



TENNESSEE
STATE BOARD OF EDUCATION

**BASIC EDUCATION PROGRAM
REVIEW COMMITTEE
2019 ANNUAL REPORT**

Table of Contents

I.	2018-19 BEP REVIEW COMMITTEE MEMBERS	4
II.	2019-20 BEP REVIEW COMMITTEE MEMBERS	5
III.	WORK OF THE COMMITTEE	6
	BEP COMMITTEE GUIDING PRINCIPLE STATEMENT	6
IV.	2019 EXECUTIVE SUMMARY	7
V.	UPDATE ON 2018 BEP COMMITTEE RECOMMENDATIONS	8
VI.	2019 BEP COMMITTEE RECOMMENDATIONS	9
	1. Sustained commitment to increasing teacher compensation	9
	2. Increase technology funding in schools.....	9
	3. Funding the number of school counselors at a level closer to national best practices (a ratio of 1:250)	9
	4. Lower the ratio of students to nurses (currently funded in the formula at 1 nurse to 3000 students)	10
	5. Funding Response to Instruction and Intervention positions	10
	SPECIAL PRIORITY STATEMENT	11
VII.	2019 BEP REVIEW COMMITTEE NOTABLE ACTION ITEMS	12
	ADOPTION OF PRIORITY LIST.....	12
	ADOPTION OF THE ANNUAL REPORT	12
	LEGISLATION REFERRED TO THE COMMITTEE.....	12
VIII.	BEP SALARY EQUITY ANALYSIS	13
	SALARY DISPARITY STATEMENT	13
	BACKGROUND	14
	DISCUSSION	15
	<i>Maximum versus Minimum</i>	15
	<i>Coefficient of Variation</i>	16
	<i>Analysis</i>	17
	REVIEW OF BEP SALARY COMPONENT FUNDING GAP	17
	REVIEW OF REGIONAL IN-STATE SALARY DISPARITY	19
IX.	REVIEW OF TEACHER SALARIES FOR THE U.S. SOUTHEASTERN REGION	21
X.	APPENDICES	22
	APPENDIX A-1: REGIONAL DISPARITY 2019, 2018 – BASED ON WEIGHTED AVERAGE SALARIES.....	23
	APPENDIX A-2: DISPARITY CHANGES BY REGIONAL RANK	30
	APPENDIX B: WEIGHTED AVERAGE EDUCATOR SALARIES BY SCHOOL SYSTEM	38
	APPENDIX C: SUMMARY OF POSSIBLE CHANGES TO BEP STAFFING RATIOS	41
	APPENDIX D: SCENARIO VARIANCES - BEP STAFFING RATIOS – COUNSELORS	42
	APPENDIX E: SCENARIO VARIANCES - BEP STAFFING RATIOS – NURSES.....	48
	APPENDIX F: HB 255 AND FISCAL NOTE.....	53
	APPENDIX G: HB 210 AND FISCAL NOTE.....	56
	APPENDIX H: LETTER ON HB 255 AND HB 210.....	60
	APPENDIX I: PROPOSED BEP FLOOR	61
	APPENDIX J: TEACHER SALARIES IN TENNESSEE, 2015-2018	65
	APPENDIX K-1: PUBLIC CHAPTER NO. 153 OF 2019	73
	APPENDIX K-2: EXPLANATION OF PUBLIC CHAPTER NO. 153 OF 2019.....	75
	APPENDIX L: LETTER FROM THE TENNESSEE ASSOCIATION FOR ADMINISTRATORS IN SPECIAL EDUCATION (TAASE)	76
	APPENDIX M: BEP REVIEW COMMITTEE PRIORITY LETTER.....	82
	APPENDIX N-1: BEP REVIEW COMMITTEE MEETING AGENDA FOR JUNE 12, 2019.....	84

APPENDIX N-2: BEP REVIEW COMMITTEE MEETING AGENDA FOR SEPTEMBER 4, 2019	85
APPENDIX N-3: BEP REVIEW COMMITTEE MEETING AGENDA FOR OCTOBER 29, 2019.....	86
XI. BIBLIOGRAPHY	87

List of Tables and Figures

Table 1: NEA average salary for the Southeast region vs. Tennessee average salary	13
Table 2: Weighted Average Salary	14
Table 3: Distribution for FY19 Salary and Compensation Data.....	15
Table 4: Weighted Average Salary Historical Disparity Data.....	16
Table 5: Salary Gap Analysis	18
Table 6: Regional Total Compensation Disparity Summary.....	19
Table 7: Regional Dollar Disparity Summary	20
Table 8: NEA Average Salary Summary.....	21
Figure 1: Coefficient of variation over time.....	17

I. 2018-19 BEP Review Committee Members

Mischelle Simcox
Director of Schools
Johnson County Schools

Rep. Harry Brooks (through the tenure of his office)
Chair, House Education Administration and Planning Committee
Tennessee General Assembly

David Connor
Executive Director
Tennessee County Services Association

Sen. Dolores Gresham
Chair, Senate Education Committee
Tennessee General Assembly

Ben Torres
Director of Government Relations
Tennessee School Boards Association

Vincent Harvell
Deputy Superintendent COO Fayette County Schools (Retired)

Shawn Joseph
Director of Schools
Metro Nashville Public Schools

Sara Heyburn Morrison
Executive Director
Tennessee State Board of Education

Dorsey Hopson
Director of Schools
Shelby County Schools

Karen King
Assistant Superintendent
Sevier County Schools

Larry Ridings
Tennessee School Systems for Equity

Candice McQueen
Commissioner
Department of Education

Larry Martin
Commissioner
Department of Finance and Administration

Dale Lynch
Executive Director
Tennessee Organization of School Superintendents

Keith McDonald
Mayor of Bartlett
Tennessee Municipal League

Cathy Higgins Succeeded by **Peter Muller**
House Budget Director
Office of Legislative Budget Analysis

Bobby Cox
Director of Schools
Warren County Schools

Cliff Lippard
Executive Director
TN Advisory Commission on Intergovernmental Relations (TACIR)

Fielding Rolston Succeeded by **Lillian Hartgrove**
Chairman
Tennessee State Board of Education

Mickey Hall
Chief Financial Officer
Wilson County Schools

Justin P. Wilson
Comptroller of the Treasury

Hunter Zanardi
Instructional Specialist
Putnam County Schools

II. 2019-20 BEP Review Committee Members

Mischelle Simcox
Director of Schools
Johnson County Schools

Rep. Mark White
Chair, House Education Committee
Tennessee General Assembly

David Connor
Executive Director
Tennessee County Services Association

Sen. Dolores Gresham
Chair, Senate Education Committee
Tennessee General Assembly

Ben Torres
Assistant Executive Director and General
Counsel
Tennessee School Boards Association

Eddie Pruett
Director of Schools
Gibson County Special School District

Chris Henson
Metro Nashville Public Schools

Sara Morrison
Executive Director
Tennessee State Board of Education

Karen King
Assistant Superintendent
Sevier County Schools

Penny Schwinn
Commissioner
Department of Education

Stuart McWhorter
Commissioner
Department of Finance and Administration

Cliff Lippard
Executive Director
Tennessee Advisory Commission on
Intergovernmental Relations (TACIR)

Larry Ridings
Tennessee School Systems for Equity

Lillian Hartgrove
Chairman
Tennessee State Board of Education

Bob Eby
Vice Chairman
Tennessee State Board of Education

Mickey Hall
Chief Financial Officer
Wilson County Schools

Justin P. Wilson
Comptroller of the Treasury

Hunter Zanardi
Instructional Specialist
Putnam County Schools

Dale Lynch
Executive Director
Tennessee Organization of School
Superintendents

Hon. Keith McDonald
Mayor of Bartlett
Tennessee Municipal League

Peter Muller
House Budget Director
Office of Legislative Budget Analysis

Bobby Cox
Director of Schools
Warren County Schools

III. Work of the Committee

Tennessee Code Annotated § 49-1-302(a)(4)(B) directs the State Board of Education to establish a review committee for the Tennessee Basic Education Program (BEP). This Committee is required to meet at least four times a year to review the BEP components and prepare an annual report detailing any recommended revisions to the formula by November 1 of each year.

This annual report consists of two distinct sections. The first delineates the committee's recommendations on needed revisions, additions, and deletions to the formula, while the second provides analysis of instructional salary disparity among Local Education Agencies (LEAs). Consideration is given to total instructional salary disparity among LEAs, differences in benefits and other compensation among LEAs, inflation, and instructional salaries in the southeast and other regions.

BEP Committee Guiding Principle Statement

The BEP Review Committee's work is guided by the mandate laid out in the Tennessee Constitution and by the Tennessee Supreme Court that the General Assembly shall maintain and support a system of free public schools that provides, at least, the opportunity to acquire general knowledge, develop the powers of reasoning and judgment, and generally prepare students intellectually for a mature life and a career path.

T.C.A. §49-1-302(a)(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.

IV. 2019 Executive Summary

In the effort to improve essential components of the Basic Education Program (BEP), the BEP Review Committee has performed a comprehensive review related to the following areas:

2018 BEP Committee Recommendations

Priority Group 1

1. Sustained commitment to educator compensation
2. Security/safety funding coupled with funding the number of school counselors at a level closer to national best practices (a ratio of 1:250)
3. Increase technology funding in schools
4. Lower the ratio of students to nurses

Priority Group 2

5. Continue the commitment to funding Response to Instruction and Intervention positions

2019 BEP Committee New Priority Recommendations

1. Sustained commitment to increasing teacher compensation
2. Increase technology funding in schools*
3. Funding the number of school counselors at a level closer to national best practices (a ratio of 1:250)
4. Lower the ratio of students to nurses (currently funded in the formula at 1 nurse to 3000 students)*
5. Funding Response to Instruction and Intervention positions

*The committee recognizes that not every district would benefit from additional funding for technology and nurses within the formula.

2019 BEP Committee Notable Action Items

1. Adoption of Priority List
2. Adoption of the Annual Report
3. Legislation Referred to the Committee

BEP Salary Equity Analysis

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

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 2019 edition of the report summarizes the committee's findings and presents the immediate and extended priorities identified by the committee.

V. Update on 2018 BEP Committee Recommendations

Since 2015, the BEP Review Committee has taken a new approach to its annual report and presented a targeted list of crucial priorities to the Governor and administration officials. The 2018 Annual Report included a set of recommendations that were tightly focused on immediately actionable modifications that the committee expected to have a measurable impact on academic outcomes. They were placed in two groups as the committee had equal numbers of votes for all the priorities in group one as the first priority and group two as the second priority.

2018 Priorities

Priority Group 1

1. Sustained commitment to educator compensation
2. Security/safety funding coupled with funding the number of school counselors at a level closer to national best practices (a ratio of 1:250)
3. Increase technology funding in schools
4. Lower the ratio of students to nurses

Priority Group 2

5. Continue the commitment to funding Response to Instruction and Intervention positions

The committee is pleased to report that two of the items in Priority Group 1 were successfully funded by Governor Lee and the General Assembly. Highlights of the 2019-20 budget are as follows:

- More than \$211 million in total new funding for K-12 education
- \$71,250,000 in new funding for educator compensation
 - In addition to this amount, the budget includes \$1.6 million for occupational license teacher loan forgiveness
- \$30 million for school safety grants to LEAs, including \$10 million recurring and \$20 million non-recurring

Priority Group 2 was also successfully funded, as Governor Lee and the General Assembly maintained BEP funding for Response to Instruction and Intervention positions. The committee wishes to commend Governor Lee and the General Assembly for their demonstrated commitment to K-12 education and the advancement of Tennessee students.

VI. 2019 BEP Committee Recommendations

The 2019 BEP Review Committee has ranked several suggested areas for formula improvement as a result of this year's meeting discussions, members' survey responses, and vote of the members. See [Appendix M](#) for the 2019 BEP Committee's Priority Letter.

1. Sustained commitment to increasing teacher compensation

The BEP Review Committee commends Governor Lee and the General Assembly for their commitment to increasing educator salaries. Following the BEP Enhancement Act of 2016, and the sizable additional investments in educator compensation from that year and every ensuing year, the 2019-20 budget continued with compensation increases along this trajectory. These funds will play an integral role in supporting LEAs as they continue to develop differentiated pay schedules to attract and retain highly effective teachers and help fill high-need positions.

The committee remains firm in its belief that an ongoing commitment to continuous improvement in educator compensation is essential to maintaining Tennessee's position as one of the fastest-improving states in the country on educational outcomes. Such a commitment will help establish Tennessee as a regional leader in educator compensation, in turn supporting the maintenance and enhancement of our human capital pipeline. Please reference [Appendix B](#) for a list of Weighted Average Educator Salaries by School System.

2. Increase technology funding in schools

The BEP Review Committee recognizes the importance of technology in instruction. Accordingly, the BEP Review Committee wishes to renew its recommendation from past years for continued increases to technology funding. The committee acknowledges that not every system benefits from expansion of technology funding within the formula based on varying district fiscal capacity or because they are on minimum funding.

3. Funding the number of school counselors at a level closer to national best practices (a ratio of 1:250)

As the role and scope of responsibilities for school counselors has expanded in recent years, members of the BEP Review Committee have reported strong stakeholder interest in decreasing the current ratio of students to school counselors. School counselors utilize identified professional competencies to create comprehensive school counseling programs that focus on student outcomes, teach key student competencies, and help students navigate paths toward post-secondary opportunities. The BEP formula currently provides funding for school counselors at an average ratio of 1:500 for grades K-6 and 1:350 for grades 7-12. However, recent guidelines from the American School Counselor Association identify a ratio of 1:250 as national best practice.¹

The BEP Review Committee therefore recommends that additional funds be allocated within the BEP formula to bring Tennessee's counselor to student ratio into closer alignment with national best practices.

¹ American School Counselor Association, *ASCA National Model: A Framework for School Counseling Programs*, 4th ed. (Alexandria, VA: ASCA, 2019).

Cost estimates from the Tennessee Department of Education (TDOE) indicate that achieving a ratio of 1:250 would increase state expenditures by \$63,018,000. See [Appendix D](#) for cost estimates disaggregated by school system.

4. Lower the ratio of students to nurses (currently funded in the formula at 1 nurse to 3000 students)

The BEP Review Committee recognizes the importance of having high-quality nursing staff at all schools. The American Academy of Pediatrics (AAP) recommends a minimum of 1 full-time professional school nurse in every school building.² The National Association of School Nurses (NASN) asserts that daily access to a school nurse “can significantly improve students’ health, safety, and abilities to learn.”³ In its Healthy People 2020 objectives, the U.S. Department of Health and Human Services recommends a ratio of at least one registered school nurse for every 750 students.⁴

Therefore, in order to meet the needs of all students, the BEP Review Committee again recommends lowering the ratio of nurses to students. If the General Assembly chose to lower the ratio from 1:3,000 to 1:750 in order to meet national best practices, this change in the ratio would increase state expenditures by \$39,927,000. See [Appendix E](#) for cost estimates disaggregated by school system. The committee acknowledges that not every system would benefit from increased funding for nurses within the formula based on varying district fiscal capacity or because they are on minimum funding.

5. Funding Response to Instruction and Intervention positions

In the 2017 BEP Review Committee Report, the inclusion of a Response to Instruction and Intervention (RTI²) component to the BEP funding formula was one of the top priorities of the committee. We are pleased that through the adoption of the 2018-19 state budget, RTI² was added to the BEP funding formula with the addition of \$13,334,000. This funding was continued in the 2019-20 budget.

RTI² was adopted in 2013 to enhance the alignment of state law to the revised Individuals with Disabilities Education Act. As of July 1, 2014, RTI² is the sole criterion by which a student may be identified as having a specific learning disability in Tennessee. Since then, gaps in identification of specific learning disabilities by racial subgroup have disappeared and male/female gaps have mostly disappeared. Tennessee’s significant gains in student achievement in recent years suggest that the new statewide RTI² framework has had a positive impact on educational outcomes. However, stakeholders have reported to BEP Review Committee members that full implementation of all elements in the RTI² framework is currently exceeding the capacity of schools and districts.

The BEP Review Committee gratefully acknowledges the inclusion of RTI² as a component of the formula and urges continued and increased investments in this crucial area.

² American Academy of Pediatrics, “Role of the School Nurse in Providing School Health Services,” *Pediatrics* 137, no. 6 (2016), DOI: 10.1542/peds.2016-0852.

³ National Association of School Nurses, *School Nurse Workload: Staffing for Safe Care* (Silver Spring, MD: NASN, 2015), <https://www.nasn.org/advocacy/professional-practice-documents/position-statements/ps-workload>.

⁴ U.S. Department of Health and Human Services, “Education and Community-Based Programs,” last modified October 14, 2019, <https://www.healthypeople.gov/2020/topics-objectives/topic/educational-and-community-based-programs/objectives>.

Special Priority Statement

While school safety and security are not among the top five priorities, the BEP Review Committee recognizes that it remains an ongoing area of need and concern for Tennessee's public schools.

VII. 2019 BEP Review Committee Notable Action Items

Tennessee Code Annotated § 49-1-302(a)(4)(B) specifies that the State Board of Education shall establish a review committee for the Tennessee BEP. This committee is directed to meet at least four times a year to regularly review the BEP components and prepare an annual report on or before November 1 of each year. For 2019, three of the required committee meetings were held on June 12, September 4, and October 29. An additional meeting will take place in November or December 2019 to set plans for the ensuing year. Archives for each of these meetings, along with the agendas, discussion items, and materials considered in the committee meetings can be found online at <https://www.tn.gov/sbe/committees-and-initiatives/the-basic-education-program/past-bep-review-committee-activities.html>. The meeting agendas are also included in [Appendices N-1](#), [N-2](#), and [N-3](#) of this report.

Adoption of Priority List

Committee members completed a survey in July 2019 in which they identified and ranked this year's priority recommendations. The committee also directed Mr. Nathan James, Director of Legislative & External Affairs for the State Board of Education, to transmit these priorities to the office of the Governor, Commissioner of Finance and Administration, and the Commissioner of Education in a letter. See [Appendix M](#) for the 2019 BEP Committee's Priority Letter.

Adoption of the Annual Report

The BEP Review Committee reviewed the draft of this 2019 report during the October 29 meeting. After reviewing feedback collected during this meeting, State Board of Education staff prepared an amended version and transmitted the same on or before November 1, 2019 pursuant to T.C.A. § 49-1-302(a)(4)(B).

Legislation Referred to the Committee

The Tennessee House of Representatives referred two active pieces of legislation to the BEP Review Committee during 2019. The BEP Review Committee has no authority to pass or fail legislation but may discuss the merits of a bill. The two bills referred to the committee were HB 255 (see [Appendix F](#)) and HB 210 (see [Appendix G](#)). These bills were discussed by the committee. See [Appendix H](#) for a letter from BEP Review Committee Chair Lillian Hartgrove regarding these bills.

Tennessee law establishes average and maximum class sizes for K-12 classrooms based on enrollment in each system. The BEP Review Committee recognizes that in order to meet the classroom ratio, on a school basis, systems must sometimes hire more positions than the formula generates.

VIII. BEP Salary Equity Analysis

Salary Disparity Statement

Pursuant to T.C.A. § 49-1-302(a)(4)(B), this section of the annual report provides an analysis of instructional salary disparity among LEAs, including an analysis of disparity in benefits and other compensation among LEAs. Since 2012, the Committee has provided this analysis in the form of a statement that includes the following three components: current BEP salary component, average statewide licensed instructor salary for Tennessee, and average teacher salary for the Southeastern U.S. region.

For the 2019 fiscal year (FY19), the BEP salary component was \$47,150, compared to an average actual statewide licensed salary of \$54,325. This represents approximately a 15.3% gap in licensed salary funding levels.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the Tennessee BEP funding formula. In 2017-18, the average salary across all instructional positions for the U.S. Southeastern region was reported at \$52,075.⁵ The Tennessee actual average statewide licensed salary⁶ for the same year was \$53,821, approximately 3% above the regional average. Projected data for the 2018-19 school year list the average salary for instructional positions within the U.S. Southeastern region as \$53,194, compared to an average salary of \$54,325 for the state of Tennessee. These projections place Tennessee approximately 2% above the regional average for the 2018-19 school year. Salary data by state is provided in the [Review of Teacher Salaries for the U.S. Southeastern Region](#) section of this report.

	School Year	NEA Regional Estimate	TN Actual Average Licensed Salary	Gap
FY15	2014-15	\$51,406	\$50,463	-1.87%
FY16	2015-16	\$51,895	\$51,386	-0.99%
FY17	2016-17	\$51,999	\$52,732	+1%
FY18	2017-18	\$52,075	\$53,821	+3%
FY19	2018-19	\$53,194*	\$54,325	+2%

Table 1: NEA average salary for the Southeast region vs. Tennessee average salary

*Projected

⁵ NEA Research, *Rankings of the States 2018 and Estimates of School Statistics 2019* (Washington, DC: National Education Association, 2019), 50,

<http://www.nea.org/assets/docs/2019%20Rankings%20and%20Estimates%20Report.pdf>.

⁶ The actual average statewide salary figure is calculated as an average of all educational license holders in the state of Tennessee – including superintendents and assistant superintendents – which raises the average.

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 bachelor's, master's, master's + 30, Ed.S, and Ph.D. 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, necessitated a change in the calculation of weighted average salary.

The new methodology multiplies the average salary earned by instructors with bachelor's and master's degrees in experience 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, Ed.S, and Ph.D. degrees from this methodology did result in an expected decrease in weighted average salary for 2014 and 2015. However, as of FY16, values normalized back to expected levels prior to the change in methodology, having risen at nearly double the average rate of increase over the past decade.

Year	Weighted Average Salary	Change
2004	\$ 37,029	
2005	\$ 38,114	\$ 1,085
2006	\$ 38,972	\$ 858
2007	\$ 40,091	\$ 1,119
2008	\$ 41,441	\$ 1,350
2009	\$ 41,758	\$ 317
2010	\$ 41,961	\$ 203
2011	\$ 41,102	\$ (859)
2012	\$ 42,950	\$ 1,848
2013	\$ 43,826	\$ 881
2014*	\$ 42,182	\$ (1,644)
2015*	\$ 43,216	\$ 972
2016*	\$ 44,024	\$ 808
2017*	\$ 45,038	\$ 1,014
2018*	\$ 46,368	\$ 1,330
2019*	\$ 47,134	\$ 766

*Calculated using a new methodology

Table 2: Weighted Average Salary

Note: In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the Tennessee Department of Education. Due to technical difficulties, TEA was unable to compile this information for the 2018-19 school year.

The table below shows the weighted average salary and actual average licensed salary figures for FY19.

	2019 Weighted Average Salary		2019 Actual Average Licensed Salary	
Minimum	Johnson County	\$ 40,161	Grundy County	\$ 45,055
Statewide Average		\$ 47,134		\$ 54,325
Maximum	Oak Ridge City	\$ 57,423	Oak Ridge City	\$ 69,188
	Number of Systems below Average	84	Number of Systems below Average	103
	Number of Systems above Average	57	Number of Systems above Average	38

Table 3: Distribution for FY19 Salary and Compensation Data

Note: In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the Tennessee Department of Education. Due to technical difficulties, TEA was unable to compile this information for the 2018-19 school year.

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 before declining in 2015 and 2016. After three years with little change, weighted average salary disparity rose in 2019. In 2019, the range between the highest and lowest weighted average instructional salaries for the state was \$17,262. This yields a maximum versus minimum weighted average salary disparity of approximately 42.98%. Data from previous years is provided in Table 4 below.

Weighted Average Salary		
Year	Maximum vs Minimum	Coefficient of Variation
2003	45.75%	0.0791
2004	35.07%	0.0688
2005	35.60%	0.0696
2006	35.49%	0.0703
2007	35.36%	0.0722
2008	35.23%	0.0715
2009	37.86%	0.0745
2010	40.59%	0.0748
2011	41.96%	0.0758
2012	41.90%	0.0759
2013	41.79%	0.0756
2014*	41.56%	0.0717
2015*	40.45%	0.0840
2016*	38.70%	0.0819
2017*	39.00%	0.0820
2018*	38.88%	0.0794
2019*	42.98%	0.0793

**Calculated using a new methodology*

Table 4: Weighted Average Salary Historical Disparity Data

Note: In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the Tennessee Department of Education. Due to technical difficulties, TEA was unable to compile this information for the 2018-19 school year.

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. As illustrated in Figure 1 (below), in 2003, before the infusion of salary equity funds, the CoV for weighted average salary teacher compensation was 0.0791. The value of the CoV decreased in 2004 from 0.0791 to 0.0688, signifying a decrease in disparity. There was an increase in disparity in 2015, but since then disparity has been steady or declining. The CoV for weighted average salary in 2019 saw virtually no change from the previous year, going from 0.0794 to 0.0793.

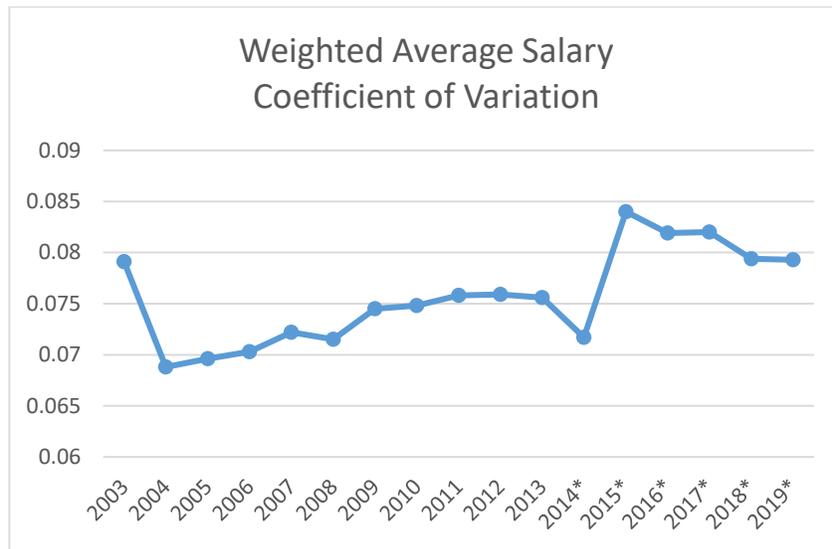


Figure 1: Coefficient of variation over time
 *Calculated using a new methodology

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 has decreased since 2015, indicating that weighted average salaries are becoming more closely aligned to one another.

Review of BEP Salary Component Funding Gap

The following analysis is based on the annual statistical reports for teacher salaries, as reported by TDOE. 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 2018-19 academic year.

See [Appendix A-1](#) for complete Regional Disparity 2019, 2018 – Based on Weighted Average Salaries, and [Appendix B](#) for Weighted Average Salaries by School System. In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the TDOE, which then reported it to the BEP Review Committee. Due to technical difficulties, TEA was unable to compile this information for the 2018-19 school 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	\$ 50,116	23.9%
2015*	\$ 40,447	\$ 43,216	\$ 50,463	24.8%
2016*	\$ 42,065	\$ 44,024	\$ 51,386	22.2%
2017*	\$ 44,430	\$ 45,038	\$ 52,732	18.6%
2018*	\$ 46,225	\$ 46,368	\$ 53,821	16.4%
2019*	\$ 47,150	\$ 47,134	\$ 54,325	15.3%

Table 5: Salary Gap Analysis

** 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% gap in licensed salary funding levels.

In 2019, the BEP salary component was \$47,150, compared to an average statewide licensed salary of \$54,325. This represents roughly a 15.3% gap in licensed salary funding levels.

Review of Regional In-State Salary Disparity

Regional Total Compensation Disparity Summary		
Region	Immediate Trend Comparison of FY19 to FY18	General Trend (15 Years) Comparison of FY19 to FY04
Nashville	Increase	Increase Increase in 5 Surrounding Systems Decrease in 4 Surrounding Systems
Dyersburg	Increase	Increase Increase in 10 Surrounding Systems Decrease in 2 Surrounding Systems
Greenville	Increase	Increase Increase in 9 Surrounding Systems
Chattanooga	Decrease	Increase Increase in 11 Surrounding Systems Decrease in 4 Surrounding Systems
Knoxville	Increase	Increase Increase in 12 Surrounding Systems Decrease in 1 Surrounding System
Jackson	Increase	Mixed Increase in 10 Surrounding Systems Decrease in 10 Surrounding Systems
Clarksville	Decrease	Increase Increase in 5 Surrounding Systems
Memphis	Increase	Increase Increase in 8 Surrounding Systems Decrease in 2 Surrounding Systems
Cookeville	Increase	Increase Increase in 6 Surrounding Systems Decrease in 1 Surrounding System
Tri-Cities	Decrease	Increase Increase in 10 Surrounding Systems Decrease in 1 Surrounding Systems
Franklin	Increase	Increase Increase in 8 Surrounding Systems Decrease in 1 Surrounding System

Table 6: Regional Total Compensation Disparity Summary

REGIONAL DOLLAR DISPARITY
<i>General Trend over 15 years</i>
<u>General DECREASING Trend (15 Years)</u>
0 Total County Regions
<u>General INCREASING Trend (15 Years)</u>
10 Total County Regions
<u>General MIXED Trend (15 Years)</u>
1 Total County Region

Table 7: Regional Dollar Disparity Summary

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

As the National Education Association has noted, each state’s Department of Education has its own system of accounting and reporting.⁷ Therefore, it is not always possible to obtain completely comparable data for every state. 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.⁸

Average Annual Salaries of Instructional Staff (Includes teachers, principals, and supervisors)		
State	2017-18	2018-19 (Estimated)
Alabama	52,285	52,701
Arkansas	51,791	53,470
Florida	48,526	48,660
Georgia	59,185	60,100
Kentucky	55,610	56,187
Louisiana	52,876	53,558
Mississippi	45,497	46,154
North Carolina	51,231	53,975
South Carolina	53,094	55,052
Tennessee	53,295	54,148
Virginia	54,122	54,829
West Virginia	47,390	49,499
Southeast	52,075	53,194

Source : National Education Association (nea.org)

Table 8: NEA Average Salary Summary

⁷ NEA Research, *Rankings of the States 2018 and Estimates of School Statistics 2019*, 83.

⁸ NEA provides estimates based on regression analyses, which may vary slightly from actual state data contained in this report.

X. APPENDICES

Appendix A-1: Regional Disparity 2019, 2018 – Based on Weighted Average Salaries

Nashville	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$55,259.35			Franklin SSD	\$53,748.26		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Murfreesboro City	\$54,413.75	\$845.60	1.53%	Murfreesboro City	\$53,501.90	\$246.36	0.46%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Lebanon SSD	\$54,547.29	\$712.06	1.29%	Lebanon SSD	\$53,434.42	\$313.84	0.58%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Davidson County	\$51,278.58	\$3,980.77	7.20%	Davidson County	\$51,965.26	\$1,783.00	3.32%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Rutherford County	\$52,280.15	\$2,979.20	5.39%	Rutherford County	\$50,896.68	\$2,851.58	5.31%
Lebanon SSD	\$38,936.24	\$5,437.16	12.25%	Williamson County	\$50,305.80	\$4,953.55	8.96%	Williamson County	\$50,268.84	\$3,479.42	6.47%
Sumner County	\$37,767.23	\$6,606.18	14.89%	Wilson County	\$48,320.38	\$6,938.97	12.56%	Wilson County	\$48,437.58	\$5,310.68	9.88%
Robertson County	\$36,410.19	\$7,963.21	17.95%	Robertson County	\$46,867.99	\$8,391.36	15.19%	Robertson County	\$45,878.70	\$7,869.56	14.64%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Cheatham County	\$45,767.30	\$9,492.05	17.18%	Cheatham County	\$45,373.32	\$8,374.94	15.58%
Wilson County	\$36,227.50	\$8,145.91	18.36%	Sumner County	\$45,564.89	\$9,694.46	17.54%	Sumner County	\$45,234.15	\$8,514.11	15.84%

Dyersburg	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Dyersburg City	\$40,261.04			Dyersburg City	\$50,357.89			Dyersburg City	\$49,048.77		
Alamo City	\$37,434.02	\$2,827.02	7.02%	Dyer County	\$48,358.30	\$1,999.59	3.97%	Dyer County	\$48,550.38	\$498.39	1.02%
Dyer County	\$37,409.86	\$2,851.18	7.08%	Union City	\$47,658.55	\$2,699.34	5.36%	Union City	\$47,327.95	\$1,720.82	3.51%
Bells City	\$37,388.85	\$2,872.19	7.13%	Lauderdale County	\$46,194.94	\$4,162.95	8.27%	Bells City	\$45,781.65	\$3,267.12	6.66%
Union City	\$36,720.75	\$3,540.29	8.79%	Bells City	\$45,987.53	\$4,370.36	8.68%	Obion County	\$45,211.91	\$3,836.86	7.82%
Lauderdale County	\$35,991.05	\$4,269.99	10.61%	Obion County	\$45,435.16	\$4,922.73	9.78%	Lauderdale County	\$44,988.08	\$4,060.69	8.28%
Lake County	\$35,747.14	\$4,513.90	11.21%	Gibson SSD	\$45,424.24	\$4,933.65	9.80%	Gibson SSD	\$44,625.37	\$4,423.40	9.02%
Obion County	\$35,650.10	\$4,610.94	11.45%	Trenton SSD	\$45,013.64	\$5,344.25	10.61%	Crockett County	\$43,892.52	\$5,156.25	10.51%
Gibson SSD	\$35,595.71	\$4,665.33	11.59%	Crockett County	\$44,966.76	\$5,391.13	10.71%	Humboldt City	\$43,696.12	\$5,352.65	10.91%
Crockett County	\$35,380.86	\$4,880.18	12.12%	Humboldt City	\$44,904.58	\$5,453.31	10.83%	Milan SSD	\$43,625.66	\$5,423.11	11.06%
Milan SSD	\$35,252.58	\$5,008.45	12.44%	Milan SSD	\$44,505.30	\$5,852.59	11.62%	Alamo City	\$43,359.47	\$5,689.30	11.60%
Trenton SSD	\$35,134.25	\$5,126.79	12.73%	Alamo City	\$44,273.28	\$6,084.61	12.08%	Trenton SSD	\$43,277.35	\$5,771.42	11.77%
Humboldt City	\$35,055.89	\$5,205.15	12.93%	Bradford SSD	\$43,475.76	\$6,882.13	13.67%	Bradford SSD	\$42,800.23	\$6,248.54	12.74%
Bradford SSD	\$35,022.11	\$5,238.93	13.01%	Lake County	\$42,774.55	\$7,583.34	15.06%	Lake County	\$42,601.10	\$6,447.67	13.15%

Greeneville	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Johnson City	\$40,723.09			Johnson City	\$55,237.42			Johnson City	\$54,237.71		
Greeneville City	\$40,409.45	\$313.64	0.77%	Hamblen County	\$50,099.93	\$5,137.49	9.30%	Hamblen County	\$49,288.87	\$4,948.84	9.12%
Rogersville City	\$36,297.98	\$4,425.11	10.87%	Greeneville City	\$48,550.27	\$6,687.15	12.11%	Greeneville City	\$48,582.16	\$5,655.55	10.43%
Washington County	\$36,289.46	\$4,433.63	10.89%	Rogersville City	\$48,211.13	\$7,026.29	12.72%	Rogersville City	\$47,408.49	\$6,829.22	12.59%
Hamblen County	\$36,249.61	\$4,473.48	10.99%	Washington County	\$46,345.56	\$8,891.87	16.10%	Washington County	\$46,299.65	\$7,938.06	14.64%
Hawkins County	\$35,952.94	\$4,770.15	11.71%	Greene County	\$45,163.80	\$10,073.62	18.24%	Greene County	\$45,151.72	\$9,085.99	16.75%
Greene County	\$35,637.02	\$5,086.07	12.49%	Newport City	\$44,529.56	\$10,707.86	19.39%	Newport City	\$43,579.38	\$10,658.33	19.65%
Unicoi County	\$35,570.10	\$5,153.00	12.65%	Unicoi County	\$44,677.44	\$10,559.98	19.12%	Unicoi County	\$43,436.07	\$10,801.64	19.92%
Cocke County	\$35,201.50	\$5,521.59	13.56%	Cocke County	\$43,933.68	\$11,303.74	20.46%	Cocke County	\$43,203.19	\$11,034.52	20.34%
Newport City	\$35,041.05	\$5,682.05	13.95%	Hawkins County	\$43,598.59	\$11,638.83	21.07%	Hawkins County	\$43,116.98	\$11,120.73	20.50%

Chattanooga	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Athens City	\$41,173.16			Cleveland City	\$52,558.10		0.00%	Athens City	\$51,630.27		
Hamilton County	\$40,396.67	\$776.49	1.89%	Hamilton County	\$51,933.12	\$624.98	1.19%	Cleveland City	\$51,220.80	\$409.47	0.79%
Cleveland City	\$38,672.13	\$2,501.03	6.07%	Athens City	\$51,767.08	\$791.03	1.51%	Hamilton County	\$50,593.01	\$1,037.26	2.01%
Bradley County	\$37,807.51	\$3,365.65	8.17%	Bradley County	\$50,590.31	\$1,967.79	3.74%	Bradley County	\$49,202.27	\$2,428.00	4.70%
McMinn County	\$37,573.16	\$3,600.00	8.74%	Dayton City	\$48,808.99	\$3,749.11	7.13%	Dayton City	\$47,637.10	\$3,993.17	7.73%
Richard City	\$37,131.71	\$4,041.45	9.82%	Etowah City	\$48,788.03	\$3,770.08	7.17%	Etowah City	\$47,552.19	\$4,078.08	7.90%
Sweetwater City	\$36,959.83	\$4,213.33	10.23%	Meigs County	\$48,053.28	\$4,504.83	8.57%	Meigs County	\$47,228.77	\$4,401.50	8.53%
Monroe County	\$36,874.63	\$4,298.53	10.44%	Polk County	\$48,003.54	\$4,554.56	8.67%	Polk County	\$46,754.09	\$4,876.18	9.44%
Dayton City	\$36,678.30	\$4,494.86	10.92%	Bledsoe County	\$47,918.53	\$4,639.58	8.83%	McMinn County	\$46,583.64	\$5,046.63	9.77%
Etowah City	\$36,530.00	\$4,643.16	11.28%	Sweetwater City	\$47,847.74	\$4,710.37	8.96%	Sweetwater City	\$46,352.84	\$5,277.43	10.22%
Sequatchie County	\$36,371.46	\$4,801.70	11.66%	McMinn County	\$47,174.95	\$5,383.16	10.24%	Bledsoe County	\$46,048.78	\$5,581.49	10.81%
Rhea County	\$36,327.69	\$4,845.47	11.77%	Sequatchie County	\$46,543.88	\$6,014.23	11.44%	Sequatchie County	\$45,762.18	\$5,868.09	11.37%
Meigs County	\$35,988.63	\$5,184.53	12.59%	Monroe County	\$45,883.41	\$6,674.70	12.70%	Monroe County	\$44,739.40	\$6,890.87	13.35%
Marion County	\$35,209.68	\$5,963.48	14.48%	Marion County	\$45,341.79	\$7,216.31	13.73%	Marion County	\$44,383.97	\$7,246.30	14.03%
Polk County	\$35,056.79	\$6,116.37	14.86%	Richard City	\$44,573.32	\$7,984.79	15.19%	Richard City	\$43,548.69	\$8,081.58	15.65%
Bledsoe County	\$34,970.90	\$6,202.26	15.06%	Rhea County	\$41,754.34	\$10,803.77	20.56%	Rhea County	\$41,274.26	\$10,356.01	20.06%

Knoxville	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Oak Ridge	\$46,068.01			Oak Ridge	\$57,423.39			Oak Ridge	\$56,723.32		
Maryville City	\$43,656.56	\$2,411.45	5.23%	Maryville City	\$55,653.67	\$1,769.72	3.08%	Maryville City	\$53,736.04	\$2,987.28	5.27%
Alcoa City	\$43,569.83	\$2,498.18	5.42%	Alcoa City	\$51,259.57	\$6,163.82	10.73%	Alcoa City	\$50,461.76	\$6,261.56	11.04%
Blount County	\$39,648.41	\$6,419.60	13.94%	Knox County	\$49,933.62	\$7,489.77	13.04%	Knox County	\$49,585.06	\$7,138.26	12.58%
Clinton City	\$39,175.49	\$6,892.52	14.96%	Lenoir City	\$49,542.11	\$7,881.28	13.72%	Lenoir City	\$48,895.79	\$7,827.53	13.80%
Knox County	\$38,596.06	\$7,471.95	16.22%	Loudon County	\$47,494.27	\$9,929.12	17.29%	Sevier County	\$47,384.49	\$9,338.83	16.46%
Lenoir City	\$37,667.49	\$8,400.52	18.24%	Clinton City	\$47,086.84	\$10,336.55	18.00%	Roane County	\$46,618.49	\$10,104.83	17.81%
Anderson County	\$37,412.85	\$8,655.15	18.79%	Roane County	\$46,732.18	\$10,691.21	18.62%	Loudon County	\$46,509.95	\$10,213.37	18.01%
Roane County	\$37,306.73	\$8,761.28	19.02%	Blount County	\$46,689.41	\$10,733.97	18.69%	Blount County	\$46,305.12	\$10,418.20	18.37%
Loudon County	\$37,206.34	\$8,861.66	19.24%	Sevier County	\$46,396.65	\$11,026.74	19.20%	Clinton City	\$46,039.45	\$10,683.87	18.84%
Sevier County	\$36,882.52	\$9,185.49	19.94%	Anderson County	\$45,950.67	\$11,472.72	19.98%	Anderson County	\$45,420.55	\$11,302.77	19.93%
Union County	\$35,971.25	\$10,096.76	21.92%	Jefferson County	\$44,527.26	\$12,896.13	22.46%	Jefferson County	\$44,275.80	\$12,447.52	21.94%
Grainger County	\$35,728.15	\$10,339.86	22.44%	Grainger County	\$44,321.37	\$13,102.02	22.82%	Grainger County	\$43,859.63	\$12,863.69	22.68%
Jefferson County	\$35,288.18	\$10,779.82	23.40%	Union County	\$43,612.85	\$13,810.54	24.05%	Union County	\$42,480.89	\$14,242.43	25.11%

Jackson	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Madison County	\$38,860.31			Madison County	\$48,270.59			Madison County	\$47,348.07		
Alamo City	\$37,434.02	\$1,426.29	3.67%	Huntingdon SSD	\$47,582.21	\$688.38	1.43%	Huntingdon SSD	\$46,796.05	\$552.02	1.17%
Bells City	\$37,388.85	\$1,471.46	3.79%	McKenzie SSD	\$46,138.85	\$2,131.74	4.42%	Bells City	\$45,781.65	\$1,566.42	3.31%
Hardeman County	\$36,692.35	\$2,167.96	5.58%	Bells City	\$45,987.53	\$2,283.06	4.73%	McKenzie SSD	\$45,677.37	\$1,670.70	3.53%
Henderson County	\$35,884.23	\$2,976.08	7.66%	Henderson County	\$45,947.42	\$2,323.17	4.81%	Chester County	\$45,654.90	\$1,693.17	3.58%
Haywood County	\$35,839.81	\$3,020.49	7.77%	Carroll County	\$45,623.73	\$2,646.86	5.48%	Henderson County	\$45,367.23	\$1,980.84	4.18%
Lexington City	\$35,824.55	\$3,035.76	7.81%	Gibson SSD	\$45,424.24	\$2,846.35	5.90%	Gibson SSD	\$44,625.37	\$2,722.70	5.75%
Gibson SSD	\$35,595.71	\$3,264.60	8.40%	South Carroll SSD	\$45,199.80	\$3,070.79	6.36%	Lexington City	\$44,622.47	\$2,725.60	5.76%
Hollow Rock Bruceton SSD	\$35,497.77	\$3,362.54	8.65%	Trenton SSD	\$45,013.64	\$3,256.95	6.75%	Carroll County	\$44,235.59	\$3,112.48	6.57%
West Carroll SSD	\$35,404.08	\$3,456.23	8.89%	Hardeman County	\$44,969.69	\$3,300.90	6.84%	South Carroll SSD	\$44,199.55	\$3,148.52	6.65%
Crockett County	\$35,380.86	\$3,479.45	8.95%	Crockett County	\$44,966.76	\$3,303.82	6.84%	Hardeman County	\$44,111.71	\$3,236.36	6.84%
McNairy County	\$35,378.09	\$3,482.22	8.96%	Humboldt City	\$44,904.58	\$3,366.00	6.97%	Crockett County	\$43,892.52	\$3,455.55	7.30%
Chester County	\$35,331.36	\$3,528.95	9.08%	West Carroll SSD	\$44,809.32	\$3,461.27	7.17%	Humboldt City	\$43,696.12	\$3,651.95	7.71%
Huntingdon SSD	\$35,296.15	\$3,564.16	9.17%	Milan SSD	\$44,505.30	\$3,765.28	7.80%	Milan SSD	\$43,625.66	\$3,722.41	7.86%
South Carroll SSD	\$35,289.42	\$3,570.88	9.19%	Lexington City	\$44,445.30	\$3,825.29	7.92%	West Carroll SSD	\$43,557.85	\$3,790.22	8.01%
McKenzie SSD	\$35,286.08	\$3,574.23	9.20%	Hollow Rock Bruceton SSD	\$44,343.66	\$3,926.93	8.14%	Hollow Rock Bruceton SSD	\$43,551.12	\$3,796.95	8.02%
Milan SSD	\$35,252.58	\$3,607.72	9.28%	Chester County	\$44,274.19	\$3,996.40	8.28%	Alamo City	\$43,359.47	\$3,988.60	8.42%
Carroll County	\$35,246.45	\$3,613.85	9.30%	Alamo City	\$44,273.28	\$3,997.30	8.28%	McNairy County	\$43,337.08	\$4,010.99	8.47%
Trenton SSD	\$35,134.25	\$3,726.06	9.59%	McNairy County	\$44,043.88	\$4,226.71	8.76%	Trenton SSD	\$43,277.35	\$4,070.72	8.60%
Humboldt City	\$35,055.89	\$3,804.42	9.79%	Bradford SSD	\$43,475.76	\$4,794.83	9.93%	Bradford SSD	\$42,800.23	\$4,547.84	9.61%
Bradford SSD	\$35,022.11	\$3,838.20	9.88%	Haywood County	\$42,727.43	\$5,543.16	11.48%	Haywood County	\$41,358.56	\$5,989.51	12.65%

Clarksville	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Montgomery County	\$39,563.21			Montgomery County	\$53,299.58			Montgomery County	\$53,088.01		
Dickson County	\$36,424.10	\$3,139.11	7.93%	Houston County	\$47,287.22	\$6,012.36	11.28%	Stewart County	\$45,964.65	\$7,123.36	13.42%
Robertson County	\$36,410.19	\$3,153.02	7.97%	Robertson County	\$46,867.99	\$6,431.60	12.07%	Robertson County	\$45,878.70	\$7,209.31	13.58%
Cheatham County	\$36,265.84	\$3,297.37	8.33%	Dickson County	\$46,176.43	\$7,123.15	13.36%	Houston County	\$45,820.02	\$7,267.99	13.69%
Stewart County	\$35,629.43	\$3,933.78	9.94%	Stewart County	\$46,082.77	\$7,216.81	13.54%	Dickson County	\$45,496.73	\$7,591.28	14.30%
Houston County	\$35,625.45	\$3,937.76	9.95%	Cheatham County	\$45,767.30	\$7,532.29	14.13%	Cheatham County	\$45,373.32	\$7,714.69	14.53%

Memphis	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Shelby County	\$47,234.57			Arlington City	\$56,974.00			Arlington City	\$55,690.40		
Memphis City	\$47,234.53	\$0.04	0.00%	Shelby County	\$56,270.81	\$703.19	1.23%	Bartlett City	\$55,346.72	\$343.68	0.62%
Tipton County	\$36,690.08	\$10,544.49	22.32%	Germantown City	\$55,881.72	\$1,092.27	1.92%	Collierville City	\$55,076.49	\$613.91	1.10%
Fayette County	\$36,408.89	\$10,825.68	22.92%	Bartlett City	\$55,753.37	\$1,220.62	2.14%	Germantown City	\$54,559.47	\$1,130.93	2.03%
Lauderdale County	\$35,991.05	\$11,243.52	23.80%	Collierville City	\$55,705.88	\$1,268.11	2.23%	Shelby County	\$54,469.14	\$1,221.26	2.19%
Haywood County	\$35,839.81	\$11,394.76	24.12%	Lakeland City	\$55,249.16	\$1,724.83	3.03%	Lakeland City	\$54,059.51	\$1,630.89	2.93%
				Millington City	\$52,813.91	\$4,160.09	7.30%	Millington City	\$50,435.14	\$5,255.26	9.44%
				Tipton County	\$49,282.20	\$7,691.79	13.50%	Tipton County	\$49,649.62	\$6,040.78	10.85%
				Lauderdale County	\$46,194.94	\$10,779.05	18.92%	Lauderdale County	\$44,988.08	\$10,702.32	19.22%
				Fayette County	\$44,555.21	\$12,418.79	21.80%	Fayette County	\$43,615.18	\$12,075.22	21.68%
				Haywood County	\$42,727.43	\$14,246.56	25.01%	Haywood County	\$41,358.56	\$14,331.84	25.73%

Cookeville	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Putnam County	\$36,745.26			Putnam County	\$48,560.92			White County	\$47,305.81		
DeKalb County	\$36,231.48	\$513.78	1.40%	White County	\$48,503.91	\$57.01	0.12%	Fentress County	\$45,215.29	\$2,090.52	4.42%
Overton County	\$35,731.99	\$1,013.27	2.76%	Jackson County	\$44,574.65	\$3,986.26	8.21%	Putnam County	\$44,458.76	\$2,847.05	6.02%
Smith County	\$35,710.15	\$1,035.11	2.82%	DeKalb County	\$44,194.19	\$4,366.73	8.99%	Cumberland County	\$43,349.33	\$3,956.48	8.36%
Jackson County	\$35,498.82	\$1,246.44	3.39%	Fentress County	\$43,811.17	\$4,749.75	9.78%	Jackson County	\$43,296.46	\$4,009.35	8.48%
White County	\$35,473.35	\$1,271.91	3.46%	Cumberland County	\$43,492.27	\$5,068.65	10.44%	DeKalb County	\$43,060.02	\$4,245.79	8.98%
Fentress County	\$35,253.73	\$1,491.53	4.06%	Smith County	\$42,209.41	\$6,351.51	13.08%	Overton County	\$42,240.79	\$5,065.02	10.71%
Cumberland County	\$35,199.93	\$1,545.33	4.21%	Overton County	\$41,461.61	\$7,099.31	14.62%	Smith County	\$41,316.19	\$5,989.62	12.66%

Tri-Cities	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Kingsport City	\$43,633.38			Kingsport City	\$55,829.40			Kingsport City	\$55,886.88		
Bristol City	\$41,614.28	\$2,019.10	4.63%	Johnson City	\$55,237.42	\$591.98	1.06%	Johnson City	\$54,237.71	\$1,649.17	2.95%
Johnson City	\$40,723.09	\$2,910.28	6.67%	Bristol City	\$52,350.18	\$3,479.22	6.23%	Bristol City	\$52,856.12	\$3,030.76	5.42%
Elizabethton City	\$37,269.96	\$6,363.41	14.58%	Greeneville City	\$48,550.27	\$7,279.13	13.04%	Greeneville City	\$48,582.16	\$7,304.72	13.07%
Rogersville City	\$36,297.98	\$7,335.39	16.81%	Rogersville City	\$48,211.13	\$7,618.27	13.65%	Rogersville City	\$47,408.49	\$8,478.39	15.17%
Washington County	\$36,289.46	\$7,343.92	16.83%	Elizabethton City	\$47,483.18	\$8,346.22	14.95%	Elizabethton City	\$47,121.77	\$8,765.11	15.68%
Hawkins County	\$35,952.94	\$7,680.43	17.60%	Washington County	\$46,345.56	\$9,483.84	16.99%	Washington County	\$46,299.65	\$9,587.23	17.15%
Sullivan County	\$35,801.30	\$7,832.08	17.95%	Sullivan County	\$45,216.84	\$10,612.56	19.01%	Greene County	\$45,151.72	\$10,735.16	19.21%
Johnson County	\$35,679.78	\$7,953.60	18.23%	Greene County	\$45,163.80	\$10,665.60	19.10%	Sullivan County	\$44,261.27	\$11,625.61	20.80%
Greene County	\$35,637.02	\$7,996.36	18.33%	Unicoi County	\$44,677.44	\$11,151.96	19.98%	Unicoi County	\$43,436.07	\$12,450.81	22.28%
Unicoi County	\$35,570.10	\$8,063.28	18.48%	Hawkins County	\$43,598.59	\$12,230.81	21.91%	Hawkins County	\$43,116.98	\$12,769.90	22.85%
Carter County	\$35,492.46	\$8,140.92	18.66%	Carter County	\$43,313.63	\$12,515.77	22.42%	Carter County	\$42,875.46	\$13,011.42	23.28%
				Johnson County	\$40,161.12	\$15,668.28	28.06%	Johnson County	\$42,422.45	\$13,464.43	24.09%

Franklin	FY 04				FY 19				FY 18		
	FY 04	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$55,259.35			Franklin SSD	\$53,748.26		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Murfreesboro City	\$54,413.75	\$845.60	1.53%	Murfreesboro City	\$53,501.90	\$246.36	0.46%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Rutherford County	\$52,280.15	\$2,979.20	5.39%	Davidson County	\$51,965.26	\$1,783.00	3.32%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Davidson County	\$51,278.58	\$3,980.77	7.20%	Rutherford County	\$50,896.68	\$2,851.58	5.31%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Marshall County	\$48,595.75	\$6,663.60	12.06%	Williamson County	\$50,268.84	\$3,479.42	6.47%
Maury County	\$39,130.05	\$5,243.36	11.82%	Williamson County	\$48,320.38	\$6,938.97	12.56%	Maury County	\$47,981.49	\$5,766.77	10.73%
Marshall County	\$37,335.50	\$7,037.90	15.86%	Maury County	\$47,728.45	\$7,530.90	13.63%	Marshall County	\$47,402.63	\$6,345.63	11.81%
Hickman County	\$36,690.49	\$7,682.91	17.31%	Dickson County	\$46,176.43	\$9,082.92	16.44%	Dickson County	\$45,496.73	\$8,251.53	15.35%
Dickson County	\$36,424.10	\$7,949.30	17.91%	Cheatham County	\$45,767.30	\$9,492.05	17.18%	Cheatham County	\$45,373.32	\$8,374.94	15.58%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Hickman County	\$44,656.10	\$10,603.25	19.19%	Hickman County	\$43,691.27	\$10,056.99	18.71%

Appendix A-2: Disparity Changes by Regional Rank

The tables below display the change in weighted average salary over time specific to the districts whose weighted average salary is not the highest in that particular region. A decrease indicates that the salary disparity decreased over time for that particular position. An increase for a particular position indicates that the salary disparity for that position increased over time. A decrease in salary disparity is good, whereas an increase is not.

FY19 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	(688.47)
3	(1738.76)
4	1482.47
5	(1611.92)
6	(483.61)
7	332.80
8	428.15
9	1384.49
10	1548.55
General Trend	Increase

FY18 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	(1287.71)	599.24
3	(2136.97)	398.22
4	(715.29)	2197.77
5	(1739.54)	127.62
6	(1957.74)	1474.13
7	(1295.50)	1628.29
8	(93.65)	521.80
9	267.38	1117.11
10	368.20	1180.35
General Trend	Decrease	Increase

FY19 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	(827.43)
3	(151.84)
4	1290.76
5	652.74
6	419.76
7	733.31
8	725.79
9	573.12
10	844.13
11	957.82
12	1676.98
13	2344.42
General Trend	Increase

FY18 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	(2328.63)	1501.20
3	(1130.36)	978.52
4	394.93	895.83
5	(209.30)	862.04
6	(90.50)	510.25
7	545.31	188.00
8	687.32	38.48
9	542.93	30.20
10	680.85	163.29
11	644.63	313.19
12	1043.39	633.59
13	1208.74	1135.67
General Trend	Increase	Increase

FY19 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	4823.85
3	2262.04
4	2592.66
5	4418.38
6	5303.47
7	5621.79
8	5406.99
9	5782.15
10	5956.78
General Trend	Increase

FY18 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	4635.20	188.65
3	1230.44	1,031.60
4	2395.59	197.07
5	3464.58	953.81
6	4315.84	987.63
7	5572.26	49.53
8	5648.64	(241.66)
9	5512.93	269.22
10	5438.68	518.10
General Trend	Increase	Increase

FY19 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	(151.51)
3	(1710.00)
4	(1397.86)
5	149.11
6	(271.37)
7	291.50
8	256.03
9	144.72
10	67.21
11	581.46
12	1168.76
13	1490.17
14	1252.84
15	1868.42
16	4601.50
General Trend	Increase

FY18 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	(367.02)	215.51
3	(1,463.77)	(246.23)
4	(937.65)	(460.21)
5	393.17	(244.06)
6	36.63	(308.00)
7	188.17	103.33
8	577.65	(321.62)
9	551.77	(407.05)
10	634.27	(567.06)
11	779.79	(198.33)
12	1,022.62	146.14
13	1,706.34	(216.17)
14	1,282.82	(29.99)
15	1,965.21	(96.79)
16	4,153.75	447.76
General Trend	Increase	Decrease

FY19 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	(641.73)
3	3665.64
4	1070.17
5	988.76
6	2457.17
7	1936.02
8	2036.06
9	1972.70
10	2165.07
11	2287.23
12	2799.37
13	2762.16
14	3030.71
General Trend	Increase

FY18 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	575.83	(1,217.56)
3	3,763.38	(97.74)
4	718.66	351.51
5	935.01	53.75
6	1,866.88	590.29
7	1,704.31	231.72
8	1,558.22	477.84
9	1,656.92	315.77
10	1,822.21	342.87
11	2,117.28	169.95
12	2,350.76	448.61
13	2,523.83	238.33
14	3,462.61	(431.89)
General Trend	Increase	Increase

FY19 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	(737.91)
3	660.28
4	115.09
5	(652.91)
6	(373.64)
7	(189.41)
8	(193.81)
9	(105.59)
10	(155.33)
11	(175.63)
12	(116.21)
13	(67.68)
14	201.13
15	254.40
16	352.70
17	388.68
18	383.45
19	500.65
20	990.41
21	1704.96
General Trend	Mixed

FY18 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	(874.27)	136.36
3	94.96	565.32
4	(497.26)	612.36
5	(1,282.91)	630.00
6	(1,039.65)	666.02
7	(313.06)	123.65
8	(539.00)	345.19
9	(250.06)	144.47
10	(307.71)	152.38
11	(243.09)	67.46
12	(26.67)	(89.55)
13	123.00	(190.68)
14	158.25	42.87
15	219.34	35.07
16	222.72	129.98
17	380.88	7.80
18	397.14	(13.69)
19	344.66	155.99
20	743.42	246.99
21	2,151.31	(446.35)
General Trend	Mixed	Increase

FY19 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	2873.26
3	3278.58
4	3825.78
5	3283.03
6	3594.53
General Trend	Increase

FY18 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	3984.25	(1111.00)
3	4056.29	(777.71)
4	3970.62	(144.84)
5	3657.50	(374.47)
6	3776.93	(182.40)
General Trend	Increase	Decrease

FY19 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	703.14
3	1092.23
4	1220.58
5	1268.07
6	1724.79
7	4160.04
8	(2852.70)
9	(46.63)
10	1175.27
11	2851.81
General Trend	Increase

FY18 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	343.64	359.51
3	613.87	478.36
4	1130.89	89.69
5	1221.22	46.85
6	1630.85	93.94
7	5255.22	(1095.17)
8	(4503.71)	1651.01
9	(123.36)	76.73
10	831.70	343.57
11	2937.08	(85.28)
General Trend	Increase	Increase

FY19 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	(456.77)
3	2972.99
4	3331.62
5	3503.31
6	3796.74
7	4859.98
8	5553.98
General Trend	Increase

FY18 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	1576.74	(2033.51)
3	1833.78	1139.21
4	2921.37	410.25
5	2762.91	740.40
6	2973.88	822.86
7	3573.49	1286.49
8	4444.29	1109.69
General Trend	Increase	Increase

FY19 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	(1427.12)
3	568.93
4	915.71
5	282.87
6	1002.30
7	1803.41
8	2780.48
9	2712.00
10	3155.60
11	4167.52
12	4374.85
General Trend	Increase

FY18 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	(369.93)	(1057.19)
3	120.48	448.46
4	941.31	(25.59)
5	1143.00	(860.12)
6	1421.19	(418.89)
7	1906.80	(103.39)
8	2903.08	(122.60)
9	3672.01	(960.01)
10	4454.45	(1298.85)
11	4706.62	(539.09)
12	4870.50	(495.65)
General Trend	Increase	Decrease

FY19 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)
1	
2	(688.47)
3	528.39
4	1482.47
5	2072.48
6	1695.62
7	493.00
8	1400.01
9	1542.75
10	2495.69
General Trend	Increase

FY18 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)	Change in \$ Disparity, Compared to Last Year (FY19 to FY18)
1		
2	(1287.71)	599.24
3	(667.81)	1196.20
4	353.29	1129.19
5	(1111.70)	3184.18
6	523.41	1172.20
7	(692.27)	1185.27
8	568.62	831.39
9	425.64	1117.11
10	1949.43	546.26
General Trend	Increase	Increase

Appendix B: Weighted Average Educator Salaries by School System

District Number	School System	Weighted Average Salary
10	Anderson County	\$45,950.67
11	Clinton City	\$47,086.84
12	Oak Ridge	\$57,423.39
20	Bedford County	\$47,825.18
30	Benton County	\$45,126.42
40	Bledsoe County	\$47,918.53
50	Blount County	\$46,689.41
51	Alcoa City	\$51,259.57
52	Maryville City	\$55,653.67
60	Bradley County	\$50,590.31
61	Cleveland City	\$52,558.10
70	Campbell County	\$46,495.43
80	Cannon County	\$45,026.50
90	Carroll County	\$45,623.73
92	Hollow Rock-Bruceton SSD	\$44,343.66
93	Huntingdon SSD	\$47,582.21
94	McKenzie SSD	\$46,138.85
95	South Carroll SSD	\$45,199.80
97	West Carroll SSD	\$44,809.32
100	Carter County	\$43,313.63
101	Elizabethton City	\$47,483.18
110	Cheatham County	\$45,767.30
120	Chester County	\$44,274.19
130	Claiborne County	\$43,429.88
140	Clay County	\$43,481.17
150	Cocke County	\$43,933.68
151	Newport City	\$44,529.56
160	Coffee County	\$46,148.20
161	Manchester City	\$49,368.96
162	Tullahoma City	\$48,281.27
170	Crockett County	\$44,966.76
171	Alamo City	\$44,273.28
172	Bells City	\$45,987.53
180	Cumberland County	\$43,492.27
190	Davidson County	\$51,278.58
200	Decatur County	\$45,552.77
210	DeKalb County	\$44,194.19
220	Dickson County	\$46,176.43
230	Dyer County	\$48,358.30
231	Dyersburg City	\$50,357.89
240	Fayette County	\$44,555.21
250	Fentress County	\$43,811.17
260	Franklin County	\$45,808.99
271	Humboldt City	\$44,904.58
272	Milan SSD	\$44,505.30
273	Trenton SSD	\$45,013.64
274	Bradford SSD	\$43,475.76
275	Gibson SSD	\$45,424.24

District Number	School System	Weighted Average Salary
280	Giles County	\$44,011.11
290	Grainger County	\$44,321.37
300	Greene County	\$45,163.80
301	Greeneville City	\$48,550.27
310	Grundy County	\$41,654.22
320	Hamblen County	\$50,099.93
330	Hamilton County	\$51,933.12
340	Hancock County	\$42,247.17
350	Hardeman County	\$44,969.69
360	Hardin County	\$42,946.80
370	Hawkins County	\$43,598.59
371	Rogersville City	\$48,211.13
380	Haywood County	\$42,727.43
390	Henderson County	\$45,947.42
391	Lexington City	\$44,445.30
400	Henry County	\$48,380.01
401	Paris SSD	\$50,915.58
410	Hickman County	\$44,656.10
420	Houston County	\$47,287.22
430	Humphreys County	\$43,980.56
440	Jackson County	\$44,574.65
450	Jefferson County	\$44,527.26
460	Johnson County	\$40,161.12
470	Knox County	\$49,933.62
480	Lake County	\$42,774.55
490	Lauderdale County	\$46,194.94
500	Lawrence County	\$45,293.71
510	Lewis County	\$45,519.62
520	Lincoln County	\$46,639.43
521	Fayetteville City	\$48,827.53
530	Loudon County	\$47,494.27
531	Lenoir City	\$49,542.11
540	McMinn County	\$47,174.95
541	Athens City	\$51,767.08
542	Etowah City	\$48,788.03
550	McNairy County	\$44,043.88
560	Macon County	\$45,813.65
570	Madison County	\$48,270.59
580	Marion County	\$45,341.79
581	Richard City	\$44,573.32
590	Marshall County	\$48,595.75
600	Maury County	\$47,728.45
610	Meigs County	\$48,053.28
620	Monroe County	\$45,883.41
621	Sweetwater City	\$47,847.74
630	Montgomery County	\$53,299.58
640	Moore County	\$47,204.79
650	Morgan County	\$44,445.11
660	Obion County	\$45,435.16
661	Union City	\$47,658.55
670	Overton County	\$41,461.61
680	Perry County	\$44,744.75

District Number	School System	Weighted Average Salary
690	Pickett County	\$42,956.53
700	Polk County	\$48,003.54
710	Putnam County	\$48,560.92
720	Rhea County	\$41,754.34
721	Dayton City	\$48,808.99
730	Roane County	\$46,732.18
740	Robertson County	\$46,867.99
750	Rutherford County	\$52,280.15
751	Murfreesboro City	\$54,413.75
760	Scott County	\$44,074.54
761	Oneida SSD	\$43,900.39
770	Sequatchie County	\$46,543.88
780	Sevier County	\$46,396.65
792	Shelby County	\$56,270.81
793	Arlington City	\$56,974.00
794	Bartlett City	\$55,753.37
795	Collierville City	\$55,705.88
796	Germantown City	\$55,881.72
797	Lakeland City	\$55,249.16
798	Millington City	\$52,813.91
800	Smith County	\$42,209.41
810	Stewart County	\$46,082.77
820	Sullivan County	\$45,216.84
821	Bristol City	\$52,350.18
822	Kingsport City	\$55,829.40
830	Sumner County	\$45,564.89
840	Tipton County	\$49,282.20
850	Trousdale County	\$45,580.42
860	Unicoi County	\$44,677.44
870	Union County	\$43,612.85
880	Van Buren County	\$44,359.28
890	Warren County	\$44,788.37
900	Washington County	\$46,345.56
901	Johnson City	\$55,237.42
910	Wayne County	\$43,028.30
920	Weakley County	\$43,759.09
930	White County	\$48,503.91
940	Williamson County	\$50,305.80
941	Franklin SSD	\$55,259.35
950	Wilson County	\$48,320.38
951	Lebanon SSD	\$54,547.29
AVERAGE		\$47,134.15

Appendix C: Summary of Possible Changes to BEP Staffing Ratios

The table below provides a summary of the projected cost for possible changes to BEP Staffing Ratios. Tables showing the costs disaggregated by school system are provided in [Appendices D](#) and [E](#).

Position	Old Ratio	Proposed Ratio	State Cost
Counselor	1:500; 1:350	1:250	\$ 63,018,000
Nurse	1:3000	1:750	\$ 39,927,000

Appendix D: Scenario Variances - BEP Staffing Ratios – Counselors

		Allocation			Number of Positions		
		FY20 July Final Counselors 1:500, 1:350	FY20 July Final Counselors 1:250	Variance	FY20 July Final Counselors 1:500, 1:350	FY20 July Final Counselors 1:250	Variance
10	Anderson County	33,106,000	33,551,000	445,000	14.8	24.1	9.29
11	Clinton City	4,885,000	4,971,000	86,000	1.8	3.6	1.80
12	Oak Ridge City	22,748,000	23,081,000	333,000	10.6	17.5	6.97
20	Bedford County	52,050,000	52,788,000	738,000	20.4	34.2	13.81
30	Benton County	13,045,000	13,220,000	175,000	5.0	8.4	3.40
40	Bledsoe County	12,302,000	12,440,000	138,000	3.7	6.1	2.45
50	Blount County	47,720,000	47,825,000	105,000	23.7	39.7	16.04
51	Alcoa City	9,066,000	9,204,000	138,000	4.8	8.0	3.16
52	Maryville City	23,031,000	23,393,000	362,000	12.5	20.8	8.32
60	Bradley County	50,661,000	51,386,000	725,000	23.4	38.9	15.48
61	Cleveland City	29,238,000	29,637,000	399,000	12.8	21.4	8.54
70	Campbell County	29,741,000	30,147,000	406,000	12.1	20.2	8.08
80	Cannon County	11,751,000	11,914,000	163,000	4.5	7.4	2.97
90	Carroll County	2,039,000	2,039,000	0	0.0	0.0	0.01
92	H Rock-Bruceton SSD	4,062,000	4,118,000	56,000	1.5	2.5	1.01
93	Huntingdon SSD	7,624,000	7,738,000	114,000	3.1	5.1	2.07
94	McKenzie SSD	7,489,000	7,598,000	109,000	2.9	4.9	1.97
95	South Carroll Co SSD	2,121,000	2,149,000	28,000	0.8	1.3	0.52
97	West Carroll Co SSD	5,379,000	5,452,000	73,000	2.1	3.4	1.34
100	Carter County	30,016,000	30,425,000	409,000	11.6	19.3	7.72
101	Elizabethton City	14,127,000	14,328,000	201,000	5.9	9.6	3.78
110	Cheatham County	33,136,000	33,612,000	476,000	14.0	23.1	9.15
120	Chester County	17,803,000	18,050,000	247,000	6.5	10.9	4.38
130	Claiborne County	24,635,000	24,830,000	195,000	9.4	15.7	6.23
140	Clay County	7,138,000	7,233,000	95,000	2.6	4.3	1.70
150	Cocke County	25,663,000	26,010,000	347,000	10.3	17.0	6.70

		Allocation			Number of Positions		
		<u>FY20 July Final</u>	<u>FY20 July Final</u>		<u>FY20 July Final</u>	<u>FY20 July Final</u>	
		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>	<u>Counselors 1:500,</u>	<u>Counselors 1:250</u>	<u>Variance</u>
					<u>1:350</u>		
151	Newport City	3,886,000	3,948,000	62,000	1.4	2.6	1.20
160	Coffee County	22,463,000	22,778,000	315,000	10.4	16.9	6.48
161	Manchester City	7,654,000	7,771,000	117,000	2.9	5.3	2.40
162	Tulahoma City	17,161,000	17,420,000	259,000	8.0	13.4	5.38
170	Crockett County	12,792,000	12,948,000	156,000	4.9	7.6	2.70
171	Alamo City	4,120,000	4,186,000	66,000	1.1	2.3	1.14
172	Bells City	2,644,000	2,686,000	42,000	0.7	1.5	0.73
180	Cumberland County	34,320,000	34,827,000	507,000	16.6	27.9	11.27
190	Davidson County	301,872,000	302,437,000	565,000	190.9	323.6	132.72
200	Decatur County	9,076,000	9,195,000	119,000	3.6	5.9	2.35
210	DeKalb County	17,172,000	17,398,000	226,000	6.6	11.0	4.47
220	Dickson County	42,051,000	42,663,000	612,000	19.1	31.8	12.70
230	Dyer County	21,702,000	22,004,000	302,000	8.9	14.9	5.98
231	Dyersburg City	13,946,000	14,147,000	201,000	5.8	9.7	3.97
240	Fayette County	16,855,000	16,887,000	32,000	7.6	12.8	5.28
250	Fentress County	12,681,000	12,746,000	65,000	4.7	8.2	3.50
260	Franklin County	26,776,000	27,151,000	375,000	11.9	19.8	7.96
271	Humboldt City	6,845,000	6,936,000	91,000	2.3	4.0	1.70
272	Milan SSD	11,844,000	12,004,000	160,000	4.4	7.4	2.95
273	Trenton SSD	8,130,000	8,240,000	110,000	3.0	5.1	2.05
274	Bradford SSD	3,607,000	3,654,000	47,000	1.3	2.1	0.87
275	Gibson County SSD	22,781,000	23,113,000	332,000	9.2	15.3	6.12
280	Giles County	18,911,000	19,184,000	273,000	8.5	14.3	5.74
290	Grainger County	21,977,000	22,266,000	289,000	7.9	13.0	5.10
300	Greene County	34,087,000	34,566,000	479,000	15.0	24.7	9.73
301	Greeneville City	15,382,000	15,594,000	212,000	6.7	11.0	4.33
310	Grundy County	12,971,000	12,994,000	23,000	4.5	7.4	2.90
320	Hamblen County	55,910,000	56,668,000	758,000	24.0	40.1	16.11

		Allocation			Number of Positions		
		<u>FY20 July Final</u>	<u>FY20 July Final</u>		<u>FY20 July Final</u>	<u>FY20 July Final</u>	
		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>	<u>Counselors 1:500,</u>	<u>Counselors 1:250</u>	<u>Variance</u>
					<u>1:350</u>		
330	Hamilton County	170,029,000	172,764,000	2,735,000	102.4	173.0	70.57
340	Hancock County	7,353,000	7,440,000	87,000	2.2	3.8	1.51
350	Hardeman County	20,848,000	20,938,000	90,000	7.9	13.1	5.26
360	Hardin County	16,358,000	16,599,000	241,000	8.1	13.5	5.41
370	Hawkins County	37,653,000	38,172,000	519,000	15.4	25.4	10.00
371	Rogersville City	3,781,000	3,841,000	60,000	1.4	2.5	1.16
380	Haywood County	16,758,000	16,977,000	219,000	6.4	10.6	4.24
390	Henderson County	23,074,000	23,391,000	317,000	9.1	15.0	5.89
391	Lexington City	4,865,000	4,936,000	71,000	1.7	3.1	1.42
400	Henry County	16,219,000	16,430,000	211,000	7.2	11.5	4.33
401	Paris SSD	8,771,000	8,906,000	135,000	3.4	6.2	2.77
410	Hickman County	22,361,000	22,404,000	43,000	7.7	12.8	5.15
420	Houston County	8,963,000	9,078,000	115,000	3.0	5.1	2.05
430	Humphreys County	15,242,000	15,451,000	209,000	6.5	10.9	4.40
440	Jackson County	10,111,000	10,235,000	124,000	3.3	5.5	2.22
450	Jefferson County	38,097,000	38,646,000	549,000	16.5	27.5	11.04
460	Johnson County	13,346,000	13,370,000	24,000	4.6	7.7	3.09
470	Knox County	230,236,000	233,866,000	3,630,000	138.7	232.0	93.25
480	Lake County	5,194,000	5,230,000	36,000	2.0	2.8	0.76
490	Lauderdale County	24,663,000	24,825,000	162,000	8.8	14.6	5.81
500	Lawrence County	39,256,000	39,826,000	570,000	15.8	26.4	10.63
510	Lewis County	10,037,000	10,057,000	20,000	3.9	6.4	2.56
520	Lincoln County	21,542,000	21,844,000	302,000	8.8	14.6	5.81
521	Fayetteville City	7,871,000	7,982,000	111,000	3.1	5.2	2.14
530	Loudon County	21,746,000	21,795,000	49,000	10.6	18.3	7.67
531	Lenoir City	10,643,000	10,779,000	136,000	5.5	8.7	3.17
540	McMinn County	26,940,000	27,322,000	382,000	13.0	21.0	7.99
541	Athens City	8,357,000	8,494,000	137,000	3.5	6.3	2.89

		Allocation			Number of Positions		
		<u>FY20 July Final</u>	<u>FY20 July Final</u>		<u>FY20 July Final</u>	<u>FY20 July Final</u>	
		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>	<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>
542	Etowah City	2,020,000	2,051,000	31,000	0.8	1.4	0.65
550	McNairy County	24,867,000	25,198,000	331,000	9.5	15.6	6.14
560	Macon County	24,813,000	25,156,000	343,000	9.0	15.2	6.24
570	Madison County	51,536,000	52,279,000	743,000	27.8	46.9	19.12
580	Marion County	20,686,000	20,989,000	303,000	9.3	15.6	6.26
581	Richard City SSD	1,443,000	1,446,000	3,000	0.6	1.0	0.39
590	Marshall County	29,779,000	30,216,000	437,000	12.7	21.1	8.49
600	Mauzy County	59,526,000	60,432,000	906,000	29.2	49.2	20.05
610	Meigs County	11,345,000	11,492,000	147,000	4.0	6.6	2.66
620	Monroe County	29,352,000	29,742,000	390,000	12.5	20.3	7.83
621	Sweetwater City	8,209,000	8,337,000	128,000	3.1	5.7	2.57
630	Montgomery County	190,932,000	193,768,000	2,836,000	80.8	136.3	55.55
640	Moore County	4,882,000	4,889,000	7,000	2.2	3.4	1.18
650	Morgan County	18,884,000	19,136,000	252,000	6.6	11.0	4.37
660	Obion County	17,779,000	18,026,000	247,000	7.5	12.4	4.96
661	Union City	8,697,000	8,823,000	126,000	3.6	6.2	2.53
670	Overton County	18,791,000	19,045,000	254,000	7.1	11.8	4.73
680	Perry County	6,453,000	6,530,000	77,000	2.3	3.8	1.53
690	Pickett County	3,915,000	3,916,000	1,000	2.0	2.4	0.44
700	Polk County	13,863,000	14,042,000	179,000	5.2	8.5	3.34
710	Putnam County	54,366,000	55,143,000	777,000	26.0	43.4	17.44
720	Rhea County	24,349,000	24,681,000	332,000	9.9	16.4	6.43
721	Dayton City	4,868,000	4,942,000	74,000	1.8	3.2	1.45
730	Roane County	32,110,000	32,553,000	443,000	14.7	24.5	9.77
740	Robertson County	62,752,000	63,615,000	863,000	26.0	43.3	17.30
750	Rutherford County	226,300,000	229,603,000	3,303,000	111.2	180.7	69.52
751	Murfreesboro City	45,098,000	45,881,000	783,000	16.5	33.0	16.52
760	Scott County	17,737,000	17,981,000	244,000	6.6	11.0	4.37

		Allocation			Number of Positions		
		<u>FY20 July Final</u>	<u>FY20 July Final</u>		<u>FY20 July Final</u>	<u>FY20 July Final</u>	
		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>	<u>Counselors 1:500,</u>	<u>Counselors 1:250</u>	<u>Variance</u>
					<u>1:350</u>		
761	Oneida SSD	7,625,000	7,731,000	106,000	2.9	4.8	1.91
770	Sequatchie County	13,332,000	13,506,000	174,000	5.0	8.3	3.32
780	Sevier County	43,245,000	43,335,000	90,000	33.4	55.8	22.44
792	Shelby County	638,820,000	647,809,000	8,989,000	265.1	449.4	184.37
793	Arlington City	22,362,000	22,700,000	338,000	11.5	18.4	6.93
794	Bartlett City	44,692,000	45,379,000	687,000	21.2	35.3	14.08
795	Collierville City	44,498,000	45,188,000	690,000	21.2	35.3	14.16
796	Germantown City	28,938,000	29,401,000	463,000	14.3	23.8	9.51
797	Lakeland City	9,088,000	9,240,000	152,000	3.8	6.9	3.12
798	Millington City	13,145,000	13,333,000	188,000	5.8	9.7	3.87
800	Smith County	17,263,000	17,503,000	240,000	6.9	11.4	4.60
810	Stewart County	12,361,000	12,524,000	163,000	4.8	7.9	3.08
820	Sullivan County	40,248,000	40,859,000	611,000	21.7	36.0	14.33
821	Bristol City	17,522,000	17,792,000	270,000	9.6	15.9	6.29
822	Kingsport City	31,833,000	32,326,000	493,000	17.3	28.8	11.53
830	Sumner County	152,414,000	154,654,000	2,240,000	68.4	114.7	46.25
840	Tipton County	63,131,000	64,037,000	906,000	24.7	41.2	16.46
850	Trousdale County	7,718,000	7,821,000	103,000	3.0	5.0	2.00
860	Unicoi County	13,654,000	13,831,000	177,000	5.4	8.9	3.47
870	Union County	29,013,000	29,428,000	415,000	10.2	17.2	7.00
880	Van Buren County	5,058,000	5,065,000	7,000	2.0	2.9	0.86
890	Warren County	36,294,000	36,807,000	513,000	14.9	24.8	9.92
900	Washington County	35,632,000	36,177,000	545,000	19.9	32.8	12.88
901	Johnson City	33,700,000	34,230,000	530,000	18.4	30.9	12.51
910	Wayne County	14,435,000	14,462,000	27,000	4.9	8.1	3.23
920	Weakley County	22,893,000	23,216,000	323,000	9.4	15.7	6.34
930	White County	22,569,000	22,884,000	315,000	8.8	14.8	5.92
940	Williamson County	137,326,000	139,763,000	2,437,000	94.6	156.6	62.08

	Allocation			Number of Positions		
	<u>FY20 July Final</u> Counselors 1:500, 1:350	<u>FY20 July Final</u> Counselors 1:250	<u>Variance</u>	<u>FY20 July Final</u> Counselors 1:500, 1:350	<u>FY20 July Final</u> Counselors 1:250	<u>Variance</u>
941 Franklin SSD	14,882,000	14,918,000	36,000	7.5	13.6	6.15
950 Wilson County	84,934,000	86,222,000	1,288,000	44.0	72.3	28.31
951 Lebanon SSD	17,968,000	18,268,000	300,000	7.9	14.5	6.60
970 Dept. of Children Services	<u>11,962,000</u>	<u>11,962,000</u>	<u>0</u>	<u>3.8</u>	<u>5.0</u>	<u>1.14</u>
TOTAL	4,844,413,000	4,907,431,000	63,018,000	2,273.74	3,808.12	1,534.38

Appendix E: Scenario Variances - BEP Staffing Ratios – Nurses

		Allocation			Number of Positions		
		FY20 Final Nurses 1:3000	FY20 Final Nurses 1:750	Variance	FY20 Final Nurses 1:3000 (min 1)	FY20 Final Nurses 1:750 (min 1)	Variance
10	Anderson County	33,106,000	33,414,000	308,000	2.1	8.2	6.17
11	Clinton City	4,885,000	4,896,000	11,000	1.0	1.2	0.22
12	Oak Ridge City	22,748,000	22,971,000	223,000	1.5	5.9	4.46
20	Bedford County	52,050,000	52,524,000	474,000	2.9	11.5	8.63
30	Benton County	13,045,000	13,140,000	95,000	1.0	2.8	1.83
40	Bledsoe County	12,302,000	12,365,000	63,000	1.0	2.1	1.13
50	Blount County	47,720,000	47,720,000	0	3.4	13.7	10.27
51	Alcoa City	9,066,000	9,147,000	81,000	1.0	2.7	1.70
52	Maryville City	23,031,000	23,279,000	248,000	1.8	7.1	5.29
60	Bradley County	50,661,000	51,159,000	498,000	3.3	13.3	9.97
61	Cleveland City	29,238,000	29,512,000	274,000	1.8	7.3	5.47
70	Campbell County	29,741,000	30,013,000	272,000	1.7	6.9	5.16
80	Cannon County	11,751,000	11,833,000	82,000	1.0	2.5	1.51
90	Carroll County	2,039,000	2,039,000	0	1.0	1.0	0.00
92	H Rock-Bruceton SSD	4,062,000	4,059,000	(3,000)	1.0	1.0	0.00
93	Huntingdon SSD	7,624,000	7,658,000	34,000	1.0	1.7	0.71
94	McKenzie SSD	7,489,000	7,520,000	31,000	1.0	1.6	0.64
95	South Carroll Co SSD	2,121,000	2,120,000	(1,000)	1.0	1.0	0.00
97	West Carroll Co SSD	5,379,000	5,384,000	5,000	1.0	1.2	0.15
100	Carter County	30,016,000	30,285,000	269,000	1.6	6.6	4.92
101	Elizabethton City	14,127,000	14,251,000	124,000	1.0	3.3	2.28
110	Cheatham County	33,136,000	33,453,000	317,000	2.0	7.8	5.87
120	Chester County	17,803,000	17,956,000	153,000	1.0	3.7	2.67
130	Claiborne County	24,635,000	24,720,000	85,000	1.3	5.3	3.98
140	Clay County	7,138,000	7,158,000	20,000	1.0	1.4	0.43
150	Cocke County	25,663,000	25,892,000	229,000	1.4	5.8	4.34
151	Newport City	3,886,000	3,884,000	(2,000)	1.0	1.0	0.00

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY20 Final Nurses 1:3000</u>	<u>FY20 Final Nurses 1:750</u>	<u>Variance</u>	<u>FY20 Final Nurses 1:3000 (min 1)</u>	<u>FY20 Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
160	Coffee County	22,463,000	22,677,000	214,000	1.4	5.7	4.27
161	Manchester City	7,654,000	7,693,000	39,000	1.0	1.8	0.79
162	Tullahoma City	17,161,000	17,333,000	172,000	1.1	4.6	3.42
170	Crockett County	12,792,000	12,880,000	88,000	1.0	2.6	1.58
171	Alamo City	4,120,000	4,118,000	(2,000)	1.0	1.0	0.00
172	Bells City	2,644,000	2,643,000	(1,000)	1.0	1.0	0.00
180	Cumberland County	34,320,000	34,661,000	341,000	2.4	9.4	7.07
190	Davidson County	301,872,000	301,872,000	0	27.3	109.2	81.88
200	Decatur County	9,076,000	9,124,000	48,000	1.0	2.0	1.01
210	DeKalb County	17,172,000	17,316,000	144,000	1.0	3.7	2.74
220	Dickson County	42,051,000	42,461,000	410,000	2.7	10.7	8.06
230	Dyer County	21,702,000	21,900,000	198,000	1.3	5.0	3.79
231	Dyersburg City	13,946,000	14,068,000	122,000	1.0	3.3	2.34
240	Fayette County	16,855,000	16,855,000	0	1.1	4.3	3.26
250	Fentress County	12,681,000	12,681,000	0	1.0	2.8	1.77
260	Franklin County	26,776,000	27,031,000	255,000	1.7	6.8	5.06
271	Humboldt City	6,845,000	6,863,000	18,000	1.0	1.4	0.37
272	Milan SSD	11,844,000	11,924,000	80,000	1.0	2.5	1.51
273	Trenton SSD	8,130,000	8,167,000	37,000	1.0	1.7	0.72
274	Bradford SSD	3,607,000	3,606,000	(1,000)	1.0	1.0	0.00
275	Gibson County SSD	22,781,000	22,991,000	210,000	1.3	5.2	3.88
280	Giles County	18,911,000	19,093,000	182,000	1.2	4.8	3.61
290	Grainger County	21,977,000	22,169,000	192,000	1.1	4.4	3.30
300	Greene County	34,087,000	34,412,000	325,000	2.1	8.4	6.27
301	Greeneville City	15,382,000	15,524,000	142,000	1.0	3.7	2.75
310	Grundy County	12,971,000	12,971,000	0	1.0	2.5	1.49
320	Hamblen County	55,910,000	56,421,000	511,000	3.4	13.6	10.20
330	Hamilton County	170,029,000	171,914,000	1,885,000	14.6	58.5	43.86
340	Hancock County	7,353,000	7,365,000	12,000	1.0	1.3	0.27

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY20 Final Nurses 1:3000</u>	<u>FY20 Final Nurses 1:750</u>	<u>Variance</u>	<u>FY20 Final Nurses 1:3000 (min 1)</u>	<u>FY20 Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
350	Hardeman County	20,848,000	20,848,000	0	1.1	4.4	3.33
360	Hardin County	16,358,000	16,522,000	164,000	1.1	4.6	3.42
370	Hawkins County	37,653,000	37,994,000	341,000	2.1	8.6	6.42
371	Rogersville City	3,781,000	3,781,000	0	1.0	1.0	0.00
380	Haywood County	16,758,000	16,897,000	139,000	1.0	3.6	2.60
390	Henderson County	23,074,000	23,281,000	207,000	1.3	5.1	3.82
391	Lexington City	4,865,000	4,865,000	0	1.0	1.1	0.07
400	Henry County	16,219,000	16,364,000	145,000	1.0	3.9	2.90
401	Paris SSD	8,771,000	8,825,000	54,000	1.0	2.1	1.10
410	Hickman County	22,361,000	22,361,000	0	1.1	4.4	3.27
420	Houston County	8,963,000	9,001,000	38,000	1.0	1.7	0.72
430	Humphreys County	15,242,000	15,383,000	141,000	1.0	3.8	2.79
440	Jackson County	10,111,000	10,157,000	46,000	1.0	1.9	0.88
450	Jefferson County	38,097,000	38,458,000	361,000	2.3	9.2	6.94
460	Johnson County	13,346,000	13,346,000	0	1.0	2.6	1.60
470	Knox County	230,236,000	232,796,000	2,560,000	19.6	78.6	58.92
480	Lake County	5,194,000	5,188,000	(6,000)	1.0	1.0	0.00
490	Lauderdale County	24,663,000	24,717,000	54,000	1.3	5.0	3.75
500	Lawrence County	39,256,000	39,628,000	372,000	2.2	9.0	6.73
510	Lewis County	10,037,000	10,037,000	0	1.0	2.2	1.15
520	Lincoln County	21,542,000	21,739,000	197,000	1.2	5.0	3.71
521	Fayetteville City	7,871,000	7,911,000	40,000	1.0	1.8	0.77
530	Loudon County	21,746,000	21,746,000	0	1.6	6.2	4.66
531	Lenoir City	10,643,000	10,734,000	91,000	1.0	3.0	1.97
540	McMinn County	26,940,000	27,198,000	258,000	1.8	7.1	5.29
541	Athens City	8,357,000	8,411,000	54,000	1.0	2.1	1.12
542	Etowah City	2,020,000	2,020,000	0	1.0	1.0	0.00
550	McNairy County	24,867,000	25,089,000	222,000	1.3	5.3	3.97
560	Macon County	24,813,000	25,030,000	217,000	1.3	5.2	3.87

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY20 Final Nurses 1:3000</u>	<u>FY20 Final Nurses 1:750</u>	<u>Variance</u>	<u>FY20 Final Nurses 1:3000 (min 1)</u>	<u>FY20 Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
570	Madison County	51,536,000	52,060,000	524,000	4.0	16.1	12.07
580	Marion County	20,686,000	20,882,000	196,000	1.3	5.2	3.92
581	Richard City SSD	1,443,000	1,443,000	0	1.0	1.0	0.00
590	Marshall County	29,779,000	30,066,000	287,000	1.8	7.2	5.37
600	Maury County	59,526,000	60,127,000	601,000	4.2	16.6	12.47
610	Meigs County	11,345,000	11,413,000	68,000	1.0	2.3	1.27
620	Monroe County	29,352,000	29,615,000	263,000	1.7	6.8	5.13
621	Sweetwater City	8,209,000	8,255,000	46,000	1.0	1.9	0.90
630	Montgomery County	190,932,000	192,778,000	1,846,000	11.6	46.4	34.78
640	Moore County	4,882,000	4,882,000	0	1.0	1.1	0.14
650	Morgan County	18,884,000	19,041,000	157,000	1.0	3.7	2.70
660	Obion County	17,779,000	17,939,000	160,000	1.0	4.2	3.15
661	Union City	8,697,000	8,752,000	55,000	1.0	2.1	1.09
670	Overton County	18,791,000	18,959,000	168,000	1.0	4.0	3.03
680	Perry County	6,453,000	6,463,000	10,000	1.0	1.3	0.32
690	Pickett County	3,915,000	3,915,000	0	1.0	1.0	0.00
700	Polk County	13,863,000	13,965,000	102,000	1.0	2.9	1.88
710	Putnam County	54,366,000	54,903,000	537,000	3.7	14.9	11.14
720	Rhea County	24,349,000	24,567,000	218,000	1.4	5.6	4.17
721	Dayton City	4,868,000	4,871,000	3,000	1.0	1.1	0.09
730	Roane County	32,110,000	32,417,000	307,000	2.1	8.4	6.30
740	Robertson County	62,752,000	63,325,000	573,000	3.7	14.6	10.97
750	Rutherford County	226,300,000	228,600,000	2,300,000	15.3	61.1	45.83
751	Murfreesboro City	45,098,000	45,528,000	430,000	2.8	11.3	8.44
760	Scott County	17,737,000	17,887,000	150,000	1.0	3.7	2.71
761	Oneida SSD	7,625,000	7,659,000	34,000	1.0	1.6	0.61
770	Sequatchie County	13,332,000	13,430,000	98,000	1.0	2.9	1.86
780	Sevier County	43,245,000	43,245,000	0	4.7	18.9	14.21
792	Shelby County	638,820,000	644,716,000	5,896,000	38.3	153.1	114.86

		Allocation			Number of Positions		
		FY20 Final Nurses 1:3000	FY20 Final Nurses 1:750	Variance	FY20 Final Nurses 1:3000 (min 1)	FY20 Final Nurses 1:750 (min 1)	Variance
793	Arlington City	22,362,000	22,603,000	241,000	1.6	6.2	4.66
794	Bartlett City	44,692,000	45,157,000	465,000	3.0	12.0	8.98
795	Collierville City	44,498,000	44,962,000	464,000	3.0	11.9	8.96
796	Germantown City	28,938,000	29,249,000	311,000	2.0	8.0	6.02
797	Lakeland City	9,088,000	9,156,000	68,000	1.0	2.3	1.32
798	Millington City	13,145,000	13,263,000	118,000	1.0	3.3	2.29
800	Smith County	17,263,000	17,419,000	156,000	1.0	3.9	2.89
810	Stewart County	12,361,000	12,450,000	89,000	1.0	2.7	1.68
820	Sullivan County	40,248,000	40,674,000	426,000	3.0	12.2	9.13
821	Bristol City	17,522,000	17,710,000	188,000	1.3	5.4	4.04
822	Kingsport City	31,833,000	32,175,000	342,000	2.4	9.8	7.33
830	Sumner County	152,414,000	153,913,000	1,499,000	9.8	39.1	29.33
840	Tipton County	63,131,000	63,719,000	588,000	3.5	13.9	10.42
850	Trousdale County	7,718,000	7,748,000	30,000	1.0	1.7	0.67
860	Unicoi County	13,654,000	13,759,000	105,000	1.0	3.0	2.02
870	Union County	29,013,000	29,273,000	260,000	1.5	5.8	4.35
880	Van Buren County	5,058,000	5,058,000	0	1.0	1.0	0.00
890	Warren County	36,294,000	36,631,000	337,000	2.1	8.4	6.28
900	Washington County	35,632,000	36,017,000	385,000	2.8	11.1	8.33
901	Johnson City	33,700,000	34,061,000	361,000	2.6	10.4	7.80
910	Wayne County	14,435,000	14,435,000	0	1.0	2.7	1.74
920	Weakley County	22,893,000	23,105,000	212,000	1.3	5.3	3.99
930	White County	22,569,000	22,776,000	207,000	1.3	5.0	3.77
940	Williamson County	137,326,000	139,090,000	1,764,000	13.3	53.2	39.92
941	Franklin SSD	14,882,000	14,882,000	0	1.2	4.6	3.46
950	Wilson County	84,934,000	85,826,000	892,000	6.1	24.5	18.35
951	Lebanon SSD	17,968,000	18,152,000	184,000	1.2	4.9	3.70
970	Dept. of Children Services	<u>11,962,000</u>	<u>11,962,000</u>	<u>0</u>	<u>1.0</u>	<u>1.7</u>	<u>0.74</u>
TOTAL		4,844,413,000	4,884,340,000	39,927,000	355.41	1,295.87	940.46

<BillNo> <Sponsor>

HOUSE BILL 255

By Freeman

AN ACT to amend Tennessee Code Annotated, Title 49,
Chapter 3, relative to finances.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-3-307, is amended by adding the following as a new subsection:

(c) Notwithstanding § 49-1-302, § 49-3-351, or any other law to the contrary:

(1) Beginning with fiscal year 2019-2020, the number of instructional positions funded under the BEP must reflect the number of teachers a district is required to employ to meet the requirements of § 49-1-104; and

(2) This subsection (c) must be implemented in accordance with the funding made available through the general appropriations act.

SECTION 2. This act shall take effect July 1, 2019, the public welfare requiring it.



March 20, 2019

SUMMARY OF BILL: Beginning in FY19-20, requires the number of instructional positions funded under the Basic Education Program (BEP) to reflect the number of teachers a district is required to employ to meet the maximum class size requirements specified in Tenn. Code Ann. § 49-1-104. Requires implementation in accordance with funding made available through the general appropriations act.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures – \$309,444,400

Increase Local Expenditures – Exceeds \$1,000,000*

Assumptions:

- Instructional positions are generated through the BEP on a district-level basis.
- The proposed legislation changes the methodology for calculating regular education classroom positions for grades K-12 by using school level data for each of the 1,822 schools.
- In FY17-18, LEAs reported 7,183 classroom positions employed beyond the number generated through the BEP formula (52,855 actual positions versus 45,672 generated by the formula).
- At an average cost of \$61,543 (\$47,150 salary + \$14,393 benefits) per position and an average state share of 70 percent of the instructional costs, the estimated increase in state expenditures is \$309,444,358 [(7,183 x \$61,543) x 70%].
- The increase in state expenditures will vary from year to year depending on LEA enrollment numbers.
- The increased share of state BEP funding will increase the required local match for each LEA; the majority of LEAs contribute more than the required amount; for those that do not, they would be required to increase their local contribution to education.
- In FY18-19, approximately five LEAs were required to increase their local contribution. It is estimated that at least 10 LEAs would be required to do so with the passage of this legislation. The total mandatory increase to meet the minimum required local match is reasonably estimated to exceed \$1,000,000 statewide.

*Article II, Section 24 of the Tennessee Constitution provides that: *no law of general application shall impose increased expenditure requirements on cities or counties unless the General Assembly shall provide that the state share in the cost.*

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

/alh

<BillNo> <Sponsor>

HOUSE BILL 210

By Leatherwood

AN ACT to amend Tennessee Code Annotated, Title 49, Chapter 10; Title 49, Chapter 3 and Title 49, Chapter 6, relative to funding for prekindergarten programs for children with disabilities.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-6-107(a), is amended by designating the existing language as subdivision (a)(1) and adding the following new subdivision (a)(2):

(A) Preschool programs operated by an LEA for children with disabilities shall be subject to annual appropriations.

(B) As used in this section, "children with disabilities" means children three (3) to five (5) years of age with intellectual disability; hearing impairments, including deafness; speech or language impairments; visual impairments, including blindness; emotional disturbance; orthopedic impairments; autism; traumatic brain injury; other health impairments; specific learning disability; developmental delay; functional delay; or the intellectually gifted.

SECTION 2. Tennessee Code Annotated, Section 49-6-107(b), is amended by deleting the subsection and substituting instead the following:

The commissioner of education shall annually recommend a funding amount per classroom for those classrooms established under §§ 49-6-103 - 49-6-110 and for preschool classrooms for children with disabilities pursuant to subdivision (a)(2). The commissioner shall take into account the necessary components required to operate such classrooms and, to the extent such components are also reflected in the Basic

Education Program (BEP) funding formula, shall include the same costs per component in recommending the amount of funding per classroom.

SECTION 3. This act shall take effect July 1, 2019, the public welfare requiring it.



April 2, 2019

SUMMARY OF BILL: Requires preschool programs operated by a local education agency (LEA) for children with disabilities to be entitled to annual appropriations. Defines “children with disabilities” and requires the Commissioner of the Department of Education (DOE) to annually recommend an annual funding amount per classroom for those classrooms established under §§ 49-6-103 through 49-6-110 and for preschool classrooms for children with disabilities. Requires the Commissioner of DOE to include the same costs per component in recommending the amount of funding per classroom.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures – \$59,829,300

Increase Local Revenue – \$59,829,300

Increase Local Expenditures – \$59,829,300*

Assumptions:

- In FY19-20, there are 400 self-contained special education preschool classrooms. The funding for regular education preschool classrooms (Voluntary Pre-K classrooms or VPK) at unit costs are equal those in the FY19-20 BEP, which is estimated to be \$142,060 per classroom.
- The state will fund 75 percent of the cost, or \$106,545. The recurring increase in state expenditures is estimated to be \$42,618,000 (400 x \$106,545).
- The unit costs for the VPK classrooms will be increased to match those of the special education pre-kindergarten classrooms.
- The current funding amount for a VPK classroom is \$117,490. An increase of \$24,570 per classroom will be required to bring the funding of the VPK classrooms to equal FY19-20 costs.
- Currently, there are 934 VPK classrooms across the state. The state would fund 75 percent of the cost, or \$18,427.50. This recurring increase in state expenditures is estimated to be \$17,211,285 (934 x \$18,427.50).
- The total recurring increase in state expenditures is estimated to be \$59,829,285 (\$42,618,000 + \$17,211,285).

- Pursuant to Tenn. Code Ann. § 49-6-107(e), no state funds received for pre-kindergarten programs pursuant to §§ 49-6-103 through 49-6-110 shall be used to supplant any other state or local funds for pre-kindergarten programs.
- LEAs are currently funding the current cost of VPK classrooms and will not need to increase contribution levels.
- The total recurring increase in local revenue and the corresponding mandatory recurring increase in local expenditures is estimated to be \$59,829,285.

**Article II, Section 24 of the Tennessee Constitution provides that: no law of general application shall impose increased expenditure requirements on cities or counties unless the General Assembly shall provide that the state share in the cost.*

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.



Krista Lee Carsner, Executive Director

/alh



BILL LEE
GOVERNOR

STATE OF TENNESSEE
STATE BOARD OF EDUCATION
5TH FLOOR, DAVY CROCKETT TOWER
500 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243
(615) 741-2966
www.tn.gov/sbe

DR. SARA H. MORRISON
EXECUTIVE DIRECTOR

October 17, 2019

Chairman Mark White
Tennessee House Education Committee
Suite 624 Cordell Hull Building
Nashville, TN 37243

Dear Chairman White,

Pursuant to the action of the House Education Committee on March 20th, 2019, the BEP Review Committee met and heard presentations from Rep. Bob Freeman on House Bill 255 and Rep. Tom Leatherwood on House Bill 210. The committee members asked questions of the sponsors and enjoyed discussions on the merits of the legislation. The committee recognizes that authority to approve or reject legislation rests exclusively with the legislative branch. Members appreciated the chance to give feedback and discuss these ideas with the Bills' legislative sponsors.

The committee appreciates your service both to the House Education Committee and to the BEP Review Committee.

Sincerely,

A handwritten signature in cursive script that reads 'Lillian Hartgrove'.

Lillian Hartgrove
BEP Review Committee Chair
Chairman of the State Board of Education

Appendix I: Proposed BEP Floor

The slides below were presented to the BEP Review Committee on September 4, 2019.

[Click here to view a PDF version of this presentation.](#)



Proposed BEP Floor

Karen King – Assistant Superintendent, Sevier County Schools



The Problem:

Equitable Funding for Outliers



A Simple and Affordable Solution:

A Floor in the Components

Current Formula

BEP Component	Average Formula Shares	Floor
Instructional Salaries	70% State 30% Local	None
Instructional Benefits	70% State 30% Local	None
Classroom	75% State 25% Local	None
Non-Classroom	50% State 50% Local	25% State 75% Local



Proposed Formula Change

BEP Component	Average Formula Shares	Floor
Instructional Salaries	70% State 30% Local	50% State 50% Local
Instructional Benefits	70% State 30% Local	50% State 50% Local
Classroom	75% State 25% Local	50% State 50% Local
Non-Classroom	50% State 50% Local	25% State 75% Local



Currently Impacted



- A** Sevier County
 - \$5.2 million
 - Instructional & Classroom Floors
- B** Davidson County
 - \$8.3 million
 - Instructional Floor Only
- C** Overall
 - \$13.5 million
 - 0.28% of total \$4.8 billion in BEP funding

Future Impacts

- Safety Mechanism for any System
- Guarantees Equitable Share of State Funding for Every Student



Appendix J: Teacher Salaries in Tennessee, 2015-2018

The slides below were presented to the BEP Review Committee on September 4, 2019.

[Click here to view a PDF version of this presentation.](#)

TEACHER SALARIES IN TENNESSEE, 2015-2018

**Comptroller's Office of Research and
Education Accountability**

**Tara Bergfeld, Principal Legislative Research Analyst
Presentation to the BEP Review Committee
September 4, 2019**

TENNESSEE
COMPTROLLER
OF THE TREASURY

REQUEST TO STUDY

- ⊛ How much new state funding was used to raise teacher salaries?
- ⊛ How much new local funding was used by districts to raise teacher salaries?
- ⊛ How much of this funding was used for non-salary items?
- ⊛ Did districts spend state funds for teacher salaries on unallowable purposes?

STATE INCREASES

Fiscal year	New state funding for instructional salaries, 2015-2018	Salary unit cost
2014-15	\$0	\$40,447
2015-16	\$97,600,000	\$42,065
2016-17	\$104,600,000	\$44,430
2017-18	\$100,386,000	\$46,225
Total increase (2015-18)	\$302,586,000	14.3%
2018-19	\$55,124,000	\$47,150
2019-20	\$71,250,000	\$48,330
Total increase (2015-20)	\$428,960,000	19.5%

HOW DID DISTRICTS USE NEW STATE FUNDS?

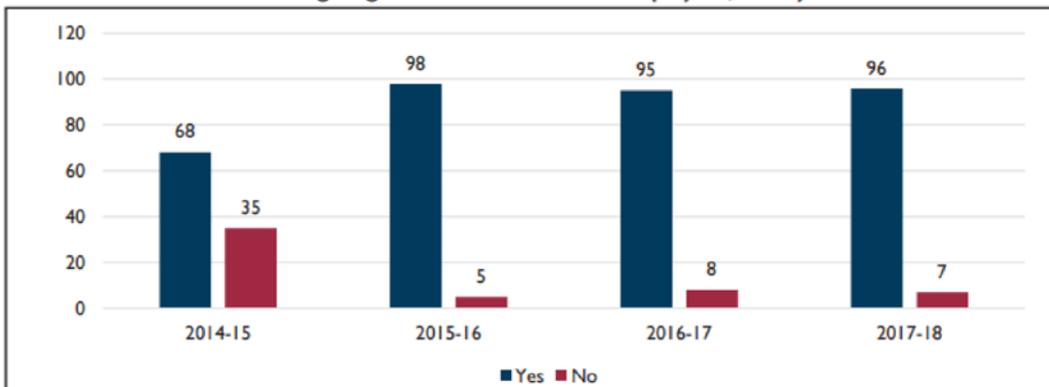
- ⊛ **Raises**
 - Step increases
 - Across-the-board increases
 - Bonuses
- ⊛ **Hired new staff**



TEACHER RAISES

Most districts gave raises, resulting in a 6.2 percent rise in average classroom salaries statewide.

Exhibit 1: Number of districts giving raises to instructional employees, fiscal years 2015-2018



Source: OREA survey of directors of schools, September 2018.

HIRING NEW STAFF

Additional positions between 2015-18:

- BEP: 1.84 percent increase
- District staffing 1.97 percent increase (1,430 positions)

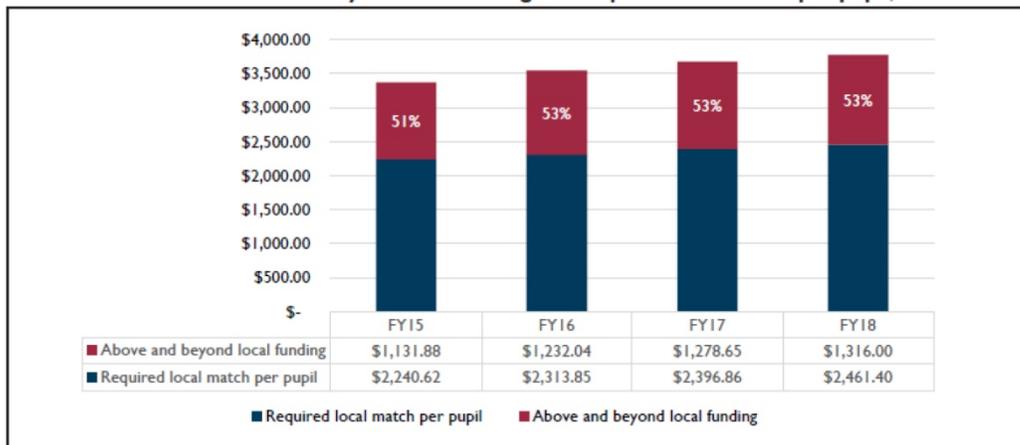
• Funded: 64,462

• Staffed: 73,951



DID LOCAL FUNDING KEEP UP?

Exhibit 2: Statewide above and beyond local funding and required local match per pupil, 2015-2018



LOCAL FUNDING

How much local funding was spent on increasing teacher pay?

- ⊕ Revenues \neq Expenditures
- ⊕ The BEP is a FUNDING FORMULA not a SPENDING PLAN
- ⊕ Funding formula does not match expenditure reports



BARRIERS TO INCREASING PAY

- ⊕ Health insurance
- ⊕ Raises for support staff



STATE FUNDS FOR UNALLOWABLE PURPOSES

- ⊕ **2016 BEP Enhancement Act requirements:**
 - Budget the same level of local funding for salaries and wages from the prior year
 - Do not use increases in state BEP instructional salaries funding to offset local expenditures



SALARY EQUITY FUNDING

- ⊕ **\$14.5 million split among 83 districts**
 - \$8,418 annually in Coffee County
 - \$597,026 annually in Cumberland County
- ⊕ **Based on districts with average weighted salaries below weighted average salary in 2015**
- ⊕ **Districts that qualify have changed since 2015**



MOVING FORWARD

⊕ Public Chapter 153

- Districts must report how they spend new state BEP funds for instructional salaries
- Requires BEP Review Committee to include the information in its annual report



⊕ How much new state funding was used to raise teacher salaries?

⊕ How much new local funding was used by districts to raise teacher salaries?

⊕ How much of this funding was used for non-salary items?

⊕ Did districts spend state funds for teacher salaries on unallowable purposes?



TEACHER SALARIES IN TENNESSEE, 2015-2018

Comptroller's Office of Research and Education Accountability

Access the report here:

<https://bit.ly/2IAg6EU>



State of Tennessee

PUBLIC CHAPTER NO. 153

SENATE BILL NO. 802

By Johnson, Bowling

Substituted for: House Bill No. 946

By Lamberth, Gant, Boyd, White, Littleton, Weaver, Curcio, Smith, Daniel, Ragan, Keisling, Windle, Kumar, Cepicky, Sherrell, Crawford, Rudder, Lynn, Powell, Parkinson, Hurt, Williams, Moon, Helton, Todd, Terry, Byrd, Powers, Haston, Hardaway

AN ACT to amend Tennessee Code Annotated, Section 49-3-306, relative to reporting on instructional salaries and wages.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-3-306(b)(4)(C), is amended by designating the current language as subdivision (i) and adding the following language as a new subdivision:

(ii) For each year that an LEA receives an increase in state funding for instructional salaries and wages, the LEA shall report to the department of education how the additional funds were utilized. The department shall report the information to the BEP review committee and the BEP review committee shall include the information in the committee's annual report on the BEP required under § 49-1-302.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 802

PASSED: April 4, 2019


RANDY McNALLY
SPEAKER OF THE SENATE


GLEN CASADA, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 18th day of April 2019


BILL LEE, GOVERNOR

Appendix K-2: Explanation of Public Chapter No. 153 of 2019

As indicated earlier in this report (see the section titled “[Update on 2018 BEP Committee Recommendations](#)”), the 2019-20 budget includes \$71 million in new funding for educator compensation. Under Public Chapter No. 153 of 2019 (T.C.A. § 49-3-306), LEAs must report to the TDOE how these additional funds were utilized. The funding increase was effective July 1, 2019 and thus impacts the 2019-20 school year. In 2020, the TDOE will report to the BEP Review Committee how districts utilized the additional funds. This information will be included in the BEP Review Committee’s 2020 Annual Report.

BEP Special Education Concerns:

- If sped caseloads and class size limits are to be established by TDOE, putting these in place when funding is not adequate is problematic. If language is to be in TCA that calls for special education to “maximize” learning of students with disabilities, the current funding formula is inadequate to do so.
- Separate funding for speech pathologists/speech teachers is needed as speech services usually fall under options Option 1 or Option 2 which is funded at a 1:91 or 1:58.5 ratio. These ratios far exceed what a speech provider can feasibly support, especially when moving in the direction of inclusive services rather than the small group, pull-out model that is currently often used.
- Current funding formula does not look at sped in context of “most intensive intervention”; ratio requirements for RTI Tier II is 1:5 or 1:6 and Tier III is 1:3 or 1:6 but funding ratios for sped are much higher, ranging from 1:91 to 1:8.5.
- Option 6 (students assigned an ancillary attendant) is not funded in alignment with staffing needs of students as these students have the most significant support needs, requiring one adult be “assigned” to them for four or more hours of the day, and yet are funded at a 1:16.5 teacher ratio and not at all included in the educational assistant funding calculations.
- LEAs are seeing an increase in students with more significant needs but are required by law to serve all students in their least restrictive environment. This often requires higher numbers of staff with lower caseload ratios in order to provide services in the general education classroom, across grade levels and content areas. The vast majority of students with disabilities are working on a gen ed diploma (only 1% are on an alternate diploma path) yet funding for students receiving 9-22 hours of special education support per week is funded at a 1:16.5 ratio. A special education provider who serves students across multiple grade levels is funded to serve up to 16 students, each for as many as 22 hours per week, which would most feasibly be done in a pull-out setting, and yet these students are accountable to learning their grade level standards, which is most effectively accomplished in the general education classroom.
- Options 1,2,3,4, and 6 are not even considered when staffing educational assistants. If those options are funded with the current higher ratios, educational assistants will be vital in providing the needed supports, but are currently not even addressed in the funding structure. Funding educational assistants at a ratio of 1:60, and only then for students receiving more than 14 hours of service a week, means that the special education teacher is the sole funded provider for 16-91 students receiving up to 14 hours of service weekly.
- Currently, the funding formula is directly tied to the number of students identified for sped and the level of service (number of hours of special ed services) they are provided. LEAs are funded at a higher rate if they serve students for a higher number of hours (23+ hours) which can encourage placement in a self-contained classroom to provide services to a group of students at one time.
- Preschool is not funded through BEP and is minimal through IDEA yet services are required for eligible 3-5 year olds. The focus on LRE for preschool suggests that LEAs must also provide non-sp ed preschool options

in order to provide access to typical peers and yet there is inadequate funding for preschoolers with disabilities and no funding for non-disabled peers required to provide inclusive opportunities, especially for 3 year olds. Recently, more than 105 districts were found to not be in compliance for LRE for 3-5 year olds, but funding does not support this mandate. Preschool opportunities funded through VPK are primarily limited to income-eligible 4 year olds.

- BEP school psych funding ratios (1:2500) are not aligned with NASP (National Association of School Psychologists) recommendations of 1:500-700 and are instead up to 5 times higher than recommended. Considering the enormity of our mental health needs, we must address these ratios through the funding formula.
- The current BEP committee does not appear to include a practitioner familiar with the provision of special education services and the needs across the state. TAASE would like to respectfully request that a special educator be considered for committee participation in the future.

SPECIAL EDUCATION OPTIONS 1-10

Option 1 Consultation

Minimum of 2 contacts per month, except OT/PT (minimum of 3 contacts per year). Time must be reported.

Direct Services equal less than 1 hour per week.

Related Services equal less than 1 hour per week.

Related Services include: Psychological, School Social Work, Speech/Language, School Health, Counseling, Vision, Hearing, Occupational and Physical Therapy.

NOTE: Recreation Therapy and Other Related Services are EXCLUDED.

Option 2 Direct Services

Direct Services more than or equal to 1, but less than 4 hours per week; or, any one Related Service more than or equal to 1, but less than 4 hours per week.

Includes/Excludes same as Option 1.

Option 3 Direct Services

Direct Services more than or equal to 4, but less than 9 hours per week; or, any one Related Service more than or equal to 4, but less than 9 hours per week.

Includes/Excludes same as Option 1.

Option 4 Direct Services

Direct Services more than or equal to 9, but less than 14 hours per week; or, any one Related Service more than or equal to 9, but less than 14 hours per week.

Includes/Excludes same as Option 1.

Option 5 Direct Services

Direct Services more than or equal to 14, but less than 23 hours per week; or, any one Related Service more than or equal to 14, but less than 23 hours per week.

Includes/Excludes same as Option 1.

Option 6 Ancillary Services

Attendant provided so that the student can have at least 4 hours per day in less restrictive and general education settings.

Option 7 Direct Services

Special Education services 23 or more hours per week; or, any one Related Service 23 or more hours per week.

Includes/Excludes same as Option 1.

Option 8 Self-Contained or CDC

The sum of all direct services plus related services listed below plus up to 10 hours per week of special education educational assistant in the general program equals 32.5 or more hours per week.

In addition, at least two Related Services from those specified below must be received for at least the minimum times listed.

Psychological Services	1 hour per week
Counseling Services	1 hour per week
Speech/Language Services	1 hour per week
Vision Services	1 hour per week
Hearing Services	1 hour per week
Occupational Therapy	3 contacts per year, with time span reported
Physical Therapy	3 contacts per year, with time span reported

Option 9 Residential Services

Provided at least 24 hours per day.

Option 10 Hospital / Homebound

Provided 3 or more hours per week.

SPECIAL EDUCATION TEACHERS

Special Education teachers are determined by the number of special education pupils identified and served by option as presented in the following schedule.

Option 1	91.0	Option 6	16.5
Option 2	58.5	Option 7	8.5
Option 3	58.5	Option 8	8.5
Option 4	16.5	Option 9	8.5
Option 5	16.5	Option 10	8.5

See Appendix F for an explanation of the Special Education options.

FORMULA: Option Identified & Served Divided by Funding Level = Positions

<p>EXAMPLE: For Option 1 515 Divided by 91 Equals 5.66</p> <p>For Option 7 158 Divided by 8.5 Equals 18.59</p>
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The number of positions is multiplied by the state instructional salary unit cost as set by the annual appropriations bill to determine the total component support. For FY19 the state instructional salary unit cost is \$47,150.

SPECIAL EDUCATION SUPERVISORS

Special Education Supervisors are calculated at the ratio of 1 per 750 identified and served students.

Special Education Supervisors	Funding Ratio
Identified & Served	750:1

FORMULA: Identified & Served Divided by 750 = Positions

<p>EXAMPLES:</p> <p>850 Divided by 750 Equals 1.13</p> <p>1,978 Divided by 750 Equals 2.64</p>
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The number of positions is multiplied by the state instructional salary unit cost as set by the annual appropriations bill to determine the total component support. For FY19 the state instructional salary unit cost is \$47,150.

PSYCHOLOGISTS

Psychologists are calculated at the rate of 1 per 2,500 pupils. If a system within a county having more than one system does not have enough pupils to qualify for a position, the county totals are used and the system receives a pro rata share of the position based on its proportion of total ADM. If county totals are not sufficient to generate a position, the county is allocated one position and each system is allocated a pro rata share of that position based on its proportion of total ADM.

<u>Psychologist</u>	<u>Ratio</u>
System ADM	2,500:1

FORMULA: System ADM Divided by 2,500 = Positions

EXAMPLE:
3,000 Divided by 2,500 Equals 1.20
4,455 Divided by 2,500 Equals 1.78

The number of positions is multiplied by the state instructional salary unit cost as set by the annual appropriations bill to determine the total component support. For FY19 the state instructional salary unit cost is \$47,150.

SPECIAL EDUCATION ASSESSMENT PERSONNEL

Special Education Assessment personnel are calculated at the ratio of 1 per 600 identified and served students.

<u>Special Education Assessment</u>	<u>Funding Ratio</u>
Identified & Served	600:1

FORMULA: Identified & Served Divided by 600 = Positions

EXAMPLES:
3,200 Divided by 600 Equals 5.33
4,782 Divided by 600 Equals 7.97

The number of positions is multiplied by the state instructional salary unit cost as set by the annual appropriations bill to determine the total component support. For FY19 the state instructional salary unit cost is \$47,150.

SPECIAL EDUCATION ASSISTANTS

Special Education Assistants are calculated at a ratio of 1 per 60 pupils identified and served in options 5, 7, 8.

FORMULA: Identified and Served Divided by 60 = Positions

EXAMPLE: 442 Divided by 60 Equals 7.37

The number of positions is multiplied by the salary for FY19 of \$23,500. Salaries are adjusted for any pay raises approved by the Legislature.

Appendix M: BEP Review Committee Priority Letter



BILL LEE
GOVERNOR

STATE OF TENNESSEE
STATE BOARD OF EDUCATION
5TH FLOOR, DAVY CROCKETT TOWER
500 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243
(615) 741-2966
www.tn.gov/sbe

DR. SARA H. MORRISON
EXECUTIVE DIRECTOR

August 16th, 2019
BEP Review Committee

Hon. Bill Lee
Governor of the State of Tennessee
Messenger Mail

Dear Governor Lee,

On behalf of the BEP Review Committee, thank you for your commitment to improving education in Tennessee. Since 2015 the committee took a new approach to its annual report and presented a targeted list of crucial priorities to the Governor and administration officials. Gov. Haslam and the General Assembly addressed many of these priority areas put forth by the committee. With the current budget you and your administration continued this trend and made an extraordinary investment in Tennessee's children and the educators who serve them.

The BEP Review Committee members were surveyed and the top priorities were identified. As chairman it is my duty to transmit to you a list of the 2019 priorities for funding in the upcoming budget cycle. The committee recognizes that our annual report produced by the 1st of November comes too late to be an effective tool for you and your cabinet during the creation of the state budget, whereas a simple priority list, provided below, can be informative and useful in the budget creation process. The five priorities, in order are:

1. Sustained commitment to increasing teacher compensation
2. Increase technology funding in schools*
3. Funding the number of school counselors at a level closer to national best practices (a ratio of 1:250)
4. Lower the ratio of students to nurses (currently at 1 to 3000)
5. Funding Response to Instruction and Intervention positions

While school safety and security is not among the top five priorities, the BEP Review Committee recognizes that it remains an ongoing area of need and concern for Tennessee's public schools.

It is the sincere hope of the committee members that this priority list will be considered as your team prepares the budget document for 2020-21.

Sincerely,

A handwritten signature in cursive script that reads "Lillian Hartgrove".

Lillian Hartgrove
Chairman Tennessee State Board of Education

CC. Commissioner Stuart McWhorter F & A
CC. Commissioner Penny Schwinn Education

*The committee recognizes that not every district would benefit from additional funding for technology.



AGENDA

BEP Review Committee

Wednesday, June 12, 2019 10:00 am

CDT

Conference Call Phone Number For The Public: 605-472-5622

Access Code: 767218

(Please note this line is a muted line.)

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|-------------|--|-------------------------------|
| I. | Welcome & Introduction by the Chair | Chairman Hartgrove |
| II. | Opening Remarks | Chairman Hartgrove |
| III. | Roll Call to Establish a Quorum | Nathan James SBE |
| IV. | Overview of the Education Budget & Legislative Highlights | Elizabeth Fiveash TDOE |
| V. | Review of the BEP Components | Maryanne Durski TDOE |
| VI. | Committee Next Steps | Nathan James SBE |
| VII. | Adjournment | Chairman Hartgrove |



AGENDA

**BEP Review Committee In Person Meeting
Wednesday September 4th, 2019 10:00 a.m. CDT
Offices of Tennessee School Boards Association
525 Brick Church Park Dr, Nashville, TN 37207**

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|-------|--------|--|------------------------------------|
| I. | 10:00 | Welcome | Chairman Lillian Hartgrove |
| II. | 10:02 | Roll Call to Establish a Quorum | Nathan James |
| III. | 10:05 | Opening Remarks & Introductions | Chairman Lillian Hartgrove |
| IV. | 10:15 | Legislation Referred to the BEP Review Committee | Nathan James and Paul Marsh |
| | IV. A. | Authority of the BEP Committee regarding legislation | Nathan James and Paul Marsh |
| | IV. B. | Presentation of HB 255 | Rep. Bob Freeman |
| | IV. C. | Presentation of HB 210 | Rep. Tom Leatherwood |
| V. | 11:30 | Informal Working Lunch Discussing Members' Concerns | |
| VI. | 12:15 | Component Floor Proposal | Karen King |
| VII. | 12:45 | Updated Bluebook | Maryanne Durski TDOE |
| VIII. | 1:00 | Teacher Salaries in Tennessee, 2015 to 2018 | Tara Bergfeld OREA |
| IX. | 1:45 | Committee Next Steps | Nathan James |
| X. | 1:50 | Adjournment | Chairman Lillian Hartgrove |



AGENDA
BEP Review Committee
Tuesday October 29th, 2019 10:00 A.M. CT

For the Public:
Conference Line: 605-472-5622
Access Code: 767218

- | | | |
|------|--|-----------------------------------|
| I. | Welcome | Chairman Lillian Hartgrove |
| II. | Roll Call to Establish a Quorum | Nathan James |
| III. | Statement of Necessity | Nathan James |
| IV. | Discussion, Edits & Final Vote on BEP Report | All |
| V. | Process Discussion for Ensuing Year | Nathan James |
| VI. | Closing Remarks and Adjournment | Chairman Lillian Hartgrove |

XI. Bibliography

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National Association of School Nurses. *School Nurse Workload: Staffing for Safe Care*. Silver Spring, MD: NASN, 2015. <https://www.nasn.org/advocacy/professional-practice-documents/position-statements/ps-workload>.

NEA Research. *Rankings of the States 2018 and Estimates of School Statistics 2019*. Washington, DC: National Education Association, 2019. <http://www.nea.org/assets/docs/2019%20Rankings%20and%20Estimates%20Report.pdf>.

U.S. Department of Health and Human Services. "Educational and Community-Based Programs." Last modified October 14, 2019. <https://www.healthypeople.gov/2020/topics-objectives/topic/educational-and-community-based-programs/objectives>.