0	2.0
310 Grundy County	1.0	2.0	1.0

Results in a shift of \$15 million (\$20 million * 75%) to the non-classroom component.

The resulting shift would not initially cost any additional state funds, but would allow the ratio for generating technology coordinators to change from 1:6,400 to 1:1,300.

System	Technology Coordinators 1:6,400	Technology Coordinators 1:1,300	Additional Technology Coordinators
320 Hamblen County	2.0	8.0	6.0
330 Hamilton County	7.0	32.0	25.0
340 Hancock County	1.0	1.0	0.0
350 Hardeman County	1.0	4.0	3.0
360 Hardin County	1.0	3.0	2.0
370 Hawkins County	2.0	6.0	4.0
371 Rogersville City	1.0	1.0	0.0
380 Haywood County	1.0	3.0	2.0
390 Henderson County	1.0	3.0	2.0
391 Lexington City	1.0	1.0	0.0
400 Henry County	1.0	3.0	2.0
401 Paris SSD	1.0	2.0	1.0
410 Hickman County	1.0	3.0	2.0
420 Houston County	1.0	2.0	1.0
430 Humphreys County	1.0	3.0	2.0
440 Jackson County	1.0	2.0	1.0
450 Jefferson County	2.0	6.0	4.0
460 Johnson County	1.0	2.0	1.0
470 Knox County	9.0	43.0	34.0
480 Lake County	1.0	1.0	0.0
490 Lauderdale County	1.0	4.0	3.0
500 Lawrence County	2.0	6.0	4.0
510 Lewis County	1.0	2.0	1.0
520 Lincoln County	1.0	4.0	3.0
521 Fayetteville City	1.0	1.0	0.0
530 Loudon County	1.0	4.0	3.0
531 Lenoir City	1.0	2.0	1.0

Results in a shift of \$15 million (\$20 million * 75%) to the non-classroom component.

The resulting shift would not initially cost any additional state funds, but would allow the ratio for generating technology coordinators to change from 1:6,400 to 1:1,300.

System	Technology Coordinators 1:6,400	Technology Coordinators 1:1,300	Additional Technology Coordinators
540 McMinn County	1.0	5.0	4.0
541 Athens City	1.0	2.0	1.0
542 Etowah City	1.0	1.0	0.0
550 McNairy County	1.0	4.0	3.0
560 Macon County	1.0	3.0	2.0
570 Madison County	2.0	10.0	8.0
580 Marion County	1.0	4.0	3.0
581 Richard City SSD	1.0	1.0	0.0
590 Marshall County	1.0	5.0	4.0
600 Maury County	2.0	9.0	7.0
610 Meigs County	1.0	2.0	1.0
620 Monroe County	1.0	5.0	4.0
621 Sweetwater City	1.0	2.0	1.0
630 Montgomery County	5.0	23.0	18.0
640 Moore County	1.0	1.0	0.0
650 Morgan County	1.0	3.0	2.0
660 Obion County	1.0	3.0	2.0
661 Union City	1.0	2.0	1.0
670 Overton County	1.0	3.0	2.0
680 Perry County	1.0	1.0	0.0
690 Pickett County	1.0	1.0	0.0
700 Polk County	1.0	3.0	2.0
710 Putnam County	2.0	9.0	7.0
720 Rhea County	1.0	4.0	3.0
721 Dayton City	1.0	1.0	0.0
730 Roane County	2.0	6.0	4.0
740 Robertson County	2.0	9.0	7.0

Results in a shift of \$15 million (\$20 million * 75%) to the non-classroom component.

The resulting shift would not initially cost any additional state funds, but would allow the ratio for generating technology coordinators to change from 1:6,400 to 1:1,300.

System	Technology Coordinators 1:6,400	Technology Coordinators 1:1,300	Additional Technology Coordinators
750 Rutherford County	6.0	30.0	24.0
751 Murfreesboro City	2.0	6.0	4.0
760 Scott County	1.0	3.0	2.0
761 Oneida SSD	1.0	1.0	0.0
770 Sequatchie County	1.0	2.0	1.0
780 Sevier County	3.0	12.0	9.0
790 Shelby County	8.0	37.0	29.0
791 Memphis City	17.0	81.0	64.0
800 Smith County	1.0	3.0	2.0
810 Stewart County	1.0	2.0	1.0
820 Sullivan County	2.0	9.0	7.0
821 Bristol City	1.0	3.0	2.0
822 Kingsport City	2.0	6.0	4.0
830 Sumner County	5.0	22.0	17.0
840 Tipton County	2.0	10.0	8.0
850 Trousdale County	1.0	1.0	0.0
860 Unicoi County	1.0	2.0	1.0
870 Union County	1.0	3.0	2.0
880 Van Buren County	1.0	1.0	0.0
890 Warren County	2.0	5.0	3.0
900 Washington County	2.0	7.0	5.0
901 Johnson City	2.0	6.0	4.0
910 Wayne County	1.0	2.0	1.0
920 Weakley County	1.0	4.0	3.0
930 White County	1.0	4.0	3.0
940 Williamson County	5.0	25.0	20.0
941 Franklin SSD	1.0	3.0	2.0

Results in a shift of \$15 million (\$20 million * 75%) to the non-classroom component.

The resulting shift would not initially cost any additional state funds, but would allow the ratio for generating technology coordinators to change from 1:6,400 to 1:1,300.

System	Technology Coordinators	Technology Coordinators	Additional Technology Coordinators
950 Wilson County	3.0	12.0	9.0
951 Lebanon SSD	1.0	3.0	2.0
970 Dept. of Children Services	1.0	1.0	0.0
	230.0	801.0	571.0

Information attained from teachersalaryinfo.com, based on analysis of information from the Bureau of Labor Statistics States are listed by rank order.

In Virginia, the average annual teacher salary was around \$57,873 in 2009, which is very near 2008’s average of \$57,415. Virginia teacher salaries are very consistent as is their overall national rank, which hovers at around 6th in the country. The biggest increase in annual salary occurred between the years of 2007 and 2008, which saw an increase of around \$2000 per year.

Salaries for Virginia’s teachers continue to slowly increase year after year despite its fluctuating national rank. In 2009, Virginia fell 2 places from 2008’s national rank of #6 to land in at #8. However, average teaching salaries in Virginia have increased from year to year. From 2007 to 2009 there was a recorded salary increase of around 4.7%, and it continues to rise. If economic conditions improve and lead to a bigger education budget it is entirely foreseeable that Virginia might climb even higher on the list.

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
Virginia	8	\$57,873.33	6	\$57,415.00	7	\$55,240.00	0.80%	3.94%	4.77%

The Bureau of Labor Statistics reports that the 2009 average teacher salary in Georgia was \$51,050. This figure represents a 5.43 percent increase over the previous year’s average salary of \$48,420. This makes Georgia teacher salaries slightly higher than the national average for teacher salaries, which was \$49,720 in 2009 and \$48,353 in 2008.

The average teacher salary in Georgia has been steadily rising for the last several years. In 2007, teacher salaries in Georgia were \$46,900 before increasing by 3.24 percent the following year.

Teaching salaries in Georgia have hovered near the mid-point of national rankings. In 2007, teaching salaries in Georgia ranked 20th in the nation before falling to 21st place in 2008. In 2009, Georgia teacher salaries rose to 19th place in the nation.

The Georgia teacher salary schedule below shows how Georgia teacher salaries have changed since 2007.

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009

Information attained from teachersalaryinfo.com, based on analysis of information from the Bureau of Labor Statistics States are listed by rank order.

Georgia	19	\$51,050.00	21	\$48,420.00	20	\$46,900.00	5.43%	3.24%	8.85%
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The average teacher salary in Kentucky was \$48,226.67 in 2009. This number represented an increase of 1.56 percent over the average teacher salaries in Kentucky reported the previous year: \$47,485. Kentucky teacher salaries had already risen by 7.38 percent from the 2007 average of \$44,220.

Between 2007 and 2009, teaching salaries in Kentucky rose by an overall 9.06 percent. This increase is far greater than the national average increase of 2.8 percent over the same time period.

Although they have increased significantly, teaching salaries in Kentucky remain such that the state is approximately at the mid-point in state teacher salary rankings. In 2007, Kentucky teacher salaries earned the state 30th place in the nation. The following year, the average teacher salary in Kentucky increased and the state's ranking rose along with it to 23rd in the nation. In 2009, Kentucky teacher salaries placed the state at 27th in the country, which can be seen in the Kentucky teacher salary schedule below:

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
Kentucky	27	\$48,226.67	23	\$47,485.00	30	\$44,220.00	1.56%	7.38%	9.06%

In 2008, the average teacher salary in Alabama was \$44,160 per year. The average teacher salary in Alabama rose to \$46,567 in 2009, so the state of Alabama experienced a 5.45 percent increase in teacher salaries from 2008 to 2009.

Although still below the national average of \$49,720 in 2009, Alabama teacher salaries have been consistently rising over the last few years. From 2007 to 2009, teaching salaries in Alabama have increased by about 11.08%.

The national rank for annual teaching salaries in Alabama has also been on the rise. In 2007, Alabama teacher salaries ranked 37th in the country. In 2009, Alabama ranked 31st in the nation for teacher salaries.

Information attained from teachersalaryinfo.com, based on analysis of information from the Bureau of Labor Statistics States are listed by rank order.

The Alabama teacher salary schedule below clearly shows that teaching salaries in Alabama have been on the rise for the last several years. The annual average teacher salaries in Alabama and the annual increases are as follows:

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
Alabama	31	\$46,566.67	35	\$44,160.00	37	\$41,920.00	5.45%	5.34%	11.08%

The average teacher salary in South Carolina in 2009 was \$46,307, according to the Bureau of Labor Statistics. The South Carolina average teacher’s salary was \$45,425 in 2008, which demonstrates a 1.9 percent increase from the previous year. However, the average teacher salary in South Carolina increased 4.53 percent from 2007 to 2008, making the total percentage increase from 2007 to 2009 a strong 6.56 percent.

Teaching salaries in South Carolina have been slightly below the national average, which was \$49,720 in 2009 and \$48,353 in 2008. Additionally, the percentage increase in South Carolina teacher salaries has been less than the increase in the average salary for teachers nationally, which experienced a 2.8 percent increase from 2008 to 2009.

Teacher salaries South Carolina rankings have not changed much in the last few years. Teaching salaries in South Carolina ranked 32nd in the nation in 2007 and 30th 2008. However, this ranking went back down to 32nd by 2009.

South Carolina teacher salaries steady rise can be documented by the South Carolina Teacher Salary Schedule below:

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
South Carolina	32	\$46,306.67	30	\$45,425.00	32	\$43,456.67	1.94%	4.53%	6.56%

The average teacher salary in Tennessee in 2009 was \$45,927, according to the Bureau of Labor Statistics. In 2008, the Tennessee average teacher salary was \$43,840, which demonstrates an impressive 4.76 percent increase from the previous year. Along with the

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3.65 percent increase from 2007 to 2008, Tennessee can boast an increase in teachers' salaries by an average of 8.58 percent from 2007 to 2009.

Teaching salaries in Tennessee have been consistently below the national average, which was \$49,720 in 2009 and \$48,353 in 2008. However, the percentage increase in Tennessee teacher salaries has been higher than the increase in the average salary for teachers nationally, which was a 2.8 percent increase from 2008 to 2009.

Though the salaries are consistently rising in accordance with national trends, teacher salaries Tennessee rankings fluctuate just below the average. Teaching salaries in Tennessee ranked 34th in the nation in 2007 and dropped down to 36th in 2008, but rose to 33rd in the nation by 2009.

Tennessee teacher salaries' steady rise can be documented by the Tennessee Teacher Salary Schedule below:

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
Tennessee	33	\$45,926.67	36	\$43,840.00	34	\$42,296.67	4.76%	3.65%	8.58%

Teacher salaries in West Virginia have continued to increase in the past three years. The average teacher salary in West Virginia in 2009 was \$43,613, according to the Bureau of Labor Statistics. This is a 3.64 percent increase from 2008, when the average teacher salary in West Virginia was \$42,540. This steady percentage information shows that West Virginia teaching salaries have been rising steadily for the past three years.

West Virginia teacher salaries have increased in small increments, but have low national ranking in terms of teacher salaries. Teacher salaries West Virginia rankings have risen from 41st to 39th within two years. This is indicative of slow but consistent improvement in teacher salaries.

West Virginia teacher salaries have had at least a 2.5% percent increase each year, as indicated in the West Virginia Teacher Salary Schedule below:

Information attained from teachersalaryinfo.com, based on analysis of information from the Bureau of Labor Statistics States are listed by rank order.

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
West Virginia	39	\$43,613.33	41	\$42,540.00	40	\$41,046.67	2.52%	3.64%	6.25%

The national average for teacher salaries was \$49,720 in 2009 and \$48,353 in 2008. The average teacher salary in Arkansas was \$43,520 in 2008 and \$43,580 in 2009. During both years, the average teacher salary in Arkansas was well below the national average.

The average teaching salaries in Arkansas have seen very little increase in the past few years. From 2007 to 2008, the increase in Arkansas teacher salaries was 5.49 percent. Then, from 2008 to 2009 the increase was a mere .14 percent. The total increase in Arkansas teacher salaries between 2007 and 2009 was only 5.63 percent.

The national ranking of teaching salaries in Arkansas has been up and down over the last few years. From 2007 to 2008, the average teacher salary in Arkansas moved up from 38th to 37th nationally, but fell to 40th in 2009.

Take a look at the Arkansas teacher salary schedule below. There has been very little movement in teacher salaries in Arkansas in both national ranking and dollar amount.

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
Arkansas	40	\$43,580.00	37	\$43,520.00	38	\$41,256.67	0.14%	5.49%	5.63%

The average teacher salary in North Carolina was \$39,756 in 2007, \$41,430 in 2008, and \$42,556 in 2009, according to the Bureau of Labor Statistics. Compared to the national average, of \$48,353 in 2008 and \$49,720 in 2009, teaching salaries in North Carolina are low. For 2007, 2008, and 2009, teaching salaries in North Carolina ranked 44th in the nation, their low rankings similar to that of other less-populated states. However, North Carolina teaching salaries experienced stronger growth than many other states.

Information attained from teachersalaryinfo.com, based on analysis of information from the Bureau of Labor Statistics States are listed by rank order.

Between 2007 and 2008, the average teacher salary in North Carolina grew 2.72%, and then grew 4.21% from 2008 to 2009, resulting in total growth of 7.04% in teacher salaries North Carolina between 2007 and 2009. Despite this growth, the low national position of North Carolina teacher salaries has remained consistent at number 44.

The low teacher salary in North Carolina is typical of most of its surrounding states, likely due to a smaller population and lesser living expenses. The North Carolina teacher salary schedule can be viewed below:

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
North Carolina	44	\$42,556.67	44	\$41,430.00	44	\$39,756.67	2.72%	4.21%	7.04%

As salaries remain stagnant, the rankings for teacher salaries in Mississippi continue to follow an unchanging trend in the three years from 2007 to 2009 recorded by the Bureau of Labor Statistics. In 2008 and 2007, Mississippi teacher salaries' national ranking held at 45th. The average teacher salary in Mississippi rose 0.74 percent from 2007 to 2008 with the 2007 salary at \$38,946.67 and increasing by \$2,258.33 to \$41,205 in 2008.

Even though teaching salaries in Mississippi dropped to 47th in 2009, teaching salaries in Mississippi rose 5.80 percent above the average 2008 salary and were 6.58 percent higher than 2007's salary. Mississippi teacher salaries averaged \$41,150 in 2009 and were \$305 higher than 2008. The 2009 average salary was \$2,563.33 higher than in 2007. The average teacher salary in Mississippi data is summarized below in the Mississippi teacher salary schedule:

	Average Salary						Percent Change		
	Rank	2009	Rank	2008	Rank	2007	2008 to 2009	2007 to 2008	2007 to 2009
Mississippi	47	\$41,510.00	45	\$41,205.00	45	\$38,946.67	0.74%	5.80%	6.58%

APPENDIX C.1: Teacher Salary 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.

APPENDIX C.2: Historical Analysis – Weighted Average Salary

	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

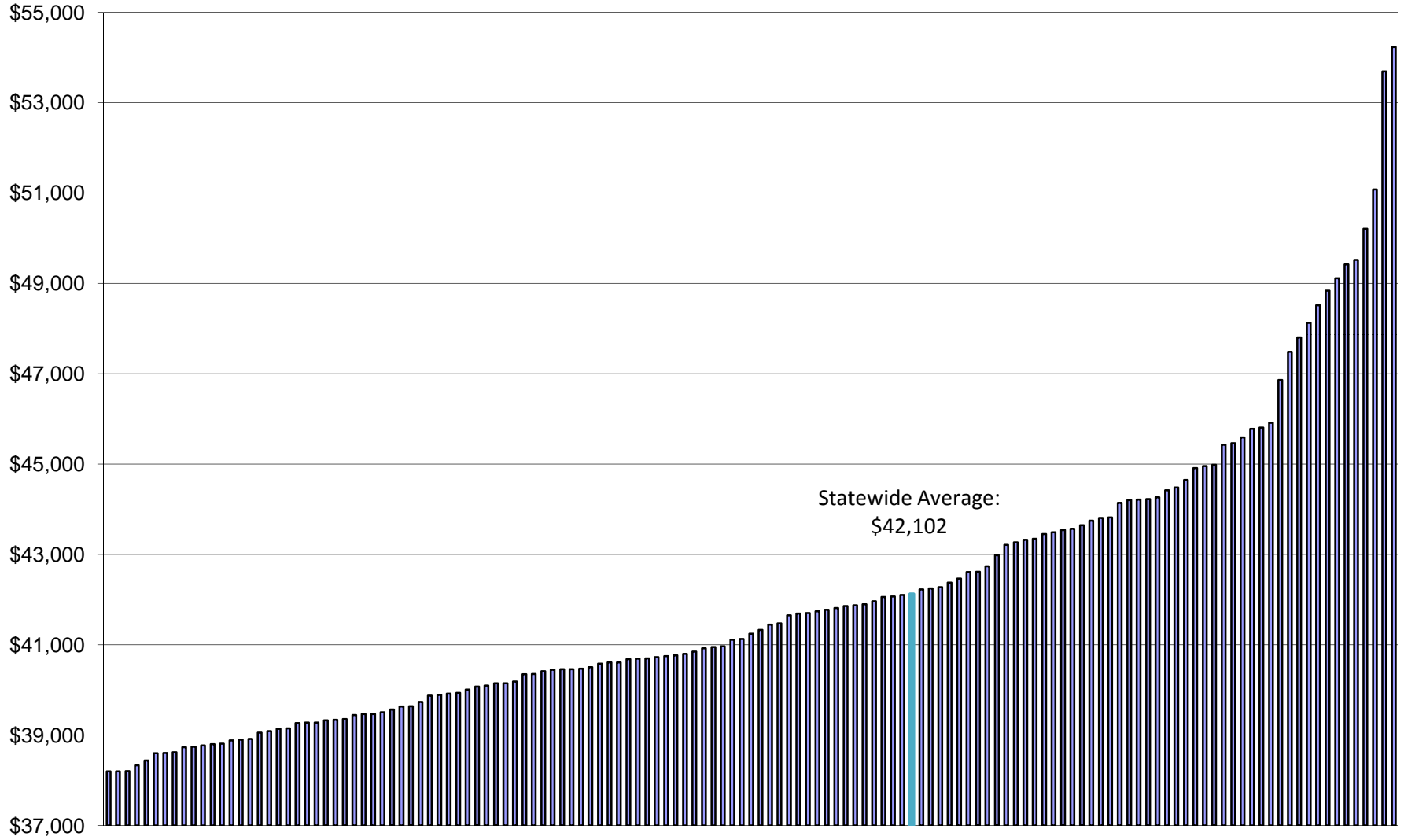
2010

Max versus Min	40.59%		206.64%	41.81%
Coefficient of Variation	0.0748		0.1942	0.0764

2011

Max versus Min	41.96%		n/a	n/a
Coefficient of Variation	0.0758		n/a	n/a

Weighted Average Salary



SCHOOL SYSTEM	WEIGHTED	WEIGHTED	CURRENT RANKING		WEIGHTED	WEIGHTED	CURRENT RANKING		SALARY PLUS	SALARY PLUS	CURRENT RANKING	
	AVERAGE	AVERAGE	RANKING	CHANGE	AVERAGE	AVERAGE	RANKING	CHANGE	INSURANCE	INSURANCE	RANKING	CHANGE
	SALARY 04*	SALARY 11			INSURANCE 04	INSURANCE 09			04	09		
10 Anderson County	\$37,412.85	\$42,466.40	47	(13)	\$4,273.68	\$6,129.63	79	7	\$41,686.53	\$48,596.03	57	(4)
11 Clinton City	\$39,175.49	\$43,819.82	31	(11)	\$4,493.04	\$5,586.35	95	(16)	\$43,668.53	\$49,406.17	42	(19)
12 Oak Ridge	\$46,068.01	\$51,075.59	3	0	\$4,927.04	\$6,431.72	62	2	\$50,995.05	\$57,507.31	4	(1)
20 Bedford County	\$36,412.04	\$41,960.86	55	(1)	\$5,376.20	\$6,740.34	28	9	\$41,788.24	\$48,701.20	52	(1)
30 Benton County	\$35,523.22	\$40,968.43	71	24	\$5,367.48	\$6,685.15	38	2	\$40,890.70	\$47,653.58	67	0
40 Bledsoe County	\$34,970.90	\$38,745.27	127	9	\$3,827.31	\$5,708.92	91	18	\$38,798.21	\$44,454.19	121	3
50 Blount County	\$39,648.41	\$44,417.36	25	(7)	\$4,944.89	\$6,521.99	50	12	\$44,593.30	\$50,939.35	26	(7)
51 Alcoa City	\$43,569.83	\$48,835.93	8	(1)	\$5,584.28	\$7,246.45	13	5	\$49,154.11	\$56,082.38	6	(1)
52 Maryville City	\$43,656.56	\$49,515.74	5	0	\$4,264.79	\$6,701.41	37	52	\$47,921.34	\$56,217.14	5	3
60 Bradley County	\$37,807.51	\$45,462.57	18	10	\$4,408.68	\$6,241.69	71	10	\$42,216.19	\$51,704.26	19	22
61 Cleveland City	\$38,672.13	\$44,912.71	22	4	\$4,855.73	\$6,180.28	78	(12)	\$43,527.86	\$51,092.99	24	0
70 Campbell County	\$35,260.54	\$39,468.79	109	7	\$6,200.20	\$6,957.94	19	(16)	\$41,460.74	\$46,426.73	86	(30)
80 Cannon County	\$37,751.06	\$40,607.95	83	(53)	\$4,266.49	\$6,266.84	69	19	\$42,017.56	\$46,874.79	80	(34)
90 Carroll County	\$35,246.45	\$39,147.52	117	4	\$3,071.39	\$5,732.23	90	42	\$38,317.84	\$44,879.75	113	21
92 Hollow Rock-Bruceton SSD	\$35,497.77	\$38,813.02	124	(26)	\$3,471.34	\$4,399.33	124	(3)	\$38,969.11	\$43,212.35	128	(7)
93 Huntingdon SSD	\$35,296.15	\$40,072.87	97	14	\$3,371.38	\$4,999.35	114	11	\$38,667.53	\$45,072.22	110	18
94 McKenzie SSD	\$35,286.08	\$40,921.37	73	41	\$3,755.80	\$5,065.82	111	0	\$39,041.87	\$45,987.19	99	21
95 South Carroll SSD	\$35,289.42	\$39,507.12	107	5	\$3,416.58	\$3,799.35	134	(12)	\$38,706.00	\$43,306.47	127	(1)
97 West Carroll SSD	\$35,404.08	\$38,772.19	126	(23)	\$3,412.60	\$4,643.66	120	4	\$38,816.68	\$43,415.85	126	(4)
100 Carter County	\$35,492.46	\$39,268.22	116	(17)	\$5,380.51	\$6,731.33	34	(8)	\$40,872.97	\$45,999.55	97	(29)
101 Elizabethton City	\$37,269.96	\$42,613.44	45	(6)	\$4,984.07	\$6,244.22	70	(14)	\$42,254.03	\$48,857.66	47	(9)
110 Cheatham County	\$36,265.84	\$42,059.12	54	7	\$5,920.80	\$7,327.41	10	0	\$42,186.64	\$49,386.53	44	(2)
120 Chester County	\$35,331.36	\$39,276.88	115	(7)	\$4,636.87	\$5,349.37	103	(29)	\$39,968.23	\$44,626.25	118	(19)
130 Clayborne County	\$35,253.96	\$38,603.58	130	(12)	\$3,235.50	\$4,454.75	123	4	\$38,489.45	\$43,058.32	131	1
140 Clay County	\$35,376.40	\$38,199.39	135	(29)	\$3,071.39	\$4,221.36	127	5	\$38,447.79	\$42,420.75	134	(1)
150 Coker County	\$35,201.50	\$39,876.89	102	22	\$5,181.30	\$6,479.17	58	(9)	\$40,382.81	\$46,356.06	88	1
151 Newport City	\$35,041.05	\$41,473.35	65	68	\$5,371.08	\$6,485.86	54	(15)	\$40,412.13	\$47,959.21	62	26
160 Coffee County	\$36,851.32	\$42,124.16	52	(7)	\$5,379.80	\$6,732.08	33	(1)	\$42,231.12	\$48,856.24	48	(8)
161 Manchester City	\$39,023.52	\$45,809.86	15	8	\$5,378.07	\$6,685.15	38	(5)	\$44,401.59	\$52,495.01	18	4
162 Tullahoma City	\$39,156.32	\$44,264.15	26	(5)	\$5,952.16	\$7,438.72	9	0	\$45,108.48	\$51,702.87	20	(2)
170 Crockett County	\$35,380.86	\$40,680.48	81	23	\$3,753.98	\$4,894.88	116	(4)	\$39,134.84	\$45,575.36	105	11
171 Alamo City**	\$37,434.02	\$40,610.59	82	(49)	\$3,412.68	\$4,221.47	126	(3)	\$40,846.70	\$44,832.06	115	(46)
172 Bells City	\$37,388.85	\$42,247.15	50	(14)	\$4,095.16	\$5,065.82	111	(13)	\$41,484.02	\$47,312.97	76	(21)
180 Cumberland County	\$35,199.93	\$38,883.91	123	2	\$6,178.64	\$7,714.38	5	(1)	\$41,378.57	\$46,598.29	85	(28)
190 Davidson County	\$44,373.40	\$48,512.85	9	(5)	\$5,357.13	\$5,568.57	97	(55)	\$49,730.54	\$54,081.43	11	(7)
200 Decatur County	\$35,441.20	\$40,448.41	89	13	\$3,671.28	\$4,007.01	130	(13)	\$39,112.48	\$44,455.42	120	(2)
210 DeKalb County	\$36,231.48	\$40,413.59	90	(27)	\$4,305.53	\$5,290.87	106	(22)	\$40,537.01	\$45,704.46	103	(24)
220 Dickson County	\$36,424.10	\$42,377.40	48	5	\$4,255.53	\$5,453.37	101	(11)	\$40,679.63	\$47,830.77	64	8
230 Dyer County	\$37,409.86	\$41,741.94	61	(26)	\$4,592.74	\$5,695.87	93	(16)	\$42,002.59	\$47,437.81	73	(26)
231 Dyersburg City	\$40,261.04	\$44,952.79	21	(5)	\$5,709.55	\$6,469.40	59	(44)	\$45,970.59	\$51,422.19	22	(9)
240 Fayette County	\$36,408.89	\$40,010.52	98	(42)	\$4,111.47	\$5,109.33	108	(12)	\$40,520.36	\$45,119.85	109	(29)
250 Fentress County	\$35,253.73	\$38,596.68	131	(12)	\$5,413.11	\$6,705.48	36	(11)	\$40,666.84	\$45,302.16	107	(33)
260 Franklin County	\$35,693.51	\$41,813.72	59	24	\$4,961.38	\$6,785.80	24	36	\$40,654.89	\$48,599.52	56	19
271 Humboldt City	\$35,055.89	\$40,345.74	92	39	\$3,730.34	\$5,344.65	104	10	\$38,786.23	\$45,690.39	104	21
272 Milan SSD	\$35,252.58	\$40,351.47	91	29	\$4,014.14	\$5,466.76	100	2	\$39,266.73	\$45,818.23	101	13
273 Trenton SSD	\$35,134.25	\$39,921.38	100	27	\$3,671.38	\$4,879.35	118	(3)	\$38,805.63	\$44,800.73	116	7
274 Bradford SSD	\$35,022.11	\$39,141.84	118	16	\$3,671.28	\$4,903.38	115	1	\$38,693.39	\$44,045.22	124	3
275 Gibson SSD	\$35,595.71	\$40,145.54	95	(6)	\$3,948.80	\$4,892.47	117	(14)	\$39,544.51	\$45,038.02	111	(3)
280 Giles County	\$35,053.14	\$39,933.06	99	33	\$5,378.07	\$6,685.13	43	(10)	\$40,431.21	\$46,618.19	84	3
290 Grainger County	\$35,728.15	\$39,469.78	108	(27)	\$4,712.71	\$6,597.07	46	25	\$40,440.87	\$46,066.85	94	(9)
300 Greene County	\$35,637.02	\$40,696.50	79	7	\$4,945.07	\$6,307.97	67	(6)	\$40,582.09	\$47,004.46	79	(2)

SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY 04*	WEIGHTED AVERAGE SALARY 11	CURRENT RANKING	RANKING CHANGE	WEIGHTED AVERAGE INSURANCE 04	WEIGHTED AVERAGE INSURANCE 09	CURRENT RANKING	RANKING CHANGE	SALARY PLUS INSURANCE 04	SALARY PLUS INSURANCE 09	CURRENT RANKING	RANKING CHANGE	
301	Greeneville City	\$40,409.45	\$43,807.06	32	(18)	\$4,731.62	\$5,586.04	96	(26)	\$45,141.07	\$49,393.11	43	(26)
310	Grundy County	\$35,792.76	\$39,641.31	104	(28)	\$3,879.82	\$6,319.55	65	41	\$39,672.58	\$45,960.86	100	6
320	Hamblen County	\$36,249.61	\$42,608.02	46	16	\$6,002.65	\$6,954.47	20	(12)	\$42,252.26	\$49,562.49	38	1
330	Hamilton County	\$40,396.67	\$45,429.36	19	(4)	\$5,057.60	\$9,652.90	2	50	\$45,454.27	\$55,082.26	9	7
340	Hancock County	\$35,470.54	\$38,199.39	135	(34)	\$3,075.40	\$3,837.12	132	(3)	\$38,545.93	\$42,036.52	136	(5)
350	Hardeman County	\$36,692.35	\$41,329.35	67	(19)	\$5,571.36	\$6,528.32	48	(29)	\$42,263.70	\$47,857.66	63	(26)
360	Hardin County	\$35,093.57	\$39,358.71	111	17	\$5,349.18	\$6,685.15	38	5	\$40,442.74	\$46,043.86	95	(11)
370	Hawkins County	\$35,952.94	\$39,632.52	105	(36)	\$5,191.23	\$6,480.49	57	(11)	\$41,144.18	\$46,113.02	90	(31)
371	Rogersville City	\$36,297.98	\$43,267.82	41	18	\$4,209.03	\$6,395.17	64	29	\$40,507.01	\$49,662.99	36	45
380	Haywood County	\$35,839.81	\$41,700.21	62	10	\$4,231.44	\$5,792.40	88	3	\$40,071.25	\$47,492.61	69	27
390	Henderson County	\$35,884.23	\$41,245.76	68	2	\$4,095.21	\$5,094.66	110	(13)	\$39,979.44	\$46,340.42	89	8
391	Lexington City	\$35,824.55	\$40,766.64	76	(2)	\$4,299.92	\$5,998.88	82	3	\$40,124.46	\$46,765.51	83	12
400	Henry County	\$35,298.39	\$42,227.82	51	58	\$4,483.54	\$6,433.23	60	20	\$39,781.93	\$48,661.06	53	52
401	Paris SSD	\$35,824.61	\$44,984.43	20	53	\$4,080.10	\$5,825.41	87	13	\$39,904.71	\$50,809.84	27	75
410	Hickman County	\$36,690.49	\$40,186.70	93	(44)	\$5,003.98	\$8,542.50	3	51	\$41,694.47	\$48,729.20	51	1
420	Houston County	\$35,625.45	\$40,798.92	75	13	\$4,271.30	\$5,299.83	105	(18)	\$39,896.76	\$46,098.75	92	11
430	Humphreys County	\$35,347.06	\$40,471.35	86	21	\$4,968.87	\$6,318.58	66	(7)	\$40,315.93	\$46,789.93	82	8
440	Jackson County	\$35,498.82	\$38,798.05	125	(28)	\$4,939.04	\$5,137.01	107	(44)	\$40,437.86	\$43,935.06	125	(39)
450	Jefferson County	\$35,288.18	\$40,097.25	96	17	\$5,380.50	\$6,733.35	32	(5)	\$40,668.69	\$46,830.61	81	(8)
460	Johnson County	\$35,679.78	\$39,090.80	119	(35)	\$3,932.27	\$5,699.34	92	12	\$39,612.05	\$44,790.15	117	(10)
470	Knox County	\$38,596.06	\$44,203.12	29	(2)	\$4,081.42	\$5,382.87	102	(3)	\$42,677.48	\$49,586.00	37	(2)
480	Lake County	\$35,747.14	\$39,567.90	106	(28)	\$4,801.15	\$6,499.02	52	16	\$40,548.29	\$46,066.92	93	(15)
490	Lauderdale County	\$35,991.05	\$41,872.10	57	9	\$5,871.64	\$7,609.08	7	4	\$41,862.69	\$49,481.18	41	9
500	Lawrence County	\$35,079.47	\$39,341.53	112	17	\$5,378.07	\$6,685.15	38	(5)	\$40,457.55	\$46,026.68	96	(14)
510	Lewis County	\$35,581.24	\$38,918.88	121	(30)	\$3,473.38	\$4,181.22	128	(8)	\$39,054.62	\$43,100.10	130	(11)
520	Lincoln County	\$35,271.70	\$41,109.37	70	45	\$4,046.38	\$6,509.54	51	50	\$39,318.08	\$47,618.90	68	45
521	Fayetteville City	\$35,792.25	\$43,451.41	38	39	\$4,970.40	\$6,227.14	74	(16)	\$40,762.66	\$49,678.55	35	36
530	Loudon County	\$37,206.34	\$41,859.28	58	(18)	\$5,380.50	\$6,725.38	35	(8)	\$42,586.85	\$48,584.67	58	(22)
531	Lenoir City	\$37,667.49	\$44,647.40	23	8	\$5,167.07	\$6,431.77	61	(11)	\$42,834.56	\$51,079.16	25	7
540	McMinn County	\$37,573.16	\$43,647.32	34	(2)	\$5,380.50	\$6,733.37	30	(3)	\$42,953.66	\$50,380.69	32	(1)
541	Athens City	\$41,173.16	\$46,860.43	13	(1)	\$5,380.47	\$6,733.38	29	2	\$46,553.62	\$53,593.81	14	(3)
542	Etowah City	\$36,530.00	\$43,323.08	40	12	\$5,562.69	\$6,237.51	72	(52)	\$42,092.69	\$49,560.59	39	5
550	McNairy County	\$35,378.09	\$39,447.27	110	(5)	\$3,839.47	\$5,887.77	85	23	\$39,217.57	\$45,335.04	106	9
560	Macon County	\$35,847.31	\$39,890.55	101	(30)	\$4,334.05	\$5,842.29	86	(3)	\$40,181.36	\$45,732.84	102	(8)
570	Madison County	\$38,860.31	\$43,487.25	37	(12)	\$2,648.52	\$4,799.16	119	17	\$41,508.82	\$48,286.40	60	(6)
580	Marion County	\$35,209.68	\$40,581.20	84	38	\$5,375.20	\$6,894.62	22	16	\$40,584.88	\$47,475.82	72	4
581	Richard City	\$37,131.71	\$40,504.82	85	(44)	\$3,175.35	\$3,937.08	131	(3)	\$40,307.06	\$44,441.90	122	(31)
590	Marshall County	\$37,335.50	\$42,736.55	44	(7)	\$5,664.98	\$6,485.35	55	(39)	\$43,000.49	\$49,221.91	45	(15)
600	Mauzy County	\$39,130.05	\$43,744.10	33	(11)	\$5,378.04	\$6,685.15	38	(2)	\$44,508.09	\$50,429.24	30	(9)
610	Meigs County	\$35,988.63	\$43,568.86	35	32	\$4,837.91	\$6,404.05	63	4	\$40,826.54	\$49,972.90	34	36
620	Monroe County	\$36,874.63	\$41,127.21	69	(25)	\$6,172.67	\$7,710.81	6	(1)	\$43,047.30	\$48,838.02	49	(20)
621	Sweetwater City	\$36,959.83	\$43,346.52	39	3	\$5,814.98	\$7,054.35	17	(4)	\$42,774.82	\$50,400.87	31	2
630	Montgomery County	\$39,563.21	\$47,483.57	12	7	\$4,996.18	\$5,589.36	94	(39)	\$44,559.39	\$53,072.93	16	4
640	Moore County	\$35,517.47	\$40,727.36	78	18	\$5,460.22	\$6,754.41	25	(3)	\$40,977.69	\$47,481.77	70	(5)
650	Morgan County	\$35,526.11	\$39,326.61	113	(19)	\$4,408.68	\$5,534.35	98	(17)	\$39,934.79	\$44,860.96	114	(13)
660	Obion County	\$35,650.10	\$41,654.08	64	21	\$4,541.42	\$6,746.34	27	51	\$40,191.52	\$48,400.43	59	34
661	Union City	\$36,720.75	\$40,692.25	80	(33)	\$6,020.99	\$7,004.77	18	(11)	\$42,741.74	\$47,697.02	65	(31)
670	Overton County	\$35,731.99	\$39,057.49	120	(40)	\$4,225.27	\$6,221.32	75	17	\$39,957.26	\$45,278.81	108	(8)
680	Perry County	\$35,259.96	\$38,730.12	128	(11)	\$3,311.38	\$4,039.35	129	(3)	\$38,571.34	\$42,769.47	133	(3)
690	Pickett County	\$35,207.87	\$38,331.95	133	(10)	\$3,071.39	\$3,799.35	134	(2)	\$38,279.26	\$42,131.30	135	0
700	Polk County	\$35,056.79	\$42,984.52	43	87	\$5,195.28	\$6,548.65	47	(2)	\$40,252.07	\$49,533.17	40	52

SCHOOL SYSTEM	WEIGHTED	WEIGHTED	CURRENT RANKING		WEIGHTED	WEIGHTED	CURRENT RANKING		SALARY PLUS	SALARY PLUS	CURRENT RANKING	
	AVERAGE	AVERAGE	RANKING	CHANGE	AVERAGE	AVERAGE	RANKING	CHANGE	INSURANCE	INSURANCE	RANKING	CHANGE
	SALARY 04*	SALARY 11			INSURANCE 04	INSURANCE 09			04	09		
710 Putnam County	\$36,745.26	\$43,211.41	42	4	\$6,464.65	\$7,556.49	8	(6)	\$43,209.91	\$50,767.90	28	(1)
720 Rhea County	\$36,327.69	\$40,747.37	77	(19)	\$4,678.31	\$6,733.36	31	41	\$41,006.01	\$47,480.73	71	(8)
721 Dayton City	\$36,678.30	\$42,274.12	49	2	\$5,364.71	\$6,897.91	21	20	\$42,043.01	\$49,172.03	46	(1)
730 Roane County	\$37,306.73	\$44,139.56	30	8	\$6,043.90	\$7,321.70	11	(5)	\$43,350.63	\$51,461.27	21	5
740 Robertson County	\$36,410.19	\$42,069.42	53	2	\$6,774.74	\$8,169.88	4	(3)	\$43,184.93	\$50,239.31	33	(5)
750 Rutherford County	\$39,782.28	\$45,910.84	14	3	\$5,854.05	\$7,288.20	12	0	\$45,636.33	\$53,199.03	15	0
751 Murfreesboro City	\$41,875.11	\$47,800.82	11	(1)	\$5,156.07	\$6,199.91	77	(26)	\$47,031.18	\$54,000.73	13	(3)
760 Scott County	\$35,566.00	\$38,899.03	122	(29)	\$4,891.11	\$6,116.40	80	(15)	\$40,457.11	\$45,015.43	112	(29)
761 Oneida SSD	\$35,296.42	\$38,622.16	129	(19)	\$4,160.90	\$5,914.75	84	10	\$39,457.32	\$44,536.90	119	(9)
770 Sequatchie County	\$36,371.46	\$41,444.87	66	(9)	\$4,773.68	\$6,227.50	73	(4)	\$41,145.14	\$47,672.38	66	(8)
780 Sevier County	\$36,882.52	\$44,212.95	28	15	\$5,041.09	\$6,303.86	68	(15)	\$41,923.61	\$50,516.81	29	20
790 Shelby County	\$47,234.57	\$53,691.56	2	(1)	\$3,928.15	\$5,052.84	113	(8)	\$51,162.72	\$58,744.41	2	0
791 Memphis City	\$47,234.53	\$54,229.19	1	1	\$5,181.56	\$6,037.70	81	(33)	\$52,416.09	\$60,266.89	1	0
800 Smith County	\$35,710.15	\$39,737.16	103	(21)	\$5,380.48	\$6,675.20	44	(14)	\$41,090.63	\$46,412.36	87	(27)
810 Stewart County	\$35,629.43	\$41,894.53	56	31	\$5,460.22	\$6,754.41	25	(3)	\$41,089.65	\$48,648.95	54	7
820 Sullivan County	\$35,801.30	\$40,846.63	74	1	\$5,190.61	\$6,486.40	53	(6)	\$40,991.91	\$47,333.03	75	(11)
821 Bristol City	\$41,614.28	\$48,124.01	10	1	\$4,668.01	\$5,936.01	83	(10)	\$46,282.29	\$54,060.02	12	0
822 Kingsport City	\$43,633.38	\$49,418.05	6	0	\$4,607.77	\$5,740.85	89	(13)	\$48,241.14	\$55,158.90	8	(2)
830 Sumner County	\$37,767.23	\$44,226.83	27	2	\$5,737.21	\$7,138.55	15	(1)	\$43,504.43	\$51,365.38	23	2
840 Tipton County	\$36,690.08	\$45,777.24	16	34	\$5,452.93	\$6,800.23	23	1	\$42,143.02	\$52,577.48	17	26
850 Trousdale County	\$35,583.81	\$38,203.08	134	(44)	\$3,771.38	\$6,214.66	76	34	\$39,355.19	\$44,417.74	123	(12)
860 Unicoi County	\$35,570.10	\$40,147.76	94	(2)	\$5,468.57	\$7,101.22	16	5	\$41,038.66	\$47,248.98	77	(15)
870 Union County	\$35,971.25	\$40,457.83	88	(20)	\$3,504.17	\$6,623.43	45	74	\$39,475.42	\$47,081.27	78	31
880 Van Buren County	\$36,053.69	\$39,279.66	114	(49)	\$3,075.40	\$3,837.12	132	(2)	\$39,129.09	\$43,116.78	129	(12)
890 Warren County	\$35,188.32	\$41,772.49	60	66	\$3,075.40	\$4,337.16	125	5	\$38,263.71	\$46,109.66	91	45
900 Washington County	\$36,289.46	\$41,688.93	63	(3)	\$4,629.46	\$7,146.27	14	61	\$40,918.92	\$48,835.20	50	16
901 Johnson City	\$40,723.09	\$50,205.97	4	9	\$4,983.96	\$4,586.14	121	(64)	\$45,707.05	\$54,792.11	10	4
910 Wayne County	\$34,986.44	\$38,439.59	132	3	\$3,621.38	\$4,539.37	122	(4)	\$38,607.83	\$42,978.96	132	(3)
920 Weakley County	\$35,742.72	\$40,459.59	87	(8)	\$4,119.85	\$5,533.24	99	(4)	\$39,862.58	\$45,992.83	98	6
930 White County	\$35,473.35	\$40,947.62	72	28	\$3,871.46	\$6,481.86	56	51	\$39,344.81	\$47,429.48	74	38
940 Williamson County	\$41,922.59	\$45,589.79	17	(8)	\$5,606.33	\$12,401.34	1	16	\$47,528.92	\$57,991.13	3	6
941 Franklin SSD	\$42,839.34	\$49,113.09	7	1	\$5,244.95	\$6,524.25	49	(5)	\$48,084.29	\$55,637.35	7	0
950 Wilson County	\$36,227.50	\$43,538.01	36	28	\$3,750.00	\$5,097.14	109	4	\$39,977.50	\$48,635.15	55	43
951 Lebanon SSD	\$38,936.24	\$44,482.76	24	0	\$3,048.80	\$3,779.22	136	(1)	\$41,985.04	\$48,261.99	61	(13)
AVERAGE AMOUNT	\$37,029.21	\$42,101.66			\$4,668.91	\$6,095.66			\$41,698.12	\$48,197.32		

* Based upon revised 2004 salary schedules.

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

Most Recently Available Date from Annual Statistical Report - Comparison of 2003-04 to 2009-2010

		Column A		Column B			
		\$42,171.16 Annual Statistical Report 2003-2004	Difference from BEP 2004	BEP Annual Statistical Report	Greater Than BEP Comparison	LEAs	LEAs
SCHOOL SYSTEM				24.0% \$42,160	\$8,160	22 Yes	114 No
10	Anderson County	\$40,877.26	\$6,877.26		No	0	1
11	Clinton City	\$45,858.98	\$11,858.98		Yes	1	0
12	Oak Ridge	\$52,176.79	\$18,176.79		Yes	1	0
20	Bedford County	\$38,197.58	\$4,197.58		No	0	1
30	Benton County	\$37,867.67	\$3,867.67		No	0	1
40	Bledsoe County	\$37,600.04	\$3,600.04		No	0	1
50	Blount County	\$42,378.85	\$8,378.85		Yes	1	0
51	Alcoa City	\$50,509.71	\$16,509.71		Yes	1	0
52	Maryville City	\$50,543.01	\$16,543.01		Yes	1	0
60	Bradley County	\$39,929.74	\$5,929.74		No	0	1
61	Cleveland City	\$42,046.78	\$8,046.78		No	0	1
70	Campbell County	\$37,593.28	\$3,593.28		No	0	1
80	Cannon County	\$36,883.02	\$2,883.02		No	0	1
90	Carroll County	\$38,210.27	\$4,210.27		No	0	1
92	Hollow Rock-Bruceton SSD	\$38,206.48	\$4,206.48		No	0	1
93	Huntingdon SSD	\$37,792.21	\$3,792.21		No	0	1
94	McKenzie SSD	\$37,318.13	\$3,318.13		No	0	1
95	South Carroll SSD	\$36,222.72	\$2,222.72		No	0	1
97	West Carroll SSD	\$37,343.31	\$3,343.31		No	0	1
100	Carter County	\$36,779.55	\$2,779.55		No	0	1
101	Elizabethton City	\$40,054.62	\$6,054.62		No	0	1
110	Cheatham County	\$37,091.56	\$3,091.56		No	0	1
120	Chester County	\$37,107.25	\$3,107.25		No	0	1
130	Claiborne County	\$37,382.25	\$3,382.25		No	0	1
140	Clay County	\$36,563.28	\$2,563.28		No	0	1
150	Cocke County	\$36,705.06	\$2,705.06		No	0	1
151	Newport City	\$40,592.74	\$6,592.74		No	0	1

		Column A		Column B			
		\$42,171.16	Difference from	BEP Annual Statistical Report	Greater Than	LEAs	LEAs
		Annual Statistical Report	BEP 2004	24.0%	BEP Comparison	22	114
SCHOOL SYSTEM		2003-2004	\$34,000.00	\$42,160	\$8,160	Yes	No
160	Coffee County	\$39,777.51	\$5,777.51		No	0	1
161	Manchester City	\$42,673.49	\$8,673.49		Yes	1	0
162	Tulahoma City	\$43,136.88	\$9,136.88		Yes	1	0
170	Crockett County	\$37,628.35	\$3,628.35		No	0	1
171	Alamo City**	\$38,715.90	\$4,715.90		No	0	1
172	Bells City	\$37,819.52	\$3,819.52		No	0	1
180	Cumberland County	\$37,316.12	\$3,316.12		No	0	1
190	Davidson County	\$46,374.11	\$12,374.11		Yes	1	0
200	Decatur County	\$37,607.72	\$3,607.72		No	0	1
210	DeKalb County	\$37,650.31	\$3,650.31		No	0	1
220	Dickson County	\$38,585.32	\$4,585.32		No	0	1
230	Dyer County	\$41,055.77	\$7,055.77		No	0	1
231	Dyersburg City	\$45,712.83	\$11,712.83		Yes	1	0
240	Fayette County	\$36,836.20	\$2,836.20		No	0	1
250	Fentress County	\$37,055.94	\$3,055.94		No	0	1
260	Franklin County	\$37,920.08	\$3,920.08		No	0	1
271	Humboldt City	\$37,966.65	\$3,966.65		No	0	1
272	Milan SSD	\$37,916.54	\$3,916.54		No	0	1
273	Trenton SSD	\$37,492.25	\$3,492.25		No	0	1
274	Bradford SSD	\$37,620.62	\$3,620.62		No	0	1
275	Gibson SSD	\$36,956.53	\$2,956.53		No	0	1
280	Giles County	\$37,760.01	\$3,760.01		No	0	1
290	Grainger County	\$37,340.35	\$3,340.35		No	0	1
300	Greene County	\$37,500.51	\$3,500.51		No	0	1
301	Greeneville City	\$44,938.40	\$10,938.40		Yes	1	0
310	Grundy County	\$36,226.30	\$2,226.30		No	0	1
320	Hamblen County	\$38,676.66	\$4,676.66		No	0	1
330	Hamilton County	\$43,135.54	\$9,135.54		Yes	1	0

		Column A		Column B			
SCHOOL SYSTEM		\$42,171.16 Annual Statistical Report 2003-2004	Difference from BEP 2004 \$34,000.00	BEP Annual Statistical Report	Greater Than	LEAs	LEAs
				24.0%	BEP Comparison	22	114
				\$42,160	\$8,160	Yes	No
340	Hancock County	\$36,892.10	\$2,892.10		No	0	1
350	Hardeman County	\$37,826.13	\$3,826.13		No	0	1
360	Hardin County	\$37,091.11	\$3,091.11		No	0	1
370	Hawkins County	\$37,773.34	\$3,773.34		No	0	1
371	Rogersville City	\$38,594.67	\$4,594.67		No	0	1
380	Haywood County	\$37,906.07	\$3,906.07		No	0	1
390	Henderson County	\$37,922.40	\$3,922.40		No	0	1
391	Lexington City	\$38,495.94	\$4,495.94		No	0	1
400	Henry County	\$38,396.36	\$4,396.36		No	0	1
401	Paris SSD	\$38,484.07	\$4,484.07		No	0	1
410	Hickman County	\$37,202.22	\$3,202.22		No	0	1
420	Houston County	\$37,828.39	\$3,828.39		No	0	1
430	Humphreys County	\$37,857.96	\$3,857.96		No	0	1
440	Jackson County	\$37,059.95	\$3,059.95		No	0	1
450	Jefferson County	\$38,007.06	\$4,007.06		No	0	1
460	Johnson County	\$36,896.82	\$2,896.82		No	0	1
470	Knox County	\$41,908.09	\$7,908.09		No	0	1
480	Lake County	\$37,609.86	\$3,609.86		No	0	1
490	Lauderdale County	\$38,123.24	\$4,123.24		No	0	1
500	Lawrence County	\$37,401.81	\$3,401.81		No	0	1
510	Lewis County	\$36,659.25	\$2,659.25		No	0	1
520	Lincoln County	\$37,570.93	\$3,570.93		No	0	1
521	Fayetteville City	\$39,455.60	\$5,455.60		No	0	1
530	Loudon County	\$40,602.93	\$6,602.93		No	0	1
531	Lenoir City	\$41,924.27	\$7,924.27		No	0	1
540	McMinn County	\$41,531.95	\$7,531.95		No	0	1
541	Athens City	\$46,844.91	\$12,844.91		Yes	1	0
542	Etowah City	\$37,216.87	\$3,216.87		No	0	1

SCHOOL SYSTEM		Column A		Column B			
		\$42,171.16 Annual Statistical Report 2003-2004	Difference from BEP 2004 \$34,000.00	BEP Annual Statistical Report	Greater Than	LEAs	LEAs
				24.0%	BEP Comparison	22	114
				\$42,160	\$8,160	Yes	No
550	McNairy County	\$36,921.97	\$2,921.97		No	0	1
560	Macon County	\$37,991.24	\$3,991.24		No	0	1
570	Madison County	\$43,127.98	\$9,127.98		Yes	1	0
580	Marion County	\$37,301.54	\$3,301.54		No	0	1
581	Richard City	\$37,296.11	\$3,296.11		No	0	1
590	Marshall County	\$40,967.65	\$6,967.65		No	0	1
600	Maury County	\$40,894.83	\$6,894.83		No	0	1
610	Meigs County	\$37,702.84	\$3,702.84		No	0	1
620	Monroe County	\$38,409.28	\$4,409.28		No	0	1
621	Sweetwater City	\$39,422.39	\$5,422.39		No	0	1
630	Montgomery County	\$41,411.69	\$7,411.69		No	0	1
640	Moore County	\$37,616.49	\$3,616.49		No	0	1
650	Morgan County	\$37,349.16	\$3,349.16		No	0	1
660	Obion County	\$38,459.41	\$4,459.41		No	0	1
661	Union City	\$42,282.50	\$8,282.50		Yes	1	0
670	Overton County	\$37,388.61	\$3,388.61		No	0	1
680	Perry County	\$37,436.75	\$3,436.75		No	0	1
690	Pickett County	\$37,670.14	\$3,670.14		No	0	1
700	Polk County	\$36,429.26	\$2,429.26		No	0	1
710	Putnam County	\$39,616.28	\$5,616.28		No	0	1
720	Rhea County	\$37,623.24	\$3,623.24		No	0	1
721	Dayton City	\$37,810.92	\$3,810.92		No	0	1
730	Roane County	\$41,915.59	\$7,915.59		No	0	1
740	Robertson County	\$38,237.98	\$4,237.98		No	0	1
750	Rutherford County	\$40,724.29	\$6,724.29		No	0	1
751	Murfreesboro City	\$43,416.67	\$9,416.67		Yes	1	0
760	Scott County	\$36,977.04	\$2,977.04		No	0	1
761	Oneida SSD	\$37,310.11	\$3,310.11		No	0	1

		Column A		Column B			
		\$42,171.16	Difference from	BEP Annual Statistical Report	Greater Than	LEAs	LEAs
		Annual Statistical Report	BEP 2004	24.0%	BEP Comparison	22	114
SCHOOL SYSTEM		2003-2004	\$34,000.00	\$42,160	\$8,160	Yes	No
770	Sequatchie County	\$37,471.46	\$3,471.46		No	0	1
780	Sevier County	\$41,080.89	\$7,080.89		No	0	1
790	Shelby County	\$49,298.47	\$15,298.47		Yes	1	0
791	Memphis City	\$49,187.94	\$15,187.94		Yes	1	0
800	Smith County	\$36,877.60	\$2,877.60		No	0	1
810	Stewart County	\$37,212.12	\$3,212.12		No	0	1
820	Sullivan County	\$39,646.67	\$5,646.67		No	0	1
821	Bristol City	\$46,202.97	\$12,202.97		Yes	1	0
822	Kingsport City	\$47,636.04	\$13,636.04		Yes	1	0
830	Sumner County	\$39,646.98	\$5,646.98		No	0	1
840	Tipton County	\$38,257.32	\$4,257.32		No	0	1
850	Trousdale County	\$38,307.87	\$4,307.87		No	0	1
860	Unicoi County	\$37,188.73	\$3,188.73		No	0	1
870	Union County	\$36,934.94	\$2,934.94		No	0	1
880	Van Buren County	\$37,530.26	\$3,530.26		No	0	1
890	Warren County	\$37,262.78	\$3,262.78		No	0	1
900	Washington County	\$39,439.30	\$5,439.30		No	0	1
901	Johnson City	\$44,836.92	\$10,836.92		Yes	1	0
910	Wayne County	\$36,490.09	\$2,490.09		No	0	1
920	Weakley County	\$38,168.98	\$4,168.98		No	0	1
930	White County	\$36,799.68	\$2,799.68		No	0	1
940	Williamson County	\$43,137.39	\$9,137.39		Yes	1	0
941	Franklin SSD	\$47,187.79	\$13,187.79		Yes	1	0
950	Wilson County	\$38,101.96	\$4,101.96		No	0	1
951	Lebanon SSD	\$40,582.12	\$6,582.12		No	0	1
AVERAGE AMOUNT		\$42,171.16	\$8,171.16			22	114

Most Recently Available Date fro

SCHOOL SYSTEM

- 10 Anderson County
- 11 Clinton City
- 12 Oak Ridge
- 20 Bedford County
- 30 Benton County
- 40 Bledsoe County
- 50 Blount County
- 51 Alcoa City
- 52 Maryville City
- 60 Bradley County
- 61 Cleveland City
- 70 Campbell County
- 80 Cannon County
- 90 Carroll County
- 92 Hollow Rock-Bruceton SSD
- 93 Huntingdon SSD
- 94 McKenzie SSD
- 95 South Carroll SSD
- 97 West Carroll SSD
- 100 Carter County
- 101 Elizabethton City
- 110 Cheatham County
- 120 Chester County
- 130 Claiborne County
- 140 Clay County
- 150 Cocke County
- 151 Newport City

Column A		Column B				
	\$47,817.00 Annual Statistical Report 2009-2010	Difference from BEP 2010	BEP Annual Statistical Report	Greater Than	LEAs	LEAs
			26.0%	BEP Comparison	24	112
			\$47,880	\$9,880	Yes	No
	\$45,363.00	\$7,363.00		No	0	1
	\$49,812.00	\$11,812.00		Yes	1	0
	\$58,992.00	\$20,992.00		Yes	1	0
	\$43,271.00	\$5,271.00		No	0	1
	\$43,308.00	\$5,308.00		No	0	1
	\$42,644.00	\$4,644.00		No	0	1
	\$48,056.00	\$10,056.00		Yes	1	0
	\$58,708.00	\$20,708.00		Yes	1	0
	\$56,758.00	\$18,758.00		Yes	1	0
	\$46,937.00	\$8,937.00		No	0	1
	\$48,452.00	\$10,452.00		Yes	1	0
	\$42,658.00	\$4,658.00		No	0	1
	\$42,305.00	\$4,305.00		No	0	1
	\$42,853.00	\$4,853.00		No	0	1
	\$40,514.00	\$2,514.00		No	0	1
	\$45,455.00	\$7,455.00		No	0	1
	\$45,378.00	\$7,378.00		No	0	1
	\$42,039.00	\$4,039.00		No	0	1
	\$41,433.00	\$3,433.00		No	0	1
	\$40,942.00	\$2,942.00		No	0	1
	\$45,380.00	\$7,380.00		No	0	1
	\$41,869.00	\$3,869.00		No	0	1
	\$42,449.00	\$4,449.00		No	0	1
	\$41,898.00	\$3,898.00		No	0	1
	\$42,798.00	\$4,798.00		No	0	1
	\$43,423.00	\$5,423.00		No	0	1
	\$45,164.00	\$7,164.00		No	0	1

		Column A		Column B			
		\$47,817.00 Annual Statistical Report 2009-2010	Difference from BEP 2010	BEP Annual Statistical Report 26.0% \$47,880	Greater Than BEP Comparison \$9,880	LEAs 24 Yes	LEAs 112 No
SCHOOL SYSTEM							
160	Coffee County	\$44,484.00	\$6,484.00		No	0	1
161	Manchester City	\$47,369.00	\$9,369.00		No	0	1
162	Tulahoma City	\$49,042.00	\$11,042.00		Yes	1	0
170	Crockett County	\$43,694.00	\$5,694.00		No	0	1
171	Alamo City**	\$40,967.00	\$2,967.00		No	0	1
172	Bells City	\$44,593.00	\$6,593.00		No	0	1
180	Cumberland County	\$41,050.00	\$3,050.00		No	0	1
190	Davidson County	\$51,250.00	\$13,250.00		Yes	1	0
200	Decatur County	\$44,049.00	\$6,049.00		No	0	1
210	DeKalb County	\$42,070.00	\$4,070.00		No	0	1
220	Dickson County	\$44,365.00	\$6,365.00		No	0	1
230	Dyer County	\$45,199.00	\$7,199.00		No	0	1
231	Dyersburg City	\$50,613.00	\$12,613.00		Yes	1	0
240	Fayette County	\$40,091.00	\$2,091.00		No	0	1
250	Fentress County	\$41,623.00	\$3,623.00		No	0	1
260	Franklin County	\$45,109.00	\$7,109.00		No	0	1
271	Humboldt City	\$42,638.00	\$4,638.00		No	0	1
272	Milan SSD	\$44,495.00	\$6,495.00		No	0	1
273	Trenton SSD	\$43,569.00	\$5,569.00		No	0	1
274	Bradford SSD	\$42,772.00	\$4,772.00		No	0	1
275	Gibson SSD	\$41,569.00	\$3,569.00		No	0	1
280	Giles County	\$43,339.00	\$5,339.00		No	0	1
290	Grainger County	\$42,680.00	\$4,680.00		No	0	1
300	Greene County	\$43,682.00	\$5,682.00		No	0	1
301	Greeneville City	\$49,201.00	\$11,201.00		Yes	1	0
310	Grundy County	\$41,731.00	\$3,731.00		No	0	1
320	Hamblen County	\$44,334.00	\$6,334.00		No	0	1
330	Hamilton County	\$47,230.00	\$9,230.00		No	0	1

SCHOOL SYSTEM

- 340 Hancock County
- 350 Hardeman County
- 360 Hardin County
- 370 Hawkins County
- 371 Rogersville City
- 380 Haywood County
- 390 Henderson County
- 391 Lexington City
- 400 Henry County
- 401 Paris SSD
- 410 Hickman County
- 420 Houston County
- 430 Humphreys County
- 440 Jackson County
- 450 Jefferson County
- 460 Johnson County
- 470 Knox County
- 480 Lake County
- 490 Lauderdale County
- 500 Lawrence County
- 510 Lewis County
- 520 Lincoln County
- 521 Fayetteville City
- 530 Loudon County
- 531 Lenoir City
- 540 McMinn County
- 541 Athens City
- 542 Etowah City

Column A		Column B			
		BEP Annual Statistical Report	Greater Than BEP Comparison	LEAs	LEAs
				24	112
				Yes	No
	\$47,817.00	Difference from Annual Statistical Report 2009-2010	26.0% \$47,880	\$9,880	
		BEP 2010			
		\$38,000.00			
	\$41,641.00	\$3,641.00	No	0	1
	\$44,058.00	\$6,058.00	No	0	1
	\$43,076.00	\$5,076.00	No	0	1
	\$41,802.00	\$3,802.00	No	0	1
	\$46,972.00	\$8,972.00	No	0	1
	\$44,399.00	\$6,399.00	No	0	1
	\$42,645.00	\$4,645.00	No	0	1
	\$42,073.00	\$4,073.00	No	0	1
	\$45,275.00	\$7,275.00	No	0	1
	\$46,020.00	\$8,020.00	No	0	1
	\$41,727.00	\$3,727.00	No	0	1
	\$43,753.00	\$5,753.00	No	0	1
	\$43,465.00	\$5,465.00	No	0	1
	\$43,014.00	\$5,014.00	No	0	1
	\$43,045.00	\$5,045.00	No	0	1
	\$42,284.00	\$4,284.00	No	0	1
	\$47,347.00	\$9,347.00	No	0	1
	\$41,301.00	\$3,301.00	No	0	1
	\$44,099.00	\$6,099.00	No	0	1
	\$42,034.00	\$4,034.00	No	0	1
	\$41,854.00	\$3,854.00	No	0	1
	\$43,263.00	\$5,263.00	No	0	1
	\$48,378.00	\$10,378.00	Yes	1	0
	\$43,919.00	\$5,919.00	No	0	1
	\$51,072.00	\$13,072.00	Yes	1	0
	\$47,408.00	\$9,408.00	No	0	1
	\$51,934.00	\$13,934.00	Yes	1	0
	\$47,998.00	\$9,998.00	Yes	1	0

		Column A		Column B			
SCHOOL SYSTEM		\$47,817.00 Annual Statistical Report 2009-2010	Difference from BEP 2010	BEP Annual Statistical Report 26.0% \$47,880	Greater Than BEP Comparison \$9,880	LEAs 24 Yes	LEAs 112 No
550	McNairy County	\$41,034.00	\$3,034.00		No	0	1
560	Macon County	\$42,638.00	\$4,638.00		No	0	1
570	Madison County	\$47,654.00	\$9,654.00		No	0	1
580	Marion County	\$44,100.00	\$6,100.00		No	0	1
581	Richard City	\$44,892.00	\$6,892.00		No	0	1
590	Marshall County	\$45,463.00	\$7,463.00		No	0	1
600	Maury County	\$46,905.00	\$8,905.00		No	0	1
610	Meigs County	\$46,529.00	\$8,529.00		No	0	1
620	Monroe County	\$42,988.00	\$4,988.00		No	0	1
621	Sweetwater City	\$48,553.00	\$10,553.00		Yes	1	0
630	Montgomery County	\$47,195.00	\$9,195.00		No	0	1
640	Moore County	\$43,379.00	\$5,379.00		No	0	1
650	Morgan County	\$41,891.00	\$3,891.00		No	0	1
660	Obion County	\$43,700.00	\$5,700.00		No	0	1
661	Union City	\$43,561.00	\$5,561.00		No	0	1
670	Overton County	\$42,567.00	\$4,567.00		No	0	1
680	Perry County	\$43,475.00	\$5,475.00		No	0	1
690	Pickett County	\$44,731.00	\$6,731.00		No	0	1
700	Polk County	\$45,630.00	\$7,630.00		No	0	1
710	Putnam County	\$45,957.00	\$7,957.00		No	0	1
720	Rhea County	\$43,040.00	\$5,040.00		No	0	1
721	Dayton City	\$42,614.00	\$4,614.00		No	0	1
730	Roane County	\$47,417.00	\$9,417.00		No	0	1
740	Robertson County	\$43,342.00	\$5,342.00		No	0	1
750	Rutherford County	\$46,505.00	\$8,505.00		No	0	1
751	Murfreesboro City	\$49,154.00	\$11,154.00		Yes	1	0
760	Scott County	\$41,247.00	\$3,247.00		No	0	1
761	Oneida SSD	\$42,894.00	\$4,894.00		No	0	1

		Column A		Column B			
SCHOOL SYSTEM		\$47,817.00	Difference from	BEP Annual Statistical Report	Greater Than	LEAs	LEAs
		Annual Statistical Report	BEP 2010	26.0%	BEP Comparison	24	112
		2009-2010	\$38,000.00	\$47,880	\$9,880	Yes	No
770	Sequatchie County	\$43,341.00	\$5,341.00		No	0	1
780	Sevier County	\$49,180.00	\$11,180.00		Yes	1	0
790	Shelby County	\$55,442.00	\$17,442.00		Yes	1	0
791	Memphis City	\$56,750.00	\$18,750.00		Yes	1	0
800	Smith County	\$41,477.00	\$3,477.00		No	0	1
810	Stewart County	\$43,820.00	\$5,820.00		No	0	1
820	Sullivan County	\$43,704.00	\$5,704.00		No	0	1
821	Bristol City	\$52,230.00	\$14,230.00		Yes	1	0
822	Kingsport City	\$53,540.00	\$15,540.00		Yes	1	0
830	Sumner County	\$45,536.00	\$7,536.00		No	0	1
840	Tipton County	\$47,209.00	\$9,209.00		No	0	1
850	Trousdale County	\$43,067.00	\$5,067.00		No	0	1
860	Unicoi County	\$42,644.00	\$4,644.00		No	0	1
870	Union County	\$41,769.00	\$3,769.00		No	0	1
880	Van Buren County	\$42,365.00	\$4,365.00		No	0	1
890	Warren County	\$43,557.00	\$5,557.00		No	0	1
900	Washington County	\$43,928.00	\$5,928.00		No	0	1
901	Johnson City	\$53,434.00	\$15,434.00		Yes	1	0
910	Wayne County	\$41,910.00	\$3,910.00		No	0	1
920	Weakley County	\$41,955.00	\$3,955.00		No	0	1
930	White County	\$43,609.00	\$5,609.00		No	0	1
940	Williamson County	\$48,506.00	\$10,506.00		Yes	1	0
941	Franklin SSD	\$54,849.00	\$16,849.00		Yes	1	0
950	Wilson County	\$44,034.00	\$6,034.00		No	0	1
951	Lebanon SSD	\$47,437.00	\$9,437.00		No	0	1
AVERAGE AMOUNT		47,817	\$9,817.00			24	112

Most Recently Available Date fro

		Column C
		BEP vs. Annual Statistical Report
SCHOOL SYSTEM		Variance
		2003-04 to 2009-10
10	Anderson County	\$485.74
11	Clinton City	(\$46.98)
12	Oak Ridge	\$2,815.21
20	Bedford County	\$1,073.42
30	Benton County	\$1,440.33
40	Bledsoe County	\$1,043.96
50	Blount County	\$1,677.15
51	Alcoa City	\$4,198.29
52	Maryville City	\$2,214.99
60	Bradley County	\$3,007.26
61	Cleveland City	\$2,405.22
70	Campbell County	\$1,064.72
80	Cannon County	\$1,421.98
90	Carroll County	\$642.73
92	Hollow Rock-Bruceton SSD	(\$1,692.48)
93	Huntingdon SSD	\$3,662.79
94	McKenzie SSD	\$4,059.87
95	South Carroll SSD	\$1,816.28
97	West Carroll SSD	\$89.69
100	Carter County	\$162.45
101	Elizabethton City	\$1,325.38
110	Cheatham County	\$777.44
120	Chester County	\$1,341.75
130	Claiborne County	\$515.75
140	Clay County	\$2,234.72
150	Cocke County	\$2,717.94
151	Newport City	\$571.26

		Column C
SCHOOL SYSTEM		BEP vs. Annual Statistical Report
		Variance
		2003-04 to 2009-10
160	Coffee County	\$706.49
161	Manchester City	\$695.51
162	Tulahoma City	\$1,905.12
170	Crockett County	\$2,065.65
171	Alamo City**	(\$1,748.90)
172	Bells City	\$2,773.48
180	Cumberland County	(\$266.12)
190	Davidson County	\$875.89
200	Decatur County	\$2,441.28
210	DeKalb County	\$419.69
220	Dickson County	\$1,779.68
230	Dyer County	\$143.23
231	Dyersburg City	\$900.17
240	Fayette County	(\$745.20)
250	Fentress County	\$567.06
260	Franklin County	\$3,188.92
271	Humboldt City	\$671.35
272	Milan SSD	\$2,578.46
273	Trenton SSD	\$2,076.75
274	Bradford SSD	\$1,151.38
275	Gibson SSD	\$612.47
280	Giles County	\$1,578.99
290	Grainger County	\$1,339.65
300	Greene County	\$2,181.49
301	Greeneville City	\$262.60
310	Grundy County	\$1,504.70
320	Hamblen County	\$1,657.34
330	Hamilton County	\$94.46

SCHOOL SYSTEM		Column C
		BEP vs. Annual Statistical Report
		Variance
		2003-04 to 2009-10
340	Hancock County	\$748.90
350	Hardeman County	\$2,231.87
360	Hardin County	\$1,984.89
370	Hawkins County	\$28.66
371	Rogersville City	\$4,377.33
380	Haywood County	\$2,492.93
390	Henderson County	\$722.60
391	Lexington City	(\$422.94)
400	Henry County	\$2,878.64
401	Paris SSD	\$3,535.93
410	Hickman County	\$524.78
420	Houston County	\$1,924.61
430	Humphreys County	\$1,607.04
440	Jackson County	\$1,954.05
450	Jefferson County	\$1,037.94
460	Johnson County	\$1,387.18
470	Knox County	\$1,438.91
480	Lake County	(\$308.86)
490	Lauderdale County	\$1,975.76
500	Lawrence County	\$632.19
510	Lewis County	\$1,194.75
520	Lincoln County	\$1,692.07
521	Fayetteville City	\$4,922.40
530	Loudon County	(\$683.93)
531	Lenoir City	\$5,147.73
540	McMinn County	\$1,876.05
541	Athens City	\$1,089.09
542	Etowah City	\$6,781.13

		Column C
SCHOOL SYSTEM		BEP vs. Annual Statistical Report
		Variance
		2003-04 to 2009-10
550	McNairy County	\$112.03
560	Macon County	\$646.76
570	Madison County	\$526.02
580	Marion County	\$2,798.46
581	Richard City	\$3,595.89
590	Marshall County	\$495.35
600	Maury County	\$2,010.17
610	Meigs County	\$4,826.16
620	Monroe County	\$578.72
621	Sweetwater City	\$5,130.61
630	Montgomery County	\$1,783.31
640	Moore County	\$1,762.51
650	Morgan County	\$541.84
660	Obion County	\$1,240.59
661	Union City	(\$2,721.50)
670	Overton County	\$1,178.39
680	Perry County	\$2,038.25
690	Pickett County	\$3,060.86
700	Polk County	\$5,200.74
710	Putnam County	\$2,340.72
720	Rhea County	\$1,416.76
721	Dayton City	\$803.08
730	Roane County	\$1,501.41
740	Robertson County	\$1,104.02
750	Rutherford County	\$1,780.71
751	Murfreesboro City	\$1,737.33
760	Scott County	\$269.96
761	Oneida SSD	\$1,583.89

SCHOOL SYSTEM		Column C
		BEP vs. Annual Statistical Report
		Variance
		2003-04 to 2009-10
770	Sequatchie County	\$1,869.54
780	Sevier County	\$4,099.11
790	Shelby County	\$2,143.53
791	Memphis City	\$3,562.06
800	Smith County	\$599.40
810	Stewart County	\$2,607.88
820	Sullivan County	\$57.33
821	Bristol City	\$2,027.03
822	Kingsport City	\$1,903.96
830	Sumner County	\$1,889.02
840	Tipton County	\$4,951.68
850	Trousdale County	\$759.13
860	Unicoi County	\$1,455.27
870	Union County	\$834.06
880	Van Buren County	\$834.74
890	Warren County	\$2,294.22
900	Washington County	\$488.70
901	Johnson City	\$4,597.08
910	Wayne County	\$1,419.91
920	Weakley County	(\$213.98)
930	White County	\$2,809.32
940	Williamson County	\$1,368.61
941	Franklin SSD	\$3,661.21
950	Wilson County	\$1,932.04
951	Lebanon SSD	\$2,854.88
AVERAGE AMOUNT		\$1,645.84