



**TENNESSEE**  
STATE BOARD OF EDUCATION

**BASIC EDUCATION PROGRAM  
REVIEW COMMITTEE  
2015 ANNUAL REPORT**

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## 2015-16 BEP Review Committee Members

**Lyle Ailshie**

Director of Schools  
Kingsport City Schools

**Rep. Harry Brooks**

Chair, House Education Planning and  
Administration Committee  
TN General Assembly

**David Connor**

Executive Director  
TN County Services Association

**Sen. Dolores Gresham**

Chair, Senate Education Committee  
TN General Assembly

**Vincent Harvell**

Deputy Superintendent  
Fayette County Schools

**Chris Henson**

Interim Director of Schools  
Metro Nashville Public Schools

**Sara Heyburn**

Executive Director  
State Board of Education

**Dorsey Hopson**

Director of Schools  
Shelby County Schools

**Karen King**

Assistant Superintendent  
Sevier County Schools

**Candice McQueen**

Commissioner  
Department of Education

**Larry Martin**

Commissioner  
Department of Finance & Administration

**Wayne Miller**

Executive Director  
TN Organization of School Superintendents  
(TOSS)

**Mitchell Moore**

City Manager, City of Athens  
Tennessee Municipal League

**Rick Nicholson**

Senate Budget Analysis Director  
Office of Legislative Budget Analysis

**Don Odom**

Director of Schools  
Rutherford County Schools

**Lynnise Roehrich-Patrick**

Executive Director  
TN Advisory Commission on  
Intergovernmental Relations (TACIR)

**Larry Ridings**

TN School Systems for Equity

**Fielding Rolston**

Chairman  
State Board of Education

**Mary Ann Sparks**

Deputy Director of Schools  
Wilson County Schools

**Ben Torres**

Director of Policy Services  
TN School Boards Association

**Justin P. Wilson**

Comptroller  
Comptroller of the Treasury

**Hunter Zanardi**

Instructional Specialist  
Putnam County Schools

## **Work of the Committee**

Tennessee Code Annotated 49-1-302(4)(a) specifies that the State Board of Education shall establish a review committee for the Tennessee Basic Education Program (BEP). This Committee is directed to meet at least four times a year and regularly review the BEP components including the preparation of an annual report on or before November 1 of each year.

This report includes recommendations on needed revisions, additions, and deletions to the formula, as well as, an analysis of instructional salary disparity among Local Education Agencies (LEAs). This report considers total instructional salary disparity among Local Education Agencies, differences in benefits and other compensation among LEAs, inflation, and instructional salaries in the southeast and other regions.

The committee received presentations on potential special education funding changes that better reflect the updated practices of RTI<sup>2</sup>, as well as the funding implications of the new definition for at-risk students.

The committee's final meeting of 2015 will seek to further identify priority topics for the following year.

The BEP Review Committee has expressed interest in an earlier release of the report than is required by statute in order to be considered within the timeframe of the Governor's budget process.

## **BEP Committee Guiding Principle Statement**

The BEP Review Committee recognizes the constitutional mandate as defined by the Tennessee Supreme Court that the General Assembly shall maintain and support a system of free public schools that provide, at least, the opportunity to acquire general knowledge, develop the powers of reasoning and judgment, and generally prepare students intellectually for a mature life. To this end, the Committee's work shall be driven by this recognition.

## BEP Committee Recommendation Pathway

### BEP Committee Recommendation Process Diagram

The Committee requested that a diagram be developed to document the process of the BEP Committee's recommendations to better understand the scope and impact of the Committee's work on policy.



Tenn. Code Ann. § 49-1-302

(4) (B) The board shall establish a review committee for the Tennessee Basic Education Program (BEP). The Committee shall include the Executive Director of the State Board of Education, the Commissioner of Education, the Commissioner of Finance and Administration, the Comptroller of the Treasury, the Director of the Tennessee Advisory Commission on Intergovernmental Relations, the chairs of the standing committees on education of the Senate and House of Representatives, and the Director of the Office of Legislative Budget Analysis, or their designees. The board shall appoint at least one (1) member from each of the following groups: teachers, school boards, directors of schools, county governments, municipal governments that operate LEAs, finance directors of urban school systems, finance directors of suburban school systems and finance directors of rural school systems. The BEP Review Committee shall meet at least four (4) times a year and shall regularly review the BEP components, as well as identify needed revisions, additions or deletions to the formula. The Committee shall annually review the BEP instructional positions component, taking into consideration factors including, but not limited to, total instructional salary disparity among LEAs, differences in benefits and other compensation among LEAs, inflation, and instructional salaries in states in the southeast and other regions. The Committee shall prepare an annual report on the BEP and shall provide the report on or before November 1 of each year, to the Governor, the State Board of Education, the Education Committee of the Senate and the Education Committee of the House of Representatives. This report shall include recommendations on needed revisions, additions and deletions to the formula, as well as an analysis of instructional salary disparity among LEAs, including an analysis of disparity in benefits and other compensation among LEAs.

## 2015 Executive Summary

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

- Fiscal Update to Immediate Priority Recommendations
  1. Healthcare
  2. Teacher Compensation
  3. Early Graduation
  4. Technology
- Fiscal Update to Extended Priority Recommendations
- 2015 BEP Committee Notable Action Items
- Salary Disparity Analysis
- State Salary Comparison (Southeast)

Each year, on or before November 1, this committee submits a report to the Governor and General Assembly and the State Board of Education identifying funding formula needs. This 2015 edition of the report summarizes the Committee's findings and presents the immediate and extended priorities identified by the Committee.

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

## Recommendations of the Committee

### BEP Formula Improvements

The 2015 BEP Review Committee has priority ranked the following three recommendations as a result of this year's meeting discussions:<sup>2</sup>

#### BEP Formula Improvement #1: Recommendation for Funding 12 Month Insurance Premiums

The BEP Review Committee recommends that the full cost of 12 months of insurance premiums be incorporated into the BEP funding formula. The estimated cost of this recommendation is \$30.417 million.

The BEP Review Committee thanks Governor Haslam and the General Assembly for moving this priority forward for the 2015-16 academic year from 10 funded months to 11 funded months. This recommendation was ranked as formula improvement recommendation #1 in the 2012 through the 2014 BEP Report.

The Committee reiterates that school districts have always paid for 12 months of premiums, but have struggled to do so with new federal requirements for healthcare.

#### BEP Formula Improvement #2: Recommendation for Improving Teacher Compensation

In an effort to meet the goal of becoming the fastest improving state in the nation in student achievement, the BEP Review Committee recognizes the need to create an attractive environment for highly effective teachers. Compensation is an integral component to creating this environment.

Therefore, the BEP Review Committee commends the administration and the General Assembly for their work as well as reaffirms its support of Governor Haslam's goal of becoming the fastest improving state in teacher salaries during his time in office and increasing the BEP salary component accordingly.<sup>3</sup> These funds will serve an integral role in supporting LEAs as they continue to develop differentiated pay schedules to attract and retain great teachers and help fill high-need roles.

#### BEP Formula Improvement #3: Recommendation to Remove the Early Graduation District Funding Penalty

In an effort to eliminate a perverse incentive for schools to prevent qualified students from graduating early, the BEP Review Committee recommends that the Tennessee Department of Education create a withdrawal code to remove students who graduate early from certain calculations, but still include such students in the count for months five, six, and seven – the later funding months of the year. This would remedy the negative fiscal impact that schools currently experience when promoting qualified students to graduate early under existing policy. The estimated cost of this initiative would be \$5.24 million.

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<sup>2</sup> Complete cost projections by LEA are provided in Appendix C.

<sup>3</sup> The BEP Review Committee wishes to note the discrepancy gap between the actual average salary paid by TN LEAs (\$50,463) and the amount funded in the BEP Instructional Salary Component (\$40,447) in FY15. The BEP Instructional Salary component for FY16 has been funded at \$42,065, but actual average salary data for FY16 was not available at the time of publication. Actual salary data for FY16 will be included in the 2016 BEP Committee report.

## BEP Review Committee Ongoing Priorities

### BEP Formula Improvement #4: Recommendation to Prioritize the Funding of Technology in the Classroom

The BEP Review Committee recognizes the importance of technology in instruction. The addition of \$51 million for technology in the classroom in FY 2014 was a clear demonstration by this administration and the General Assembly that they understand and recognize the dynamic nature of the instructional environment in the 21<sup>st</sup> century. This Committee acknowledges and appreciates these efforts and expresses its ongoing commitment to ensuring that Tennessee's classrooms have the technology necessary to meet the challenges of the future.

The committee recognizes the need to increase the technology component of the BEP and will attempt to provide more information related to these actual costs in future reports. The committee requests that \$10 million extra be placed in the formula for FY 16-17.

The BEP Review committee notes with regret that systems at baseline would not receive additional funds from this action.

## BEP Insurance Premiums Detailed Funding Analysis by County

**Immediate Priority:** The Committee recommends that the full cost of 12 months of insurance premiums be incorporated into the BEP funding formula. The estimated cost of this recommendation is \$30.417 million.

### Background and Discussion

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

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

The Committee requested that the Department of Education perform a fiscal projection accounting for the total cost of 12 months of insurance premiums. The statewide impact is \$30.417 million in 2015 dollars. The table on the following pages presents the complete projections for each LEA.

**12 Months Insurance Premiums Based on FY16**

	<u>LEA Name</u>	<u>FY17 Estimated BEP</u>	<u>FY17 Estimated BEP With 12th Month Insurance</u>	<u>Increase</u>
10	Anderson County	29,543,000	29,755,000	212,000
11	Clinton City	4,261,000	4,293,000	32,000
12	Oak Ridge City	19,510,000	19,653,000	143,000
20	Bedford County	43,401,000	43,719,000	318,000
30	Benton County	11,300,000	11,384,000	84,000
40	Bledsoe County	11,620,000	11,701,000	81,000
50	Blount County	45,490,000	45,835,000	345,000
51	Alcoa City	7,309,000	7,364,000	55,000
52	Maryville City	19,636,000	19,786,000	150,000
60	Bradley County	45,424,000	45,762,000	338,000
61	Cleveland City	24,351,000	24,533,000	182,000
70	Campbell County	27,661,000	27,862,000	201,000
80	Cannon County	10,966,000	11,045,000	79,000
90	Carroll County	2,055,000	2,068,000	13,000
92	H Rock-Bruceton SSD	3,463,000	3,490,000	27,000
93	Huntingdon SSD	6,295,000	6,341,000	46,000
94	McKenzie SSD	6,760,000	6,810,000	50,000
95	South Carroll Co SSD	1,868,000	1,882,000	14,000
97	West Carroll Co SSD	4,928,000	4,964,000	36,000
100	Carter County	28,800,000	29,011,000	211,000
101	Elizabethton City	12,454,000	12,545,000	91,000
110	Cheatham County	32,613,000	32,853,000	240,000
120	Chester County	15,496,000	15,610,000	114,000
130	Claiborne County	24,372,000	24,548,000	176,000
140	Clay County	6,037,000	6,081,000	44,000
150	Cocke County	23,200,000	23,368,000	168,000
151	Newport City	3,555,000	3,583,000	28,000
160	Coffee County	19,931,000	20,079,000	148,000
161	Manchester City	6,186,000	6,234,000	48,000
162	Tullahoma City	14,421,000	14,531,000	110,000
170	Crockett County	11,396,000	11,480,000	84,000
171	Alamo City	3,427,000	3,454,000	27,000
172	Bells City	2,232,000	2,250,000	18,000
180	Cumberland County	29,528,000	29,747,000	219,000
190	Davidson County	277,037,000	278,911,000	1,874,000
200	Decatur County	7,835,000	7,892,000	57,000
210	DeKalb County	14,527,000	14,635,000	108,000
220	Dickson County	38,829,000	39,119,000	290,000
230	Dyer County	18,727,000	18,864,000	137,000
231	Dyersburg City	12,166,000	12,256,000	90,000
240	Fayette County	15,646,000	15,710,000	64,000
250	Fentress County	11,712,000	11,799,000	87,000

260	Franklin County	25,751,000	25,941,000	190,000
271	Humboldt City	6,029,000	6,071,000	42,000
272	Milan SSD	10,472,000	10,550,000	78,000
273	Trenton SSD	7,050,000	7,102,000	52,000
274	Bradford SSD	2,868,000	2,889,000	21,000
275	Gibson County SSD	19,927,000	20,076,000	149,000
280	Giles County	18,282,000	18,418,000	136,000
290	Grainger County	20,252,000	20,397,000	145,000
300	Greene County	33,168,000	33,412,000	244,000
301	Greeneville City	13,122,000	13,222,000	100,000
310	Grundy County	12,975,000	13,069,000	94,000
320	Hamblen County	45,442,000	45,783,000	341,000
330	Hamilton County	141,237,000	142,317,000	1,080,000
340	Hancock County	6,334,000	6,381,000	47,000
350	Hardeman County	21,109,000	21,260,000	151,000
360	Hardin County	14,774,000	14,884,000	110,000
370	Hawkins County	35,934,000	36,195,000	261,000
371	Rogersville City	3,035,000	3,058,000	23,000
380	Haywood County	15,886,000	16,003,000	117,000
390	Henderson County	20,300,000	20,448,000	148,000
391	Lexington City	4,897,000	4,934,000	37,000
400	Henry County	14,644,000	14,749,000	105,000
401	Paris SSD	8,065,000	8,128,000	63,000
410	Hickman County	20,515,000	20,616,000	101,000
420	Houston County	7,918,000	7,976,000	58,000
430	Humphreys County	13,712,000	13,815,000	103,000
440	Jackson County	9,130,000	9,195,000	65,000
450	Jefferson County	33,818,000	34,067,000	249,000
460	Johnson County	12,285,000	12,342,000	57,000
470	Knox County	186,505,000	187,950,000	1,445,000
480	Lake County	4,913,000	4,949,000	36,000
490	Lauderdale County	24,668,000	24,845,000	177,000
500	Lawrence County	33,678,000	33,925,000	247,000
510	Lewis County	9,930,000	9,998,000	68,000
520	Lincoln County	19,871,000	20,018,000	147,000
521	Fayetteville City	7,304,000	7,359,000	55,000
530	Loudon County	19,731,000	19,836,000	105,000
531	Lenoir City	9,253,000	9,321,000	68,000
540	McMinn County	24,943,000	25,123,000	180,000
541	Athens City	7,337,000	7,394,000	57,000
542	Etowah City	1,532,000	1,543,000	11,000
550	McNairy County	22,665,000	22,831,000	166,000
560	Macon County	20,592,000	20,743,000	151,000
570	Madison County	46,473,000	46,820,000	347,000
580	Marion County	19,418,000	19,561,000	143,000

581	Richard City SSD	1,318,000	1,325,000	7,000
590	Marshall County	26,070,000	26,263,000	193,000
600	Maury County	51,865,000	52,254,000	389,000
610	Meigs County	9,980,000	10,052,000	72,000
620	Monroe County	27,252,000	27,453,000	201,000
621	Sweetwater City	7,676,000	7,735,000	59,000
630	Montgomery County	141,807,000	142,880,000	1,073,000
640	Moore County	4,504,000	4,525,000	21,000
650	Morgan County	18,209,000	18,340,000	131,000
660	Obion County	17,258,000	17,386,000	128,000
661	Union City	7,310,000	7,366,000	56,000
670	Overton County	17,174,000	17,300,000	126,000
680	Perry County	6,102,000	6,146,000	44,000
690	Pickett County	4,162,000	4,192,000	30,000
700	Polk County	12,981,000	13,075,000	94,000
710	Putnam County	44,772,000	45,115,000	343,000
720	Rhea County	22,030,000	22,189,000	159,000
721	Dayton City	3,902,000	3,931,000	29,000
730	Roane County	28,551,000	28,707,000	156,000
740	Robertson County	55,122,000	55,535,000	413,000
750	Rutherford County	178,984,000	180,331,000	1,347,000
751	Murfreesboro City	35,078,000	35,354,000	276,000
760	Scott County	16,461,000	16,579,000	118,000
761	Oneida SSD	6,737,000	6,787,000	50,000
770	Sequatchie County	12,247,000	12,336,000	89,000
780	Sevier County	39,387,000	39,592,000	205,000
792	Shelby County	571,530,000	575,413,000	3,883,000
793	Arlington City	20,613,000	20,759,000	146,000
794	Bartlett City	37,485,000	37,749,000	264,000
795	Collierville City	34,876,000	35,130,000	254,000
796	Germantown City	24,522,000	24,699,000	177,000
797	Lakeland City	4,089,000	4,122,000	33,000
798	Millington City	12,355,000	12,438,000	83,000
800	Smith County	15,665,000	15,780,000	115,000
810	Stewart County	11,091,000	11,144,000	53,000
820	Sullivan County	38,300,000	38,585,000	285,000
821	Bristol City	14,657,000	14,767,000	110,000
822	Kingsport City	26,192,000	26,390,000	198,000
830	Sumner County	128,379,000	129,360,000	981,000
840	Tipton County	59,692,000	60,129,000	437,000
850	Trousdale County	6,708,000	6,758,000	50,000
860	Unicoi County	12,616,000	12,707,000	91,000
870	Union County	24,547,000	24,725,000	178,000
880	Van Buren County	4,663,000	4,683,000	20,000
890	Warren County	33,108,000	33,350,000	242,000

900	Washington County	30,939,000	31,174,000	235,000
901	Johnson City	28,033,000	28,249,000	216,000
910	Wayne County	13,318,000	13,384,000	66,000
920	Weakley County	21,969,000	22,130,000	161,000
930	White County	21,120,000	21,273,000	153,000
940	Williamson County	119,530,000	120,353,000	823,000
941	Franklin SSD	13,610,000	13,705,000	95,000
950	Wilson County	68,670,000	69,198,000	528,000
951	Lebanon SSD	15,538,000	15,660,000	122,000
970	Dept. of Children Services	10,613,000	10,613,000	0
				30,417,000
	Assumptions:			
	<ul style="list-style-type: none"> <li>• 1% ADM growth in each LEA</li> <li>• No change in insurance premium component value from FY16</li> </ul>			

## 2015 BEP Review Committee Notable Action Items

Tennessee Code Annotated 49-1-302(4)(a) specifies that the State Board of Education shall establish a review committee for the Tennessee Basic Education Program (BEP). This Committee is directed to meet at least four times a year to regularly review the BEP components, including the preparation of an annual report on or before November 1 of each year. For 2015, the required committee meetings were held on October 16<sup>th</sup>, October 21<sup>st</sup>, and October 28<sup>th</sup>. The final meeting will be held in December of 2015. Archives for each of these meetings along with the agendas, discussion items, and materials considered in the committee meetings can be found online at <http://www.tn.gov/sbe/article/past-bep-review-committee-activities>.

The 2015 BEP Review Committee has priority ranked the following four recommendations as a result of this year's meeting discussions:

### **BEP Formula Improvement #1: Recommendation for Funding 12 Month Insurance Premiums**

The BEP Review Committee recommends that the full cost of 12 months of insurance premiums be incorporated into the BEP funding formula. This recommendation's estimated cost is \$30.417 million.

The BEP Review Committee thanks Governor Haslam and the General Assembly for moving this priority forward for the 2015-16 academic year from 10 funded months to 11 funded months. This recommendation was ranked as formula improvement recommendation #1 in the 2012 through the 2014 BEP Report.

The Committee reiterates that school districts have always paid for 12 months of premiums, but have struggled to do so with new federal requirements for healthcare.

The Committee approved this motion by a vote of 13 yes, 0 no, 5 abstain, and 5 not present on Wednesday, October 21<sup>st</sup>, 2015.

### **BEP Formula Improvement #2: Recommendation for Improving Teacher Compensation**

In an effort to meet the goal of becoming the fastest improving state in the nation in student achievement, the BEP Review Committee recognizes the need to create an attractive environment for highly effective teachers. Compensation is an integral component to creating this environment.

Therefore, the BEP Review Committee commends the administration and the General Assembly for their work, and reaffirms its support of Governor Haslam's goal of becoming the fastest improving state in teacher salaries during his time in office and increasing the BEP salary component accordingly.<sup>4</sup> These funds will serve an integral role in supporting LEAs as they continue to develop differentiated pay schedules to attract and retain great teachers and help fill high-need roles.

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<sup>4</sup> The BEP Review Committee wishes to note the discrepancy gap between the actual average salary paid by TN LEAs (\$50,463) and the amount funded in the BEP Instructional Salary Component (\$40,447) in FY15. The BEP Instructional Salary component for FY16 has been funded at \$42,065, but actual average salary data for FY16 was not available at the time of publication. Actual salary data for FY16 will be included in the 2016 BEP Committee report.

The Committee approved this motion by a vote of 13 yes, 0 no, 5 abstain, and 5 not present on Wednesday, October 21<sup>st</sup>, 2015.

### **BEP Formula Improvement #3: Recommendation to Remove the Early Graduation District Funding Penalty**

In an effort to eliminate a perverse incentive for schools to prevent qualified students from graduating early, the BEP Review Committee recommends that the Tennessee Department of Education create a withdrawal code to remove students who graduate early from certain calculations, but still include such students in the count for months five, six, and seven – the later funding months of the year. This would remedy the negative fiscal impact that schools currently experience when promoting qualified students to graduate early under existing policy. The estimated cost of this initiative would be \$5.24 million.

The Committee approved this motion by a vote of 13 yes, 0 no, 5 abstain, and 5 not present on Wednesday, October 21<sup>st</sup>, 2015.

### **BEP Formula Improvement #4: Recommendation to Prioritize the Funding of Technology in the Classroom**

The BEP Review Committee recognizes the importance of technology in instruction. The addition of \$51 million for technology in the classroom in FY 2014 was a clear demonstration by this administration and the General Assembly that they understand and recognize the dynamic nature of the instructional environment in the 21<sup>st</sup> century. This Committee acknowledges and appreciates these efforts and expresses its ongoing commitment to ensuring that Tennessee's classrooms have the technology necessary to meet the challenges of the future.

The committee recognizes the need to increase the technology component of the BEP and will attempt to provide more information related to these actual costs in future reports. The committee requests that \$10 million extra be placed in the formula for FY 16-17.

The BEP Review committee notes with regret that systems at baseline would not receive additional funds from this action.

The Committee approved this motion by unanimous consent on Wednesday, October 28<sup>th</sup>, 2015.

### **2015 BEP Final Report Recommendation for Adopting the Final Report**

The draft 2015 BEP Report was reviewed and accepted as final.

The Committee approved this motion by a vote of 13 yes, 0 no, 4 abstain, and 6 not present on Wednesday, October 28<sup>th</sup>, 2015.

## BEP Salary Equity Analysis

### Salary Disparity Statement

Beginning in 2012, the Committee decided to report salary disparity with a statement that includes the following three components: current BEP salary component, average statewide licensed instructor salary for Tennessee, and the Southeastern state average teacher salary.

For the 2014-2015 school year, the BEP salary component was \$40,447, compared to an average actual statewide licensed salary of \$50,463.<sup>5</sup> This represents approximately a 24.7 percent gap in licensed salary funding levels. The \$50,463 average teacher salary for Tennessee is based upon the same calculations provided in the full disparity report.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the TN BEP funding formula. In 2013-14, the average salary across all instructional positions for the southeastern region was reported at \$50,482.<sup>6</sup> The TN actual average statewide licensed salary for the same year was \$49,890<sup>7</sup>, approximately 1.8% below the regional average. Projected data for the 2014-15 school year list the average salary for instructional positions within the southeastern region as \$51,526, compared to \$50,495 for the state of Tennessee. These projections place Tennessee approximately 2% below the regional average.

Complete data tables are provided in the review of teacher salaries for the US Southeastern region section of this report.

### 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. The methodology for calculating weighted average salary changed in 2015. Previously, the weighted average salary multiplied the salary in each cell of a district's Bachelors, Masters, Masters + 30, EDS, and PHD salary schedule times the percent of teachers statewide with that level of education and experience. The sum of those products equaled a district's weighted average salary. The adoption of alternative salary schedules that incorporate factors other than education and experience as means of progressing through the schedule, as well as the inclusion of differentiated pay has necessitated a change in the calculation of weighted average salary.

The new methodology multiplies the average salary earned by instructors with bachelors and masters degrees in education steps 0 through 30, times the percentage of instructors statewide in each particular cell. The sum of these products is the district's weighted average salary. The exclusion of salaries from Master's + 30, EDS, and PHD degrees from this methodology did result in an expected decrease in weighted average salary for 2014 and 2015.

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<sup>5</sup> The BEP Instructional Salary component for FY16 has been funded at \$42,065, but actual average salary data for FY16 was not available at the time of publication. Actual salary data for FY16 will be included in the 2016 BEP Committee report.

<sup>6</sup> [http://www.nea.org/assets/docs/NEA\\_Rankings\\_And\\_Estimates-2015-03-11a.pdf](http://www.nea.org/assets/docs/NEA_Rankings_And_Estimates-2015-03-11a.pdf), Pg. 92

<sup>7</sup> Ibid.

Year	Weighted Average Salary	Change	Weighted Average Salary and Weighted Average Insurance	Change
2004	\$37,029		\$41,698	
2005	\$38,114	\$1,085	\$43,267	\$1,569
2006	\$38,972	\$858	\$44,284	\$1,017
2007	\$40,091	\$1,119	\$45,704	\$1,420
2008	\$41,441	\$1,350	\$47,434	\$1,730
2009	\$41,758	\$317	\$47,854	\$420
2010	\$41,961	\$203	\$48,270	\$416
2011	\$41,102	\$859	\$48,834	\$564
2012	\$42,950	\$1,848	\$49,717	\$883
2013	\$43,826	\$881	\$51,181	\$1,464
2014*	\$42,182	\$1,644	\$49,781	\$1,400
2015*	\$43,216	\$1,034	\$50,280	\$499
	*Calculated using new methodology			

The table below shows the weighted average salary, total compensation, and actual average licensed salary figures for FY15.

	2015 Weighted Average Salary		2015 Actual Average Licensed Salary		2015 Weighted Average Total Compensation	
<b>Minimum</b>	Pickett County	\$38,580	Fayette County	\$42,079	Pickett County	\$43,116
<b>Statewide Average</b>		\$43,216		\$50,463		\$50,280
<b>Maximum</b>	Shelby County	\$54,187	Alcoa City	\$63,628	Shelby County	\$61,357
	Number of Systems below Average	89	Number of Systems below Average	110	Number of Systems below Average	84
	Number of Systems above Average	52	Number of Systems above Average	31	Number of Systems above Average	57

## Discussion

*Maximum versus Minimum:* The maximum versus minimum weighted average salary disparity takes the range between the highest average instructional salary in the state and the lowest average instructional salary in the state and expresses it as a percentage of the lowest average instructional salary. As such, a lower value indicates a smaller range or disparity between the highest and lowest average instructional salaries within the state.

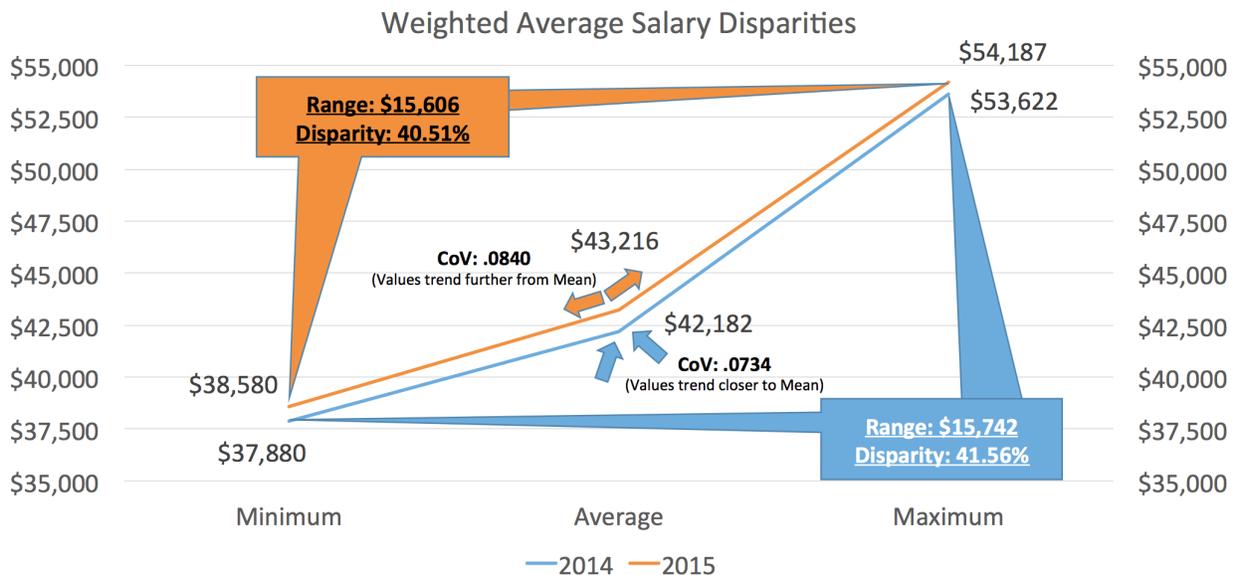
In 2003, before the infusion of salary equity dollars, the maximum versus minimum weighted average salary disparity was 45.75%. For three years beginning in 2009 there was a noticeable increase in the weighted average salary disparity, increasing from 37.86% in 2009 to 40.59% in 2010 to 41.96% in 2011. The weighted average salary disparity then remained relatively steady through 2014. In 2015, the range between the highest and lowest weighted average instructional salaries for the state was \$15,606. This yields a maximum versus minimum weighted average salary disparity of approximately 40.45%. Data from previous years is provided in the Weighted Averages Historical Data table below

**Coefficient of Variation:** The Coefficient of Variation (CoV) is a representation of how closely values are clustered around the average, thus a CoV value of zero would indicate no disparity. In 2003, before the infusion of salary equity funds, the CoV for total teacher compensation was 0.0787. The value of the CoV decreased in 2004 from 0.0787 to 0.0691, signifying a decrease in disparity. Since then, there has been a slow and steady increase with values leveling out in recent years. The CoV for 2015 increased from .0717 to .0840, a change of .0123.

Weighted Averages Historical Data						
Year	Salary		Insurance		Total Compensation	
	Maximum versus Minimum	Coefficient of Variation	Maximum versus Minimum	Coefficient of Variation	Maximum versus Minimum	Coefficient of Variation
2003	45.75%	0.0791	155.79%	0.1890	45.28%	0.0787
2004	35.07%	0.0688	155.79%	0.1890	36.99%	0.0683
2005	35.60%	0.0696	155.79%	0.1890	37.82%	0.0703
2006	35.49%	0.0703	138.76%	0.1863	37.93%	0.0717
2007	35.36%	0.0722	127.42%	0.1792	37.98%	0.0726
2008	35.23%	0.0715	126.44%	0.1760	37.63%	0.0712
2009	37.86%	0.0745	228.15%	0.1927	39.65%	0.0747
2010	40.59%	0.0748	206.64%	0.1942	41.81%	0.0764
2011	41.96%	0.0758	161.49%	0.1686	44.81%	0.0744
2012	41.90%	0.0759	161.49%	0.1685	41.73%	0.0750
2013	41.79%	0.0756	148.43%	0.1662	42.79%	0.0748
2014*	41.56%	0.0717	125.04%	0.1652	40.14%	0.0723
2015*	40.45%	0.0840	142.86%	0.1738	42.15%	0.0821

\*Calculated using new methodology

**Analysis:** The maximum versus minimum average weighted salary disparity and CoV collectively form a spectrum where state instructional salaries can be located. A higher maximum vs. minimum value indicates a greater range of disparity between the lowest and highest weighted average instructional salaries, i.e. a broader spectrum of salaries. In contrast, a lower CoV indicates that weighted average salaries are more tightly clustered around the mean. The CoV increase from 2014 to 2015 therefore indicates that weighted average salaries are less tightly clustered around the mean than they had been in 2014.



## Review of BEP Salary Component Funding Gap

The following analysis is based on the annual statistical reports for teacher salaries, as reported by the Department of Education (See Appendix B). It is important to note that this methodology is different than the method for calculating total teacher compensation. However, it does reflect the actual salaries, not accounting for differences in training and experience, across local education agencies throughout the state. The most recently available data is for the 2014-2015 academic year.

Year	BEP Instructional Salary Component	Weighted Average Salary	Actual Average Licensed Salary Paid by LEAs	Percent Gap
2005	\$34,680	\$38,114	\$44,000	26.9%
2006	\$35,586	\$38,972	\$44,413	24.8%
2007	\$36,515	\$40,091	\$45,739	25.3%
2008	\$38,000	\$41,441	\$46,922	23.5%
2009	\$38,000	\$41,758	\$47,880	26.0%
2010	\$38,000	\$41,961	\$47,817	25.8%
2011	\$38,000	\$41,102	\$48,154	26.7%
2012	\$38,700	\$42,950	\$49,649	28.3%
2013	\$39,849	\$43,826	\$49,923	25.3%
2014	\$40,447	\$42,182 <sup>1</sup>	\$50,116	23.9%
2015	\$40,447	\$43,216 <sup>1</sup>	\$50,463	24.8%

<sup>1</sup> Calculated using new methodology.

In 2005, the BEP salary component was \$34,680, compared to an average statewide licensed salary of \$44,000. This represents roughly a 26.9 percent gap in licensed salary funding levels.

In 2015, the BEP salary component was \$40,447, compared to an average statewide licensed salary of \$50,463. This represents roughly a 24.8 percent gap in licensed salary funding levels.

## Review of regional in-state salary disparity

<b>Regional Total Compensation Disparity Summary</b>		
<b>Region</b>	<b>Immediate Trend FY15 to FY14</b>	<b>General Trend (11 Years) Comparison of FY15 to FY04</b>
Nashville	Decrease	<b>Decrease</b> Decrease in 9 Surrounding Systems
Dyersburg	Mixed	<b>Decrease</b> Decrease in 10 Surrounding Systems Increase in 2 Surrounding Systems
Greeneville	Decrease	<b>Increase</b> Increase in 9 Surrounding Systems
Chattanooga	Increase	<b>Increase</b> Increase in 13 Surrounding Systems Decrease in 2 Surrounding Systems
Knoxville	Decrease	<b>Decrease</b> Decrease in 11 Surrounding Systems Increase in 2 Surrounding Systems
Jackson	Decrease	<b>Decrease</b> Decrease in 15 Surrounding Systems Increase in 5 Surrounding Systems
Clarksville	Increase	<b>Increase</b> Increase in 5 Surrounding Systems
Memphis	Decrease	<b>Decrease</b> Decrease in 3 Surrounding Systems Increase in 1 Surrounding System
Cookeville	Increase	<b>Increase</b> Increase in 7 Surrounding Systems
Tri-Cities	Increase	<b>Increase</b> Increase in 10 Surrounding Systems Decrease in 1 Surrounding Systems
Franklin	Increase	<b>Decrease</b> Decrease in 6 Surrounding Systems Increase in 3 Surrounding Systems
		<b>REGIONAL DOLLAR DISPARITY (General Trend over 11 years)</b>
		<b>General DECREASING Trend (11 Years)</b>
		6 Total County Regions
		<b>General INCREASING Trend (11 Years)</b>
		5 Total County Regions

## Review of Teacher Salaries for the US Southeastern Region

As the NEA has noted, each state’s Department of Education has its own system of accounting and reporting. Therefore, it is not always possible to obtain completely comparable data for every state. Further, the state of TN calculates the average TN teacher salary at \$50,116 (this average excludes principals and supervisors of instruction), whereas NEA lists it at \$50,355 for the 2013-2014 school year for calculating the Southeastern states’ average teacher salary of \$50,359. This is the most reliably reported data that can be utilized and therefore this average is used as the chief comparison number for the disparity study.

<b>Average Annual Salaries of Instructional Staff (Includes teachers, principals, and supervisors)</b>		
<b>State</b>	<b>2013-14</b>	<b>2014-15 (Estimated)</b>
Alabama	50,709	51,518
Arkansas	50,856	51,539
Florida	49,189	50,476
Georgia	55,420	55,927
Kentucky	52,930	53,501
Louisiana	55,342	56,417
Mississippi	43,918	44,057
North Carolina	44,990	47,783
South Carolina	50,859	51,315
<b>Tennessee</b>	<b>49,890</b>	<b>50,495</b>
Virginia	51,744	52,569
West Virginia	47,140	47,651
<b>Southeast</b>	<b>50,482</b>	<b>51,526</b>

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

## Appendices

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## Appendix A: Regional Disparity 2015, 2014--Based on Weighted Average Salaries

Nashville	FY 04				FY 15				FY 14		
	FY 04	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity		FY 14	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$50,134.75			Franklin SSD	\$49,552.52		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Davidson County	\$48,932.55	\$1,202.20	2.40%	Davidson County	\$47,940.08	\$1,612.44	3.25%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Lebanon SSD	\$48,100.32	\$2,034.43	4.06%	Murfreesboro City	\$47,821.29	\$1,731.23	3.49%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Murfreesboro City	\$47,765.46	\$2,369.29	4.73%	Rutherford County	\$45,903.48	\$3,649.04	7.36%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Williamson County	\$46,972.23	\$3,162.52	6.31%	Williamson County	\$45,876.15	\$3,676.37	7.42%
Lebanon SSD	\$38,936.24	\$5,437.16	12.25%	Rutherford County	\$45,942.44	\$4,192.31	8.36%	Lebanon SSD	\$45,064.69	\$4,487.83	9.06%
Sumner County	\$37,767.23	\$6,606.18	14.89%	Sumner County	\$44,534.94	\$5,599.81	11.17%	Sumner County	\$43,670.39	\$5,882.13	11.87%
Robertson County	\$36,410.19	\$7,963.21	17.95%	Wilson County	\$44,126.99	\$6,007.76	11.98%	Wilson County	\$43,386.62	\$6,165.90	12.44%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Cheatham County	\$42,534.83	\$7,599.92	15.16%	Cheatham County	\$41,828.35	\$7,724.17	15.59%
Wilson County	\$36,227.50	\$8,145.91	18.36%	Robertson County	\$42,082.01	\$8,052.74	16.06%	Robertson County	\$41,756.67	\$7,795.85	15.73%
Dyersburg	FY 04				FY 15				FY 14		
FY 04	\$ Disparity	% Disparity	FY 15		\$ Disparity	% Disparity	FY 14		\$ Disparity	% Disparity	
Dyersburg City	\$40,261.04			Dyersburg City	\$45,159.32			Dyersburg City	\$44,677.80		
Alamo City	\$37,434.02	\$2,827.02	7.02%	Bells City	\$42,948.60	\$2,210.72	4.90%	Bells City	\$42,926.23	\$1,751.57	3.92%
Dyer County	\$37,409.86	\$2,851.18	7.08%	Dyer County	\$42,927.73	\$2,231.59	4.94%	Dyer County	\$42,193.46	\$2,484.34	5.56%
Bells City	\$37,388.85	\$2,872.19	7.13%	Obion County	\$42,161.46	\$2,997.86	6.64%	Obion County	\$41,679.44	\$2,998.36	6.71%
Union City	\$36,720.75	\$3,540.29	8.79%	Lake County	\$41,766.98	\$3,392.34	7.51%	Lauderdale County	\$41,655.28	\$3,022.52	6.77%
Lauderdale County	\$35,991.05	\$4,269.99	10.61%	Lauderdale County	\$41,644.51	\$3,514.81	7.78%	Lake County	\$41,110.37	\$3,567.43	7.98%
Lake County	\$35,747.14	\$4,513.90	11.21%	Union City	\$41,250.79	\$3,908.53	8.65%	Union City	\$41,038.13	\$3,639.67	8.15%
Obion County	\$35,650.10	\$4,610.94	11.45%	Alamo City	\$41,129.82	\$4,029.50	8.92%	Alamo City	\$40,652.32	\$4,025.48	9.01%
Gibson SSD	\$35,595.71	\$4,665.33	11.59%	Gibson SSD	\$40,882.02	\$4,277.30	9.47%	Gibson SSD	\$40,500.02	\$4,177.78	9.35%
Crockett County	\$35,380.86	\$4,880.18	12.12%	Crockett County	\$40,772.45	\$4,386.87	9.71%	Crockett County	\$40,399.38	\$4,278.42	9.58%
Milan SSD	\$35,252.58	\$5,008.45	12.44%	Humboldt City	\$40,572.09	\$4,587.23	10.16%	Humboldt City	\$40,203.11	\$4,474.69	10.02%
Trenton SSD	\$35,134.25	\$5,126.79	12.73%	Milan SSD	\$40,547.26	\$4,612.06	10.21%	Trenton SSD	\$39,858.93	\$4,818.87	10.79%
Humboldt City	\$35,055.89	\$5,205.15	12.93%	Trenton SSD	\$40,315.63	\$4,843.69	10.73%	Milan SSD	\$39,764.55	\$4,913.25	11.00%
Bradford SSD	\$35,022.11	\$5,238.93	13.01%	Bradford SSD	\$39,674.29	\$5,485.03	12.15%	Bradford SSD	\$38,858.93	\$5,818.87	13.02%
Greenville	FY 04				FY 15				FY 14		
FY 04	\$ Disparity	% Disparity	FY 15		\$ Disparity	% Disparity	FY 14		\$ Disparity	% Disparity	
Johnson City	\$40,723.09			Johnson City	\$49,966.95			Johnson City	\$49,899.33		
Greenville City	\$40,409.45	\$313.64	0.77%	Greenville City	\$45,014.37	\$4,952.58	9.91%	Hamblen County	\$43,949.74	\$5,949.59	11.92%
Rogersville City	\$36,297.98	\$4,425.11	10.87%	Hamblen County	\$44,130.48	\$5,836.47	11.68%	Greenville City	\$43,684.27	\$6,215.06	12.46%
Washington County	\$36,289.46	\$4,433.63	10.89%	Rogersville City	\$43,471.48	\$6,495.47	13.00%	Rogersville City	\$43,051.90	\$6,847.43	13.72%
Hamblen County	\$36,249.61	\$4,473.48	10.99%	Washington County	\$42,937.36	\$7,029.59	14.07%	Washington County	\$42,101.89	\$7,797.44	15.63%
Hawkins County	\$35,952.94	\$4,770.15	11.71%	Newport City	\$41,391.85	\$8,575.10	17.16%	Newport City	\$41,148.87	\$8,750.46	17.54%
Greene County	\$35,637.02	\$5,086.07	12.49%	Greene County	\$41,197.57	\$8,769.38	17.55%	Greene County	\$40,552.76	\$9,346.57	18.73%
Unicoi County	\$35,570.10	\$5,153.00	12.65%	Unicoi County	\$40,990.30	\$8,976.65	17.97%	Unicoi County	\$40,046.05	\$9,853.28	19.75%
Cocke County	\$35,201.50	\$5,521.59	13.56%	Hawkins County	\$40,554.22	\$9,412.73	18.84%	Hawkins County	\$40,026.34	\$9,872.99	19.79%
Newport City	\$35,041.05	\$5,682.05	13.95%	Cocke County	\$40,244.30	\$9,722.65	19.46%	Cocke County	\$39,708.91	\$10,190.42	20.42%
Chattanooga	FY 04				FY 15				FY 14		
FY 04	\$ Disparity	% Disparity	FY 15		\$ Disparity	% Disparity	FY 14		\$ Disparity	% Disparity	
Athens City	\$41,173.16			Athens City	\$49,241.25			Athens City	\$47,140.26		
Hamilton County	\$40,396.67	\$776.49	1.89%	Bradley County	\$47,530.55	\$1,710.70	3.47%	Bradley County	\$46,654.67	\$485.59	1.03%



Milan SSD	\$35,252.58	\$3,607.72	9.28%	West Carroll SSD	\$40,000.73	\$3,772.87	8.62%	Lexington City	\$39,706.84	\$3,575.63	8.26%
Carroll County	\$35,246.45	\$3,613.85	9.30%	Carroll County	\$39,879.06	\$3,894.54	8.90%	Hollow Rock Bruceton SSD	\$39,275.65	\$4,006.82	9.26%
Trenton SSD	\$35,134.25	\$3,726.06	9.59%	Bradford SSD	\$39,674.29	\$4,099.31	9.36%	McNairy County	\$39,229.74	\$4,052.73	9.36%
Humboldt City	\$35,055.89	\$3,804.42	9.79%	Hollow Rock Bruceton SSD	\$39,461.85	\$4,311.75	9.85%	Bradford SSD	\$38,858.93	\$4,423.54	10.22%
Bradford SSD	\$35,022.11	\$3,838.20	9.88%	McNairy County	\$39,343.39	\$4,430.21	10.12%	West Carroll SSD	\$38,641.69	\$4,640.78	10.72%
	<b>FY 04</b>				<b>FY 15</b>				<b>FY14</b>		
<b>Clarksville</b>	FY 04	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity
Montgomery County	\$39,563.21			Montgomery County	\$47,932.31			Montgomery County	\$45,891.04		
Dickson County	\$36,424.10	\$3,139.11	7.93%	Dickson County	\$42,585.85	\$5,346.46	11.15%	Dickson County	\$42,134.77	\$3,756.27	8.19%
Robertson County	\$36,410.19	\$3,153.02	7.97%	Cheatham County	\$42,534.83	\$5,397.48	11.26%	Houston County	\$41,970.46	\$3,920.58	8.54%
Cheatham County	\$36,265.84	\$3,297.37	8.33%	Houston County	\$42,152.03	\$5,780.28	12.06%	Cheatham County	\$41,828.35	\$4,062.69	8.85%
Stewart County	\$35,629.43	\$3,933.78	9.94%	Robertson County	\$42,082.01	\$5,850.30	12.21%	Stewart County	\$41,804.11	\$4,086.93	8.91%
Houston County	\$35,625.45	\$3,937.76	9.95%	Stewart County	\$41,945.19	\$5,987.12	12.49%	Robertson County	\$41,756.67	\$4,134.37	9.01%
	<b>FY 04</b>				<b>FY 15</b>				<b>FY14</b>		
<b>Memphis</b>	FY 04	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity
Shelby County	\$47,234.57			Shelby County	\$54,186.93			Shelby County	\$53,621.62		
Memphis City	\$47,234.53	\$0.04	0.00%	Arlington City	\$53,317.84	\$869.09	1.60%	Tipton County	\$45,824.24	\$7,797.38	14.54%
Tipton County	\$36,690.08	\$10,544.49	22.32%	Collierville City	\$53,087.39	\$1,099.54	2.03%	Lauderdale County	\$41,655.28	\$11,966.34	22.32%
Fayette County	\$36,408.89	\$10,825.68	22.92%	Lakeland City	\$53,085.29	\$1,101.64	2.03%	Haywood County	\$41,563.35	\$12,058.27	22.49%
Haywood County	\$35,839.81	\$11,394.76	24.12%	Germantown City	\$53,014.03	\$1,172.90	2.16%	Fayette County	\$40,116.19	\$13,505.43	25.19%
				Millington City	\$52,881.42	\$1,305.51	2.41%				
				Bartlett City	\$52,798.24	\$1,388.69	2.56%				
				Tipton County	\$46,453.59	\$7,733.34	14.27%				
				Haywood County	\$42,520.48	\$11,666.45	21.53%				
				Lauderdale County	\$41,644.51	\$12,542.42	23.15%				
				Fayette County	\$40,508.37	\$13,678.56	25.24%				
	<b>FY 04</b>				<b>FY 15</b>				<b>FY14</b>		
<b>Cookeville</b>	FY 04	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity
Putnam County	\$36,745.26			Putnam County	\$44,977.24			Putnam County	\$43,014.81		
DeKalb County	\$36,231.48	\$513.78	1.40%	White County	\$42,155.13	\$2,822.11	6.27%	White County	\$41,890.30	\$1,124.51	2.61%
Overton County	\$35,731.99	\$1,013.27	2.76%	DeKalb County	\$41,459.58	\$3,517.66	7.82%	DeKalb County	\$41,064.01	\$1,950.80	4.54%
Smith County	\$35,710.15	\$1,035.11	2.82%	Jackson County	\$40,608.60	\$4,368.64	9.71%	Smith County	\$40,107.15	\$2,907.66	6.76%
Jackson County	\$35,498.82	\$1,246.44	3.39%	Smith County	\$40,147.75	\$4,829.49	10.74%	Cumberland County	\$39,701.94	\$3,312.87	7.70%
White County	\$35,473.35	\$1,271.91	3.46%	Cumberland County	\$40,046.07	\$4,931.17	10.96%	Fentress County	\$39,112.92	\$3,901.89	9.07%
Fentress County	\$35,253.73	\$1,491.53	4.06%	Fentress County	\$39,698.34	\$5,278.90	11.74%	Overton County	\$39,081.58	\$3,933.23	9.14%
Cumberland County	\$35,199.93	\$1,545.33	4.21%	Overton County	\$39,108.75	\$5,868.49	13.05%	Jackson County	\$38,669.86	\$4,344.95	10.10%
	<b>FY 04</b>				<b>FY 15</b>				<b>FY14</b>		
<b>Tri-Cities</b>	FY 04	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity
Kingsport City	\$43,633.38			Kingsport City	\$51,476.40			Johnson City	\$49,899.33		
Bristol City	\$41,614.28	\$2,019.10	4.63%	Johnson City	\$49,966.95	\$1,509.45	2.93%	Kingsport City	\$49,688.99	\$210.34	0.42%
Johnson City	\$40,723.09	\$2,910.28	6.67%	Bristol City	\$48,502.33	\$2,974.07	5.78%	Bristol City	\$48,563.80	\$1,335.53	2.68%
Elizabethton City	\$37,269.96	\$6,363.41	14.58%	Greeneville City	\$45,014.37	\$6,462.03	12.55%	Greeneville City	\$43,684.27	\$6,215.06	12.46%
Rogersville City	\$36,297.98	\$7,335.39	16.81%	Elizabethton City	\$43,521.95	\$7,954.45	15.45%	Elizabethton City	\$43,354.89	\$6,544.44	13.12%
Washington County	\$36,289.46	\$7,343.92	16.83%	Rogersville City	\$43,471.48	\$8,004.92	15.55%	Rogersville City	\$43,051.90	\$6,847.43	13.72%
Hawkins County	\$35,952.94	\$7,680.43	17.60%	Washington County	\$42,937.36	\$8,539.04	16.59%	Washington County	\$42,101.89	\$7,797.44	15.63%
Sullivan County	\$35,801.30	\$7,832.08	17.95%	Greene County	\$41,197.57	\$10,278.83	19.97%	Greene County	\$40,552.76	\$9,346.57	18.73%
Johnson County	\$35,679.78	\$7,953.60	18.23%	Unicoi County	\$40,990.30	\$10,486.10	20.37%	Sullivan County	\$40,521.46	\$9,377.87	18.79%
Greene County	\$35,637.02	\$7,996.36	18.33%	Sullivan County	\$40,717.46	\$10,758.94	20.90%	Unicoi County	\$40,046.05	\$9,853.28	19.75%
Unicoi County	\$35,570.10	\$8,063.28	18.48%	Hawkins County	\$40,554.22	\$10,922.18	21.22%	Hawkins County	\$40,026.34	\$9,872.99	19.79%

Carter County	\$35,492.46	\$8,140.92	18.66%	Johnson County	\$40,280.63	\$11,195.77	21.75%	Johnson County	\$39,212.64	\$10,686.69	21.42%
				Carter County	\$39,788.90	\$11,687.50	22.70%	Carter County	\$39,133.82	\$10,765.51	21.57%
	<b>FY 04</b>				<b>FY 15</b>				<b>FY14</b>		
<b>Franklin</b>	FY 04	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity		FY14	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$50,134.75			Franklin SSD	\$49,552.52		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Davidson County	\$48,932.55	\$1,202.20	2.40%	Davidson County	\$47,940.08	\$1,612.44	3.25%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Murfreesboro City	\$47,765.46	\$2,369.29	4.73%	Murfreesboro City	\$47,821.29	\$1,731.23	3.49%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Williamson County	\$46,972.23	\$3,162.52	6.31%	Rutherford County	\$45,903.48	\$3,649.04	7.36%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Rutherford County	\$45,942.44	\$4,192.31	8.36%	Williamson County	\$45,876.15	\$3,676.37	7.42%
Maury County	\$39,130.05	\$5,243.36	11.82%	Marshall County	\$44,345.97	\$5,788.78	11.55%	Maury County	\$43,246.00	\$6,306.52	12.73%

	<b>FY 04</b>				<b>FY 15</b>				<b>FY 14</b>		
<b>Chattanooga</b>	FY 04	\$ Disparity	% Disparity		FY 15	\$ Disparity	% Disparity		FY 14	\$ Disparity	% Disparity
Athens City	\$41,173.16			Athens City	\$49,241.25			Athens City	\$47,140.26		
Hamilton County	\$40,396.67	\$776.49	1.89%	Bradley County	\$47,530.55	\$1,710.70	3.47%	Bradley County	\$46,654.67	\$485.59	1.03%
Cleveland City	\$38,672.13	\$2,501.03	6.07%	Hamilton County	\$46,808.58	\$2,432.67	4.94%	Hamilton County	\$46,616.94	\$523.32	1.11%
Bradley County	\$37,807.51	\$3,365.65	8.17%	Cleveland City	\$46,725.88	\$2,515.37	5.11%	Cleveland City	\$46,161.06	\$979.20	2.08%
McMinn County	\$37,573.16	\$3,600.00	8.74%	Meigs County	\$44,530.60	\$4,710.65	9.57%	Meigs County	\$44,301.40	\$2,838.86	6.02%
Richard City	\$37,131.71	\$4,041.45	9.82%	Dayton City	\$44,521.77	\$4,719.48	9.58%	Etowah City	\$44,141.56	\$2,998.70	6.36%
Sweetwater City	\$36,959.83	\$4,213.33	10.23%	Etowah City	\$44,166.17	\$5,075.08	10.31%	McMinn County	\$43,878.49	\$3,261.77	6.92%
Monroe County	\$36,874.63	\$4,298.53	10.44%	McMinn County	\$44,014.94	\$5,226.31	10.61%	Dayton City	\$43,559.84	\$3,580.42	7.60%
Dayton City	\$36,678.30	\$4,494.86	10.92%	Sequatchie County	\$42,892.44	\$6,348.81	12.89%	Sweetwater City	\$42,788.39	\$4,351.87	9.23%
Etowah City	\$36,530.00	\$4,643.16	11.28%	Polk County	\$42,870.26	\$6,370.99	12.94%	Polk County	\$42,641.78	\$4,498.48	9.54%
Sequatchie County	\$36,371.46	\$4,801.70	11.66%	Sweetwater City	\$42,174.25	\$7,067.00	14.35%	Sequatchie County	\$41,876.16	\$5,264.10	11.17%
Rhea County	\$36,327.69	\$4,845.47	11.77%	Marion County	\$41,570.74	\$7,670.51	15.58%	Monroe County	\$41,806.78	\$5,333.48	11.31%
Meigs County	\$35,988.63	\$5,184.53	12.59%	Monroe County	\$41,403.95	\$7,837.30	15.92%	Marion County	\$41,506.16	\$5,634.10	11.95%
Marion County	\$35,209.68	\$5,963.48	14.48%	Rhea County	\$40,615.47	\$8,625.78	17.52%	Rhea County	\$40,651.53	\$6,488.73	13.76%
Polk County	\$35,056.79	\$6,116.37	14.86%	Richard City	\$40,598.34	\$8,642.91	17.55%	Richard City	\$40,606.13	\$6,534.13	13.86%
Bledsoe County	\$34,970.90	\$6,202.26	15.06%	Bledsoe County	\$40,145.83	\$9,095.42	18.47%	Bledsoe County	\$38,603.23	\$8,537.03	18.11%

<b>FY15 REPORT</b>	
<b>Nashville</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	(331.87)
3	(416.38)
4	(129.00)
5	(1428.60)
6	(1244.85)
7	(1006.37)
8	(1955.45)
9	(507.64)
10	(93.17)
General Trend	Decrease

<b>FY14 REPORT</b>		
<b>Nashville</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	78.37	(410.24)
3	(719.58)	303.20
4	1150.75	(1279.75)
5	(914.75)	(513.85)
6	(949.33)	(295.52)
7	(724.05)	(282.32)
8	(1797.31)	(158.14)
9	(383.39)	(124.25)
10	(350.06)	256.89
General Trend	Decrease	Decrease

<b>FY15 REPORT</b>	
<b>Dyersburg</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	(616.30)
3	(619.59)
4	125.67
5	(755.18)
6	(605.37)
7	(581.44)
8	(388.03)
9	(493.31)
10	(421.22)
11	(514.73)
12	(361.46)
13	246.10
General Trend	Decrease

<b>FY14 REPORT</b>		
<b>Dyersburg</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	(1075.45)	459.15
3	(366.84)	(252.75)
4	126.17	(0.50)
5	(702.56)	(52.62)
6	(874.23)	268.86
7	(585.46)	4.02
8	(487.55)	99.52
9	(601.76)	108.45
10	(533.76)	112.54
11	(307.92)	(206.81)
12	(291.90)	(69.56)
13	579.94	(333.84)
General Trend	Decrease	Mixed

<b>FY15 REPORT</b>	
<b>Greeneville</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	4638.94
3	1411.36
4	2061.84
5	2556.11
6	3804.95
7	3683.31
8	3823.65
9	3891.14
10	4040.60
General Trend	Increase

<b>FY14 REPORT</b>		
<b>Greeneville</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	\$5,635.95	\$(997.01)
3	\$1,789.95	\$(378.59)
4	\$2,413.80	\$(351.96)
5	\$3,323.96	\$(767.85)
6	\$3,980.31	\$(175.36)
7	\$4,260.50	\$(577.19)
8	\$4,700.28	\$(876.63)
9	\$4,351.40	\$(460.26)
10	\$4,508.37	\$(467.77)
General Trend	Increase	Decrease

<b>FY15 REPORT</b>	
<b>Chattanooga</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	(1002.57)
3	(1784.50)
4	(265.01)
5	(709.59)
6	612.90
7	1890.83
8	2507.04
9	1745.22
10	1958.94
General Trend	Increase

<b>FY14 REPORT</b>		
<b>Chattanooga</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	-1,686.81	\$684.24
3	-2,095.56	\$311.06
4	-911.69	\$646.68
5	-623.54	\$(86.05)
6	753.30	\$(140.40)
7	1,079.53	\$811.30
8	1,595.10	\$911.94
9	861.55	\$883.67
10	2,625.66	\$(666.72)
General Trend	Increase	Increase

<b>FY15 REPORT</b>	
<b>Knoxville</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	(1506.99)
3	(441.43)
4	(1740.01)
5	(1309.12)
6	(928.16)
7	(1548.47)
8	(1154.37)
9	(1248.12)
10	(822.05)
11	(684.44)
12	143.32
13	48.68
14	(308.18)
General Trend	Decrease

<b>FY14 REPORT</b>		
<b>Knoxville</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	61.22	-1,568.21
3	1,041.32	-1,482.75
4	727.60	-2,467.61
5	321.81	-1,630.93
6	-193.10	-735.06
7	-907.51	-640.96
8	-974.56	-179.81
9	-181.74	-1,066.38
10	148.12	-970.17
11	132.83	-817.27
12	1,109.83	-966.51
13	1,036.48	-987.80
14	917.94	-1,226.12
General Trend	Increase	Decrease

<b>FY15 REPORT</b>	
<b>Jackson</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	(601.29)
3	(218.34)
4	(794.56)
5	(1551.18)
6	(1595.03)
7	(1406.00)
8	(1514.00)
9	(718.76)
10	(564.65)
11	(478.30)
12	(431.59)

<b>FY14 REPORT</b>		
<b>Jackson</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	-1,070.05	468.76
3	-172.75	-45.59
4	-536.49	-258.07
5	-1,256.96	-294.22
6	-1,052.41	-542.62
7	-1,002.28	-403.72
8	-634.45	-879.55
9	-588.57	-130.19
10	-673.78	109.13
11	-596.36	118.06
12	-597.10	165.51

13	(327.44)
14	(337.82)
15	(264.59)
16	(116.26)
17	165.15
18	280.69
19	373.25
20	507.33
21	592.01
General Trend	Decrease

13	-449.59	122.15
14	-161.82	-176.00
15	-142.23	-122.36
16	-56.31	-59.95
17	-32.09	197.24
18	392.97	-112.28
19	326.67	46.58
20	619.12	-111.79
21	802.58	-210.57
General Trend	Decrease	Decrease

FY15 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	2207.35
3	2244.46
4	2482.91
5	1916.52
6	2049.36
General Trend	Increase

FY14 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	617.16	1590.19
3	767.56	1476.90
4	765.32	1717.59
5	153.15	1763.37
6	196.61	1852.75
General Trend	Increase	Increase

FY15 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	869.05
3	(9444.95)
4	(9724.04)
5	(10221.86)
General Trend	Decrease

FY14 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	7797.34	(6928.29)
3	1421.85	(10866.80)
4	1232.59	(10956.63)
5	2110.67	(12332.53)
General Trend	Increase	Decrease

<b>FY15 REPORT</b>	
<b>Cookeville</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	2308.33
3	2504.39
4	3333.53
5	3583.05
6	3659.26
7	3787.37
8	4323.16
General Trend	Increase

<b>FY14 REPORT</b>		
<b>Cookeville</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	610.73	1697.60
3	937.53	1566.86
4	1872.55	1460.98
5	2066.43	1516.62
6	2629.98	1029.28
7	2441.70	1345.67
8	2799.62	1523.54
General Trend	Increase	Increase

<b>FY15 REPORT</b>	
<b>Tri-Cities</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	(509.65)
3	63.79
4	98.62
5	619.06
6	661.00
7	858.61
8	2446.75
9	2532.50
10	2762.58
11	2858.90
12	3054.85
General Trend	Increase

<b>FY14 REPORT</b>		
<b>Tri-Cities</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	(1808.76)	1299.11
3	(1574.75)	1638.54
4	(148.35)	246.97
5	(790.95)	1410.01
6	(496.49)	1157.49
7	117.01	741.60
8	1514.49	932.26
9	1424.27	1108.23
10	1856.92	905.66
11	1809.71	1049.19
12	2545.77	509.08
General Trend	Increase	Increase

<b>FY15 REPORT</b>	
<b>Franklin</b>	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY15 to FY04)
1	
2	(331.87)
3	(81.52)
4	664.23
5	(398.81)
6	545.42
7	(279.57)
8	(134.01)
9	(349.38)
10	1312.76
General Trend	Decrease

<b>FY14 REPORT</b>		
<b>Franklin</b>		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY14 to FY04)	Change in \$ Disparity, Compared to Last Year (FY15 to FY14)
1		
2	78.37	(410.24)
3	(719.58)	638.06
4	1150.75	(486.52)
5	(914.75)	515.94
6	1063.16	(517.74)
7	(572.35)	292.78
8	(265.16)	131.15
9	(225.13)	(124.25)
10	913.54	399.22
General Trend	Decrease	Increase

## Appendix B: Weighted Average Salaries and Insurance Data

	SCHOOL SYSTEM	WEIGHTED AVERAGE SALARY	WEIGHTED AVERAGE INSURANCE PAID	TOTAL COMPENSATION
10	Anderson County	\$42,459.31	\$6,881.89	\$49,341.20
11	Clinton City	\$43,447.20	\$6,911.68	\$50,358.88
12	Oak Ridge	\$50,960.36	\$7,546.99	\$58,507.35
20	Bedford County	\$42,543.20	\$6,497.89	\$49,041.09
30	Benton County	\$41,463.98	\$7,991.45	\$49,455.44
40	Bledsoe County	\$40,145.83	\$7,543.10	\$47,688.93
50	Blount County	\$44,108.31	\$8,634.19	\$52,742.50
51	Alcoa City	\$48,903.61	\$9,373.48	\$58,277.09
52	Maryville City	\$50,055.90	\$10,010.53	\$60,066.43
60	Bradley County	\$47,530.55	\$7,132.75	\$54,663.30
61	Cleveland City	\$46,725.88	\$7,262.14	\$53,988.01
70	Campbell County	\$40,612.27	\$8,350.41	\$48,962.68
80	Cannon County	\$40,163.92	\$7,305.32	\$47,469.24
90	Carroll County	\$39,879.06	\$6,688.67	\$46,567.72
92	Hollow Rock-Bruceton SSD	\$39,461.85	\$5,180.80	\$44,642.64
93	Huntingdon SSD	\$42,143.84	\$6,080.80	\$48,224.64
94	McKenzie SSD	\$42,348.14	\$6,581.22	\$48,929.36
95	South Carroll SSD	\$40,467.31	\$4,592.09	\$45,059.40
97	West Carroll SSD	\$40,000.73	\$5,598.75	\$45,599.48
100	Carter County	\$39,788.90	\$7,613.93	\$47,402.83
101	Elizabethton City	\$43,521.95	\$7,387.93	\$50,909.88
110	Cheatham County	\$42,534.83	\$6,833.22	\$49,368.05
120	Chester County	\$42,023.00	\$4,655.49	\$46,678.48
130	Claiborne County	\$39,111.80	\$4,722.45	\$43,834.25
140	Clay County	\$38,947.13	\$5,597.13	\$44,544.27
150	Cocke County	\$40,244.30	\$6,944.47	\$47,188.76
151	Newport City	\$41,391.85	\$7,222.25	\$48,614.11
160	Coffee County	\$42,807.16	\$7,843.21	\$50,650.37
161	Manchester City	\$46,941.66	\$8,037.72	\$54,979.38
162	Tullahoma City	\$43,639.55	\$6,850.39	\$50,489.93
170	Crockett County	\$40,772.45	\$5,632.50	\$46,404.95
171	Alamo City	\$41,129.82	\$5,088.67	\$46,218.49
172	Bells City	\$42,948.60	\$5,113.70	\$48,062.30
180	Cumberland County	\$40,046.07	\$9,301.66	\$49,347.73
190	Davidson County	\$48,932.55	\$8,784.03	\$57,716.57
200	Decatur County	\$41,491.68	\$5,180.80	\$46,672.48
210	DeKalb County	\$41,459.58	\$6,024.91	\$47,484.50
220	Dickson County	\$42,585.85	\$6,568.71	\$49,154.56
230	Dyer County	\$42,927.73	\$6,912.15	\$49,839.88
231	Dyersburg City	\$45,159.32	\$6,540.04	\$51,699.36
240	Fayette County	\$40,508.37	\$5,233.57	\$45,741.94
250	Fentress County	\$39,698.34	\$6,013.76	\$45,712.10
260	Franklin County	\$42,092.02	\$7,267.89	\$49,359.91
271	Humboldt City	\$40,572.09	\$6,802.29	\$47,374.37
272	Milan SSD	\$40,547.26	\$5,898.55	\$46,445.81
273	Trenton SSD	\$40,315.63	\$5,960.80	\$46,276.42
274	Bradford SSD	\$39,674.29	\$5,684.78	\$45,359.07

275	Gibson SSD	\$40,882.02	\$5,846.63	\$46,728.66
280	Giles County	\$40,859.07	\$6,705.73	\$47,564.80
290	Grainger County	\$40,571.82	\$7,814.09	\$48,385.91
300	Greene County	\$41,197.57	\$7,326.44	\$48,524.01
301	Greeneville City	\$45,014.37	\$7,041.81	\$52,056.17
310	Grundy County	\$39,962.12	\$7,644.98	\$47,607.10
320	Hamblen County	\$44,130.48	\$7,902.44	\$52,032.92
330	Hamilton County	\$46,808.58	\$9,800.56	\$56,609.14
340	Hancock County	\$38,846.67	\$6,036.85	\$44,883.53
350	Hardeman County	\$42,400.20	\$4,653.24	\$47,053.44
360	Hardin County	\$39,608.41	\$7,668.36	\$47,276.77
370	Hawkins County	\$40,554.22	\$7,739.38	\$48,293.60
371	Rogersville City	\$43,471.48	\$7,631.11	\$51,102.58
380	Haywood County	\$42,520.48	\$6,744.14	\$49,264.63
390	Henderson County	\$42,348.70	\$6,616.72	\$48,965.42
391	Lexington City	\$40,722.97	\$7,231.85	\$47,954.82
400	Henry County	\$43,893.44	\$6,745.52	\$50,638.96
401	Paris SSD	\$46,527.91	\$5,585.94	\$52,113.85
410	Hickman County	\$40,714.43	\$7,236.26	\$47,950.69
420	Houston County	\$42,152.03	\$6,475.68	\$48,627.70
430	Humphreys County	\$40,984.57	\$7,263.52	\$48,248.09
440	Jackson County	\$40,608.60	\$5,756.33	\$46,364.94
450	Jefferson County	\$40,720.28	\$8,037.72	\$48,758.00
460	Johnson County	\$40,280.63	\$6,321.98	\$46,602.61
470	Knox County	\$45,376.96	\$6,613.50	\$51,990.46
480	Lake County	\$41,766.98	\$6,024.91	\$47,791.89
490	Lauderdale County	\$41,644.51	\$7,483.47	\$49,127.98
500	Lawrence County	\$41,341.98	\$7,249.60	\$48,591.58
510	Lewis County	\$39,998.49	\$5,088.01	\$45,086.49
520	Lincoln County	\$43,579.76	\$7,212.09	\$50,791.85
521	Fayetteville City	\$44,624.84	\$6,179.90	\$50,804.73
530	Loudon County	\$43,459.58	\$7,843.50	\$51,303.08
531	Lenoir City	\$46,280.77	\$7,518.56	\$53,799.33
540	McMinn County	\$44,014.94	\$7,956.33	\$51,971.27
541	Athens City	\$49,241.25	\$7,653.99	\$56,895.23
542	Etowah City	\$44,166.17	\$7,983.02	\$52,149.19
550	McNairy County	\$39,343.39	\$7,023.86	\$46,367.25
560	Macon County	\$41,042.54	\$5,502.16	\$46,544.69
570	Madison County	\$43,773.60	\$5,436.08	\$49,209.68
580	Marion County	\$41,570.74	\$7,661.55	\$49,232.28
581	Richard City	\$40,598.34	\$6,187.52	\$46,785.86
590	Marshall County	\$44,345.97	\$8,305.16	\$52,651.13
600	Maury County	\$43,376.42	\$7,836.26	\$51,212.68
610	Meigs County	\$44,530.60	\$7,435.02	\$51,965.62
620	Monroe County	\$41,403.95	\$9,119.65	\$50,523.60
621	Sweetwater City	\$42,174.25	\$8,027.13	\$50,201.39
630	Montgomery County	\$47,932.31	\$9,161.14	\$57,093.45
640	Moore County	\$42,067.40	\$8,297.46	\$50,364.86
650	Morgan County	\$40,648.29	\$8,349.94	\$48,998.23
660	Obion County	\$42,161.46	\$6,050.44	\$48,211.90
661	Union City	\$41,250.79	\$8,598.62	\$49,849.41
670	Overton County	\$39,108.75	\$8,016.53	\$47,125.28

680	Perry County	\$39,914.36	\$4,822.50	\$44,736.85
690	Pickett County	\$38,580.17	\$4,582.95	\$43,163.12
700	Polk County	\$42,870.26	\$6,837.72	\$49,707.98
710	Putnam County	\$44,977.24	\$8,180.21	\$53,157.45
720	Rhea County	\$40,615.47	\$8,037.72	\$48,653.20
721	Dayton City	\$44,521.77	\$8,622.52	\$53,144.29
730	Roane County	\$44,416.57	\$8,049.26	\$52,465.83
740	Robertson County	\$42,082.01	\$9,165.08	\$51,247.08
750	Rutherford County	\$45,942.44	\$9,113.93	\$55,056.37
751	Murfreesboro City	\$47,765.46	\$5,725.39	\$53,490.85
760	Scott County	\$39,688.87	\$7,356.85	\$47,045.72
761	Oneida SSD	\$38,883.03	\$7,282.90	\$46,165.93
770	Sequatchie County	\$42,892.44	\$7,033.94	\$49,926.38
780	Sevier County	\$42,920.75	\$7,535.76	\$50,456.51
792	Shelby County	\$54,186.93	\$7,169.72	\$61,356.65
793	Arlington City	\$53,317.84	\$6,918.40	\$60,236.24
794	Bartlett City	\$52,798.24	\$6,918.40	\$59,716.64
795	Collierville City	\$53,087.39	\$6,918.40	\$60,005.79
796	Germantown City	\$53,014.03	\$6,918.40	\$59,932.42
797	Lakeland City	\$53,085.29	\$6,918.40	\$60,003.69
798	Millington City	\$52,881.42	\$6,918.40	\$59,799.82
800	Smith County	\$40,147.75	\$8,015.60	\$48,163.34
810	Stewart County	\$41,945.19	\$8,146.72	\$50,091.90
820	Sullivan County	\$40,717.46	\$7,840.02	\$48,557.48
821	Bristol City	\$48,502.33	\$7,015.77	\$55,518.10
822	Kingsport City	\$51,476.40	\$7,413.89	\$58,890.29
830	Sumner County	\$44,534.94	\$9,888.77	\$54,423.71
840	Tipton County	\$46,453.59	\$8,099.73	\$54,553.32
850	Trousdale County	\$40,428.80	\$6,232.51	\$46,661.31
860	Unicoi County	\$40,990.30	\$8,037.71	\$49,028.00
870	Union County	\$40,488.72	\$7,117.54	\$47,606.26
880	Van Buren County	\$40,511.15	\$4,582.55	\$45,093.70
890	Warren County	\$42,415.87	\$5,732.72	\$48,148.59
900	Washington County	\$42,937.36	\$7,828.66	\$50,766.02
901	Johnson City	\$49,966.95	\$6,532.71	\$56,499.67
910	Wayne County	\$39,193.76	\$5,276.85	\$44,470.61
920	Weakley County	\$40,975.67	\$6,968.18	\$47,943.85
930	White County	\$42,155.13	\$7,625.76	\$49,780.89
940	Williamson County	\$46,972.23	\$11,129.20	\$58,101.44
941	Franklin SSD	\$50,134.75	\$7,701.38	\$57,836.14
950	Wilson County	\$44,126.99	\$6,615.00	\$50,741.99
951	Lebanon SSD	\$48,100.32	\$5,704.31	\$53,804.63
	<b>AVERAGE AMOUNT</b>	<b>\$43,216.02</b>	<b>\$7,064.23</b>	<b>\$50,280.25</b>

## Appendix C: Cost Estimates for 2015 Committee Recommendations

FY17 Budget with 12th month insurance added				
	LEA Name	FY17 Estimated BEP	FY17 Estimated BEP with 12th month insurance	Increase
10	Anderson County	\$29,543,000.00	\$29,755,000.00	\$212,000.00
11	Clinton City	\$4,261,000.00	\$4,293,000.00	\$32,000.00
12	Oak Ridge City	\$19,510,000.00	\$19,653,000.00	\$143,000.00
20	Bedford County	\$43,401,000.00	\$43,719,000.00	\$318,000.00
30	Benton County	\$11,300,000.00	\$11,384,000.00	\$84,000.00
40	Bledsoe County	\$11,620,000.00	\$11,701,000.00	\$81,000.00
50	Blount County	\$45,490,000.00	\$45,835,000.00	\$345,000.00
51	Alcoa City	\$7,309,000.00	\$7,364,000.00	\$55,000.00
52	Maryville City	\$19,636,000.00	\$19,786,000.00	\$150,000.00
60	Bradley County	\$45,424,000.00	\$45,762,000.00	\$338,000.00
61	Cleveland City	\$24,351,000.00	\$24,533,000.00	\$182,000.00
70	Campbell County	\$27,661,000.00	\$27,862,000.00	\$201,000.00
80	Cannon County	\$10,966,000.00	\$11,045,000.00	\$79,000.00
90	Carroll County	\$2,055,000.00	\$2,068,000.00	\$13,000.00
92	H Rock-Bruceton SSD	\$3,463,000.00	\$3,490,000.00	\$27,000.00
93	Huntingdon SSD	\$6,295,000.00	\$6,341,000.00	\$46,000.00
94	McKenzie SSD	\$6,760,000.00	\$6,810,000.00	\$50,000.00
95	South Carroll Co SSD	\$1,868,000.00	\$1,882,000.00	\$14,000.00
97	West Carroll Co SSD	\$4,928,000.00	\$4,964,000.00	\$36,000.00
100	Carter County	\$28,800,000.00	\$29,011,000.00	\$211,000.00
101	Elizabethton City	\$12,454,000.00	\$12,545,000.00	\$91,000.00
110	Cheatham County	\$32,613,000.00	\$32,853,000.00	\$240,000.00
120	Chester County	\$15,496,000.00	\$15,610,000.00	\$114,000.00
130	Claiborne County	\$24,372,000.00	\$24,548,000.00	\$176,000.00
140	Clay County	\$6,037,000.00	\$6,081,000.00	\$44,000.00
150	Cocke County	\$23,200,000.00	\$23,368,000.00	\$168,000.00
151	Newport City	\$3,555,000.00	\$3,583,000.00	\$28,000.00
160	Coffee County	\$19,931,000.00	\$20,079,000.00	\$148,000.00
161	Manchester City	\$6,186,000.00	\$6,234,000.00	\$48,000.00
162	Tullahoma City	\$14,421,000.00	\$14,531,000.00	\$110,000.00
170	Crockett County	\$11,396,000.00	\$11,480,000.00	\$84,000.00
171	Alamo City	\$3,427,000.00	\$3,454,000.00	\$27,000.00
172	Bells City	\$2,232,000.00	\$2,250,000.00	\$18,000.00
180	Cumberland County	\$29,528,000.00	\$29,747,000.00	\$219,000.00
190	Davidson County	\$277,037,000.00	\$278,911,000.00	\$1,874,000.00
200	Decatur County	\$7,835,000.00	\$7,892,000.00	\$57,000.00
210	DeKalb County	\$14,527,000.00	\$14,635,000.00	\$108,000.00
220	Dickson County	\$38,829,000.00	\$39,119,000.00	\$290,000.00
230	Dyer County	\$18,727,000.00	\$18,864,000.00	\$137,000.00
231	Dyersburg City	\$12,166,000.00	\$12,256,000.00	\$90,000.00

240	Fayette County	\$15,646,000.00	\$15,710,000.00	\$64,000.00
250	Fentress County	\$11,712,000.00	\$11,799,000.00	\$87,000.00
260	Franklin County	\$25,751,000.00	\$25,941,000.00	\$190,000.00
271	Humboldt City	\$6,029,000.00	\$6,071,000.00	\$42,000.00
272	Milan SSD	\$10,472,000.00	\$10,550,000.00	\$78,000.00
273	Trenton SSD	\$7,050,000.00	\$7,102,000.00	\$52,000.00
274	Bradford SSD	\$2,868,000.00	\$2,889,000.00	\$21,000.00
275	Gibson County SSD	\$19,927,000.00	\$20,076,000.00	\$149,000.00
280	Giles County	\$18,282,000.00	\$18,418,000.00	\$136,000.00
290	Grainger County	\$20,252,000.00	\$20,397,000.00	\$145,000.00
300	Greene County	\$33,168,000.00	\$33,412,000.00	\$244,000.00
301	Greeneville City	\$13,122,000.00	\$13,222,000.00	\$100,000.00
310	Grundy County	\$12,975,000.00	\$13,069,000.00	\$94,000.00
320	Hamblen County	\$45,442,000.00	\$45,783,000.00	\$341,000.00
330	Hamilton County	\$141,237,000.00	\$142,317,000.00	\$1,080,000.00
340	Hancock County	\$6,334,000.00	\$6,381,000.00	\$47,000.00
350	Hardeman County	\$21,109,000.00	\$21,260,000.00	\$151,000.00
360	Hardin County	\$14,774,000.00	\$14,884,000.00	\$110,000.00
370	Hawkins County	\$35,934,000.00	\$36,195,000.00	\$261,000.00
371	Rogersville City	\$3,035,000.00	\$3,058,000.00	\$23,000.00
380	Haywood County	\$15,886,000.00	\$16,003,000.00	\$117,000.00
390	Henderson County	\$20,300,000.00	\$20,448,000.00	\$148,000.00
391	Lexington City	\$4,897,000.00	\$4,934,000.00	\$37,000.00
400	Henry County	\$14,644,000.00	\$14,749,000.00	\$105,000.00
401	Paris SSD	\$8,065,000.00	\$8,128,000.00	\$63,000.00
410	Hickman County	\$20,515,000.00	\$20,616,000.00	\$101,000.00
420	Houston County	\$7,918,000.00	\$7,976,000.00	\$58,000.00
430	Humphreys County	\$13,712,000.00	\$13,815,000.00	\$103,000.00
440	Jackson County	\$9,130,000.00	\$9,195,000.00	\$65,000.00
450	Jefferson County	\$33,818,000.00	\$34,067,000.00	\$249,000.00
460	Johnson County	\$12,285,000.00	\$12,342,000.00	\$57,000.00
470	Knox County	\$186,505,000.00	\$187,950,000.00	\$1,445,000.00
480	Lake County	\$4,913,000.00	\$4,949,000.00	\$36,000.00
490	Lauderdale County	\$24,668,000.00	\$24,845,000.00	\$177,000.00
500	Lawrence County	\$33,678,000.00	\$33,925,000.00	\$247,000.00
510	Lewis County	\$9,930,000.00	\$9,998,000.00	\$68,000.00
520	Lincoln County	\$19,871,000.00	\$20,018,000.00	\$147,000.00
521	Fayetteville City	\$7,304,000.00	\$7,359,000.00	\$55,000.00
530	Loudon County	\$19,731,000.00	\$19,836,000.00	\$105,000.00
531	Lenoir City	\$9,253,000.00	\$9,321,000.00	\$68,000.00
540	McMinn County	\$24,943,000.00	\$25,123,000.00	\$180,000.00
541	Athens City	\$7,337,000.00	\$7,394,000.00	\$57,000.00
542	Etowah City	\$1,532,000.00	\$1,543,000.00	\$11,000.00
550	McNairy County	\$22,665,000.00	\$22,831,000.00	\$166,000.00
560	Macon County	\$20,592,000.00	\$20,743,000.00	\$151,000.00

570	Madison County	\$46,473,000.00	\$46,820,000.00	\$347,000.00
580	Marion County	\$19,418,000.00	\$19,561,000.00	\$143,000.00
581	Richard City SSD	\$1,318,000.00	\$1,325,000.00	\$7,000.00
590	Marshall County	\$26,070,000.00	\$26,263,000.00	\$193,000.00
600	Maury County	\$51,865,000.00	\$52,254,000.00	\$389,000.00
610	Meigs County	\$9,980,000.00	\$10,052,000.00	\$72,000.00
620	Monroe County	\$27,252,000.00	\$27,453,000.00	\$201,000.00
621	Sweetwater City	\$7,676,000.00	\$7,735,000.00	\$59,000.00
630	Montgomery County	\$141,807,000.00	\$142,880,000.00	\$1,073,000.00
640	Moore County	\$4,504,000.00	\$4,525,000.00	\$21,000.00
650	Morgan County	\$18,209,000.00	\$18,340,000.00	\$131,000.00
660	Obion County	\$17,258,000.00	\$17,386,000.00	\$128,000.00
661	Union City	\$7,310,000.00	\$7,366,000.00	\$56,000.00
670	Overton County	\$17,174,000.00	\$17,300,000.00	\$126,000.00
680	Perry County	\$6,102,000.00	\$6,146,000.00	\$44,000.00
690	Pickett County	\$4,162,000.00	\$4,192,000.00	\$30,000.00
700	Polk County	\$12,981,000.00	\$13,075,000.00	\$94,000.00
710	Putnam County	\$44,772,000.00	\$45,115,000.00	\$343,000.00
720	Rhea County	\$22,030,000.00	\$22,189,000.00	\$159,000.00
721	Dayton City	\$3,902,000.00	\$3,931,000.00	\$29,000.00
730	Roane County	\$28,551,000.00	\$28,707,000.00	\$156,000.00
740	Robertson County	\$55,122,000.00	\$55,535,000.00	\$413,000.00
750	Rutherford County	\$178,984,000.00	\$180,331,000.00	\$1,347,000.00
751	Murfreesboro City	\$35,078,000.00	\$35,354,000.00	\$276,000.00
760	Scott County	\$16,461,000.00	\$16,579,000.00	\$118,000.00
761	Oneida SSD	\$6,737,000.00	\$6,787,000.00	\$50,000.00
770	Sequatchie County	\$12,247,000.00	\$12,336,000.00	\$89,000.00
780	Sevier County	\$39,387,000.00	\$39,592,000.00	\$205,000.00
792	Shelby County	\$571,530,000.00	\$575,413,000.00	\$3,883,000.00
793	Arlington City	\$20,613,000.00	\$20,759,000.00	\$146,000.00
794	Bartlett City	\$37,485,000.00	\$37,749,000.00	\$264,000.00
795	Collierville City	\$34,876,000.00	\$35,130,000.00	\$254,000.00
796	Germantown City	\$24,522,000.00	\$24,699,000.00	\$177,000.00
797	Lakeland City	\$4,089,000.00	\$4,122,000.00	\$33,000.00
798	Millington City	\$12,355,000.00	\$12,438,000.00	\$83,000.00
800	Smith County	\$15,665,000.00	\$15,780,000.00	\$115,000.00
810	Stewart County	\$11,091,000.00	\$11,144,000.00	\$53,000.00
820	Sullivan County	\$38,300,000.00	\$38,585,000.00	\$285,000.00
821	Bristol City	\$14,657,000.00	\$14,767,000.00	\$110,000.00
822	Kingsport City	\$26,192,000.00	\$26,390,000.00	\$198,000.00
830	Sumner County	\$128,379,000.00	\$129,360,000.00	\$981,000.00
840	Tipton County	\$59,692,000.00	\$60,129,000.00	\$437,000.00
850	Trousdale County	\$6,708,000.00	\$6,758,000.00	\$50,000.00
860	Unicoi County	\$12,616,000.00	\$12,707,000.00	\$91,000.00
870	Union County	\$24,547,000.00	\$24,725,000.00	\$178,000.00

880	Van Buren County	\$4,663,000.00	\$4,683,000.00	\$20,000.00
890	Warren County	\$33,108,000.00	\$33,350,000.00	\$242,000.00
900	Washington County	\$30,939,000.00	\$31,174,000.00	\$235,000.00
901	Johnson City	\$28,033,000.00	\$28,249,000.00	\$216,000.00
910	Wayne County	\$13,318,000.00	\$13,384,000.00	\$66,000.00
920	Weakley County	\$21,969,000.00	\$22,130,000.00	\$161,000.00
930	White County	\$21,120,000.00	\$21,273,000.00	\$153,000.00
940	Williamson County	\$119,530,000.00	\$120,353,000.00	\$823,000.00
941	Franklin SSD	\$13,610,000.00	\$13,705,000.00	\$95,000.00
950	Wilson County	\$68,670,000.00	\$69,198,000.00	\$528,000.00
951	Lebanon SSD	\$15,538,000.00	\$15,660,000.00	\$122,000.00
970	Dept. of Children Services	\$10,613,000.00	\$10,613,000.00	\$-
			Total Expected Cost:	\$30,417,000.00

**Assumptions:**

1% ADM growth in each LEA

No change in insurance premium component value from FY16

**FY16 Allocations with early graduates included**

	<u>LEA Name</u>	<u>FY16 BEP Allocation</u>	<u>FY16 BEP Allocation with Early Grads Included</u>	<u>Variance</u>	<u># of Early Graduates</u>
10	Anderson County	\$29,141,000.00	\$29,140,000.00	-1,000	
11	Clinton City	\$4,206,000.00	\$4,203,000.00	-3,000	
12	Oak Ridge City	\$19,491,000.00	\$19,491,000.00	0	
20	Bedford County	\$42,706,000.00	\$42,701,000.00	-5,000	10
30	Benton County	\$11,284,000.00	\$11,284,000.00	0	1
40	Bledsoe County	\$11,753,000.00	\$11,755,000.00	2,000	20
50	Blount County	\$44,844,000.00	\$45,023,000.00	179,000	83
51	Alcoa City	\$7,231,000.00	\$7,238,000.00	7,000	4
52	Maryville City	\$19,409,000.00	\$19,442,000.00	33,000	14
60	Bradley County	\$44,616,000.00	\$44,587,000.00	-29,000	
61	Cleveland City	\$23,963,000.00	\$23,948,000.00	-15,000	
70	Campbell County	\$27,203,000.00	\$27,202,000.00	-1,000	
80	Cannon County	\$11,002,000.00	\$11,002,000.00	0	
90	Carroll County	\$1,985,000.00	\$1,985,000.00	0	
92	H Rock-Bruceton SSD	\$3,439,000.00	\$3,439,000.00	0	
93	Huntingdon SSD	\$6,247,000.00	\$6,245,000.00	-2,000	
94	McKenzie SSD	\$6,879,000.00	\$6,879,000.00	0	
95	South Carroll Co SSD	\$1,981,000.00	\$1,981,000.00	0	
97	West Carroll Co SSD	\$5,093,000.00	\$5,093,000.00	0	
100	Carter County	\$28,382,000.00	\$28,376,000.00	-6,000	
101	Elizabethton City	\$12,295,000.00	\$12,325,000.00	30,000	9
110	Cheatham County	\$32,683,000.00	\$32,682,000.00	-1,000	1
120	Chester County	\$15,227,000.00	\$15,224,000.00	-3,000	
130	Claiborne County	\$24,216,000.00	\$24,219,000.00	3,000	42
140	Clay County	\$5,951,000.00	\$5,951,000.00	0	1
150	Cocke County	\$23,157,000.00	\$23,161,000.00	4,000	39
151	Newport City	\$3,503,000.00	\$3,508,000.00	5,000	
160	Coffee County	\$19,804,000.00	\$19,804,000.00	0	17
161	Manchester City	\$6,183,000.00	\$6,182,000.00	-1,000	
162	Tullahoma City	\$14,583,000.00	\$14,582,000.00	-1,000	11
170	Crockett County	\$11,201,000.00	\$11,211,000.00	10,000	9
171	Alamo City	\$3,516,000.00	\$3,516,000.00	0	
172	Bells City	\$2,245,000.00	\$2,245,000.00	0	
180	Cumberland County	\$29,036,000.00	\$29,192,000.00	156,000	56
190	Davidson County	\$272,857,000.00	\$273,013,000.00	156,000	152
200	Decatur County	\$7,925,000.00	\$7,925,000.00	0	
210	DeKalb County	\$14,315,000.00	\$14,400,000.00	85,000	24
220	Dickson County	\$38,100,000.00	\$38,123,000.00	23,000	14
230	Dyer County	\$18,372,000.00	\$18,362,000.00	-10,000	
231	Dyersburg City	\$11,943,000.00	\$11,943,000.00	0	4
240	Fayette County	\$15,646,000.00	\$15,646,000.00	0	

250	Fentress County	\$12,231,000.00	\$12,231,000.00	0	1
260	Franklin County	\$26,230,000.00	\$26,233,000.00	3,000	44
271	Humboldt City	\$5,983,000.00	\$5,983,000.00	0	
272	Milan SSD	\$10,522,000.00	\$10,522,000.00	0	12
273	Trenton SSD	\$7,049,000.00	\$7,049,000.00	0	
274	Bradford SSD	\$2,856,000.00	\$2,856,000.00	0	
275	Gibson County SSD	\$19,664,000.00	\$19,658,000.00	-6,000	
280	Giles County	\$18,291,000.00	\$18,291,000.00	0	
290	Grainger County	\$20,052,000.00	\$20,053,000.00	1,000	18
300	Greene County	\$32,683,000.00	\$32,684,000.00	1,000	19
301	Greeneville City	\$12,922,000.00	\$12,947,000.00	25,000	6
310	Grundy County	\$12,753,000.00	\$12,749,000.00	-4,000	
320	Hamblen County	\$44,777,000.00	\$44,745,000.00	-32,000	
330	Hamilton County	\$139,056,000.00	\$139,693,000.00	637,000	236
340	Hancock County	\$6,234,000.00	\$6,233,000.00	-1,000	
350	Hardeman County	\$20,862,000.00	\$20,862,000.00	0	2
360	Hardin County	\$14,592,000.00	\$14,592,000.00	0	
370	Hawkins County	\$35,700,000.00	\$35,708,000.00	8,000	103
371	Rogersville City	\$3,090,000.00	\$3,090,000.00	0	
380	Haywood County	\$16,355,000.00	\$16,356,000.00	1,000	17
390	Henderson County	\$19,933,000.00	\$19,925,000.00	-8,000	
391	Lexington City	\$4,790,000.00	\$4,789,000.00	-1,000	
400	Henry County	\$14,449,000.00	\$14,449,000.00	0	
401	Paris SSD	\$7,938,000.00	\$7,934,000.00	-4,000	
410	Hickman County	\$20,515,000.00	\$20,515,000.00	0	1
420	Houston County	\$7,785,000.00	\$7,813,000.00	28,000	1
430	Humphreys County	\$13,648,000.00	\$13,647,000.00	-1,000	
440	Jackson County	\$9,039,000.00	\$9,036,000.00	-3,000	
450	Jefferson County	\$33,239,000.00	\$33,583,000.00	344,000	88
460	Johnson County	\$12,285,000.00	\$12,285,000.00	0	
470	Knox County	\$183,493,000.00	\$184,708,000.00	1,215,000	412
480	Lake County	\$5,008,000.00	\$5,008,000.00	0	
490	Lauderdale County	\$24,655,000.00	\$24,656,000.00	1,000	11
500	Lawrence County	\$33,657,000.00	\$33,661,000.00	4,000	36
510	Lewis County	\$9,762,000.00	\$9,760,000.00	-2,000	2
520	Lincoln County	\$19,463,000.00	\$19,455,000.00	-8,000	
521	Fayetteville City	\$7,151,000.00	\$7,148,000.00	-3,000	
530	Loudon County	\$19,731,000.00	\$19,733,000.00	2,000	31
531	Lenoir City	\$9,149,000.00	\$9,194,000.00	45,000	23
540	McMinn County	\$24,807,000.00	\$24,807,000.00	0	
541	Athens City	\$7,350,000.00	\$7,350,000.00	0	
542	Etowah City	\$1,588,000.00	\$1,588,000.00	0	
550	McNairy County	\$22,325,000.00	\$22,320,000.00	-5,000	1
560	Macon County	\$20,271,000.00	\$20,428,000.00	157,000	36
570	Madison County	\$45,717,000.00	\$45,702,000.00	-15,000	11

580	Marion County	\$19,299,000.00	\$19,298,000.00	-1,000	
581	Richard City SSD	\$1,318,000.00	\$1,318,000.00	0	
590	Marshall County	\$25,820,000.00	\$25,823,000.00	3,000	31
600	Maury County	\$50,987,000.00	\$50,988,000.00	1,000	14
610	Meigs County	\$9,805,000.00	\$9,801,000.00	-4,000	
620	Monroe County	\$26,852,000.00	\$26,986,000.00	134,000	48
621	Sweetwater City	\$7,565,000.00	\$7,569,000.00	4,000	
630	Montgomery County	\$139,478,000.00	\$139,479,000.00	1,000	26
640	Moore County	\$4,504,000.00	\$4,504,000.00	0	
650	Morgan County	\$18,264,000.00	\$18,266,000.00	2,000	18
660	Obion County	\$17,080,000.00	\$17,080,000.00	0	
661	Union City	\$7,186,000.00	\$7,183,000.00	-3,000	
670	Overton County	\$17,471,000.00	\$17,471,000.00	0	
680	Perry County	\$6,032,000.00	\$6,061,000.00	29,000	3
690	Pickett County	\$4,237,000.00	\$4,237,000.00	0	
700	Polk County	\$13,010,000.00	\$13,010,000.00	0	7
710	Putnam County	\$44,168,000.00	\$44,612,000.00	444,000	135
720	Rhea County	\$21,947,000.00	\$21,946,000.00	-1,000	
721	Dayton City	\$4,075,000.00	\$4,075,000.00	0	
730	Roane County	\$28,551,000.00	\$28,552,000.00	1,000	9
740	Robertson County	\$54,240,000.00	\$54,487,000.00	247,000	84
750	Rutherford County	\$176,045,000.00	\$176,052,000.00	7,000	38
751	Murfreesboro City	\$34,510,000.00	\$34,495,000.00	-15,000	
760	Scott County	\$16,204,000.00	\$16,200,000.00	-4,000	1
761	Oneida SSD	\$6,750,000.00	\$6,750,000.00	0	
770	Sequatchie County	\$12,006,000.00	\$12,006,000.00	0	5
780	Sevier County	\$39,387,000.00	\$39,388,000.00	1,000	45
792	Shelby County	\$562,388,000.00	\$562,705,000.00	317,000	179
793	Arlington City	\$20,343,000.00	\$20,335,000.00	-8,000	
794	Bartlett City	\$37,034,000.00	\$37,022,000.00	-12,000	
795	Collierville City	\$34,352,000.00	\$34,338,000.00	-14,000	
796	Germantown City	\$24,221,000.00	\$24,212,000.00	-9,000	
797	Lakeland City	\$4,032,000.00	\$4,030,000.00	-2,000	
798	Millington City	\$12,182,000.00	\$12,178,000.00	-4,000	
800	Smith County	\$15,764,000.00	\$15,764,000.00	0	
810	Stewart County	\$11,091,000.00	\$11,090,000.00	-1,000	
820	Sullivan County	\$38,738,000.00	\$38,741,000.00	3,000	47
821	Bristol City	\$14,476,000.00	\$14,594,000.00	118,000	47
822	Kingsport City	\$25,887,000.00	\$25,920,000.00	33,000	39
830	Sumner County	\$126,364,000.00	\$126,462,000.00	98,000	57
840	Tipton County	\$58,670,000.00	\$58,650,000.00	-20,000	
850	Trousdale County	\$6,741,000.00	\$6,741,000.00	0	
860	Unicoi County	\$12,969,000.00	\$12,968,000.00	-1,000	2
870	Union County	\$24,150,000.00	\$24,239,000.00	89,000	31
880	Van Buren County	\$4,663,000.00	\$4,663,000.00	0	

890	Warren County	\$32,539,000.00	\$32,526,000.00	-13,000	2
900	Washington County	\$31,035,000.00	\$31,035,000.00	0	2
901	Johnson City	\$27,543,000.00	\$27,522,000.00	-21,000	9
910	Wayne County	\$13,318,000.00	\$13,319,000.00	1,000	8
920	Weakley County	\$21,711,000.00	\$21,711,000.00	0	
930	White County	\$20,700,000.00	\$20,693,000.00	-7,000	
940	Williamson County	\$118,019,000.00	\$117,899,000.00	-120,000	13
941	Franklin SSD	\$13,849,000.00	\$13,849,000.00	0	
950	Wilson County	\$67,588,000.00	\$67,668,000.00	80,000	44
951	Lebanon SSD	\$15,282,000.00	\$15,278,000.00	-4,000	
970	Dept. of Children Services	\$10,508,000.00	\$10,508,000.00	0	
<b>Totals:</b>		<b>\$4,186,211,000.00</b>	<b>\$4,190,554,000.00</b>	<b>\$4,343,000</b>	<b>2,566</b>
Assumptions:					
1% ADM growth in each LEA					
No change in insurance premium component value from FY16					

10 million for Technology distributed per ADM and per FY16 BEP Classroom Percentages

	<u>LEA Name</u>	<u>FY16 Funded ADMs</u>	<u>\$10 million Distributed by ADM</u>	<u>FY16 BEP Classroom Component</u>	<u>Percentage of BEP Classroom Component</u>	<u>\$10 million Distributed by FY16 Classroom Share</u>
10	Anderson County	6,384.48	\$66,535.31	\$4,668,000.00	0.67%	\$66,696.77
11	Clinton City	912.88	\$9,513.53	\$831,000.00	0.12%	\$11,873.40
12	Oak Ridge City	4,382.86	\$45,675.63	\$3,111,000.00	0.44%	\$44,450.22
20	Bedford County	8,343.43	\$86,950.43	\$7,240,000.00	1.03%	\$103,445.71
30	Benton County	2,154.40	\$22,451.92	\$1,758,000.00	0.25%	\$25,118.45
40	Bledsoe County	1,747.49	\$18,211.37	\$2,122,000.00	0.30%	\$30,319.31
50	Blount County	10,885.67	\$113,444.12	\$7,276,000.00	1.04%	\$103,960.08
51	Alcoa City	1,862.21	\$19,406.88	\$1,224,000.00	0.17%	\$17,488.61
52	Maryville City	5,032.71	\$52,447.95	\$2,988,000.00	0.43%	\$42,692.79
60	Bradley County	9,970.65	\$103,908.32	\$7,297,000.00	1.04%	\$104,260.13
61	Cleveland City	5,274.49	\$54,967.70	\$4,169,000.00	0.60%	\$59,567.01
70	Campbell County	5,545.21	\$57,788.92	\$4,966,000.00	0.71%	\$70,954.62
80	Cannon County	1,962.91	\$20,456.27	\$1,662,000.00	0.24%	\$23,746.79
90	Carroll County	3.34	\$34.76	\$125,000.00	0.02%	\$1,786.01
92	H Rock-Bruceton SSD	626.57	\$6,529.80	\$620,000.00	0.09%	\$8,858.61
93	Huntingdon SSD	1,202.30	\$12,529.64	\$1,037,000.00	0.15%	\$14,816.74
94	McKenzie SSD	1,319.97	\$13,755.95	\$1,105,000.00	0.16%	\$15,788.33
95	South Carroll Co SSD	349.83	\$3,645.75	\$334,000.00	0.05%	\$4,772.22
97	West Carroll Co SSD	911.48	\$9,498.92	\$846,000.00	0.12%	\$12,087.72
100	Carter County	5,274.07	\$54,963.28	\$4,723,000.00	0.67%	\$67,482.61
101	Elizabethton City	2,468.51	\$25,725.37	\$1,935,000.00	0.28%	\$27,647.44
110	Cheatham County	6,321.73	\$65,881.39	\$4,875,000.00	0.70%	\$69,654.40
120	Chester County	2,791.53	\$29,091.70	\$2,294,000.00	0.33%	\$32,776.86
130	Claiborne County	4,365.83	\$45,498.14	\$3,975,000.00	0.57%	\$56,795.13
140	Clay County	1,034.40	\$10,779.95	\$983,000.00	0.14%	\$14,045.18
150	Cocke County	4,520.81	\$47,113.30	\$4,026,000.00	0.58%	\$57,523.82
151	Newport City	729.03	\$7,597.55	\$700,000.00	0.10%	\$10,001.66
160	Coffee County	4,372.41	\$45,566.69	\$3,223,000.00	0.46%	\$46,050.49

161	Manchester City	1,250.27	\$13,029.54	\$1,116,000.00	0.16%	\$15,945.50
162	Tulahoma City	3,332.52	\$34,729.54	\$2,382,000.00	0.34%	\$34,034.21
170	Crockett County	1,956.60	\$20,390.59	\$1,665,000.00	0.24%	\$23,789.66
171	Alamo City	577.90	\$6,022.58	\$652,000.00	0.09%	\$9,315.83
172	Bells City	365.33	\$3,807.29	\$443,000.00	0.06%	\$6,329.62
180	Cumberland County	7,112.78	\$74,125.31	\$5,477,000.00	0.78%	\$78,255.83
190	Davidson County	80,900.31	\$843,095.99	\$52,351,000.00	7.48%	\$747,995.38
200	Decatur County	1,530.67	\$15,951.76	\$1,181,000.00	0.17%	\$16,874.22
210	DeKalb County	2,830.03	\$29,492.96	\$2,380,000.00	0.34%	\$34,005.64
220	Dickson County	8,223.34	\$85,698.87	\$6,225,000.00	0.89%	\$88,943.31
230	Dyer County	3,805.11	\$39,654.62	\$3,061,000.00	0.44%	\$43,735.82
231	Dyersburg City	2,594.96	\$27,043.21	\$2,285,000.00	0.33%	\$32,648.27
240	Fayette County	3,256.38	\$33,936.10	\$2,498,000.00	0.36%	\$35,691.63
250	Fentress County	2,125.73	\$22,153.10	\$1,980,000.00	0.28%	\$28,290.40
260	Franklin County	5,355.68	\$55,813.74	\$4,083,000.00	0.58%	\$58,338.24
271	Humboldt City	1,050.20	\$10,944.62	\$1,123,000.00	0.16%	\$16,045.52
272	Milan SSD	1,927.59	\$20,088.27	\$1,718,000.00	0.25%	\$24,546.92
273	Trenton SSD	1,305.13	\$13,601.31	\$1,148,000.00	0.16%	\$16,402.72
274	Bradford SSD	501.33	\$5,224.52	\$470,000.00	0.07%	\$6,715.40
275	Gibson County SSD	3,872.98	\$40,361.93	\$2,901,000.00	0.41%	\$41,449.73
280	Giles County	3,830.39	\$39,918.08	\$2,918,000.00	0.42%	\$41,692.62
290	Grainger County	3,452.20	\$35,976.81	\$3,086,000.00	0.44%	\$44,093.02
300	Greene County	6,854.87	\$71,437.52	\$5,637,000.00	0.81%	\$80,541.92
301	Greeneville City	2,722.63	\$28,373.67	\$2,092,000.00	0.30%	\$29,890.67
310	Grundy County	2,157.40	\$22,483.19	\$2,181,000.00	0.31%	\$31,162.31
320	Hamblen County	10,046.48	\$104,698.62	\$7,733,000.00	1.10%	\$110,489.74
330	Hamilton County	42,588.79	\$443,835.59	\$26,667,000.00	3.81%	\$381,020.28
340	Hancock County	958.74	\$9,991.39	\$1,028,000.00	0.15%	\$14,688.15
350	Hardeman County	3,726.97	\$38,840.28	\$3,601,000.00	0.51%	\$51,451.38
360	Hardin County	3,498.69	\$36,461.26	\$2,712,000.00	0.39%	\$38,749.28
370	Hawkins County	6,911.63	\$72,028.98	\$5,762,000.00	0.82%	\$82,327.93
371	Rogersville City	624.43	\$6,507.44	\$561,000.00	0.08%	\$8,015.61
380	Haywood County	2,955.24	\$30,797.78	\$2,772,000.00	0.40%	\$39,606.56

390	Henderson County	3,834.75	\$39,963.50	\$3,176,000.00	0.45%	\$45,378.95
391	Lexington City	934.46	\$9,738.41	\$897,000.00	0.13%	\$12,816.41
400	Henry County	2,986.97	\$31,128.48	\$2,241,000.00	0.32%	\$32,019.59
401	Paris SSD	1,683.46	\$17,544.07	\$1,484,000.00	0.21%	\$21,203.51
410	Hickman County	3,480.87	\$36,275.62	\$3,164,000.00	0.45%	\$45,207.49
420	Houston County	1,307.57	\$13,626.73	\$1,120,000.00	0.16%	\$16,002.65
430	Humphreys County	2,856.07	\$29,764.34	\$2,239,000.00	0.32%	\$31,991.02
440	Jackson County	1,505.69	\$15,691.43	\$1,582,000.00	0.23%	\$22,603.75
450	Jefferson County	7,192.20	\$74,952.90	\$5,679,000.00	0.81%	\$81,142.02
460	Johnson County	2,097.78	\$21,861.82	\$1,901,000.00	0.27%	\$27,161.64
470	Knox County	57,381.60	\$597,997.67	\$33,296,000.00	4.76%	\$475,735.98
480	Lake County	806.38	\$8,403.62	\$825,000.00	0.12%	\$11,787.67
490	Lauderdale County	4,291.31	\$44,721.54	\$4,222,000.00	0.60%	\$60,324.28
500	Lawrence County	6,477.19	\$67,501.51	\$5,279,000.00	0.75%	\$75,426.79
510	Lewis County	1,761.50	\$18,357.30	\$1,792,000.00	0.26%	\$25,604.24
520	Lincoln County	3,849.97	\$40,122.16	\$3,062,000.00	0.44%	\$43,750.11
521	Fayetteville City	1,429.26	\$14,894.91	\$1,252,000.00	0.18%	\$17,888.68
530	Loudon County	4,716.82	\$49,155.98	\$3,306,000.00	0.47%	\$47,236.40
531	Lenoir City	2,269.41	\$23,650.45	\$1,545,000.00	0.22%	\$22,075.09
540	McMinn County	5,571.32	\$58,061.05	\$4,185,000.00	0.60%	\$59,795.62
541	Athens City	1,560.88	\$16,266.55	\$1,365,000.00	0.20%	\$19,503.23
542	Etowah City	313.33	\$3,265.29	\$312,000.00	0.04%	\$4,457.88
550	McNairy County	4,184.89	\$43,612.49	\$3,532,000.00	0.50%	\$50,465.51
560	Macon County	3,671.13	\$38,258.41	\$3,285,000.00	0.47%	\$46,936.35
570	Madison County	12,546.56	\$130,752.99	\$9,399,000.00	1.34%	\$134,293.68
580	Marion County	4,069.98	\$42,414.93	\$3,445,000.00	0.49%	\$49,222.44
581	Richard City SSD	271.01	\$2,824.35	\$254,000.00	0.04%	\$3,629.17
590	Marshall County	5,245.70	\$54,667.60	\$4,142,000.00	0.59%	\$59,181.24
600	Maury County	11,662.31	\$121,537.82	\$8,613,000.00	1.23%	\$123,063.25
610	Meigs County	1,743.12	\$18,165.82	\$1,552,000.00	0.22%	\$22,175.10
620	Monroe County	5,395.46	\$56,228.38	\$4,448,000.00	0.64%	\$63,553.39
621	Sweetwater City	1,524.57	\$15,888.18	\$1,439,000.00	0.21%	\$20,560.55
630	Montgomery County	31,360.17	\$326,817.43	\$22,146,000.00	3.16%	\$316,423.86

640	Moore County	884.76	\$9,220.42	\$645,000.00	0.09%	\$9,215.81
650	Morgan County	3,043.81	\$31,720.86	\$2,812,000.00	0.40%	\$40,178.09
660	Obion County	3,509.65	\$36,575.52	\$2,767,000.00	0.40%	\$39,535.12
661	Union City	1,529.07	\$15,935.12	\$1,255,000.00	0.18%	\$17,931.54
670	Overton County	3,116.10	\$32,474.23	\$2,715,000.00	0.39%	\$38,792.14
680	Perry County	1,070.79	\$11,159.15	\$1,023,000.00	0.15%	\$14,616.71
690	Pickett County	740.98	\$7,722.03	\$651,000.00	0.09%	\$9,301.54
700	Polk County	2,416.26	\$25,180.85	\$2,092,000.00	0.30%	\$29,890.67
710	Putnam County	10,665.66	\$111,151.27	\$7,491,000.00	1.07%	\$107,032.02
720	Rhea County	4,217.19	\$43,949.13	\$3,626,000.00	0.52%	\$51,808.59
721	Dayton City	792.83	\$8,262.45	\$772,000.00	0.11%	\$11,030.40
730	Roane County	6,700.07	\$69,824.20	\$4,675,000.00	0.67%	\$66,796.78
740	Robertson County	11,088.99	\$115,562.98	\$8,544,000.00	1.22%	\$122,077.37
750	Rutherford County	41,341.54	\$430,837.51	\$26,488,000.00	3.78%	\$378,462.72
751	Murfreesboro City	7,570.66	\$78,897.06	\$6,496,000.00	0.93%	\$92,815.38
760	Scott County	2,884.19	\$30,057.33	\$2,905,000.00	0.42%	\$41,506.88
761	Oneida SSD	1,228.57	\$12,803.49	\$1,112,000.00	0.16%	\$15,888.35
770	Sequatchie County	2,251.66	\$23,465.51	\$2,043,000.00	0.29%	\$29,190.55
780	Sevier County	14,208.85	\$148,076.35	\$7,464,000.00	1.07%	\$106,646.24
792	Shelby County	117,664.36	\$1,226,229.53	\$100,917,000.00	14.42%	\$1,441,910.37
793	Arlington City	4,855.54	\$50,601.58	\$2,573,000.00	0.37%	\$36,763.24
794	Bartlett City	8,331.43	\$86,825.30	\$5,754,000.00	0.82%	\$82,213.62
795	Collierville City	7,848.70	\$81,794.56	\$4,593,000.00	0.66%	\$65,625.16
796	Germantown City	5,678.03	\$59,173.10	\$3,069,000.00	0.44%	\$43,850.12
797	Lakeland City	845.44	\$8,810.70	\$640,000.00	0.09%	\$9,144.37
798	Millington City	2,646.56	\$27,580.87	\$2,109,000.00	0.30%	\$30,133.56
800	Smith County	3,006.29	\$31,329.86	\$2,383,000.00	0.34%	\$34,048.50
810	Stewart County	1,999.74	\$20,840.08	\$1,664,000.00	0.24%	\$23,775.37
820	Sullivan County	10,059.44	\$104,833.66	\$6,579,000.00	0.94%	\$94,001.29
821	Bristol City	3,977.65	\$41,452.74	\$2,503,000.00	0.36%	\$35,763.07
822	Kingsport City	7,038.27	\$73,348.77	\$4,680,000.00	0.67%	\$66,868.22
830	Sumner County	28,295.24	\$294,876.53	\$18,837,000.00	2.69%	\$269,144.60
840	Tipton County	11,159.44	\$116,297.19	\$9,251,000.00	1.32%	\$132,179.05

850	Trousdale County	1,192.84	\$12,431.05	\$999,000.00	0.14%	\$14,273.79
860	Unicoi County	2,405.00	\$25,063.55	\$1,930,000.00	0.28%	\$27,576.00
870	Union County	4,150.16	\$43,250.54	\$4,099,000.00	0.59%	\$58,566.85
880	Van Buren County	727.86	\$7,585.33	\$636,000.00	0.09%	\$9,087.22
890	Warren County	6,443.84	\$67,154.00	\$5,479,000.00	0.78%	\$78,284.40
900	Washington County	8,665.96	\$90,311.56	\$5,142,000.00	0.73%	\$73,469.32
901	Johnson City	7,725.44	\$80,510.06	\$4,773,000.00	0.68%	\$68,197.02
910	Wayne County	2,223.17	\$23,168.55	\$2,055,000.00	0.29%	\$29,362.01
920	Weakley County	4,253.62	\$44,328.80	\$3,384,000.00	0.48%	\$48,350.87
930	White County	3,937.29	\$41,032.10	\$3,450,000.00	0.49%	\$49,293.88
940	Williamson County	35,040.10	\$365,167.56	\$13,709,000.00	1.96%	\$195,875.32
941	Franklin SSD	3,556.26	\$37,061.27	\$1,881,000.00	0.27%	\$26,875.88
950	Wilson County	16,753.75	\$174,597.83	\$9,421,000.00	1.35%	\$134,608.02
951	Lebanon SSD	3,600.75	\$37,524.97	\$2,734,000.00	0.39%	\$39,063.62
970	Dept. of Children Services	1,280.26	\$13,342.15	\$883,000.00	0.13%	\$12,616.38
	<b>Totals</b>	<b>959,562.24</b>	<b>\$10,000,000.00</b>	<b>\$699,884,000</b>	<b>100.00%</b>	<b>10,000,000.00</b>
	Total new technology funds	\$10,000,000				
	Per pupil	10.42				