



TENNESSEE
STATE BOARD OF EDUCATION

**BASIC EDUCATION PROGRAM
REVIEW COMMITTEE
2018 ANNUAL REPORT**

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2017-18 BEP Review Committee Members

Lyle Ailshie

Director of Schools
Kingsport City Schools

Rep. Harry Brooks

Chair, House Education Planning and
Administration Committee
TN General Assembly

David Connor

Executive Director
TN County Services Association

Sen. Dolores Gresham

Chair, Senate Education Committee
TN General Assembly

Ben Torres

Director of Policy Services
TN School Boards Association

Vincent Harvell

Deputy Superintendent Fayette
County Schools

Chris Henson

Chief Operating Officer
Metro Nashville Public Schools

Sara Heyburn Morrison

Executive Director
State Board of Education

Dorsey Hopson

Director of Schools Shelby County
Schools

Karen King

Assistant Superintendent Sevier
County Schools

Candice McQueen

Commissioner Department of
Education

Larry Martin

Commissioner
Department of Finance & Administration

Wayne Miller

Executive Director
TN Organization of School Superintendents

Mitchell Moore

City Manager, City of Athens Tennessee
Municipal League

Rick Nicholson

Senate Budget Analysis Director Office of
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Don Odom

Director of Schools
Rutherford County Schools

Cliff Lippard

Executive Director
TN Advisory Commission on Intergovernmental
Relations (TACIR)

Larry Ridings

TN School Systems for Equity

Fielding Rolston

Chairman
State Board of Education

Mary Ann Sparks

Deputy Director of Schools Wilson County
Schools

Justin P. Wilson

Comptroller
Comptroller of the Treasury

Hunter Zanardi

Instructional Specialist
Putnam County Schools

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 Schools Board Association

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Deputy Superintendent COO Fayette
County Schools (Retired)

Shawn Joseph

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Metro Nashville Public Schools

Sara Heyburn Morrison

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Tennessee State Board of Education

Dorsey Hopson

Director of Schools
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Tennessee School Systems for Equity

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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

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.

Adoption of the Annual Report 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.

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.

2018 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:

Adoption of the Annual Report Update on 2017 BEP Committee Recommendations

1. Sustained commitment to educator compensation
2. Funding the number of school counselors at a level close to national best practices
3. Increase technology funding in schools
4. Funding Response to Instruction and Intervention positions
5. Lower the ratio of students to nurses

2018 Committee New Priority 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

2018 BEP Committee Notable Action Items

1. Adoption of Priority List
2. Adoption of the Annual Report
3. Tennessee Advisory Commission on Intergovernmental Relations (TACIR) Recommendation
4. School Social Workers
5. Consideration of Caseload for Special Education Funding within the 2019 BEP
6. BEP Salary Equity Analysis
7. Review of Teacher Salaries for the US 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 2018 edition of the report summarizes the Committee's findings and presents the immediate and extended priorities identified by the Committee.

Update on 2017 BEP Committee Recommendations

In its 2017 Annual Report, the BEP Review Committee adopted a new approach to identifying priority recommendations for formula revisions. The result was a set of recommendations that were tightly focused on immediately actionable modifications that the committee expected to have a measurable impact on academic outcomes.

2017 Priorities

1. Sustained commitment to educator compensation
2. Funding the number of school counselors at a level close to national best practices
3. Increase technology funding in schools
4. Funding Response to Instruction and Intervention positions
5. Lower the ratio of students to nurses

The committee is pleased to report that two of the priorities proposed in last year's report were successfully funded by Governor Haslam and the General Assembly with the inclusion of a BEP component for Response to Instruction and Intervention positions and a sizable increase in funding for educator salaries. Highlights of the 2018 Budget are as follows:

- The budget included more than \$210 million in total new funding for K-12 education, including a \$157 million increase for the BEP—one of the largest funding increases in Tennessee history without a tax increase.
- Of that \$210 million, the budget included \$55 million in new funding for teacher salaries.
- Included in the increase in the BEP was the first-ever inclusion of a component for funding of Response to Instruction and Intervention (RTI²) positions, allocated at \$13,334,000.

The committee wishes to commend Governor Haslam and the General Assembly for their demonstrated commitment to K-12 education and the advancement of Tennessee students.

2018 BEP Committee Recommendations

The 2018 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. They are 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. See [Appendix O](#) for the 2018 BEP Committee's Priority Letter.

Priority Group 1

1. Sustained Commitment to Educator Compensation

The BEP Review Committee commends Governor Haslam and the General Assembly for their commitment to increasing educator salaries at a faster rate than any other state in the country. Following the BEP Enhancement Act of 2016, and the sizable additional investments in educator compensation from that year, the 2018-19 budget continued with increases along this trajectory. These funds will serve an integral role in supporting local education agencies (LEAs) as they continue to develop differentiated pay schedules to attract and retain highly effective teachers and help fill high-need roles.

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. Security/safety funding coupled with funding the number of school counselors at a level closer to national bestpractices (a ratio of 1:250)

This priority is unique and is designed to propose a more comprehensive approach to challenges related to school safety. The committee agreed on this language in the hope that budget line items would be coupled to provide these important tools to LEAs across Tennessee.

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 create comprehensive school counseling programs that focus on student outcomes, teach key student competencies, and help students navigate paths toward post-secondary opportunities. School counselors deliver this work with identified professional competencies. 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 identifies a ratio of 1:250 as national best practice¹. For supporting research and recommendations, see [Appendices H, I, K, and M](#), and for financial modeling, see [Appendices C, D, E, F, and G](#).

¹ ASCA National Model A Framework for School Counseling (American School Counselor Association 2016).

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. Cost estimates from the Tennessee Department of Education (TDOE) indicate that achieving a ratio of 1:250 would increase state expenditures by \$61,925,000².

3. Increase Technology Funding in Schools

The BEP Review Committee recognizes the importance of technology in instruction. The addition of \$51 million for technology in the classroom in FY14 and the \$20 million increase for the BEP technology component established in the BEP Enhancement Act of 2016 provide a clear demonstration of Governor Haslam’s and the General Assembly’s shared understanding and recognition of the dynamic nature of the 21st century instructional environment. This Committee acknowledges and appreciates these efforts and expresses its ongoing commitment to ensuring that Tennessee’s classrooms have the technology necessary to meet the challenges of the future.

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.

4. Lower the Ratio of Students to Nurses

The BEP Review Committee recognizes the importance of having high-quality nursing staff at all schools. The National Association of School Nurses (NASN) and the American Academy of Pediatrics (AAP) recommend that school districts provide full-time school nurses in every school building. The National Association of State School Nurse Consultants and NASN assert that every student needs direct access to a school nurse so that all students have the opportunity to be healthy, safe, and ready to learn.³ According to the Centers for Disease Control and Prevention, schools should have one nurse for every 750 students. Research from both organizations has pointed to the fact that full-time nurses and dependable funding are essential to achieving high-quality health services and to meeting student needs. For supporting research and recommendations, see Appendices K and M, and for financial modelling, see [Appendix G](#).

Therefore, in order to meet the needs of all students, the BEP Review Committee 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 \$38,767,000⁴.

Priority Group 2

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

In the 2017 BEP Review Committee Report, the inclusion of RTI² component to BEP funding formula was one of the top priorities of the Committee. We are pleased that through the adoption of the FY18 state budget, RTI² was added to BEP funding formula with the addition of \$13,334,000.

² [Appendix F](#)

³ National Association of State School Nurse Consultants, 2012; NASN, 2014

⁴ [Appendix G](#)

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 criteria by which a student may be identified as having a specific learning disability in Tennessee. Since then, specific learning disabilities identification gaps by racial subgroup have disappeared and male/female gaps have mostly disappeared⁵. 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.

⁵ Tennessee Department of Education, Research Report: Assessing Progress: Four Years of Learnings from RTI² Implementation in Tennessee, 2018. Retrieved from:
https://www.tn.gov/content/dam/tn/education/reports/rpt_rti_report_assessing_progress.pdf

2018 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 2018, the required committee meetings were held on May 29, August 20, October 4 and October 29th. An additional meeting may take place in November or December 2018 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>

Adoption of Priority List

Committee members identified and ranked this year's priority recommendations in 2 groups during the August 20 meeting. 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. Both the priority list and directive to relay the list to the office of the Governor were adopted by unanimous consent of the Committee members voting at the August 20th meeting. See [Appendix O](#) for the 2018 BEP Committee's Priority Letter.

Adoption of the Annual Report

The BEP Review Committee reviewed the draft of this 2018 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, 2018 pursuant to T.C.A. § 49-1-302(a)(4)(B).

Tennessee Advisory Commission on Intergovernmental Relations (TACIR) Recommendation

TACIR made a presentation to the BEP Review Committee related to their fiscal capacity calculation. The presentation asserted that TACIR's fiscal capacity calculation should be updated to include current industrial development board (IDB) assessment amounts rather than the 1993-1995 payments in lieu of taxes (PILOT) data currently used. The BEP Review Committee received this request from TACIR. See [Appendix J](#).

School Social Workers

The Committee has analyzed the addition of a component of the BEP formula for school social workers pursuant to Public Chapter 844 of 2018 (T.C.A. § 49-1-231). Section 2 states, "The basic education program (BEP) review committee shall analyze the addition of a component for school social workers to the BEP funding formula and shall include such analysis in its 2018 annual report" (See [Appendix N](#)). The BEP Formula already has a Social Worker component included, so the committee analyzed the component and offered ratio changes. The BEP Review committee compiled resources and presentations from the TDOE Mental Health Collaborative and other sources to facilitate the creation of recommendations for school social workers and other related support staff.

The BEP Review Committee consulted with several groups of experts, including the National Association of Social Workers, Tennessee Chapter, the Tennessee Association of Social Workers, and the Education Commission of the States. The national best practice ratio for social workers to students is 1:250⁶.

⁶ National Association of Social Workers, School Social Work Services Standards

Currently, the BEP formula supports these positions at a ratio of 1:2,000. In 2016-17, a NASW analysis found that 59 out of 136 Tennessee School Districts (43 percent) had no school social workers, and only 28 districts (29.5 percent) had school social workers staffed at the 1:2,000 ratio.

States such as Minnesota, Colorado, and Indiana recently devoted resources to increase the availability of school-based mental health professionals, and Georgia, Indiana, Texas, and Illinois actually passed legislation to that purpose⁷. The BEP Review Committee notes that the budgetary process is entirely a constitutional duty of the Legislative and Executive branches and presents the following information for the benefit of the General Assembly and Governor for use in crafting budgetary provisions. For supporting research and recommendations, see Appendices [L](#), [H](#), [J](#), [K](#), and [M](#). For financial modelling, see [Appendix E](#).

The Mental Health Collaborative requests the development of a multi-year plan to increase the ratio of school social workers in Tennessee schools to meet the best practice ratio of 1:250, beginning in FY19⁸. See [Appendix G](#) and [H](#). Estimates from TDOE indicate that funding such positions inside the BEP formula at a ratio of 1:1,500 would increase state expenditures by \$6,113,000. Funding such positions at the level considered in keeping with national best practices, which is 1:250, would increase expenditures by \$139,712,000⁹.

Consideration of Caseload for Special Education Funding within the 2019 BEP

T.C.A. § 49-1-104(b) provides, “The state board of education, in consultation with the state department of education, shall establish class size standards and case load standards for instructional personnel and teachers having the primary responsibility for the development, implementation and updating of a student's individualized education plan (IEP). In addition to case load requirements, these standards shall address class size in all classrooms that include students with disabilities and students eligible for special education services.”

In 2002, the State Board adopted the Special Education Caseload and Class Size Standards Policy 3.206. The policy addresses caseload, or the total number of students assigned to a special education practitioner who provides direct or consultative IEP services, as follows, “Beginning in the school year following the appropriation from the general assembly, each school system shall develop and implement staffing procedures to ensure that no instructional personnel having the primary responsibility for the development, implementation and updating of a student's individualized educational plan (IEP) shall have a caseload that exceeds caseloads specified in the Basic Education Program (BEP) for special education; a school system may increase a teacher's caseload in options 5, 7, and 8 by providing trained paraprofessional support consistent with Department of Education guidelines.”

The BEP formula does not set or consider caseloads in the calculation for special education funding. Special education teachers are determined by the number of special education students identified and served by one of the 10 special education options. Special education supervisors are calculated at the ratio of 1:750 identified and served students. Special education assessment personnel are calculated at the ratio of 1:600 identified and served students. Special education assistants are calculated at a ratio of 1:60 students identified and served in options 5, 7, and 8.

⁷ [Appendix H](#): Education Commission of the States – Student Support Professionals Staffing Best Practices

⁸ [Appendix L-1](#): Tennessee School Social Workers – Shortage Map

⁹ [Appendix E](#)

This system means districts do not have specific caseload requirements or formulas to use when considering special education staffing needs. Teachers and related service providers' caseloads are reported to be unmanageable by many districts, and districts are employing lesser-qualified providers to fill the role of licensed professionals to meet students' Individualized Education Plan (IEP) services. Additionally, high caseloads are impeding efforts to provide inclusionary supports for students and meet the state's expectation to provide individualized, quality services to prepare students for post-secondary success. Increased caseloads have been noted by states across the nation, and 28 states have implemented a caseload cap or issued caseload guidance, including all states that border Tennessee.

The Tennessee Department of Education (TDOE) has begun exploring fiscal and service implications associated with setting specific caseload requirements. TDOE plans to share its findings and any associated recommendations with the BEP Review Committee during the 2019 calendar year.

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 2018 fiscal year (FY18), the BEP salary component was \$47,150, compared to an average actual statewide licensed salary of \$53,821. This represents approximately a 14.1% gap in licensed salary funding levels. The \$53,821 average teacher salary for Tennessee is calculated using the methodology described in the *Review of Teacher Salaries for the US Southeastern Region* section below.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the Tennessee BEP funding formula. In 2016-17, the average salary across all instructional positions for the U.S. Southeastern region was reported at \$51,999. The Tennessee actual average statewide licensed salary⁶ for the same year was \$52,732, approximately 1% above the regional average. Projected data for the 2017-18 school year list the average salary for instructional positions within the U.S. Southeastern region as \$52,662,⁷ compared to an average salary of \$53,821 for the state of Tennessee. These projections place Tennessee approximately 1% above the regional average for the 2017-18 school year. Complete data tables are 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	\$52,662*	53,821	+1%

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

⁵ NEA Research, Rankings of the States 2017 and Estimates of School Statistics 2018 (National Education Association 2018). Pg. 50

⁶ The actual average statewide licensed 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. For further discussion, see Review of Teacher Salaries for the US Southeastern Region on page 16 of this report.

⁷ See Table 8, p. 21

Review of Teacher Salaries for the US Southeastern Region

Background

It has been the standing practice of the committee to provide a comprehensive review of total teaching compensation, combining total weighted average salary and total weighted average insurance benefits across all school districts. The methodology for calculating weighted average salary changed in 2015. Previously, the weighted average salary multiplied the salary in each cell of a district's Bachelors, Masters, Masters + 30, EDS, and 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 Bachelors and Masters degrees in education steps 0 through 30, times the percentage of instructors statewide in each particular cell. The sum of these products is the district's weighted average salary. The exclusion of salaries from Master's + 30, EDS, and 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

*Calculated using a new methodology

Table 2: Weighted Average Salary

* Additional information on weighted average salary and weighed average insurance is forthcoming in an addendum. This information had not been compiled by the Tennessee Department of Education by the statutory deadline.

The table below shows the weighted average salary, total compensation, and actual average licensed salary figures for FY18.

	2018 Weighted Average Salary		2018 Actual Average Licensed Salary	
	Minimum	Grundy County	\$ 40,843	Richard City
Statewide Average		\$ 46,368		\$ 53,821
Maximum	Oak Ridge City	\$ 56,723	Oak Ridge City	\$ 68,299
	Number of Systems below Average	87	Number of Systems below Average	105
	Number of Systems above Average	54	Number of Systems above Average	36

Table 3: Distribution for FY18 Salary and Compensation Data

** Additional information on weighted average salary and weighed average insurance is forthcoming in an addendum. This information had not been compiled by the Tennessee Department of Education by the statutory deadline.*

Discussion

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

In 2003, before the infusion of salary equity dollars, the maximum versus minimum weighted average salary disparity was 45.75%. For three years beginning in 2009, there was a noticeable increase in the weighted average salary disparity, increasing from 37.86% in 2009 to 40.59% in 2010 to 41.96% in 2011. The weighted average salary disparity then remained relatively steady through 2014. In 2018, the range between the highest and lowest weighted average instructional salaries for the state was \$15,880. This yields a maximum versus minimum weighted average salary disparity of approximately 38.8%. Data from previous years is provided in Table 4 below.

Weighted Average Salary		
Year	Maximum vs Minimum	Coefficient of Variation
2003	0.4575	0.0791
2004	0.3507	0.0688
2005	0.356	0.0696
2006	0.3549	0.0703
2007	0.3536	0.0722
2008	0.3523	0.0715
2009	0.3786	0.0745
2010	0.4059	0.0748
2011	0.4196	0.0758
2012	0.419	0.0759
2013	0.4179	0.0756
2014*	0.4156	0.0717
2015*	0.4045	0.084
2016*	0.387	0.0819
2017*	0.39	0.082
2018*	0.3888	0.0794

**Calculated using a new methodology*

Table 4: Weighted Average Salary Historical Disparity Data

* Additional information on insurance and compensation is forthcoming in an addendum. This information had not been compiled by the Tennessee Department of Education by the statutory deadline.

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. From 2004-2014 there has been a minimal fluctuation in disparity. The CoV for weighted average salary in 2018 saw a decrease of .12%, going from 0.082 to 0.0794.

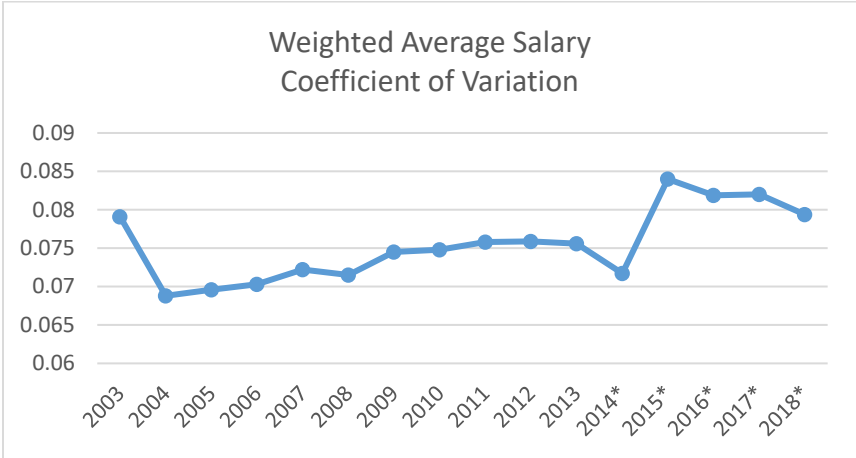


Figure 1: Coefficient of variation over time

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 decrease from 2017 to 2018 therefore indicates that weighted average salaries are 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 2017-18 academic year.

See [Appendix A](#) for complete Regional Salary Disparity 2018-2017 – Based on Weighted Average Salaries, and [Appendix B](#) for Weighted Average Salaries by School System. Note that additional information on insurance and compensation is forthcoming in an addendum. This information had not been compiled by the Tennessee Department of Education by the statutory deadline.

Year	BEP Instructional Salary Component	Weighted Average Salary	Actual Average Licensed Salary Paid by LEAs	Percent Gap
2005	\$ 34,680	\$ 38,114	\$ 44,000	26.90%
2006	\$ 35,586	\$ 38,972	\$ 44,413	24.80%
2007	\$ 36,515	\$ 40,091	\$ 45,739	25.30%
2008	\$ 38,000	\$ 41,441	\$ 46,922	23.50%
2009	\$ 38,000	\$ 41,758	\$ 47,880	26.00%
2010	\$ 38,000	\$ 41,961	\$ 47,817	25.80%
2011	\$ 38,000	\$ 41,102	\$ 48,154	26.70%
2012	\$ 38,700	\$ 42,950	\$ 49,649	28.30%
2013	\$ 39,849	\$ 43,826	\$ 49,923	25.30%
2014*	\$ 40,447	\$ 42,182	\$ 50,116	23.90%
2015*	\$ 40,447	\$ 43,216	\$ 50,463	24.80%
2016*	\$ 42,065	\$ 44,024	\$ 51,386	22.20%
2017*	\$ 44,430	\$ 45,038	\$ 52,732	18.60%
2018*	\$ 47,150	\$ 46,368	\$ 53,821	14.10%

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 percent gap in licensed salary funding levels.

In 2018, the BEP salary component was \$47,150, compared to an average statewide licensed salary of \$53,821. This represents roughly a 14.1% percent gap in licensed salary funding levels.

Review of Regional In-State Salary Disparity

Regional Total Compensation Disparity Summary		
Region	Immediate Trend FY18 to FY17	General Trend (14 Years) Comparison of FY18 to FY04
Nashville	Decrease	Decrease Decrease in 7 Surrounding Systems Increase in 2 Surrounding Systems
Dyersburg	Increase	Increase Increase in 8 Surrounding Systems Decrease in 4 Surrounding Systems
Greeneville	Increase	Increase Increase in 9 Surrounding Systems
Chattanooga	Decrease	Increase Increase in 12 Surrounding Systems Decrease in 3 Surrounding Systems
Knoxville	Increase	Increase Increase in 13 Surrounding Systems
Jackson	Decrease	Mixed Decrease in 10 Surrounding Systems Increase in 10 Surrounding Systems
Clarksville	Increase	Increase Increase in 5 Surrounding Systems
Memphis	Increase	Increase Increase in 8 Surrounding Systems Decrease in 2 Surrounding Systems
Cookeville	Decrease	Increase Increase in 7 Surrounding Systems
Tri-Cities	Increase	Increase Increase in 10 Surrounding Systems Decrease in 1 Surrounding Systems
Franklin	Decrease	Increase Increase in 5 Surrounding Systems Decrease in 4 Surrounding Systems

Table 6: Regional Total Compensation Disparity Summary¹⁰

¹⁰ Complete data disaggregated by county and district is provided in [Appendix A](#).

REGIONAL DOLLAR DISPARITY <i>General Trend over 14 years</i>
<u>General DECREASING Trend (14 Years)</u> 1 Total County Region
<u>General INCREASING Trend (14 Years)</u> 9 Total County Regions
<u>General MIXED Trend (14 Years)</u> 1 Total County Region

Table 7: Regional Dollar Disparity Summary¹¹

As the National Education Association has noted, each state’s Department of Education has its own system of accounting and reporting.¹² 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.¹³

Average Annual Salaries of Instructional Staff (Includes teachers, principals, and supervisors)		
State	2016-2017	2017-18(Estimated)
Alabama	52,422	52,292
Arkansas	51,595	52,524
Florida	48,107	48,236
Georgia	58,284	59,185
Kentucky	54,918	55,610
Louisiana	58,331	59,529
Mississippi	44,335	44,474
North Carolina	49,970	50,861
South Carolina	52,858	53,944
Tennessee	52,455	53,295
Virginia	53,424	54,122
West Virginia	47,292	47,390
Southeast	51,999	52,622

Source : National Education Association (nea.org)

Table 8: NEA Average Salary Summary

¹¹ Full layout of Regional Disparity Chart is listed under [Appendix A](#).

¹² NEA Research. 2018. Pg. 50

¹³ For a full discussion of the methodology used in gathering and reporting data in the NEA report, see *ibid* pg. 87. NEA provides estimates based on regression analyses, which may vary slightly from actual state data contained in this report.

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APPENDICES

Appendix A: Regional Disparity 2018-2017 – Based on Weighted Average Salaries

Nashville	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Davidson County	\$ 44,373.40			Franklin SSD	\$ 53,748.26			Franklin SSD	\$ 52,447.00		
Franklin SSD	\$ 42,839.34	\$ 1,534.07	3.46%	Murfreesboro City	\$ 53,501.90	\$ 246.36	0.46%	Lebanon SSD	\$ 52,013.00	\$ 434.00	0.83%
Williamson County	\$ 41,922.59	\$ 2,450.81	5.52%	Lebanon SSD	\$ 53,434.42	\$ 313.84	0.58%	Murfreesboro City	\$ 51,430.00	\$ 1,017.00	1.94%
Murfreesboro City	\$ 41,875.11	\$ 2,498.29	5.63%	Davidson County	\$ 51,965.26	\$ 1,783.00	3.32%	Davidson County	\$ 49,919.00	\$ 2,528.00	4.82%
Rutherford County	\$ 39,782.28	\$ 4,591.12	10.35%	Rutherford County	\$ 50,896.68	\$ 2,851.58	5.31%	Williamson County	\$ 49,489.00	\$ 2,958.00	5.64%
Lebanon SSD	\$ 38,936.24	\$ 5,437.16	12.25%	Williamson County	\$ 50,268.84	\$ 3,479.42	6.47%	Rutherford County	\$ 49,066.00	\$ 3,381.00	6.45%
Sumner County	\$ 37,767.23	\$ 6,606.18	14.89%	Wilson County	\$ 48,437.58	\$ 5,310.68	9.88%	Wilson County	\$ 47,900.00	\$ 4,547.00	8.67%
Robertson County	\$ 36,410.19	\$ 7,963.21	17.95%	Robertson County	\$ 45,878.70	\$ 7,869.56	14.64%	Sumner County	\$ 45,014.00	\$ 7,433.00	14.17%
Cheatham County	\$ 36,265.84	\$ 8,107.56	18.27%	Cheatham County	\$ 45,373.32	\$ 8,374.94	15.58%	Cheatham County	\$ 44,908.00	\$ 7,539.00	14.37%
Wilson County	\$ 36,227.50	\$ 8,145.91	18.36%	Sumner County	\$ 45,234.15	\$ 8,514.11	15.84%	Robertson County	\$ 43,684.00	\$ 8,763.00	16.71%

Dyersburg	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Dyersburg City	\$ 40,261.04			Dyersburg City	\$ 49,048.77			Dyersburg City	\$ 47,490.00		
Alamo City	\$ 37,434.02	\$ 2,827.02	7.02%	Dyer County	\$ 48,550.38	\$ 498.39	1.02%	Dyer County	\$ 46,007.00	\$ 1,483.00	3.12%
Dyer County	\$ 37,409.86	\$ 2,851.18	7.08%	Union City	\$ 47,327.95	\$ 1,720.82	3.51%	Union City	\$ 45,846.00	\$ 1,644.00	3.46%
Bells City	\$ 37,388.85	\$ 2,872.19	7.13%	Bells City	\$ 45,781.65	\$ 3,267.12	6.66%	Bells City	\$ 45,329.00	\$ 2,161.00	4.55%
Union City	\$ 36,720.75	\$ 3,540.29	8.79%	Obion County	\$ 45,211.91	\$ 3,836.86	7.82%	Obion County	\$ 44,017.00	\$ 3,473.00	7.31%
Lauderdale County	\$ 35,991.05	\$ 4,269.99	10.61%	Lauderdale County	\$ 44,988.08	\$ 4,060.69	8.28%	Lauderdale County	\$ 43,857.00	\$ 3,633.00	7.65%
Lake County	\$ 35,747.14	\$ 4,513.90	11.21%	Gibson SSD	\$ 44,625.37	\$ 4,423.40	9.02%	Gibson SSD	\$ 43,444.00	\$ 4,046.00	8.52%
Obion County	\$ 35,650.10	\$ 4,610.94	11.45%	Crockett County	\$ 43,892.52	\$ 5,156.25	10.51%	Milan SSD	\$ 42,764.00	\$ 4,726.00	9.95%
Gibson SSD	\$ 35,595.71	\$ 4,665.33	11.59%	Humboldt City	\$ 43,696.12	\$ 5,352.65	10.91%	Crockett County	\$ 42,724.00	\$ 4,766.00	10.04%
Crockett County	\$ 35,380.86	\$ 4,880.18	12.12%	Milan SSD	\$ 43,625.66	\$ 5,423.11	11.06%	Trenton SSD	\$ 42,258.00	\$ 5,232.00	11.02%
Milan SSD	\$ 35,252.58	\$ 5,008.45	12.44%	Alamo City	\$ 43,359.47	\$ 5,689.30	11.60%	Humboldt City	\$ 42,133.00	\$ 5,357.00	11.28%
Trenton SSD	\$ 35,134.25	\$ 5,126.79	12.73%	Trenton SSD	\$ 43,277.35	\$ 5,771.42	11.77%	Bradford SSD	\$ 41,679.00	\$ 5,811.00	12.24%
Humboldt City	\$ 35,055.89	\$ 5,205.15	12.93%	Bradford SSD	\$ 42,800.23	\$ 6,248.54	12.74%	Alamo City	\$ 41,475.00	\$ 6,015.00	12.67%
Bradford SSD	\$ 35,022.11	\$ 5,238.93	13.01%	Lake County	\$ 42,601.10	\$ 6,447.67	13.15%	Lake County	\$ 41,275.00	\$ 6,215.00	13.09%

Greeneville	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Johnson City	\$ 40,723.09			Johnson City	\$ 54,237.71			Johnson City	\$ 52,561.00		
Greeneville City	\$ 40,409.45	\$ 313.64	0.77%	Hamblen County	\$ 49,288.87	\$ 4,948.84	9.12%	Hamblen County	\$ 47,372.00	\$ 5,189.00	9.87%
Rogersville City	\$ 36,297.98	\$ 4,425.11	10.87%	Greeneville City	\$ 48,582.16	\$ 5,655.55	10.43%	Greeneville City	\$ 46,899.00	\$ 5,662.00	10.77%
Washington County	\$ 36,289.46	\$ 4,433.63	10.89%	Rogersville City	\$ 47,408.49	\$ 6,829.22	12.59%	Rogersville City	\$ 45,317.00	\$ 7,244.00	13.78%
Hamblen County	\$ 36,249.61	\$ 4,473.48	10.99%	Washington County	\$ 46,299.65	\$ 7,938.06	14.64%	Washington County	\$ 44,726.00	\$ 7,835.00	14.91%
Hawkins County	\$ 35,952.94	\$ 4,770.15	11.71%	Greene County	\$ 45,151.72	\$ 9,085.99	16.75%	Greene County	\$ 43,720.00	\$ 8,841.00	16.82%
Greene County	\$ 35,637.02	\$ 5,086.07	12.49%	Newport City	\$ 43,579.38	\$ 10,658.33	19.65%	Newport City	\$ 43,413.00	\$ 9,148.00	17.40%
Unicoi County	\$ 35,570.10	\$ 5,153.00	12.65%	Unicoi County	\$ 43,436.07	\$ 10,801.64	19.92%	Unicoi County	\$ 42,404.00	\$ 10,157.00	19.32%
Cocke County	\$ 35,201.50	\$ 5,521.59	13.56%	Cocke County	\$ 43,203.19	\$ 11,034.52	20.34%	Hawkins County	\$ 41,809.00	\$ 10,752.00	20.46%
Newport City	\$ 35,041.05	\$ 5,682.05	13.95%	Hawkins County	\$ 43,116.98	\$ 11,120.73	20.50%	Cocke County	\$ 41,387.00	\$ 11,174.00	21.26%

Chattanooga	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Athens City	\$ 41,173.16			Athens City	\$ 51,630.27			Athens City	\$ 50,832.00		
Hamilton County	\$ 40,396.67	\$ 776.49	1.89%	Cleveland City	\$ 51,220.80	\$ 409.47	0.79%	Cleveland City	\$ 49,396.00	\$ 1,436.00	2.82%
Cleveland City	\$ 38,672.13	\$ 2,501.03	6.07%	Hamilton County	\$ 50,593.01	\$ 1,037.26	2.01%	Hamilton County	\$ 48,675.00	\$ 2,157.00	4.24%
Bradley County	\$ 37,807.51	\$ 3,365.65	8.17%	Bradley County	\$ 49,202.27	\$ 2,428.00	4.70%	Bradley County	\$ 48,114.00	\$ 2,718.00	5.35%
McMinn County	\$ 37,573.16	\$ 3,600.00	8.74%	Dayton City	\$ 47,637.10	\$ 3,993.17	7.73%	Etowah City	\$ 46,868.00	\$ 3,964.00	7.80%
Richard City	\$ 37,131.71	\$ 4,041.45	9.82%	Etowah City	\$ 47,552.19	\$ 4,078.08	7.90%	Meigs County	\$ 46,738.00	\$ 4,094.00	8.05%
Sweetwater City	\$ 36,959.83	\$ 4,213.33	10.23%	Meigs County	\$ 47,228.77	\$ 4,401.50	8.53%	Dayton City	\$ 46,378.00	\$ 4,454.00	8.76%
Monroe County	\$ 36,874.63	\$ 4,298.53	10.44%	Polk County	\$ 46,754.09	\$ 4,876.18	9.44%	McMinn County	\$ 45,752.00	\$ 5,080.00	9.99%
Dayton City	\$ 36,678.30	\$ 4,494.86	10.92%	McMinn County	\$ 46,583.64	\$ 5,046.63	9.77%	Polk County	\$ 44,753.00	\$ 6,079.00	11.96%
Etowah City	\$ 36,530.00	\$ 4,643.16	11.28%	Sweetwater City	\$ 46,352.84	\$ 5,277.43	10.22%	Sweetwater City	\$ 44,733.00	\$ 6,099.00	12.00%
Sequatchie County	\$ 36,371.46	\$ 4,801.70	11.66%	Bledsoe County	\$ 46,048.78	\$ 5,581.49	10.81%	Bledsoe County	\$ 44,727.00	\$ 6,105.00	12.01%
Rhea County	\$ 36,327.69	\$ 4,845.47	11.77%	Sequatchie County	\$ 45,762.18	\$ 5,868.09	11.37%	Marion County	\$ 43,352.00	\$ 7,480.00	14.72%
Meigs County	\$ 35,988.63	\$ 5,184.53	12.59%	Monroe County	\$ 44,739.40	\$ 6,890.87	13.35%	Monroe County	\$ 43,104.00	\$ 7,728.00	15.20%
Marion County	\$ 35,209.68	\$ 5,963.48	14.48%	Marion County	\$ 44,383.97	\$ 7,246.30	14.03%	Richard City	\$ 41,710.00	\$ 9,122.00	17.95%
Polk County	\$ 35,056.79	\$ 6,116.37	14.86%	Richard City	\$ 43,548.69	\$ 8,081.58	15.65%	Rhea County	\$ 41,127.00	\$ 9,705.00	19.09%
Bledsoe County	\$ 34,970.90	\$ 6,202.26	15.06%	Rhea County	\$ 41,274.26	\$ 10,356.01	20.06%	Sequatchie County	\$ 39,128.00	\$ 11,704.00	23.02%

Knoxville	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Oak Ridge	\$ 46,068.01			Oak Ridge	\$ 56,723.32			Oak Ridge	\$ 54,213.00		
Maryville City	\$ 43,656.56	\$ 2,411.45	5.23%	Maryville City	\$ 53,736.04	\$ 2,987.28	5.27%	Maryville City	\$ 52,357.00	\$ 1,856.00	3.42%
Alcoa City	\$ 43,569.83	\$ 2,498.18	5.42%	Alcoa City	\$ 50,461.76	\$ 6,261.56	11.04%	Alcoa City	\$ 50,138.00	\$ 4,075.00	7.52%
Blount County	\$ 39,648.41	\$ 6,419.60	13.94%	Knox County	\$ 49,585.06	\$ 7,138.26	12.58%	Lenoir City	\$ 47,653.00	\$ 6,560.00	12.10%
Clinton City	\$ 39,175.49	\$ 6,892.52	14.96%	Lenoir City	\$ 48,895.79	\$ 7,827.53	13.80%	Knox County	\$ 47,530.00	\$ 6,683.00	12.33%
Knox County	\$ 38,596.06	\$ 7,471.95	16.22%	Sevier County	\$ 47,384.49	\$ 9,338.83	16.46%	Blount County	\$ 45,889.00	\$ 8,324.00	15.35%
Lenoir City	\$ 37,667.49	\$ 8,400.52	18.24%	Roane County	\$ 46,618.49	\$ 10,104.83	17.81%	Loudon County	\$ 45,347.00	\$ 8,866.00	16.35%
Anderson County	\$ 37,412.85	\$ 8,655.15	18.79%	Loudon County	\$ 46,509.95	\$ 10,213.37	18.01%	Roane County	\$ 45,062.00	\$ 9,151.00	16.88%
Roane County	\$ 37,306.73	\$ 8,761.28	19.02%	Blount County	\$ 46,305.12	\$ 10,418.20	18.37%	Sevier County	\$ 44,830.00	\$ 9,383.00	17.31%
Loudon County	\$ 37,206.34	\$ 8,861.66	19.24%	Clinton City	\$ 46,039.45	\$ 10,683.87	18.84%	Clinton City	\$ 44,672.00	\$ 9,541.00	17.60%
Sevier County	\$ 36,882.52	\$ 9,185.49	19.94%	Anderson County	\$ 45,420.55	\$ 11,302.77	19.93%	Anderson County	\$ 44,083.00	\$ 10,130.00	18.69%
Union County	\$ 35,971.25	\$ 10,096.76	21.92%	Jefferson County	\$ 44,275.80	\$ 12,447.52	21.94%	Grainger County	\$ 42,477.00	\$ 11,736.00	21.65%
Grainger County	\$ 35,728.15	\$ 10,339.86	22.44%	Grainger County	\$ 43,859.63	\$ 12,863.69	22.68%	Jefferson County	\$ 42,449.00	\$ 11,764.00	21.70%
Jefferson County	\$ 35,288.18	\$ 10,779.82	23.40%	Union County	\$ 42,480.89	\$ 14,242.43	25.11%	Union County	\$ 41,177.00	\$ 13,036.00	24.05%

Jackson	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Madison County	\$ 38,860.31			Madison County	\$ 47,348.07			Madison County	\$ 46,226.00		
Alamo City	\$ 37,434.02	\$ 1,426.29	3.67%	Huntingdon SSD	\$ 46,796.05	\$ 552.02	1.17%	Bells City	\$ 45,329.00	\$ 897.00	1.94%
Bells City	\$ 37,388.85	\$ 1,471.46	3.79%	Bells City	\$ 45,781.65	\$ 1,566.42	3.31%	Henderson County	\$ 45,198.00	\$ 1,028.00	2.22%
Hardeman County	\$ 36,692.35	\$ 2,167.96	5.58%	McKenzie SSD	\$ 45,677.37	\$ 1,670.70	3.53%	Huntingdon SSD	\$ 45,140.00	\$ 1,086.00	2.35%
Henderson County	\$ 35,884.23	\$ 2,976.08	7.66%	Chester County	\$ 45,654.90	\$ 1,693.17	3.58%	McKenzie SSD	\$ 44,036.00	\$ 2,190.00	4.74%
Haywood County	\$ 35,839.81	\$ 3,020.49	7.77%	Henderson County	\$ 45,367.23	\$ 1,980.84	4.18%	Chester County	\$ 43,859.00	\$ 2,367.00	5.12%
Lexington City	\$ 35,824.55	\$ 3,035.76	7.81%	Gibson SSD	\$ 44,625.37	\$ 2,722.70	5.75%	Lexington City	\$ 43,756.00	\$ 2,470.00	5.34%
Gibson SSD	\$ 35,595.71	\$ 3,264.60	8.40%	Lexington City	\$ 44,622.47	\$ 2,725.60	5.76%	Gibson SSD	\$ 43,444.00	\$ 2,782.00	6.02%
Hollow Rock Bruceton SSD	\$ 35,497.77	\$ 3,362.54	8.65%	Carroll County	\$ 44,235.59	\$ 3,112.48	6.57%	Hardeman County	\$ 43,369.00	\$ 2,857.00	6.18%
West Carroll SSD	\$ 35,404.08	\$ 3,456.23	8.89%	South Carroll SSD	\$ 44,199.55	\$ 3,148.52	6.65%	Haywood County	\$ 42,964.00	\$ 3,262.00	7.06%
Crockett County	\$ 35,380.86	\$ 3,479.45	8.95%	Hardeman County	\$ 44,111.71	\$ 3,236.36	6.84%	South Carroll SSD	\$ 42,945.00	\$ 3,281.00	7.10%
McNairy County	\$ 35,378.09	\$ 3,482.22	8.96%	Crockett County	\$ 43,892.52	\$ 3,455.55	7.30%	Milan SSD	\$ 42,763.00	\$ 3,463.00	7.49%
Chester County	\$ 35,331.36	\$ 3,528.95	9.08%	Humboldt City	\$ 43,696.12	\$ 3,651.95	7.71%	Crockett County	\$ 42,724.00	\$ 3,502.00	7.58%
Huntingdon SSD	\$ 35,296.15	\$ 3,564.16	9.17%	Milan SSD	\$ 43,625.66	\$ 3,722.41	7.86%	Carroll County	\$ 42,388.00	\$ 3,838.00	8.30%
South Carroll SSD	\$ 35,289.42	\$ 3,570.88	9.19%	West Carroll SSD	\$ 43,557.85	\$ 3,790.22	8.01%	Trenton SSD	\$ 42,258.00	\$ 3,968.00	8.58%
McKenzie SSD	\$ 35,286.08	\$ 3,574.23	9.20%	Hollow Rock Bruceton SSD	\$ 43,551.12	\$ 3,796.95	8.02%	McNairy County	\$ 42,144.00	\$ 4,082.00	8.83%
Milan SSD	\$ 35,252.58	\$ 3,607.72	9.28%	Alamo City	\$ 43,359.47	\$ 3,988.60	8.42%	Humboldt City	\$ 42,133.00	\$ 4,093.00	8.85%
Carroll County	\$ 35,246.45	\$ 3,613.85	9.30%	McNairy County	\$ 43,337.08	\$ 4,010.99	8.47%	West Carroll SSD	\$ 41,951.00	\$ 4,275.00	9.25%
Trenton SSD	\$ 35,134.25	\$ 3,726.06	9.59%	Trenton SSD	\$ 43,277.35	\$ 4,070.72	8.60%	Hollow Rock Bruceton SSD	\$ 41,753.00	\$ 4,473.00	9.68%
Humboldt City	\$ 35,055.89	\$ 3,804.42	9.79%	Bradford SSD	\$ 42,800.23	\$ 4,547.84	9.61%	Bradford SSD	\$ 41,679.00	\$ 4,547.00	9.84%
Bradford SSD	\$ 35,022.11	\$ 3,838.20	9.88%	Haywood County	\$ 41,358.56	\$ 5,989.51	12.65%	Alamo City	\$ 41,475.00	\$ 4,751.00	10.28%

Clarksville	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Montgomery County	\$ 39,563.21			Montgomery County	\$ 53,088.01			Montgomery County	\$ 50,378.00		
Dickson County	\$ 36,424.10	\$ 3,139.11	7.93%	Stewart County	\$ 45,964.65	\$ 7,123.36	13.42%	Cheatham County	\$ 44,908.00	\$ 5,470.00	10.86%
Robertson County	\$ 36,410.19	\$ 3,153.02	7.97%	Robertson County	\$ 45,878.70	\$ 7,209.31	13.58%	Stewart County	\$ 44,365.00	\$ 6,013.00	11.94%
Cheatham County	\$ 36,265.84	\$ 3,297.37	8.33%	Houston County	\$ 45,820.02	\$ 7,267.99	13.69%	Houston County	\$ 43,749.00	\$ 6,629.00	13.16%
Stewart County	\$ 35,629.43	\$ 3,933.78	9.94%	Dickson County	\$ 45,496.73	\$ 7,591.28	14.30%	Robertson County	\$ 43,684.00	\$ 6,694.00	13.29%
Houston County	\$ 35,625.45	\$ 3,937.76	9.95%	Cheatham County	\$ 45,373.32	\$ 7,714.69	14.53%	Dickson County	\$ 43,082.00	\$ 7,296.00	14.48%

Memphis	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Shelby County	\$ 47,234.57			Arlington City	\$ 55,690.40			Lakeland City	\$ 54,389.00		
Memphis City	\$ 47,234.53	\$ 0.04	0.00%	Bartlett City	\$ 55,346.72	\$ 343.68	0.62%	Arlington City	\$ 54,178.00	\$ 211.00	0.39%
Tipton County	\$ 36,690.08	\$ 10,544.49	22.32%	Collierville City	\$ 55,076.49	\$ 613.91	1.10%	Millington City	\$ 54,020.00	\$ 369.00	0.68%
Fayette County	\$ 36,408.89	\$ 10,825.68	22.92%	Germantown City	\$ 54,559.47	\$ 1,130.93	2.03%	Germantown City	\$ 53,868.00	\$ 521.00	0.96%
Lauderdale County	\$ 35,991.05	\$ 11,243.52	23.80%	Shelby County	\$ 54,469.14	\$ 1,221.26	2.19%	Collierville City	\$ 53,574.00	\$ 815.00	1.50%
Haywood County	\$ 35,839.81	\$ 11,394.76	24.12%	Lakeland City	\$ 54,059.51	\$ 1,630.89	2.93%	Shelby County	\$ 53,490.00	\$ 899.00	1.65%
				Millington City	\$ 50,435.14	\$ 5,255.26	9.44%	Bartlett City	\$ 53,103.00	\$ 1,286.00	2.36%
				Tipton County	\$ 49,649.62	\$ 6,040.78	10.85%	Tipton County	\$ 48,447.00	\$ 5,942.00	10.93%
				Lauderdale County	\$ 44,988.08	\$ 10,702.32	19.22%	Lauderdale County	\$ 43,857.00	\$ 10,532.00	19.36%
				Fayette County	\$ 43,615.18	\$ 12,075.22	21.68%	Haywood County	\$ 42,964.00	\$ 11,425.00	21.01%
				Haywood County	\$ 41,358.56	\$ 14,331.84	25.73%	Fayette County	\$ 41,765.00	\$ 12,624.00	23.21%

Cookeville	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Putnam County	\$ 36,745.26			White County	\$ 47,305.81			Putnam County	\$ 45,821.00		
DeKalb County	\$ 36,231.48	\$ 513.78	1.40%	Fentress County	\$ 45,215.29	\$ 2,090.52	4.42%	White County	\$ 45,523.00	\$ 298.00	0.65%
Overton County	\$ 35,731.99	\$ 1,013.27	2.76%	Putnam County	\$ 44,458.76	\$ 2,847.05	6.02%	DeKalb County	\$ 42,288.00	\$ 3,533.00	7.71%
Smith County	\$ 35,710.15	\$ 1,035.11	2.82%	Cumberland County	\$ 43,349.33	\$ 3,956.48	8.36%	Jackson County	\$ 41,854.00	\$ 3,967.00	8.66%
Jackson County	\$ 35,498.82	\$ 1,246.44	3.39%	Jackson County	\$ 43,296.46	\$ 4,009.35	8.48%	Fentress County	\$ 41,537.00	\$ 4,284.00	9.35%
White County	\$ 35,473.35	\$ 1,271.91	3.46%	DeKalb County	\$ 43,060.02	\$ 4,245.79	8.98%	Cumberland County	\$ 40,651.00	\$ 5,170.00	11.28%
Fentress County	\$ 35,253.73	\$ 1,491.53	4.06%	Overton County	\$ 42,240.79	\$ 5,065.02	10.71%	Overton County	\$ 40,557.00	\$ 5,264.00	11.49%
Cumberland County	\$ 35,199.93	\$ 1,545.33	4.21%	Smith County	\$ 41,316.19	\$ 5,989.62	12.66%	Smith County	\$ 40,494.00	\$ 5,327.00	11.63%

Tri-Cities	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Kingsport City	\$ 43,633.38			Kingsport City	\$ 55,886.88			Kingsport City	\$ 54,181.00		
Bristol City	\$ 41,614.28	\$ 2,019.10	4.63%	Johnson City	\$ 54,237.71	\$ 1,649.17	2.95%	Johnson City	\$ 52,561.00	\$ 1,620.00	2.99%
Johnson City	\$ 40,723.09	\$ 2,910.28	6.67%	Bristol City	\$ 52,856.12	\$ 3,030.76	5.42%	Bristol City	\$ 50,607.00	\$ 3,574.00	6.60%
Elizabethton City	\$ 37,269.96	\$ 6,363.41	14.58%	Greeneville City	\$ 48,582.16	\$ 7,304.72	13.07%	Greeneville City	\$ 46,899.00	\$ 7,282.00	13.44%
Rogersville City	\$ 36,297.98	\$ 7,335.39	16.81%	Rogersville City	\$ 47,408.49	\$ 8,478.39	15.17%	Elizabethton City	\$ 46,255.00	\$ 7,926.00	14.63%
Washington County	\$ 36,289.46	\$ 7,343.92	16.83%	Elizabethton City	\$ 47,121.77	\$ 8,765.11	15.68%	Rogersville City	\$ 45,317.00	\$ 8,864.00	16.36%
Hawkins County	\$ 35,952.94	\$ 7,680.43	17.60%	Washington County	\$ 46,299.65	\$ 9,587.23	17.15%	Washington County	\$ 44,726.00	\$ 9,455.00	17.45%
Sullivan County	\$ 35,801.30	\$ 7,832.08	17.95%	Greene County	\$ 45,151.72	\$ 10,735.16	19.21%	Greene County	\$ 43,721.00	\$ 10,460.00	19.31%
Johnson County	\$ 35,679.78	\$ 7,953.60	18.23%	Sullivan County	\$ 44,261.27	\$ 11,625.61	20.80%	Sullivan County	\$ 42,524.00	\$ 11,657.00	21.51%
Greene County	\$ 35,637.02	\$ 7,996.36	18.33%	Unicoi County	\$ 43,436.07	\$ 12,450.81	22.28%	Unicoi County	\$ 42,405.00	\$ 11,776.00	21.73%
Unicoi County	\$ 35,570.10	\$ 8,063.28	18.48%	Hawkins County	\$ 43,116.98	\$ 12,769.90	22.85%	Johnson County	\$ 42,238.00	\$ 11,943.00	22.04%
Carter County	\$ 35,492.46	\$ 8,140.92	18.66%	Carter County	\$ 42,875.46	\$ 13,011.42	23.28%	Carter County	\$ 41,861.00	\$ 12,320.00	22.74%
				Johnson County	\$ 42,422.45	\$ 13,464.43	24.09%	Hawkins County	\$ 41,809.00	\$ 12,372.00	22.83%

Franklin	FY 04				FY 18				FY 17		
	FY 04	\$ Disparity	% Disparity		FY 18	\$ Disparity	% Disparity		FY 17	\$ Disparity	% Disparity
Davidson County	\$ 44,373.40			Franklin SSD	\$ 53,748.26			Franklin SSD	\$ 52,447.00		
Franklin SSD	\$ 42,839.34	\$ 1,534.07	3.46%	Murfreesboro City	\$ 53,501.90	\$ 246.36	0.46%	Murfreesboro City	\$ 51,430.00	\$ 1,017.00	1.94%
Williamson County	\$ 41,922.59	\$ 2,450.81	5.52%	Davidson County	\$ 51,965.26	\$ 1,783.00	3.32%	Davidson County	\$ 49,919.00	\$ 2,528.00	4.82%
Murfreesboro City	\$ 41,875.11	\$ 2,498.29	5.63%	Rutherford County	\$ 50,896.68	\$ 2,851.58	5.31%	Williamson County	\$ 49,489.00	\$ 2,958.00	5.64%
Rutherford County	\$ 39,782.28	\$ 4,591.12	10.35%	Williamson County	\$ 50,268.84	\$ 3,479.42	6.47%	Rutherford County	\$ 49,066.00	\$ 3,381.00	6.45%
Maury County	\$ 39,130.05	\$ 5,243.36	11.82%	Maury County	\$ 47,981.49	\$ 5,766.77	10.73%	Marshall County	\$ 46,190.00	\$ 6,257.00	11.93%
Marshall County	\$ 37,335.50	\$ 7,037.90	15.86%	Marshall County	\$ 47,402.63	\$ 6,345.63	11.81%	Maury County	\$ 45,619.00	\$ 6,828.00	13.02%
Hickman County	\$ 36,690.49	\$ 7,682.91	17.31%	Dickson County	\$ 45,496.73	\$ 8,251.53	15.35%	Cheatham County	\$ 44,908.00	\$ 7,539.00	14.37%
Dickson County	\$ 36,424.10	\$ 7,949.30	17.91%	Cheatham County	\$ 45,373.32	\$ 8,374.94	15.58%	Dickson County	\$ 43,082.00	\$ 9,365.00	17.86%
Cheatham County	\$ 36,265.84	\$ 8,107.56	18.27%	Hickman County	\$ 43,691.27	\$ 10,056.99	18.71%	Hickman County	\$ 42,748.00	\$ 9,699.00	18.49%

FY18 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	(1287.71)
3	(2136.97)
4	(715.29)
5	(1739.54)
6	(1957.74)
7	(1295.50)
8	(93.65)
9	267.38
10	368.20
General Trend	Decrease

FY17 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	(1100.07)	(187.64)
3	(1433.81)	(703.16)
4	29.71	(745.00)
5	(1633.12)	(106.42)
6	(2056.16)	98.42
7	(2059.18)	763.68
8	(530.21)	436.56
9	(568.56)	835.94
10	617.09	(248.89)
General Trend	Decrease	Decrease

FY18 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	(2328.63)
3	(1130.36)
4	394.93
5	(209.30)
6	(90.50)
7	545.31
8	687.32
9	542.93
10	680.85
11	644.63
12	1043.39
13	1208.74
General Trend	Increase

FY17 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	(1344.02)	(984.61)
3	(1207.18)	76.82
4	(711.19)	1106.12
5	(636.99)	427.69
6	(467.90)	377.40
7	115.06	430.25
8	100.67	586.65
9	351.82	191.11
10	348.55	332.30
11	684.21	(39.58)
12	809.85	233.54
13	976.07	232.67
General Trend	Increase	Increase

FY18 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	4635.20
3	1230.44
4	2395.59
5	3464.58
6	4315.84
7	5572.26
8	5648.64
9	5512.93
10	5438.68
General Trend	Increase

FY17 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	4875.36	(240.16)
3	1236.89	(6.45)
4	2810.37	(414.78)
5	3361.52	103.06
6	4070.85	244.99
7	4061.93	1,510.33
8	5004.00	644.64
9	5230.41	282.52
10	5491.95	(53.27)
General Trend	Increase	Increase

FY18 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	(367.02)
3	(1463.77)
4	(937.65)
5	393.17
6	36.63
7	188.17
8	577.65
9	551.77
10	634.27
11	779.79
12	1022.62
13	1706.34
14	1282.82
15	1965.21
16	4153.75
General Trend	Increase

FY17 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	659.51	(1,026.53)
3	(344.03)	(1,119.74)
4	(647.65)	(290.00)
5	364.00	29.17
6	52.55	(15.92)
7	240.67	(52.50)
8	781.47	(203.82)
9	1,584.14	(1,032.37)
10	1,455.84	(821.57)
11	1,303.30	(523.51)
12	2,634.53	(1,611.91)
13	2,543.47	(837.13)
14	3,158.52	(1,875.70)
15	3,588.63	(1,623.42)
16	5,501.74	(1,347.99)
General Trend	increase	Decrease

FY18 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	575.83
3	3763.38
4	718.66
5	935.01
6	1866.88
7	1704.31
8	1558.22
9	1656.92
10	1822.21
11	2117.28
12	2350.76
13	2523.83
14	3462.61
General Trend	Increase

FY17 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	(555.45)	1,131.28
3	1,576.82	2,186.56
4	140.40	578.26
5	(209.52)	1,144.53
6	852.05	1,014.83
7	465.48	1,238.83
8	495.85	1,062.37
9	621.72	1,035.20
10	679.34	1,142.87
11	944.51	1,172.77
12	1,639.24	711.52
13	1,424.14	1,099.69
14	2,256.18	1,206.43
General Trend	Increase	Increase

FY18 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	(874.27)
3	94.96
4	(497.26)
5	(1282.91)
6	(1039.65)
7	(313.06)
8	(539.00)
9	(250.06)
10	(307.71)
11	(243.09)
12	(26.67)
13	123.00
14	158.25
15	219.34
16	222.72
17	380.88
18	397.14
19	344.66
20	743.42
21	2151.31
General Trend	Mixed

FY17 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	(529.29)	(344.98)
3	(443.46)	538.42
4	(1,081.96)	584.70
5	(786.08)	(496.83)
6	(653.49)	(386.16)
7	(565.76)	252.70
8	(482.60)	(56.40)
9	(505.54)	255.48
10	(194.23)	(113.48)
11	(198.45)	(44.64)
12	(19.22)	(7.45)
13	(26.95)	149.95
14	273.84	(115.59)
15	397.12	(177.78)
16	507.77	(285.05)
17	485.28	(104.40)
18	661.15	(264.01)
19	746.94	(402.28)
20	742.58	0.84
21	912.80	1,238.51
General Trend	Decrease	Decrease

FY18 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	3984.25
3	4056.29
4	3970.62
5	3657.50
6	3776.93
General Trend	Increase

FY17 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	2330.89	1653.36
3	2859.98	1196.31
4	3331.63	638.99
5	2760.22	897.28
6	3358.24	418.69
General Trend	Increase	Increase

FY18 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	343.64
3	613.87
4	1130.89
5	1221.22
6	1630.85
7	5255.22
8	(4503.71)
9	(123.36)
10	831.70
11	2937.08
General Trend	Increase

FY17 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	210.96	132.68
3	368.96	244.91
4	520.96	609.93
5	814.96	406.26
6	898.96	731.89
7	1285.96	3969.26
8	(4602.49)	98.78
9	(293.68)	170.32
10	181.48	650.22
11	1229.24	1707.84
General Trend	Increase	Increase

FY18 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	1576.74
3	1833.78
4	2921.37
5	2762.91
6	2973.88
7	3573.49
8	4444.29
General Trend	Increase

FY17 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	(215.78)	1792.52
3	2519.73	(685.95)
4	2931.89	(10.52)
5	3037.56	(274.65)
6	3898.09	(924.21)
7	3772.47	(198.98)
8	3781.67	662.62
General Trend	Increase	Decrease

FY18 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	(369.93)
3	120.48
4	941.31
5	1143.00
6	1421.19
7	1906.80
8	2903.08
9	3672.01
10	4454.45
11	4706.62
12	4870.50
General Trend	Increase

FY17 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	(399.10)	29.17
3	663.72	(543.24)
4	918.59	22.72
5	590.61	552.39
6	1520.08	(98.89)
7	1774.57	132.23
8	2627.92	275.16
9	3703.40	(31.39)
10	3779.64	674.81
11	3879.72	826.90
12	4179.08	691.42
General Trend	Increase	Increase

FY18 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY18 to FY04)
1	
2	(1287.71)
3	(667.81)
4	353.29
5	(1111.70)
6	523.41
7	(692.27)
8	568.62
9	425.64
10	1949.43
General Trend	Increase

FY17 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY17 to FY04)	Change in \$ Disparity, Compared to Last Year (FY18 to FY17)
1		
2	(517.07)	(770.64)
3	77.19	(745.00)
4	459.71	(106.42)
5	(1210.12)	98.42
6	1013.64	(490.23)
7	(209.90)	(482.37)
8	(143.91)	712.53
9	1415.70	(990.06)
10	1591.44	357.99
General Trend	Increase	Decrease

Appendix B: Weighted Average Educator Salaries by School System

School System	Weighted Average Salary
Anderson County	\$ 45,420.55
Clinton City	\$ 46,039.45
Oak Ridge	\$ 56,723.32
Bedford County	\$ 46,691.22
Benton County	\$ 44,354.21
Bledsoe County	\$ 46,048.78
Blount County	\$ 46,305.12
Alcoa City	\$ 50,461.76
Maryville City	\$ 53,736.04
Bradley County	\$ 49,202.27
Cleveland City	\$ 51,220.80
Campbell County	\$ 45,233.69
Cannon County	\$ 44,023.80
Carroll County	\$ 44,235.59
Hollow Rock-Bruceton	\$ 43,551.12
Huntingdon SSD	\$ 46,796.05
McKenzie SSD	\$ 45,677.37
South Carroll SSD	\$ 44,199.55
West Carroll SSD	\$ 43,557.85
Carter County	\$ 42,875.46
Elizabethton City	\$ 47,121.77
Cheatham County	\$ 45,373.32
Chester County	\$ 45,654.90
Claiborne County	\$ 42,029.01
Clay County	\$ 42,145.83
Cocke County	\$ 43,203.19
Newport City	\$ 43,579.38
Coffee County	\$ 45,155.82
Manchester City	\$ 50,971.81
Tullahoma City	\$ 47,224.16
Crockett County	\$ 43,892.52
Alamo City	\$ 43,359.47
Bells City	\$ 45,781.65
Cumberland County	\$ 43,349.33
Davidson County	\$ 51,965.26
Decatur County	\$ 43,476.68
DeKalb County	\$ 43,060.02
Dickson County	\$ 45,496.73

School System	Weighted Average Salary
Dyer County	\$ 48,550.38
Dyersburg City	\$ 49,048.77
Fayette County	\$ 43,615.18
Fentress County	\$ 45,215.29
Franklin County	\$ 44,931.80
Humboldt City	\$ 43,696.12
Milan SSD	\$ 43,625.66
Trenton SSD	\$ 43,277.35
Bradford SSD	\$ 42,800.23
Gibson SSD	\$ 44,625.37
Giles County	\$ 43,970.78
Grainger County	\$ 43,859.63
Greene County	\$ 45,151.72
Greeneville City	\$ 48,582.16
Grundy County	\$ 40,843.97
Hamblen County	\$ 49,288.87
Hamilton County	\$ 50,593.01
Hancock County	\$ 41,699.98
Hardeman County	\$ 44,111.71
Hardin County	\$ 42,672.65
Hawkins County	\$ 43,116.98
Rogersville City	\$ 47,408.49
Haywood County	\$ 41,358.56
Henderson County	\$ 45,367.23
Lexington City	\$ 44,622.47
Henry County	\$ 47,365.12
Paris SSD	\$ 49,691.58
Hickman County	\$ 43,691.27
Houston County	\$ 45,820.02
Humphreys County	\$ 42,984.25
Jackson County	\$ 43,296.46
Jefferson County	\$ 44,275.80
Johnson County	\$ 42,422.45
Knox County	\$ 49,585.06
Lake County	\$ 42,601.10
Lauderdale County	\$ 44,988.08
Lawrence County	\$ 44,569.73
Lewis County	\$ 44,453.68

School System	Weighted Average Salary
Lincoln County	\$ 44,424.60
Fayetteville City	\$ 47,184.09
Loudon County	\$ 46,509.95
Lenoir City	\$ 48,895.79
McMinn County	\$ 46,583.64
Athens City	\$ 51,630.27
Etowah City	\$ 47,552.19
McNairy County	\$ 43,337.08
Macon County	\$ 44,945.07
Madison County	\$ 47,348.07
Marion County	\$ 44,383.97
Richard City SSD	\$ 43,548.69
Marshall County	\$ 47,402.63
Maury County	\$ 47,981.49
Meigs County	\$ 47,228.77
Monroe County	\$ 44,739.40
Sweetwater City	\$ 46,352.84
Montgomery County	\$ 53,088.01
Moore County	\$ 45,946.82
Morgan County	\$ 43,398.92
Obion County	\$ 45,211.91
Union City	\$ 47,327.95
Overton County	\$ 42,240.79
Perry County	\$ 44,078.88
Pickett County	\$ 41,650.79
Polk County	\$ 46,754.09
Putnam County	\$ 44,458.76
Rhea County	\$ 41,274.26
Dayton City	\$ 47,637.10
Roane County	\$ 46,618.49
Robertson County	\$ 45,878.70
Rutherford County	\$ 50,896.68
Murfreesboro City	\$ 53,501.90
Scott County	\$ 42,201.58
Oneida SSD	\$ 42,695.91
Sequatchie County	\$ 45,762.18
Sevier County	\$ 47,384.49
Shelby County	\$ 54,469.14

School System	Weighted Average Salary
Arlington City	\$ 55,690.40
Bartlett City	\$ 55,346.72
Collierville City	\$ 55,076.49
Germantown City	\$ 54,559.47
Lakeland City	\$ 54,059.51
Millington City	\$ 50,435.14
Smith County	\$ 41,316.19
Stewart County	\$ 45,964.65
Sullivan County	\$ 44,261.27
Bristol City	\$ 52,856.12
Kingsport City	\$ 55,886.88
Sumner County	\$ 45,234.15
Tipton County	\$ 49,649.62
Trousdale County	\$ 44,370.16
Unicoi County	\$ 43,436.07
Union County	\$ 42,480.89
Van Buren County	\$ 43,583.48
Warren County	\$ 44,502.65
Washington County	\$ 46,299.65
Johnson City	\$ 54,237.71
Wayne County	\$ 42,444.33
Weakley County	\$ 43,606.40
White County	\$ 47,305.81
Williamson County	\$ 50,268.84
Franklin SSD	\$ 53,748.26
Wilson County	\$ 48,437.58
Lebanon City	\$ 53,434.42
Average Amount	\$ 46,368.74

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 district and county are provided in Appendix C.

Position	Old Ratio	Proposed Ratio	State Cost
Psychologist	1:2500	1:1750	\$ 6,241,000
Psychologist	1:2500	1:1500	\$ 9,748,000
Psychologist	1:2500	1:750	\$ 35,761,000
Psychologist	1:2500	1:500	\$ 62,180,000
Social Worker	1:2000	1:1500	\$ 6,113,000
Social Worker	1:2000	1:250	\$ 139,712,000
Counselor	1:500; 1:350	1:250	\$ 61,925,000
Nurse	1:3000	1:750	\$ 38,767,000

Appendix D: Scenario Variances - BEP Staffing Ratios – Psychologists

		Allocation			Number of Positions		
		FY19 July	FY19 July		FY19 July	FY19 July	
		Final	Final		Final	Final	
		Psychologists	Psychologists	Variance	Psychologists	Psychologists	Variance
		1:2,500	1:1,750		1:2,500	1:1,750	
10	Anderson County	32,499,000	32,549,000	50,000	2.50	3.58	1.07
11	Clinton City	4,958,000	4,966,000	8,000	0.38	0.54	0.16
12	Oak Ridge City	21,992,000	22,027,000	35,000	1.76	2.51	0.75
20	Bedford County	50,858,000	50,934,000	76,000	3.42	4.89	1.47
30	Benton County	12,463,000	12,471,000	8,000	1.00	1.21	0.21
40	Bledsoe County	12,092,000	12,090,000	(2,000)	1.00	1.00	0.00
50	Blount County	47,953,000	47,963,000	10,000	4.19	5.98	1.79
51	Alcoa City	8,633,000	8,648,000	15,000	0.79	1.12	0.34
52	Maryville City	22,578,000	22,618,000	40,000	2.11	3.01	0.90
60	Bradley County	49,270,000	49,348,000	78,000	3.95	5.65	1.69
61	Cleveland City	28,792,000	28,836,000	44,000	2.21	3.16	0.95
70	Campbell County	30,508,000	30,553,000	45,000	2.13	3.05	0.91
80	Cannon County	11,299,000	11,299,000	0	1.00	1.06	0.06
90	Carroll County	2,026,000	2,026,000	0	0.00	0.00	0.00
92	H Rock-Bruceton SSD	3,908,000	3,913,000	5,000	0.25	0.35	0.11
93	Huntingdon SSD	7,229,000	7,240,000	11,000	0.49	0.71	0.21
94	McKenzie SSD	7,615,000	7,628,000	13,000	0.52	0.74	0.22
95	South Carroll Co SSD	2,060,000	2,063,000	3,000	0.13	0.19	0.06
97	West Carroll Co SSD	5,207,000	5,215,000	8,000	0.34	0.49	0.15
100	Carter County	29,663,000	29,708,000	45,000	2.02	2.88	0.86
101	Elizabethton City	13,708,000	13,729,000	21,000	0.98	1.41	0.42
110	Cheatham County	33,582,000	33,636,000	54,000	2.43	3.48	1.04
120	Chester County	17,432,000	17,460,000	28,000	1.12	1.60	0.48
130	Claiborne County	24,785,000	24,789,000	4,000	1.64	2.34	0.70
140	Clay County	6,713,000	6,711,000	(2,000)	1.00	1.00	0.00
150	Cocke County	25,499,000	25,537,000	38,000	1.76	2.52	0.76
151	Newport City	3,805,000	3,810,000	5,000	0.27	0.38	0.12
160	Coffee County	22,124,000	22,160,000	36,000	1.73	2.47	0.74
161	Manchester City	7,481,000	7,493,000	12,000	0.53	0.76	0.23
162	Tullahoma City	16,563,000	16,591,000	28,000	1.34	1.92	0.57
170	Crockett County	12,791,000	12,809,000	18,000	0.80	1.14	0.34
171	Alamo City	3,739,000	3,744,000	5,000	0.21	0.30	0.09
172	Bells City	2,589,000	2,593,000	4,000	0.15	0.21	0.06
180	Cumberland County	33,371,000	33,425,000	54,000	2.84	4.06	1.22
190	Davidson County	296,973,000	297,027,000	54,000	32.72	46.74	14.02
200	Decatur County	9,373,000	9,369,000	(4,000)	1.00	1.00	0.00
210	DeKalb County	16,411,000	16,433,000	22,000	1.13	1.62	0.49

220	Dickson County	42,070,000	42,138,000	68,000	3.26	4.66	1.40
230	Dyer County	20,864,000	20,897,000	33,000	1.53	2.19	0.66
231	Dyersburg City	13,484,000	13,505,000	21,000	1.01	1.44	0.43
240	Fayette County	16,667,000	16,670,000	3,000	1.32	1.88	0.57
250	Fentress County	12,236,000	12,237,000	1,000	1.00	1.18	0.18
260	Franklin County	26,113,000	26,118,000	5,000	2.04	2.91	0.87
271	Humboldt City	6,504,000	6,513,000	9,000	0.40	0.57	0.17
272	Milan SSD	11,689,000	11,706,000	17,000	0.77	1.10	0.33
273	Trenton SSD	7,851,000	7,861,000	10,000	0.51	0.73	0.22
274	Bradford SSD	3,347,000	3,352,000	5,000	0.21	0.29	0.09
275	Gibson County SSD	21,968,000	22,003,000	35,000	1.57	2.24	0.67
280	Giles County	18,944,000	18,974,000	30,000	1.49	2.12	0.64
290	Grainger County	22,120,000	22,152,000	32,000	1.36	1.94	0.58
300	Greene County	33,825,000	33,832,000	7,000	2.56	3.66	1.10
301	Greeneville City	14,508,000	14,531,000	23,000	1.10	1.57	0.47
310	Grundy County	13,098,000	13,098,000	0	1.00	1.12	0.12
320	Hamblen County	54,749,000	54,831,000	82,000	4.09	5.84	1.75
330	Hamilton County	163,798,000	164,081,000	283,000	17.48	24.97	7.49
340	Hancock County	7,093,000	7,092,000	(1,000)	1.00	1.00	0.00
350	Hardeman County	21,696,000	21,700,000	4,000	1.39	1.99	0.60
360	Hardin County	15,753,000	15,777,000	24,000	1.37	1.96	0.59
370	Hawkins County	36,986,000	37,044,000	58,000	2.62	3.75	1.12
371	Rogersville City	3,624,000	3,629,000	5,000	0.26	0.37	0.11
380	Haywood County	16,600,000	16,625,000	25,000	1.10	1.57	0.47
390	Henderson County	22,401,000	22,434,000	33,000	1.53	2.19	0.66
391	Lexington City	4,871,000	4,872,000	1,000	0.32	0.46	0.14
400	Henry County	15,760,000	15,782,000	22,000	1.16	1.66	0.50
401	Paris SSD	8,710,000	8,724,000	14,000	0.64	0.92	0.28
410	Hickman County	22,066,000	22,070,000	4,000	1.32	1.88	0.56
420	Houston County	8,751,000	8,749,000	(2,000)	1.00	1.00	0.00
430	Humphreys County	14,489,000	14,492,000	3,000	1.13	1.61	0.48
440	Jackson County	9,788,000	9,786,000	(2,000)	1.00	1.00	0.00
450	Jefferson County	37,184,000	37,243,000	59,000	2.81	4.01	1.20
460	Johnson County	13,158,000	13,159,000	1,000	1.00	1.12	0.12
470	Knox County	222,109,000	222,495,000	386,000	23.54	33.63	10.09
480	Lake County	5,124,000	5,123,000	(1,000)	1.00	1.00	0.00
490	Lauderdale County	25,260,000	25,264,000	4,000	1.57	2.24	0.67
500	Lawrence County	37,706,000	37,766,000	60,000	2.66	3.80	1.14
510	Lewis County	9,791,000	9,791,000	0	1.00	1.00	0.00
520	Lincoln County	20,758,000	20,790,000	32,000	1.47	2.11	0.63
521	Fayetteville City	7,767,000	7,779,000	12,000	0.55	0.78	0.23
530	Loudon County	21,432,000	21,436,000	4,000	1.88	2.68	0.80
531	Lenoir City	10,099,000	10,115,000	16,000	0.87	1.24	0.37
540	McMinn County	26,667,000	26,711,000	44,000	2.16	3.09	0.93

541	Athens City	8,097,000	8,110,000	13,000	0.63	0.90	0.27
542	Etowah City	2,002,000	2,004,000	2,000	0.15	0.21	0.06
550	McNairy County	24,583,000	24,621,000	38,000	1.63	2.33	0.70
560	Macon County	23,748,000	23,783,000	35,000	1.54	2.21	0.66
570	Madison County	49,846,000	49,927,000	81,000	4.89	6.98	2.09
580	Marion County	20,155,000	20,188,000	33,000	1.58	2.26	0.68
581	Richard City SSD	1,425,000	1,425,000	0	0.10	0.14	0.04
590	Marshall County	29,477,000	29,525,000	48,000	2.18	3.11	0.93
600	Maury County	58,199,000	58,295,000	96,000	4.96	7.09	2.13
610	Meigs County	10,638,000	10,635,000	(3,000)	1.00	1.00	0.00
620	Monroe County	28,750,000	28,793,000	43,000	2.07	2.96	0.89
621	Sweetwater City	8,086,000	8,097,000	11,000	0.58	0.83	0.25
630	Montgomery County	181,199,000	181,491,000	292,000	13.68	19.55	5.86
640	Moore County	4,823,000	4,823,000	0	1.00	1.00	0.00
650	Morgan County	19,253,000	19,281,000	28,000	1.14	1.63	0.49
660	Obion County	17,536,000	17,540,000	4,000	1.28	1.83	0.55
661	Union City	8,524,000	8,539,000	15,000	0.64	0.91	0.27
670	Overton County	17,683,000	17,687,000	4,000	1.20	1.72	0.51
680	Perry County	6,356,000	6,356,000	0	1.00	1.00	0.00
690	Pickett County	3,997,000	3,997,000	0	1.00	1.00	0.00
700	Polk County	13,426,000	13,439,000	13,000	1.00	1.27	0.27
710	Putnam County	52,218,000	52,300,000	82,000	4.41	6.30	1.89
720	Rhea County	23,746,000	23,783,000	37,000	1.67	2.38	0.71
721	Dayton City	4,830,000	4,838,000	8,000	0.33	0.48	0.14
730	Roane County	31,110,000	31,159,000	49,000	2.55	3.65	1.09
740	Robertson County	61,144,000	61,237,000	93,000	4.43	6.33	1.90
750	Rutherford County	216,510,000	216,872,000	362,000	17.93	25.61	7.68
751	Murfreesboro City	43,420,000	43,486,000	66,000	3.35	4.78	1.43
760	Scott County	17,414,000	17,441,000	27,000	1.12	1.60	0.48
761	Oneida SSD	7,465,000	7,476,000	11,000	0.48	0.69	0.21
770	Sequatchie County	12,979,000	12,990,000	11,000	1.00	1.24	0.24
780	Sevier County	42,620,000	42,628,000	8,000	5.66	8.08	2.42
792	Shelby County	617,235,000	618,176,000	941,000	45.98	65.69	19.71
793	Arlington City	21,258,000	21,295,000	37,000	1.83	2.61	0.78
794	Bartlett City	43,157,000	43,230,000	73,000	3.59	5.13	1.54
795	Collierville City	41,641,000	41,711,000	70,000	3.44	4.91	1.47
796	Germantown City	27,949,000	27,998,000	49,000	2.40	3.44	1.03
797	Lakeland City	8,182,000	8,195,000	13,000	0.65	0.92	0.28
798	Millington City	13,035,000	13,037,000	2,000	1.00	1.42	0.43
800	Smith County	17,033,000	17,058,000	25,000	1.19	1.70	0.51
810	Stewart County	11,967,000	11,967,000	0	1.00	1.14	0.14
820	Sullivan County	39,686,000	39,754,000	68,000	3.76	5.37	1.61
821	Bristol City	16,471,000	16,498,000	27,000	1.59	2.28	0.68
822	Kingsport City	30,656,000	30,709,000	53,000	2.96	4.23	1.27

830	Sumner County	148,272,000	148,513,000	241,000	11.68	16.69	5.01
840	Tipton County	62,895,000	62,994,000	99,000	4.28	6.11	1.83
850	Trousdale County	7,540,000	7,538,000	(2,000)	1.00	1.00	0.00
860	Unicoi County	13,155,000	13,170,000	15,000	1.00	1.31	0.31
870	Union County	26,315,000	26,354,000	39,000	1.61	2.30	0.69
880	Van Buren County	4,982,000	4,982,000	0	1.00	1.00	0.00
890	Warren County	35,523,000	35,577,000	54,000	2.52	3.60	1.08
900	Washington County	34,654,000	34,714,000	60,000	3.35	4.79	1.44
901	Johnson City	32,329,000	32,384,000	55,000	3.11	4.45	1.33
910	Wayne County	14,306,000	14,308,000	2,000	1.00	1.24	0.24
920	Weakley County	22,385,000	22,389,000	4,000	1.61	2.31	0.69
930	White County	22,297,000	22,331,000	34,000	1.54	2.19	0.66
940	Williamson County	131,872,000	132,138,000	266,000	15.49	22.12	6.64
941	Franklin SSD	14,693,000	14,697,000	4,000	1.41	2.02	0.61
950	Wilson County	81,751,000	81,890,000	139,000	7.23	10.32	3.10
951	Lebanon SSD	17,264,000	17,292,000	28,000	1.44	2.06	0.62
970	Dept. of Children Services	<u>12,169,000</u>	<u>12,169,000</u>	<u>0</u>	<u>1.00</u>	<u>1.00</u>	<u>0.00</u>
		4,709,951,000	4,716,192,000	6,241,000	396.76	557.98	161.22

Allocation			-
FY19 July Final	FY19 July Final		-
Psychologists	Psychologists		
1:2500	1:1500	Variance	

Number of Positions			-
FY19 July Final	FY19 July Final		-
Psychologists	Psychologists		
1:2500	1:1500	Variance	

10	Anderson County	32,499,000	32,577,000	78,000	2.50	4.17	1.67
11	Clinton City	4,958,000	4,970,000	12,000	0.38	0.63	0.25
12	Oak Ridge City	21,992,000	22,048,000	56,000	1.76	2.93	1.17
20	Bedford County	50,858,000	50,976,000	118,000	3.42	5.70	2.28
30	Benton County	12,463,000	12,483,000	20,000	1.00	1.41	0.41
40	Bledsoe County	12,092,000	12,095,000	3,000	1.00	1.10	0.10
50	Blount County	47,953,000	47,969,000	16,000	4.19	6.98	2.79
51	Alcoa City	8,633,000	8,655,000	22,000	0.79	1.31	0.52
52	Maryville City	22,578,000	22,641,000	63,000	2.11	3.52	1.41
60	Bradley County	49,270,000	49,391,000	121,000	3.95	6.59	2.64
61	Cleveland City	28,792,000	28,860,000	68,000	2.21	3.69	1.47
70	Campbell County	30,508,000	30,578,000	70,000	2.13	3.55	1.42
80	Cannon County	11,299,000	11,308,000	9,000	1.00	1.23	0.23
90	Carroll County	2,026,000	2,026,000	0	0.00	0.00	0.00
92	H Rock-Bruceton SSD	3,908,000	3,917,000	9,000	0.25	0.41	0.17
93	Huntingdon SSD	7,229,000	7,246,000	17,000	0.49	0.82	0.33
94	McKenzie SSD	7,615,000	7,636,000	21,000	0.52	0.87	0.35
95	South Carroll Co SSD	2,060,000	2,064,000	4,000	0.13	0.22	0.09
97	West Carroll Co SSD	5,207,000	5,219,000	12,000	0.34	0.57	0.23
100	Carter County	29,663,000	29,733,000	70,000	2.02	3.36	1.34

101	Elizabethton City	13,708,000	13,741,000	33,000	0.98	1.64	0.66
110	Cheatham County	33,582,000	33,667,000	85,000	2.43	4.06	1.62
120	Chester County	17,432,000	17,474,000	42,000	1.12	1.86	0.75
130	Claiborne County	24,785,000	24,792,000	7,000	1.64	2.73	1.09
140	Clay County	6,713,000	6,710,000	(3,000)	1.00	1.00	0.00
150	Cocke County	25,499,000	25,557,000	58,000	1.76	2.94	1.18
151	Newport City	3,805,000	3,814,000	9,000	0.27	0.45	0.18
160	Coffee County	22,124,000	22,178,000	54,000	1.73	2.88	1.15
161	Manchester City	7,481,000	7,498,000	17,000	0.53	0.89	0.36
162	Tullahoma City	16,563,000	16,606,000	43,000	1.34	2.23	0.89
170	Crockett County	12,791,000	12,820,000	29,000	0.80	1.33	0.53
171	Alamo City	3,739,000	3,747,000	8,000	0.21	0.35	0.14
172	Bells City	2,589,000	2,595,000	6,000	0.15	0.25	0.10
180	Cumberland County	33,371,000	33,453,000	82,000	2.84	4.73	1.89
190	Davidson County	296,973,000	297,055,000	82,000	32.72	54.53	21.81
200	Decatur County	9,373,000	9,371,000	(2,000)	1.00	1.04	0.04
210	DeKalb County	16,411,000	16,448,000	37,000	1.13	1.89	0.76
220	Dickson County	42,070,000	42,174,000	104,000	3.26	5.44	2.17
230	Dyer County	20,864,000	20,915,000	51,000	1.53	2.55	1.02
231	Dyersburg City	13,484,000	13,516,000	32,000	1.01	1.68	0.67
240	Fayette County	16,667,000	16,671,000	4,000	1.32	2.20	0.88
250	Fentress County	12,236,000	12,238,000	2,000	1.00	1.38	0.38
260	Franklin County	26,113,000	26,121,000	8,000	2.04	3.39	1.36
271	Humboldt City	6,504,000	6,519,000	15,000	0.40	0.67	0.27
272	Milan SSD	11,689,000	11,715,000	26,000	0.77	1.28	0.51
273	Trenton SSD	7,851,000	7,869,000	18,000	0.51	0.85	0.34
274	Bradford SSD	3,347,000	3,354,000	7,000	0.21	0.34	0.14
275	Gibson County SSD	21,968,000	22,023,000	55,000	1.57	2.61	1.04
280	Giles County	18,944,000	18,991,000	47,000	1.49	2.48	0.99
290	Grainger County	22,120,000	22,171,000	51,000	1.36	2.26	0.90
300	Greene County	33,825,000	33,836,000	11,000	2.56	4.27	1.71
301	Greeneville City	14,508,000	14,544,000	36,000	1.10	1.83	0.73
310	Grundy County	13,098,000	13,100,000	2,000	1.00	1.31	0.31
320	Hamblen County	54,749,000	54,877,000	128,000	4.09	6.82	2.73
330	Hamilton County	163,798,000	164,238,000	440,000	17.48	29.13	11.65
340	Hancock County	7,093,000	7,091,000	(2,000)	1.00	1.00	0.00
350	Hardeman County	21,696,000	21,702,000	6,000	1.39	2.32	0.93
360	Hardin County	15,753,000	15,792,000	39,000	1.37	2.29	0.91
370	Hawkins County	36,986,000	37,075,000	89,000	2.62	4.37	1.75
371	Rogersville City	3,624,000	3,632,000	8,000	0.26	0.43	0.17
380	Haywood County	16,600,000	16,637,000	37,000	1.10	1.83	0.73
390	Henderson County	22,401,000	22,454,000	53,000	1.53	2.56	1.02
391	Lexington City	4,871,000	4,872,000	1,000	0.32	0.54	0.22
400	Henry County	15,760,000	15,796,000	36,000	1.16	1.93	0.77

401	Paris SSD	8,710,000	8,731,000	21,000	0.64	1.07	0.43
410	Hickman County	22,066,000	22,072,000	6,000	1.32	2.20	0.88
420	Houston County	8,751,000	8,748,000	(3,000)	1.00	1.00	0.00
430	Humphreys County	14,489,000	14,493,000	4,000	1.13	1.88	0.75
440	Jackson County	9,788,000	9,785,000	(3,000)	1.00	1.00	0.00
450	Jefferson County	37,184,000	37,274,000	90,000	2.81	4.68	1.87
460	Johnson County	13,158,000	13,160,000	2,000	1.00	1.31	0.31
470	Knox County	222,109,000	222,709,000	600,000	23.54	39.23	15.69
480	Lake County	5,124,000	5,122,000	(2,000)	1.00	1.00	0.00
490	Lauderdale County	25,260,000	25,267,000	7,000	1.57	2.62	1.05
500	Lawrence County	37,706,000	37,799,000	93,000	2.66	4.43	1.77
510	Lewis County	9,791,000	9,792,000	1,000	1.00	1.08	0.08
520	Lincoln County	20,758,000	20,808,000	50,000	1.47	2.46	0.98
521	Fayetteville City	7,767,000	7,785,000	18,000	0.55	0.91	0.36
530	Loudon County	21,432,000	21,439,000	7,000	1.88	3.13	1.25
531	Lenoir City	10,099,000	10,124,000	25,000	0.87	1.45	0.58
540	McMinn County	26,667,000	26,735,000	68,000	2.16	3.61	1.44
541	Athens City	8,097,000	8,116,000	19,000	0.63	1.05	0.42
542	Etowah City	2,002,000	2,007,000	5,000	0.15	0.24	0.10
550	McNairy County	24,583,000	24,641,000	58,000	1.63	2.72	1.09
560	Macon County	23,748,000	23,802,000	54,000	1.54	2.57	1.03
570	Madison County	49,846,000	49,971,000	125,000	4.89	8.15	3.26
580	Marion County	20,155,000	20,206,000	51,000	1.58	2.64	1.06
581	Richard City SSD	1,425,000	1,425,000	0	0.10	0.17	0.07
590	Marshall County	29,477,000	29,551,000	74,000	2.18	3.63	1.45
600	Maury County	58,199,000	58,348,000	149,000	4.96	8.27	3.31
610	Meigs County	10,638,000	10,642,000	4,000	1.00	1.11	0.11
620	Monroe County	28,750,000	28,817,000	67,000	2.07	3.45	1.38
621	Sweetwater City	8,086,000	8,104,000	18,000	0.58	0.97	0.39
630	Montgomery County	181,199,000	181,654,000	455,000	13.68	22.80	9.12
640	Moore County	4,823,000	4,822,000	(1,000)	1.00	1.00	0.00
650	Morgan County	19,253,000	19,296,000	43,000	1.14	1.90	0.76
660	Obion County	17,536,000	17,541,000	5,000	1.28	2.13	0.85
661	Union City	8,524,000	8,545,000	21,000	0.64	1.07	0.43
670	Overton County	17,683,000	17,689,000	6,000	1.20	2.00	0.80
680	Perry County	6,356,000	6,356,000	0	1.00	1.00	0.00
690	Pickett County	3,997,000	3,997,000	0	1.00	1.00	0.00
700	Polk County	13,426,000	13,450,000	24,000	1.00	1.49	0.49
710	Putnam County	52,218,000	52,347,000	129,000	4.41	7.35	2.94
720	Rhea County	23,746,000	23,804,000	58,000	1.67	2.78	1.11
721	Dayton City	4,830,000	4,842,000	12,000	0.33	0.56	0.22
730	Roane County	31,110,000	31,186,000	76,000	2.55	4.26	1.70
740	Robertson County	61,144,000	61,290,000	146,000	4.43	7.39	2.96
750	Rutherford County	216,510,000	217,072,000	562,000	17.93	29.88	11.95

751	Murfreesboro City	43,420,000	43,524,000	104,000	3.35	5.58	2.23
760	Scott County	17,414,000	17,454,000	40,000	1.12	1.87	0.75
761	Oneida SSD	7,465,000	7,482,000	17,000	0.48	0.80	0.32
770	Sequatchie County	12,979,000	13,000,000	21,000	1.00	1.44	0.44
780	Sevier County	42,620,000	42,633,000	13,000	5.66	9.43	3.77
792	Shelby County	617,235,000	618,697,000	1,462,000	45.98	76.64	30.65
793	Arlington City	21,258,000	21,315,000	57,000	1.83	3.05	1.22
794	Bartlett City	43,157,000	43,271,000	114,000	3.59	5.98	2.39
795	Collierville City	41,641,000	41,751,000	110,000	3.44	5.73	2.29
796	Germantown City	27,949,000	28,026,000	77,000	2.40	4.01	1.60
797	Lakeland City	8,182,000	8,201,000	19,000	0.65	1.08	0.43
798	Millington City	13,035,000	13,039,000	4,000	1.00	1.66	0.66
800	Smith County	17,033,000	17,073,000	40,000	1.19	1.98	0.79
810	Stewart County	11,967,000	11,969,000	2,000	1.00	1.33	0.33
820	Sullivan County	39,686,000	39,791,000	105,000	3.76	6.26	2.51
821	Bristol City	16,471,000	16,514,000	43,000	1.59	2.66	1.06
822	Kingsport City	30,656,000	30,738,000	82,000	2.96	4.93	1.97
830	Sumner County	148,272,000	148,644,000	372,000	11.68	19.47	7.79
840	Tipton County	62,895,000	63,049,000	154,000	4.28	7.13	2.85
850	Trousdale County	7,540,000	7,536,000	(4,000)	1.00	1.00	0.00
860	Unicoi County	13,155,000	13,181,000	26,000	1.00	1.53	0.53
870	Union County	26,315,000	26,376,000	61,000	1.61	2.69	1.07
880	Van Buren County	4,982,000	4,982,000	0	1.00	1.00	0.00
890	Warren County	35,523,000	35,606,000	83,000	2.52	4.20	1.68
900	Washington County	34,654,000	34,747,000	93,000	3.35	5.59	2.24
901	Johnson City	32,329,000	32,416,000	87,000	3.11	5.19	2.07
910	Wayne County	14,306,000	14,309,000	3,000	1.00	1.44	0.44
920	Weakley County	22,385,000	22,392,000	7,000	1.61	2.69	1.08
930	White County	22,297,000	22,349,000	52,000	1.54	2.56	1.02
940	Williamson County	131,872,000	132,285,000	413,000	15.49	25.81	10.32
941	Franklin SSD	14,693,000	14,698,000	5,000	1.41	2.36	0.94
950	Wilson County	81,751,000	81,968,000	217,000	7.23	12.04	4.82
951	Lebanon SSD	17,264,000	17,309,000	45,000	1.44	2.41	0.96
970	Dept. of Children Services	<u>12,169,000</u>	<u>12,169,000</u>	<u>0</u>	<u>1.00</u>	<u>1.00</u>	<u>0.00</u>
		4,709,951,000	4,719,699,000	9,748,000	396.76	648.80	252.05

		Allocation			Number of Positions		
		<u>FY19 July Final</u>	<u>FY19 July Final</u>	-	<u>FY19 July Final</u>	<u>FY19 July Final</u>	-
		<u>Psychologists</u>	<u>Psychologists</u>		<u>Psychologists</u>	<u>Psychologists</u>	
		<u>1:2500</u>	<u>1:750</u>	<u>Variance</u>	<u>1:2500</u>	<u>1:750</u>	<u>Variance</u>
10	Anderson County	32,499,000	32,774,000	275,000	2.50	8.34	5.84
11	Clinton City	4,958,000	4,999,000	41,000	0.38	1.26	0.88
12	Oak Ridge City	21,992,000	22,186,000	194,000	1.76	5.86	4.10
20	Bedford County	50,858,000	51,272,000	414,000	3.42	11.40	7.98
30	Benton County	12,463,000	12,554,000	91,000	1.00	2.83	1.83
40	Bledsoe County	12,092,000	12,155,000	63,000	1.00	2.20	1.20
50	Blount County	47,953,000	48,008,000	55,000	4.19	13.96	9.77
51	Alcoa City	8,633,000	8,712,000	79,000	0.79	2.62	1.83
52	Maryville City	22,578,000	22,791,000	213,000	2.11	7.03	4.92
60	Bradley County	49,270,000	49,695,000	425,000	3.95	13.18	9.22
61	Cleveland City	28,792,000	29,031,000	239,000	2.21	7.37	5.16
70	Campbell County	30,508,000	30,754,000	246,000	2.13	7.11	4.97
80	Cannon County	11,299,000	11,375,000	76,000	1.00	2.46	1.46
90	Carroll County	2,026,000	2,026,000	0	0.00	0.01	0.00
92	H Rock-Bruceton SSD	3,908,000	3,940,000	32,000	0.25	0.83	0.58
93	Huntingdon SSD	7,229,000	7,291,000	62,000	0.49	1.65	1.15
94	McKenzie SSD	7,615,000	7,681,000	66,000	0.52	1.73	1.21
95	South Carroll Co SSD	2,060,000	2,076,000	16,000	0.13	0.45	0.31
97	West Carroll Co SSD	5,207,000	5,249,000	42,000	0.34	1.15	0.80
100	Carter County	29,663,000	29,908,000	245,000	2.02	6.72	4.71
101	Elizabethton City	13,708,000	13,827,000	119,000	0.98	3.28	2.30
110	Cheatham County	33,582,000	33,875,000	293,000	2.43	8.11	5.68
120	Chester County	17,432,000	17,577,000	145,000	1.12	3.73	2.61
130	Claiborne County	24,785,000	24,810,000	25,000	1.64	5.45	3.82
140	Clay County	6,713,000	6,728,000	15,000	1.00	1.40	0.40
150	Cocke County	25,499,000	25,706,000	207,000	1.76	5.88	4.12
151	Newport City	3,805,000	3,837,000	32,000	0.27	0.90	0.63
160	Coffee County	22,124,000	22,314,000	190,000	1.73	5.76	4.03
161	Manchester City	7,481,000	7,541,000	60,000	0.53	1.78	1.25
162	Tullahoma City	16,563,000	16,711,000	148,000	1.34	4.47	3.13
170	Crockett County	12,791,000	12,895,000	104,000	0.80	2.65	1.86
171	Alamo City	3,739,000	3,767,000	28,000	0.21	0.71	0.50
172	Bells City	2,589,000	2,607,000	18,000	0.15	0.49	0.35
180	Cumberland County	33,371,000	33,661,000	290,000	2.84	9.47	6.63
190	Davidson County	296,973,000	298,440,000	1,467,000	32.72	109.06	76.34
200	Decatur County	9,373,000	9,421,000	48,000	1.00	2.08	1.08
210	DeKalb County	16,411,000	16,541,000	130,000	1.13	3.78	2.64
220	Dickson County	42,070,000	42,434,000	364,000	3.26	10.87	7.61

230	Dyer County	20,864,000	21,040,000	176,000	1.53	5.10	3.57
231	Dyersburg City	13,484,000	13,600,000	116,000	1.01	3.36	2.35
240	Fayette County	16,667,000	16,682,000	15,000	1.32	4.40	3.08
250	Fentress County	12,236,000	12,247,000	11,000	1.00	2.75	1.75
260	Franklin County	26,113,000	26,141,000	28,000	2.04	6.79	4.75
271	Humboldt City	6,504,000	6,554,000	50,000	0.40	1.34	0.94
272	Milan SSD	11,689,000	11,783,000	94,000	0.77	2.56	1.79
273	Trenton SSD	7,851,000	7,914,000	63,000	0.51	1.70	1.19
274	Bradford SSD	3,347,000	3,373,000	26,000	0.21	0.69	0.48
275	Gibson County SSD	21,968,000	22,160,000	192,000	1.57	5.22	3.65
280	Giles County	18,944,000	19,107,000	163,000	1.49	4.96	3.47
290	Grainger County	22,120,000	22,296,000	176,000	1.36	4.52	3.16
300	Greene County	33,825,000	33,862,000	37,000	2.56	8.54	5.98
301	Greeneville City	14,508,000	14,631,000	123,000	1.10	3.66	2.56
310	Grundy County	13,098,000	13,109,000	11,000	1.00	2.62	1.62
320	Hamblen County	54,749,000	55,190,000	441,000	4.09	13.64	9.55
330	Hamilton County	163,798,000	165,325,000	1,527,000	17.48	58.27	40.79
340	Hancock County	7,093,000	7,105,000	12,000	1.00	1.28	0.28
350	Hardeman County	21,696,000	21,718,000	22,000	1.39	4.64	3.25
360	Hardin County	15,753,000	15,892,000	139,000	1.37	4.57	3.20
370	Hawkins County	36,986,000	37,296,000	310,000	2.62	8.74	6.12
371	Rogersville City	3,624,000	3,653,000	29,000	0.26	0.86	0.60
380	Haywood County	16,600,000	16,730,000	130,000	1.10	3.66	2.57
390	Henderson County	22,401,000	22,589,000	188,000	1.53	5.12	3.58
391	Lexington City	4,871,000	4,876,000	5,000	0.32	1.08	0.76
400	Henry County	15,760,000	15,888,000	128,000	1.16	3.87	2.71
401	Paris SSD	8,710,000	8,782,000	72,000	0.64	2.15	1.50
410	Hickman County	22,066,000	22,088,000	22,000	1.32	4.39	3.08
420	Houston County	8,751,000	8,789,000	38,000	1.00	1.74	0.74
430	Humphreys County	14,489,000	14,505,000	16,000	1.13	3.76	2.63
440	Jackson County	9,788,000	9,833,000	45,000	1.00	1.90	0.90
450	Jefferson County	37,184,000	37,501,000	317,000	2.81	9.36	6.55
460	Johnson County	13,158,000	13,169,000	11,000	1.00	2.62	1.62
470	Knox County	222,109,000	224,192,000	2,083,000	23.54	78.46	54.92
480	Lake County	5,124,000	5,117,000	(7,000)	1.00	1.00	0.00
490	Lauderdale County	25,260,000	25,285,000	25,000	1.57	5.23	3.66
500	Lawrence County	37,706,000	38,029,000	323,000	2.66	8.87	6.21
510	Lewis County	9,791,000	9,798,000	7,000	1.00	2.16	1.16
520	Lincoln County	20,758,000	20,933,000	175,000	1.47	4.92	3.44
521	Fayetteville City	7,767,000	7,832,000	65,000	0.55	1.82	1.28
530	Loudon County	21,432,000	21,456,000	24,000	1.88	6.25	4.38
531	Lenoir City	10,099,000	10,183,000	84,000	0.87	2.90	2.03
540	McMinn County	26,667,000	26,903,000	236,000	2.16	7.21	5.05
541	Athens City	8,097,000	8,166,000	69,000	0.63	2.11	1.48

542	Etowah City	2,002,000	2,018,000	16,000	0.15	0.49	0.34
550	McNairy County	24,583,000	24,785,000	202,000	1.63	5.44	3.81
560	Macon County	23,748,000	23,940,000	192,000	1.54	5.15	3.60
570	Madison County	49,846,000	50,280,000	434,000	4.89	16.29	11.41
580	Marion County	20,155,000	20,329,000	174,000	1.58	5.28	3.70
581	Richard City SSD	1,425,000	1,426,000	1,000	0.10	0.33	0.23
590	Marshall County	29,477,000	29,734,000	257,000	2.18	7.26	5.08
600	Maury County	58,199,000	58,717,000	518,000	4.96	16.55	11.58
610	Meigs County	10,638,000	10,700,000	62,000	1.00	2.22	1.22
620	Monroe County	28,750,000	28,985,000	235,000	2.07	6.91	4.84
621	Sweetwater City	8,086,000	8,151,000	65,000	0.58	1.93	1.35
630	Montgomery County	181,199,000	182,779,000	1,580,000	13.68	45.61	31.93
640	Moore County	4,823,000	4,821,000	(2,000)	1.00	1.12	0.12
650	Morgan County	19,253,000	19,402,000	149,000	1.14	3.81	2.66
660	Obion County	17,536,000	17,555,000	19,000	1.28	4.27	2.99
661	Union City	8,524,000	8,597,000	73,000	0.64	2.13	1.49
670	Overton County	17,683,000	17,702,000	19,000	1.20	4.00	2.80
680	Perry County	6,356,000	6,357,000	1,000	1.00	1.34	0.34
690	Pickett County	3,997,000	3,996,000	(1,000)	1.00	1.00	0.00
700	Polk County	13,426,000	13,527,000	101,000	1.00	2.97	1.97
710	Putnam County	52,218,000	52,665,000	447,000	4.41	14.70	10.29
720	Rhea County	23,746,000	23,943,000	197,000	1.67	5.56	3.89
721	Dayton City	4,830,000	4,869,000	39,000	0.33	1.11	0.78
730	Roane County	31,110,000	31,373,000	263,000	2.55	8.51	5.96
740	Robertson County	61,144,000	61,652,000	508,000	4.43	14.78	10.35
750	Rutherford County	216,510,000	218,468,000	1,958,000	17.93	59.75	41.83
751	Murfreesboro City	43,420,000	43,785,000	365,000	3.35	11.15	7.81
760	Scott County	17,414,000	17,556,000	142,000	1.12	3.74	2.62
761	Oneida SSD	7,465,000	7,526,000	61,000	0.48	1.61	1.12
770	Sequatchie County	12,979,000	13,075,000	96,000	1.00	2.88	1.88
780	Sevier County	42,620,000	42,666,000	46,000	5.66	18.86	13.20
792	Shelby County	617,235,000	622,327,000	5,092,000	45.98	153.27	107.29
793	Arlington City	21,258,000	21,459,000	201,000	1.83	6.09	4.26
794	Bartlett City	43,157,000	43,555,000	398,000	3.59	11.97	8.38
795	Collierville City	41,641,000	42,022,000	381,000	3.44	11.47	8.03
796	Germantown City	27,949,000	28,216,000	267,000	2.40	8.02	5.61
797	Lakeland City	8,182,000	8,254,000	72,000	0.65	2.15	1.51
798	Millington City	13,035,000	13,049,000	14,000	1.00	3.32	2.33
800	Smith County	17,033,000	17,174,000	141,000	1.19	3.96	2.77
810	Stewart County	11,967,000	12,016,000	49,000	1.00	2.67	1.67
820	Sullivan County	39,686,000	40,052,000	366,000	3.76	12.53	8.77
821	Bristol City	16,471,000	16,626,000	155,000	1.59	5.31	3.72
822	Kingsport City	30,656,000	30,945,000	289,000	2.96	9.87	6.91
830	Sumner County	148,272,000	149,574,000	1,302,000	11.68	38.95	27.26

840	Tipton County	62,895,000	63,432,000	537,000	4.28	14.25	9.98
850	Trousdale County	7,540,000	7,568,000	28,000	1.00	1.66	0.66
860	Unicoi County	13,155,000	13,258,000	103,000	1.00	3.07	2.07
870	Union County	26,315,000	26,531,000	216,000	1.61	5.37	3.76
880	Van Buren County	4,982,000	4,981,000	(1,000)	1.00	1.00	0.00
890	Warren County	35,523,000	35,818,000	295,000	2.52	8.41	5.88
900	Washington County	34,654,000	34,977,000	323,000	3.35	11.18	7.82
901	Johnson City	32,329,000	32,629,000	300,000	3.11	10.37	7.26
910	Wayne County	14,306,000	14,319,000	13,000	1.00	2.88	1.88
920	Weakley County	22,385,000	22,472,000	87,000	1.61	5.38	3.77
930	White County	22,297,000	22,483,000	186,000	1.54	5.12	3.58
940	Williamson County	131,872,000	133,303,000	1,431,000	15.49	51.62	36.14
941	Franklin SSD	14,693,000	14,710,000	17,000	1.41	4.71	3.30
950	Wilson County	81,751,000	82,507,000	756,000	7.23	24.09	16.86
951	Lebanon SSD	17,264,000	17,416,000	152,000	1.44	4.81	3.37
970	Dept. of Children Services	<u>12,169,000</u>	<u>12,169,000</u>	<u>0</u>	<u>1.00</u>	<u>1.85</u>	<u>0.85</u>
		4,709,951,000	4,745,712,000	35,761,000	396.76	1,290.90	894.15

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY19 July Final</u>	<u>FY19 July Final</u>		<u>FY19 July Final</u>	<u>FY19 July Final</u>	
		<u>Psychologists</u>	<u>Psychologists</u>		<u>Psychologists</u>	<u>Psychologists</u>	
		<u>1:2500</u>	<u>1:500</u>	<u>Variance</u>	<u>1:2500</u>	<u>1:500</u>	<u>Variance</u>
10	Anderson County	32,499,000	32,970,000	471,000	2.50	12.51	10.01
11	Clinton City	4,958,000	5,029,000	71,000	0.38	1.88	1.51
12	Oak Ridge City	21,992,000	22,324,000	332,000	1.76	8.79	7.03
20	Bedford County	50,858,000	51,569,000	711,000	3.42	17.10	13.68
30	Benton County	12,463,000	12,623,000	160,000	1.00	4.24	3.24
40	Bledsoe County	12,092,000	12,216,000	124,000	1.00	3.30	2.30
50	Blount County	47,953,000	48,047,000	94,000	4.19	20.94	16.75
51	Alcoa City	8,633,000	8,768,000	135,000	0.79	3.93	3.15
52	Maryville City	22,578,000	22,942,000	364,000	2.11	10.55	8.44
60	Bradley County	49,270,000	49,998,000	728,000	3.95	19.77	15.81
61	Cleveland City	28,792,000	29,199,000	407,000	2.21	11.06	8.85
70	Campbell County	30,508,000	30,929,000	421,000	2.13	10.66	8.53
80	Cannon County	11,299,000	11,440,000	141,000	1.00	3.70	2.70
90	Carroll County	2,026,000	2,026,000	0	0.00	0.01	0.01
92	H Rock-Bruceton SSD	3,908,000	3,961,000	53,000	0.25	1.24	0.99
93	Huntingdon SSD	7,229,000	7,334,000	105,000	0.49	2.47	1.98
94	McKenzie SSD	7,615,000	7,727,000	112,000	0.52	2.60	2.08
95	South Carroll Co SSD	2,060,000	2,088,000	28,000	0.13	0.67	0.54
97	West Carroll Co SSD	5,207,000	5,280,000	73,000	0.34	1.72	1.38

100	Carter County	29,663,000	30,082,000	419,000	2.02	10.09	8.07
101	Elizabethton City	13,708,000	13,912,000	204,000	0.98	4.92	3.94
110	Cheatham County	33,582,000	34,084,000	502,000	2.43	12.17	9.74
120	Chester County	17,432,000	17,681,000	249,000	1.12	5.59	4.47
130	Claiborne County	24,785,000	24,828,000	43,000	1.64	8.18	6.54
140	Clay County	6,713,000	6,766,000	53,000	1.00	2.11	1.11
150	Cocke County	25,499,000	25,855,000	356,000	1.76	8.82	7.06
151	Newport City	3,805,000	3,859,000	54,000	0.27	1.34	1.07
160	Coffee County	22,124,000	22,450,000	326,000	1.73	8.63	6.91
161	Manchester City	7,481,000	7,582,000	101,000	0.53	2.67	2.14
162	Tullahoma City	16,563,000	16,816,000	253,000	1.34	6.70	5.36
170	Crockett County	12,791,000	12,969,000	178,000	0.80	3.98	3.18
171	Alamo City	3,739,000	3,787,000	48,000	0.21	1.06	0.85
172	Bells City	2,589,000	2,622,000	33,000	0.15	0.74	0.59
180	Cumberland County	33,371,000	33,866,000	495,000	2.84	14.20	11.36
190	Davidson County	296,973,000	300,003,000	3,030,000	32.72	163.58	130.87
200	Decatur County	9,373,000	9,473,000	100,000	1.00	3.13	2.13
210	DeKalb County	16,411,000	16,633,000	222,000	1.13	5.66	4.53
220	Dickson County	42,070,000	42,691,000	621,000	3.26	16.31	13.05
230	Dyer County	20,864,000	21,164,000	300,000	1.53	7.66	6.12
231	Dyersburg City	13,484,000	13,682,000	198,000	1.01	5.05	4.04
240	Fayette County	16,667,000	16,694,000	27,000	1.32	6.60	5.28
250	Fentress County	12,236,000	12,256,000	20,000	1.00	4.13	3.13
260	Franklin County	26,113,000	26,161,000	48,000	2.04	10.18	8.14
271	Humboldt City	6,504,000	6,589,000	85,000	0.40	2.01	1.61
272	Milan SSD	11,689,000	11,851,000	162,000	0.77	3.84	3.08
273	Trenton SSD	7,851,000	7,959,000	108,000	0.51	2.55	2.04
274	Bradford SSD	3,347,000	3,391,000	44,000	0.21	1.03	0.83
275	Gibson County SSD	21,968,000	22,298,000	330,000	1.57	7.83	6.26
280	Giles County	18,944,000	19,222,000	278,000	1.49	7.44	5.95
290	Grainger County	22,120,000	22,422,000	302,000	1.36	6.78	5.42
300	Greene County	33,825,000	33,889,000	64,000	2.56	12.81	10.25
301	Greeneville City	14,508,000	14,718,000	210,000	1.10	5.49	4.39
310	Grundy County	13,098,000	13,118,000	20,000	1.00	3.93	2.93
320	Hamblen County	54,749,000	55,502,000	753,000	4.09	20.46	16.37
330	Hamilton County	163,798,000	166,411,000	2,613,000	17.48	87.40	69.92
340	Hancock County	7,093,000	7,141,000	48,000	1.00	1.93	0.93
350	Hardeman County	21,696,000	21,734,000	38,000	1.39	6.95	5.56
360	Hardin County	15,753,000	15,989,000	236,000	1.37	6.86	5.49
370	Hawkins County	36,986,000	37,516,000	530,000	2.62	13.11	10.49
371	Rogersville City	3,624,000	3,675,000	51,000	0.26	1.29	1.03
380	Haywood County	16,600,000	16,822,000	222,000	1.10	5.50	4.40
390	Henderson County	22,401,000	22,722,000	321,000	1.53	7.67	6.14
391	Lexington City	4,871,000	4,880,000	9,000	0.32	1.62	1.30

400	Henry County	15,760,000	15,981,000	221,000	1.16	5.80	4.64
401	Paris SSD	8,710,000	8,833,000	123,000	0.64	3.22	2.57
410	Hickman County	22,066,000	22,103,000	37,000	1.32	6.59	5.27
420	Houston County	8,751,000	8,837,000	86,000	1.00	2.62	1.62
430	Humphreys County	14,489,000	14,540,000	51,000	1.13	5.63	4.51
440	Jackson County	9,788,000	9,885,000	97,000	1.00	2.85	1.85
450	Jefferson County	37,184,000	37,727,000	543,000	2.81	14.04	11.23
460	Johnson County	13,158,000	13,177,000	19,000	1.00	3.94	2.94
470	Knox County	222,109,000	225,672,000	3,563,000	23.54	117.69	94.15
480	Lake County	5,124,000	5,143,000	19,000	1.00	1.49	0.49
490	Lauderdale County	25,260,000	25,303,000	43,000	1.57	7.85	6.28
500	Lawrence County	37,706,000	38,259,000	553,000	2.66	13.30	10.64
510	Lewis County	9,791,000	9,806,000	15,000	1.00	3.24	2.24
520	Lincoln County	20,758,000	21,058,000	300,000	1.47	7.37	5.90
521	Fayetteville City	7,767,000	7,878,000	111,000	0.55	2.73	2.19
530	Loudon County	21,432,000	21,473,000	41,000	1.88	9.38	7.50
531	Lenoir City	10,099,000	10,245,000	146,000	0.87	4.35	3.48
540	McMinn County	26,667,000	27,070,000	403,000	2.16	10.82	8.65
541	Athens City	8,097,000	8,215,000	118,000	0.63	3.16	2.53
542	Etowah City	2,002,000	2,029,000	27,000	0.15	0.73	0.59
550	McNairy County	24,583,000	24,928,000	345,000	1.63	8.16	6.53
560	Macon County	23,748,000	24,076,000	328,000	1.54	7.72	6.18
570	Madison County	49,846,000	50,589,000	743,000	4.89	24.44	19.55
580	Marion County	20,155,000	20,453,000	298,000	1.58	7.92	6.34
581	Richard City SSD	1,425,000	1,427,000	2,000	0.10	0.50	0.40
590	Marshall County	29,477,000	29,917,000	440,000	2.18	10.89	8.71
600	Maury County	58,199,000	59,084,000	885,000	4.96	24.82	19.86
610	Meigs County	10,638,000	10,759,000	121,000	1.00	3.33	2.33
620	Monroe County	28,750,000	29,153,000	403,000	2.07	10.36	8.29
621	Sweetwater City	8,086,000	8,197,000	111,000	0.58	2.90	2.32
630	Montgomery County	181,199,000	183,905,000	2,706,000	13.68	68.41	54.73
640	Moore County	4,823,000	4,825,000	2,000	1.00	1.68	0.68
650	Morgan County	19,253,000	19,508,000	255,000	1.14	5.71	4.57
660	Obion County	17,536,000	17,568,000	32,000	1.28	6.40	5.12
661	Union City	8,524,000	8,649,000	125,000	0.64	3.20	2.56
670	Overton County	17,683,000	17,765,000	82,000	1.20	6.00	4.80
680	Perry County	6,356,000	6,362,000	6,000	1.00	2.00	1.00
690	Pickett County	3,997,000	3,998,000	1,000	1.00	1.28	0.28
700	Polk County	13,426,000	13,606,000	180,000	1.00	4.46	3.46
710	Putnam County	52,218,000	52,984,000	766,000	4.41	22.04	17.63
720	Rhea County	23,746,000	24,083,000	337,000	1.67	8.33	6.67
721	Dayton City	4,830,000	4,898,000	68,000	0.33	1.67	1.34
730	Roane County	31,110,000	31,559,000	449,000	2.55	12.77	10.21
740	Robertson County	61,144,000	62,015,000	871,000	4.43	22.17	17.74

750	Rutherford County	216,510,000	219,863,000	3,353,000	17.93	89.63	71.70
751	Murfreesboro City	43,420,000	44,045,000	625,000	3.35	16.73	13.38
760	Scott County	17,414,000	17,659,000	245,000	1.12	5.61	4.49
761	Oneida SSD	7,465,000	7,570,000	105,000	0.48	2.41	1.93
770	Sequatchie County	12,979,000	13,148,000	169,000	1.00	4.33	3.33
780	Sevier County	42,620,000	42,698,000	78,000	5.66	28.29	22.63
792	Shelby County	617,235,000	625,952,000	8,717,000	45.98	229.91	183.93
793	Arlington City	21,258,000	21,603,000	345,000	1.83	9.14	7.31
794	Bartlett City	43,157,000	43,838,000	681,000	3.59	17.95	14.36
795	Collierville City	41,641,000	42,293,000	652,000	3.44	17.20	13.76
796	Germantown City	27,949,000	28,405,000	456,000	2.40	12.02	9.62
797	Lakeland City	8,182,000	8,304,000	122,000	0.65	3.23	2.58
798	Millington City	13,035,000	13,087,000	52,000	1.00	4.98	3.99
800	Smith County	17,033,000	17,274,000	241,000	1.19	5.95	4.76
810	Stewart County	11,967,000	12,084,000	117,000	1.00	4.00	3.00
820	Sullivan County	39,686,000	40,312,000	626,000	3.76	18.79	15.03
821	Bristol City	16,471,000	16,736,000	265,000	1.59	7.97	6.38
822	Kingsport City	30,656,000	31,150,000	494,000	2.96	14.80	11.84
830	Sumner County	148,272,000	150,502,000	2,230,000	11.68	58.42	46.74
840	Tipton County	62,895,000	63,815,000	920,000	4.28	21.38	17.10
850	Trousdale County	7,540,000	7,610,000	70,000	1.00	2.49	1.49
860	Unicoi County	13,155,000	13,333,000	178,000	1.00	4.60	3.60
870	Union County	26,315,000	26,685,000	370,000	1.61	8.06	6.45
880	Van Buren County	4,982,000	4,984,000	2,000	1.00	1.40	0.40
890	Warren County	35,523,000	36,028,000	505,000	2.52	12.61	10.09
900	Washington County	34,654,000	35,206,000	552,000	3.35	16.77	13.41
901	Johnson City	32,329,000	32,842,000	513,000	3.11	15.56	12.45
910	Wayne County	14,306,000	14,329,000	23,000	1.00	4.33	3.33
920	Weakley County	22,385,000	22,606,000	221,000	1.61	8.07	6.46
930	White County	22,297,000	22,615,000	318,000	1.54	7.68	6.14
940	Williamson County	131,872,000	134,319,000	2,447,000	15.49	77.44	61.95
941	Franklin SSD	14,693,000	14,722,000	29,000	1.41	7.07	5.66
950	Wilson County	81,751,000	83,045,000	1,294,000	7.23	36.13	28.91
951	Lebanon SSD	17,264,000	17,523,000	259,000	1.44	7.22	5.78
970	Dept. of Children Services	<u>12,169,000</u>	<u>12,169,000</u>	<u>0</u>	<u>1.00</u>	<u>2.77</u>	<u>1.77</u>
		4,709,951,000	4,772,131,000	62,180,000	396.76	1,936.02	1,539.27

Appendix E: Scenario Variances - BEP Staffing Ratios – Social Workers

		Allocation			Number of Positions		
		<u>FY19 July</u>	<u>FY19 July</u>		<u>FY19 July</u>	<u>FY19 July</u>	
		<u>Final</u>	<u>Final</u>		<u>Final</u>	<u>Final</u>	
		<u>Social</u>	<u>Social</u>		<u>Social</u>	<u>Social</u>	
		<u>Workers</u>	<u>Workers</u>		<u>Workers</u>	<u>Workers</u>	
		<u>1:2,000</u>	<u>1:1,500</u>	<u>Variance</u>	<u>1:2,000</u>	<u>1:1,500</u>	<u>Variance</u>
10	Anderson County	32,499,000	32,547,000	48,000	3.13	4.17	1.04
11	Clinton City	4,958,000	4,965,000	7,000	0.47	0.63	0.16
12	Oak Ridge City	21,992,000	22,026,000	34,000	2.20	2.93	0.73
20	Bedford County	50,858,000	50,931,000	73,000	4.28	5.70	1.43
30	Benton County	12,463,000	12,482,000	19,000	1.06	1.41	0.35
40	Bledsoe County	12,092,000	12,097,000	5,000	1.00	1.10	0.10
50	Blount County	47,953,000	47,963,000	10,000	5.23	6.98	1.74
51	Alcoa City	8,633,000	8,647,000	14,000	0.98	1.31	0.33
52	Maryville City	22,578,000	22,617,000	39,000	2.64	3.52	0.88
60	Bradley County	49,270,000	49,345,000	75,000	4.94	6.59	1.65
61	Cleveland City	28,792,000	28,834,000	42,000	2.76	3.69	0.92
70	Campbell County	30,508,000	30,551,000	43,000	2.66	3.55	0.89
80	Cannon County	11,299,000	11,311,000	12,000	1.00	1.23	0.23
90	Carroll County	2,026,000	2,026,000	0	0.00	0.00	0.00
92	H Rock-Bruceton SSD	3,908,000	3,913,000	5,000	0.31	0.41	0.10
93	Huntingdon SSD	7,229,000	7,240,000	11,000	0.62	0.82	0.21
94	McKenzie SSD	7,615,000	7,628,000	13,000	0.65	0.87	0.22
95	South Carroll Co SSD	2,060,000	2,063,000	3,000	0.17	0.22	0.06
97	West Carroll Co SSD	5,207,000	5,215,000	8,000	0.43	0.57	0.14
100	Carter County	29,663,000	29,706,000	43,000	2.52	3.36	0.84
101	Elizabethton City	13,708,000	13,729,000	21,000	1.23	1.64	0.41
110	Cheatham County	33,582,000	33,635,000	53,000	3.04	4.06	1.01
120	Chester County	17,432,000	17,459,000	27,000	1.40	1.86	0.47
130	Claiborne County	24,785,000	24,789,000	4,000	2.04	2.73	0.68
140	Clay County	6,713,000	6,711,000	(2,000)	1.00	1.00	0.00
150	Cocke County	25,499,000	25,536,000	37,000	2.21	2.94	0.74
151	Newport City	3,805,000	3,810,000	5,000	0.34	0.45	0.11
160	Coffee County	22,124,000	22,159,000	35,000	2.16	2.88	0.72
161	Manchester City	7,481,000	7,493,000	12,000	0.67	0.89	0.22
162	Tullahoma City	16,563,000	16,590,000	27,000	1.68	2.23	0.56
170	Crockett County	12,791,000	12,809,000	18,000	0.99	1.33	0.33
171	Alamo City	3,739,000	3,744,000	5,000	0.27	0.35	0.09
172	Bells City	2,589,000	2,593,000	4,000	0.18	0.25	0.06
180	Cumberland County	33,371,000	33,423,000	52,000	3.55	4.73	1.18
190	Davidson County	296,973,000	297,024,000	51,000	40.90	54.53	13.63

200	Decatur County	9,373,000	9,372,000	(1,000)	1.00	1.04	0.04
210	DeKalb County	16,411,000	16,433,000	22,000	1.42	1.89	0.47
220	Dickson County	42,070,000	42,135,000	65,000	4.08	5.44	1.36
230	Dyer County	20,864,000	20,896,000	32,000	1.91	2.55	0.64
231	Dyersburg City	13,484,000	13,504,000	20,000	1.26	1.68	0.42
240	Fayette County	16,667,000	16,670,000	3,000	1.65	2.20	0.55
250	Fentress County	12,236,000	12,238,000	2,000	1.03	1.38	0.34
260	Franklin County	26,113,000	26,118,000	5,000	2.54	3.39	0.85
271	Humboldt City	6,504,000	6,513,000	9,000	0.50	0.67	0.17
272	Milan SSD	11,689,000	11,706,000	17,000	0.96	1.28	0.32
273	Trenton SSD	7,851,000	7,861,000	10,000	0.64	0.85	0.21
274	Bradford SSD	3,347,000	3,352,000	5,000	0.26	0.34	0.09
275	Gibson County SSD	21,968,000	22,002,000	34,000	1.96	2.61	0.65
280	Giles County	18,944,000	18,972,000	28,000	1.86	2.48	0.62
290	Grainger County	22,120,000	22,152,000	32,000	1.69	2.26	0.56
300	Greene County	33,825,000	33,832,000	7,000	3.20	4.27	1.07
301	Greeneville City	14,508,000	14,531,000	23,000	1.37	1.83	0.46
310	Grundy County	13,098,000	13,100,000	2,000	1.00	1.31	0.31
320	Hamblen County	54,749,000	54,828,000	79,000	5.11	6.82	1.70
330	Hamilton County	163,798,000	164,072,000	274,000	21.85	29.13	7.28
340	Hancock County	7,093,000	7,092,000	(1,000)	1.00	1.00	0.00
350	Hardeman County	21,696,000	21,700,000	4,000	1.74	2.32	0.58
360	Hardin County	15,753,000	15,777,000	24,000	1.72	2.29	0.57
370	Hawkins County	36,986,000	37,042,000	56,000	3.28	4.37	1.09
371	Rogersville City	3,624,000	3,629,000	5,000	0.32	0.43	0.11
380	Haywood County	16,600,000	16,624,000	24,000	1.37	1.83	0.46
390	Henderson County	22,401,000	22,434,000	33,000	1.92	2.56	0.64
391	Lexington City	4,871,000	4,872,000	1,000	0.41	0.54	0.14
400	Henry County	15,760,000	15,782,000	22,000	1.45	1.93	0.48
401	Paris SSD	8,710,000	8,724,000	14,000	0.80	1.07	0.27
410	Hickman County	22,066,000	22,070,000	4,000	1.65	2.20	0.55
420	Houston County	8,751,000	8,749,000	(2,000)	1.00	1.00	0.00
430	Humphreys County	14,489,000	14,492,000	3,000	1.41	1.88	0.47
440	Jackson County	9,788,000	9,786,000	(2,000)	1.00	1.00	0.00
450	Jefferson County	37,184,000	37,241,000	57,000	3.51	4.68	1.17
460	Johnson County	13,158,000	13,160,000	2,000	1.00	1.31	0.31
470	Knox County	222,109,000	222,482,000	373,000	29.42	39.23	9.81
480	Lake County	5,124,000	5,123,000	(1,000)	1.00	1.00	0.00
490	Lauderdale County	25,260,000	25,264,000	4,000	1.96	2.62	0.65
500	Lawrence County	37,706,000	37,764,000	58,000	3.33	4.43	1.11
510	Lewis County	9,791,000	9,792,000	1,000	1.00	1.08	0.08
520	Lincoln County	20,758,000	20,790,000	32,000	1.84	2.46	0.61
521	Fayetteville City	7,767,000	7,779,000	12,000	0.68	0.91	0.23
530	Loudon County	21,432,000	21,436,000	4,000	2.34	3.13	0.78

531	Lenoir City	10,099,000	10,113,000	14,000	1.09	1.45	0.36
540	McMinn County	26,667,000	26,710,000	43,000	2.70	3.61	0.90
541	Athens City	8,097,000	8,110,000	13,000	0.79	1.05	0.26
542	Etowah City	2,002,000	2,004,000	2,000	0.18	0.24	0.06
550	McNairy County	24,583,000	24,620,000	37,000	2.04	2.72	0.68
560	Macon County	23,748,000	23,781,000	33,000	1.93	2.57	0.64
570	Madison County	49,846,000	49,923,000	77,000	6.11	8.15	2.04
580	Marion County	20,155,000	20,187,000	32,000	1.98	2.64	0.66
581	Richard City SSD	1,425,000	1,425,000	0	0.12	0.17	0.04
590	Marshall County	29,477,000	29,523,000	46,000	2.72	3.63	0.91
600	Maury County	58,199,000	58,291,000	92,000	6.21	8.27	2.07
610	Meigs County	10,638,000	10,643,000	5,000	1.00	1.11	0.11
620	Monroe County	28,750,000	28,792,000	42,000	2.59	3.45	0.86
621	Sweetwater City	8,086,000	8,097,000	11,000	0.72	0.97	0.24
630	Montgomery County	181,199,000	181,483,000	284,000	17.10	22.80	5.70
640	Moore County	4,823,000	4,823,000	0	1.00	1.00	0.00
650	Morgan County	19,253,000	19,280,000	27,000	1.43	1.90	0.48
660	Obion County	17,536,000	17,539,000	3,000	1.60	2.13	0.53
661	Union City	8,524,000	8,538,000	14,000	0.80	1.07	0.27
670	Overton County	17,683,000	17,686,000	3,000	1.50	2.00	0.50
680	Perry County	6,356,000	6,356,000	0	1.00	1.00	0.00
690	Pickett County	3,997,000	3,997,000	0	1.00	1.00	0.00
700	Polk County	13,426,000	13,446,000	20,000	1.11	1.49	0.37
710	Putnam County	52,218,000	52,298,000	80,000	5.51	7.35	1.84
720	Rhea County	23,746,000	23,782,000	36,000	2.08	2.78	0.69
721	Dayton City	4,830,000	4,837,000	7,000	0.42	0.56	0.14
730	Roane County	31,110,000	31,158,000	48,000	3.19	4.26	1.06
740	Robertson County	61,144,000	61,235,000	91,000	5.54	7.39	1.85
750	Rutherford County	216,510,000	216,860,000	350,000	22.41	29.88	7.47
751	Murfreesboro City	43,420,000	43,483,000	63,000	4.18	5.58	1.39
760	Scott County	17,414,000	17,440,000	26,000	1.40	1.87	0.47
761	Oneida SSD	7,465,000	7,475,000	10,000	0.60	0.80	0.20
770	Sequatchie County	12,979,000	12,998,000	19,000	1.08	1.44	0.36
780	Sevier County	42,620,000	42,628,000	8,000	7.07	9.43	2.36
792	Shelby County	617,235,000	618,146,000	911,000	57.48	76.64	19.16
793	Arlington City	21,258,000	21,294,000	36,000	2.28	3.05	0.76
794	Bartlett City	43,157,000	43,229,000	72,000	4.49	5.98	1.50
795	Collierville City	41,641,000	41,709,000	68,000	4.30	5.73	1.43
796	Germantown City	27,949,000	27,998,000	49,000	3.01	4.01	1.00
797	Lakeland City	8,182,000	8,194,000	12,000	0.81	1.08	0.27
798	Millington City	13,035,000	13,037,000	2,000	1.25	1.66	0.42
800	Smith County	17,033,000	17,057,000	24,000	1.49	1.98	0.50
810	Stewart County	11,967,000	11,969,000	2,000	1.00	1.33	0.33
820	Sullivan County	39,686,000	39,751,000	65,000	4.70	6.26	1.57

821	Bristol City	16,471,000	16,498,000	27,000	1.99	2.66	0.66
822	Kingsport City	30,656,000	30,707,000	51,000	3.70	4.93	1.23
830	Sumner County	148,272,000	148,504,000	232,000	14.61	19.47	4.87
840	Tipton County	62,895,000	62,990,000	95,000	5.35	7.13	1.78
850	Trousdale County	7,540,000	7,538,000	(2,000)	1.00	1.00	0.00
860	Unicoi County	13,155,000	13,174,000	19,000	1.15	1.53	0.38
870	Union County	26,315,000	26,353,000	38,000	2.01	2.69	0.67
880	Van Buren County	4,982,000	4,982,000	0	1.00	1.00	0.00
890	Warren County	35,523,000	35,574,000	51,000	3.15	4.20	1.05
900	Washington County	34,654,000	34,713,000	59,000	4.19	5.59	1.40
901	Johnson City	32,329,000	32,384,000	55,000	3.89	5.19	1.30
910	Wayne County	14,306,000	14,309,000	3,000	1.08	1.44	0.36
920	Weakley County	22,385,000	22,389,000	4,000	2.02	2.69	0.67
930	White County	22,297,000	22,329,000	32,000	1.92	2.56	0.64
940	Williamson County	131,872,000	132,129,000	257,000	19.36	25.81	6.45
941	Franklin SSD	14,693,000	14,696,000	3,000	1.77	2.36	0.59
950	Wilson County	81,751,000	81,887,000	136,000	9.03	12.04	3.01
951	Lebanon SSD	17,264,000	17,292,000	28,000	1.81	2.41	0.60
970	Dept. of Children Services	<u>12,169,000</u>	<u>12,169,000</u>	<u>0</u>	<u>1.00</u>	<u>1.00</u>	<u>0.00</u>
		4,709,951,000	4,716,064,000	6,113,000	490.22	648.80	158.59

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY19 July</u>	<u>FY19 July</u>		<u>FY19 July</u>	<u>FY19 July</u>	
		<u>Final</u>	<u>Final</u>		<u>Final</u>	<u>Final</u>	
		<u>Social</u>	<u>Social</u>		<u>Social</u>	<u>Social</u>	
		<u>Workers</u>	<u>Workers</u>		<u>Workers</u>	<u>Workers</u>	
		<u>1:2,000</u>	<u>1:250</u>	<u>Variance</u>	<u>1:2,000</u>	<u>1:250</u>	<u>Variance</u>
10	Anderson County	32,499,000	33,530,000	1,031,000	3.13	25.03	21.90
11	Clinton City	4,958,000	5,113,000	155,000	0.47	3.77	3.30
12	Oak Ridge City	21,992,000	22,718,000	726,000	2.20	17.58	15.38
20	Bedford County	50,858,000	52,412,000	1,554,000	4.28	34.21	29.93
30	Benton County	12,463,000	12,832,000	369,000	1.06	8.48	7.42
40	Bledsoe County	12,092,000	12,399,000	307,000	1.00	6.59	5.59
50	Blount County	47,953,000	48,607,000	654,000	5.23	41.87	36.64
51	Alcoa City	8,633,000	8,928,000	295,000	0.98	7.86	6.88
52	Maryville City	22,578,000	23,373,000	795,000	2.64	21.09	18.46
60	Bradley County	49,270,000	50,861,000	1,591,000	4.94	39.53	34.59
61	Cleveland City	28,792,000	29,682,000	890,000	2.76	22.11	19.35
70	Campbell County	30,508,000	31,430,000	922,000	2.66	21.32	18.65
80	Cannon County	11,299,000	11,638,000	339,000	1.00	7.39	6.39
90	Carroll County	2,026,000	2,026,000	0	0.00	0.02	0.02
92	H Rock-Bruceton SSD	3,908,000	4,024,000	116,000	0.31	2.48	2.17
93	Huntingdon SSD	7,229,000	7,460,000	231,000	0.62	4.94	4.33
94	McKenzie SSD	7,615,000	7,858,000	243,000	0.65	5.19	4.54
95	South Carroll Co SSD	2,060,000	2,123,000	63,000	0.17	1.35	1.18
97	West Carroll Co SSD	5,207,000	5,367,000	160,000	0.43	3.44	3.01
100	Carter County	29,663,000	30,578,000	915,000	2.52	20.17	17.65
101	Elizabethton City	13,708,000	14,154,000	446,000	1.23	9.84	8.61
110	Cheatham County	33,582,000	34,679,000	1,097,000	3.04	24.34	21.30
120	Chester County	17,432,000	17,975,000	543,000	1.40	11.18	9.79
130	Claiborne County	24,785,000	25,128,000	343,000	2.04	16.35	14.31
140	Clay County	6,713,000	6,879,000	166,000	1.00	4.21	3.21
150	Cocke County	25,499,000	26,277,000	778,000	2.21	17.64	15.44
151	Newport City	3,805,000	3,923,000	118,000	0.34	2.69	2.35
160	Coffee County	22,124,000	22,835,000	711,000	2.16	17.27	15.11
161	Manchester City	7,481,000	7,701,000	220,000	0.67	5.34	4.67
162	Tullahoma City	16,563,000	17,117,000	554,000	1.68	13.41	11.73
170	Crockett County	12,791,000	13,180,000	389,000	0.99	7.96	6.96
171	Alamo City	3,739,000	3,844,000	105,000	0.27	2.12	1.86
172	Bells City	2,589,000	2,661,000	72,000	0.18	1.48	1.29
180	Cumberland County	33,371,000	34,451,000	1,080,000	3.55	28.41	24.86
190	Davidson County	296,973,000	304,449,000	7,476,000	40.90	327.17	286.27

200	Decatur County	9,373,000	9,629,000	256,000	1.00	6.25	5.25
210	DeKalb County	16,411,000	16,899,000	488,000	1.42	11.33	9.91
220	Dickson County	42,070,000	43,425,000	1,355,000	4.08	32.61	28.54
230	Dyer County	20,864,000	21,521,000	657,000	1.91	15.31	13.40
231	Dyersburg City	13,484,000	13,917,000	433,000	1.26	10.09	8.83
240	Fayette County	16,667,000	16,724,000	57,000	1.65	13.19	11.54
250	Fentress County	12,236,000	12,302,000	66,000	1.03	8.25	7.22
260	Franklin County	26,113,000	26,591,000	478,000	2.54	20.36	17.81
271	Humboldt City	6,504,000	6,690,000	186,000	0.50	4.02	3.52
272	Milan SSD	11,689,000	12,043,000	354,000	0.96	7.69	6.73
273	Trenton SSD	7,851,000	8,085,000	234,000	0.64	5.10	4.46
274	Bradford SSD	3,347,000	3,442,000	95,000	0.26	2.06	1.81
275	Gibson County SSD	21,968,000	22,688,000	720,000	1.96	15.65	13.70
280	Giles County	18,944,000	19,552,000	608,000	1.86	14.87	13.01
290	Grainger County	22,120,000	22,781,000	661,000	1.69	13.55	11.86
300	Greene County	33,825,000	34,335,000	510,000	3.20	25.62	22.42
301	Greeneville City	14,508,000	14,969,000	461,000	1.37	10.98	9.61
310	Grundy County	13,098,000	13,146,000	48,000	1.00	7.85	6.85
320	Hamblen County	54,749,000	56,394,000	1,645,000	5.11	40.91	35.80
330	Hamilton County	163,798,000	169,498,000	5,700,000	21.85	174.80	152.95
340	Hancock County	7,093,000	7,250,000	157,000	1.00	3.85	2.85
350	Hardeman County	21,696,000	21,779,000	83,000	1.74	13.91	12.17
360	Hardin County	15,753,000	16,270,000	517,000	1.72	13.72	12.01
370	Hawkins County	36,986,000	38,144,000	1,158,000	3.28	26.22	22.94
371	Rogersville City	3,624,000	3,737,000	113,000	0.32	2.57	2.25
380	Haywood County	16,600,000	17,084,000	484,000	1.37	10.99	9.62
390	Henderson County	22,401,000	23,103,000	702,000	1.92	15.35	13.43
391	Lexington City	4,871,000	4,890,000	19,000	0.41	3.24	2.84
400	Henry County	15,760,000	16,242,000	482,000	1.45	11.60	10.15
401	Paris SSD	8,710,000	8,979,000	269,000	0.80	6.44	5.63
410	Hickman County	22,066,000	22,147,000	81,000	1.65	13.18	11.53
420	Houston County	8,751,000	8,981,000	230,000	1.00	5.23	4.23
430	Humphreys County	14,489,000	14,788,000	299,000	1.41	11.27	9.86
440	Jackson County	9,788,000	10,040,000	252,000	1.00	5.71	4.71
450	Jefferson County	37,184,000	38,372,000	1,188,000	3.51	28.07	24.56
460	Johnson County	13,158,000	13,203,000	45,000	1.00	7.87	6.87
470	Knox County	222,109,000	229,883,000	7,774,000	29.42	235.39	205.96
480	Lake County	5,124,000	5,222,000	98,000	1.00	2.97	1.97
490	Lauderdale County	25,260,000	25,355,000	95,000	1.96	15.70	13.73
500	Lawrence County	37,706,000	38,917,000	1,211,000	3.33	26.60	23.28
510	Lewis County	9,791,000	9,827,000	36,000	1.00	6.47	5.47
520	Lincoln County	20,758,000	21,413,000	655,000	1.84	14.75	12.90
521	Fayetteville City	7,767,000	8,010,000	243,000	0.68	5.47	4.78
530	Loudon County	21,432,000	21,521,000	89,000	2.34	18.75	16.41

531	Lenoir City	10,099,000	10,416,000	317,000	1.09	8.70	7.61
540	McMinn County	26,667,000	27,545,000	878,000	2.70	21.63	18.93
541	Athens City	8,097,000	8,354,000	257,000	0.79	6.33	5.54
542	Etowah City	2,002,000	2,062,000	60,000	0.18	1.47	1.29
550	McNairy County	24,583,000	25,338,000	755,000	2.04	16.33	14.29
560	Macon County	23,748,000	24,469,000	721,000	1.93	15.45	13.52
570	Madison County	49,846,000	51,467,000	1,621,000	6.11	48.88	42.77
580	Marion County	20,155,000	20,806,000	651,000	1.98	15.85	13.87
581	Richard City SSD	1,425,000	1,430,000	5,000	0.12	1.00	0.87
590	Marshall County	29,477,000	30,440,000	963,000	2.72	21.77	19.05
600	Maury County	58,199,000	60,132,000	1,933,000	6.21	49.65	43.44
610	Meigs County	10,638,000	10,938,000	300,000	1.00	6.67	5.67
620	Monroe County	28,750,000	29,629,000	879,000	2.59	20.73	18.14
621	Sweetwater City	8,086,000	8,331,000	245,000	0.72	5.79	5.07
630	Montgomery County	181,199,000	187,110,000	5,911,000	17.10	136.83	119.72
640	Moore County	4,823,000	4,834,000	11,000	1.00	3.35	2.35
650	Morgan County	19,253,000	19,811,000	558,000	1.43	11.42	9.99
660	Obion County	17,536,000	17,849,000	313,000	1.60	12.81	11.21
661	Union City	8,524,000	8,796,000	272,000	0.80	6.40	5.60
670	Overton County	17,683,000	18,064,000	381,000	1.50	12.01	10.51
680	Perry County	6,356,000	6,432,000	76,000	1.00	4.01	3.01
690	Pickett County	3,997,000	4,006,000	9,000	1.00	2.56	1.56
700	Polk County	13,426,000	13,833,000	407,000	1.11	8.91	7.80
710	Putnam County	52,218,000	53,892,000	1,674,000	5.51	44.09	38.58
720	Rhea County	23,746,000	24,480,000	734,000	2.08	16.67	14.58
721	Dayton City	4,830,000	4,977,000	147,000	0.42	3.34	2.92
730	Roane County	31,110,000	32,093,000	983,000	3.19	25.53	22.34
740	Robertson County	61,144,000	63,046,000	1,902,000	5.54	44.34	38.80
750	Rutherford County	216,510,000	223,834,000	7,324,000	22.41	179.26	156.85
751	Murfreesboro City	43,420,000	44,787,000	1,367,000	4.18	33.45	29.27
760	Scott County	17,414,000	17,948,000	534,000	1.40	11.22	9.82
761	Oneida SSD	7,465,000	7,694,000	229,000	0.60	4.82	4.22
770	Sequatchie County	12,979,000	13,366,000	387,000	1.08	8.65	7.57
780	Sevier County	42,620,000	42,789,000	169,000	7.07	56.58	49.51
792	Shelby County	617,235,000	636,274,000	19,039,000	57.48	459.82	402.34
793	Arlington City	21,258,000	22,013,000	755,000	2.28	18.28	15.99
794	Bartlett City	43,157,000	44,644,000	1,487,000	4.49	35.90	31.41
795	Collierville City	41,641,000	43,065,000	1,424,000	4.30	34.40	30.10
796	Germantown City	27,949,000	28,946,000	997,000	3.01	24.05	21.04
797	Lakeland City	8,182,000	8,448,000	266,000	0.81	6.45	5.64
798	Millington City	13,035,000	13,311,000	276,000	1.25	9.97	8.72
800	Smith County	17,033,000	17,561,000	528,000	1.49	11.89	10.40
810	Stewart County	11,967,000	12,294,000	327,000	1.00	8.00	7.00
820	Sullivan County	39,686,000	41,054,000	1,368,000	4.70	37.59	32.89

821	Bristol City	16,471,000	17,052,000	581,000	1.99	15.94	13.95
822	Kingsport City	30,656,000	31,734,000	1,078,000	3.70	29.60	25.90
830	Sumner County	148,272,000	153,142,000	4,870,000	14.61	116.85	102.24
840	Tipton County	62,895,000	64,907,000	2,012,000	5.35	42.76	37.42
850	Trousdale County	7,540,000	7,740,000	200,000	1.00	4.98	3.98
860	Unicoi County	13,155,000	13,556,000	401,000	1.15	9.20	8.05
870	Union County	26,315,000	27,125,000	810,000	2.01	16.12	14.10
880	Van Buren County	4,982,000	4,993,000	11,000	1.00	2.80	1.80
890	Warren County	35,523,000	36,628,000	1,105,000	3.15	25.22	22.07
900	Washington County	34,654,000	35,858,000	1,204,000	4.19	33.53	29.34
901	Johnson City	32,329,000	33,447,000	1,118,000	3.89	31.12	27.23
910	Wayne County	14,306,000	14,358,000	52,000	1.08	8.65	7.57
920	Weakley County	22,385,000	22,985,000	600,000	2.02	16.14	14.12
930	White County	22,297,000	22,993,000	696,000	1.92	15.35	13.43
940	Williamson County	131,872,000	137,208,000	5,336,000	19.36	154.87	135.51
941	Franklin SSD	14,693,000	14,756,000	63,000	1.77	14.14	12.37
950	Wilson County	81,751,000	84,575,000	2,824,000	9.03	72.27	63.23
951	Lebanon SSD	17,264,000	17,829,000	565,000	1.81	14.44	12.64
970	Dept. of Children Services	<u>12,169,000</u>	<u>12,169,000</u>	<u>0</u>	<u>1.00</u>	<u>5.54</u>	<u>4.54</u>
		4,709,951,000	4,849,663,000	139,712,000	490.22	3,872.05	3,381.83

Appendix F: Scenario Variances - BEP Staffing Ratios – Counselors

		Allocation			Number of Positions		
		FY19 July Final	FY19 July Final		FY19 July Final	FY19 July Final	
		Counselors 1:500,	Counselors 1:250	Variance	Counselors	Counselors	Variance
		1:350			1:500, 1:350	1:250	
10	Anderson County	32,499,000	32,941,000	442,000	15.1	24.5	9.44
11	Clinton City	4,958,000	5,044,000	86,000	1.9	3.7	1.86
12	Oak Ridge City	21,992,000	22,315,000	323,000	10.4	17.3	6.90
20	Bedford County	50,858,000	51,572,000	714,000	20.1	33.9	13.73
30	Benton County	12,463,000	12,631,000	168,000	5.0	8.4	3.37
40	Bledsoe County	12,092,000	12,233,000	141,000	3.9	6.4	2.57
50	Blount County	47,953,000	48,042,000	89,000	24.0	40.2	16.18
51	Alcoa City	8,633,000	8,763,000	130,000	4.7	7.7	3.05
52	Maryville City	22,578,000	22,931,000	353,000	12.4	20.7	8.26
60	Bradley County	49,270,000	49,971,000	701,000	23.2	38.5	15.34
61	Cleveland City	28,792,000	29,189,000	397,000	13.0	21.7	8.69
70	Campbell County	30,508,000	30,917,000	409,000	12.4	20.7	8.32
80	Cannon County	11,299,000	11,456,000	157,000	4.4	7.3	2.94
90	Carroll County	2,026,000	2,026,000	0	0.0	0.0	0.01
92	H Rock-Bruceton SSD	3,908,000	3,961,000	53,000	1.5	2.5	1.00
93	Huntingdon SSD	7,229,000	7,335,000	106,000	2.9	4.9	1.99
94	McKenzie SSD	7,615,000	7,727,000	112,000	3.1	5.2	2.06
95	South Carroll Co SSD	2,060,000	2,088,000	28,000	0.8	1.3	0.53
97	West Carroll Co SSD	5,207,000	5,277,000	70,000	2.1	3.4	1.34
100	Carter County	29,663,000	30,075,000	412,000	11.8	19.8	7.96
101	Elizabethton City	13,708,000	13,903,000	195,000	5.9	9.6	3.78
110	Cheatham County	33,582,000	34,070,000	488,000	14.4	24.0	9.51
120	Chester County	17,432,000	17,679,000	247,000	6.7	11.1	4.44
130	Claiborne County	24,785,000	24,827,000	42,000	9.7	16.1	6.41
140	Clay County	6,713,000	6,802,000	89,000	2.5	4.2	1.69
150	Cocke County	25,499,000	25,842,000	343,000	10.5	17.3	6.82
151	Newport City	3,805,000	3,864,000	59,000	1.4	2.6	1.18
160	Coffee County	22,124,000	22,435,000	311,000	10.5	17.1	6.61
161	Manchester City	7,481,000	7,593,000	112,000	2.8	5.1	2.36
162	Tullahoma City	16,563,000	16,816,000	253,000	7.9	13.3	5.35
170	Crockett County	12,791,000	12,949,000	158,000	5.1	7.9	2.82
171	Alamo City	3,739,000	3,799,000	60,000	1.1	2.1	1.05
172	Bells City	2,589,000	2,630,000	41,000	0.7	1.5	0.74
180	Cumberland County	33,371,000	33,864,000	493,000	16.7	28.0	11.33
190	Davidson County	296,973,000	300,151,000	3,178,000	190.3	323.3	132.96
200	Decatur County	9,373,000	9,492,000	119,000	3.7	6.1	2.43

210	DeKalb County	16,411,000	16,636,000	225,000	6.7	11.2	4.54
220	Dickson County	42,070,000	42,681,000	611,000	19.2	32.1	12.87
230	Dyer County	20,864,000	21,159,000	295,000	9.1	15.1	6.02
231	Dyersburg City	13,484,000	13,679,000	195,000	5.8	9.8	4.00
240	Fayette County	16,667,000	16,694,000	27,000	7.6	12.9	5.33
250	Fentress County	12,236,000	12,259,000	23,000	4.7	8.2	3.50
260	Franklin County	26,113,000	26,160,000	47,000	12.0	19.9	7.97
271	Humboldt City	6,504,000	6,590,000	86,000	2.3	3.9	1.64
272	Milan SSD	11,689,000	11,845,000	156,000	4.6	7.5	2.97
273	Trenton SSD	7,851,000	7,957,000	106,000	3.0	5.0	2.02
274	Bradford SSD	3,347,000	3,390,000	43,000	1.2	2.0	0.82
275	Gibson County SSD	21,968,000	22,291,000	323,000	9.3	15.5	6.17
280	Giles County	18,944,000	19,220,000	276,000	8.8	14.7	5.92
290	Grainger County	22,120,000	22,409,000	289,000	8.0	13.2	5.23
300	Greene County	33,825,000	33,886,000	61,000	15.3	25.2	9.95
301	Greeneville City	14,508,000	14,709,000	201,000	6.5	10.7	4.24
310	Grundy County	13,098,000	13,119,000	21,000	4.6	7.7	3.02
320	Hamblen County	54,749,000	55,490,000	741,000	24.0	40.2	16.16
330	Hamilton County	163,798,000	166,439,000	2,641,000	102.0	172.3	70.30
340	Hancock County	7,093,000	7,178,000	85,000	2.3	3.8	1.52
350	Hardeman County	21,696,000	21,733,000	37,000	8.2	13.7	5.47
360	Hardin County	15,753,000	15,988,000	235,000	8.1	13.5	5.46
370	Hawkins County	36,986,000	37,501,000	515,000	15.7	25.9	10.22
371	Rogersville City	3,624,000	3,681,000	57,000	1.4	2.5	1.15
380	Haywood County	16,600,000	16,809,000	209,000	6.3	10.4	4.18
390	Henderson County	22,401,000	22,710,000	309,000	9.2	15.1	5.93
391	Lexington City	4,871,000	4,881,000	10,000	1.7	3.2	1.44
400	Henry County	15,760,000	15,962,000	202,000	7.1	11.4	4.27
401	Paris SSD	8,710,000	8,846,000	136,000	3.5	6.3	2.87
410	Hickman County	22,066,000	22,103,000	37,000	7.8	13.0	5.20
420	Houston County	8,751,000	8,866,000	115,000	3.1	5.2	2.07
430	Humphreys County	14,489,000	14,532,000	43,000	6.5	10.8	4.36
440	Jackson County	9,788,000	9,909,000	121,000	3.4	5.6	2.24
450	Jefferson County	37,184,000	37,724,000	540,000	16.7	27.8	11.17
460	Johnson County	13,158,000	13,179,000	21,000	4.7	7.8	3.13
470	Knox County	222,109,000	225,615,000	3,506,000	138.1	231.2	93.16
480	Lake County	5,124,000	5,169,000	45,000	2.0	2.9	0.90
490	Lauderdale County	25,260,000	25,302,000	42,000	9.2	15.3	6.12
500	Lawrence County	37,706,000	38,252,000	546,000	15.7	26.2	10.53
510	Lewis County	9,791,000	9,809,000	18,000	3.9	6.4	2.58
520	Lincoln County	20,758,000	21,051,000	293,000	8.8	14.6	5.78
521	Fayetteville City	7,767,000	7,880,000	113,000	3.2	5.4	2.22
530	Loudon County	21,432,000	21,474,000	42,000	10.8	18.5	7.72
531	Lenoir City	10,099,000	10,228,000	129,000	5.4	8.5	3.09

540	McMinn County	26,667,000	27,045,000	378,000	13.3	21.4	8.12
541	Athens City	8,097,000	8,231,000	134,000	3.4	6.3	2.89
542	Etowah City	2,002,000	2,033,000	31,000	0.8	1.5	0.67
550	McNairy County	24,583,000	24,916,000	333,000	9.7	16.1	6.34
560	Macon County	23,748,000	24,079,000	331,000	9.0	15.2	6.20
570	Madison County	49,846,000	50,585,000	739,000	28.2	47.7	19.48
580	Marion County	20,155,000	20,452,000	297,000	9.4	15.7	6.32
581	Richard City SSD	1,425,000	1,427,000	2,000	0.6	1.0	0.40
590	Marshall County	29,477,000	29,910,000	433,000	12.9	21.5	8.60
600	Maury County	58,199,000	59,091,000	892,000	29.0	49.0	19.97
610	Meigs County	10,638,000	10,776,000	138,000	3.9	6.5	2.61
620	Monroe County	28,750,000	29,130,000	380,000	12.6	20.5	7.87
621	Sweetwater City	8,086,000	8,210,000	124,000	3.1	5.8	2.60
630	Montgomery County	181,199,000	183,905,000	2,706,000	79.3	134.0	54.71
640	Moore County	4,823,000	4,828,000	5,000	2.2	3.3	1.11
650	Morgan County	19,253,000	19,502,000	249,000	6.8	11.3	4.47
660	Obion County	17,536,000	17,567,000	31,000	7.6	12.6	4.99
661	Union City	8,524,000	8,649,000	125,000	3.7	6.3	2.58
670	Overton County	17,683,000	17,757,000	74,000	7.1	11.7	4.69
680	Perry County	6,356,000	6,367,000	11,000	2.3	3.9	1.53
690	Pickett County	3,997,000	4,000,000	3,000	2.0	2.5	0.54
700	Polk County	13,426,000	13,605,000	179,000	5.3	8.8	3.44
710	Putnam County	52,218,000	52,963,000	745,000	25.8	43.1	17.29
720	Rhea County	23,746,000	24,069,000	323,000	9.9	16.3	6.42
721	Dayton City	4,830,000	4,906,000	76,000	1.8	3.3	1.50
730	Roane County	31,110,000	31,542,000	432,000	14.9	24.8	9.91
740	Robertson County	61,144,000	61,999,000	855,000	26.2	43.7	17.49
750	Rutherford County	216,510,000	219,687,000	3,177,000	108.5	176.5	68.04
751	Murfreesboro City	43,420,000	44,183,000	763,000	16.4	32.8	16.39
760	Scott County	17,414,000	17,656,000	242,000	6.7	11.1	4.46
761	Oneida SSD	7,465,000	7,567,000	102,000	2.9	4.8	1.88
770	Sequatchie County	12,979,000	13,148,000	169,000	5.1	8.4	3.32
780	Sevier County	42,620,000	42,695,000	75,000	33.3	55.6	22.34
792	Shelby County	617,235,000	625,993,000	8,758,000	265.8	450.4	184.61
793	Arlington City	21,258,000	21,581,000	323,000	11.3	18.1	6.82
794	Bartlett City	43,157,000	43,829,000	672,000	21.2	35.3	14.15
795	Collierville City	41,641,000	42,288,000	647,000	20.2	33.9	13.64
796	Germantown City	27,949,000	28,402,000	453,000	14.3	23.8	9.53
797	Lakeland City	8,182,000	8,320,000	138,000	3.5	6.4	2.92
798	Millington City	13,035,000	13,083,000	48,000	5.9	9.8	3.89
800	Smith County	17,033,000	17,271,000	238,000	7.0	11.7	4.71
810	Stewart County	11,967,000	12,090,000	123,000	4.8	7.8	3.08
820	Sullivan County	39,686,000	40,295,000	609,000	22.3	37.0	14.74
821	Bristol City	16,471,000	16,726,000	255,000	9.5	15.7	6.20

822	Kingsport City	30,656,000	31,138,000	482,000	17.3	29.0	11.66
830	Sumner County	148,272,000	150,460,000	2,188,000	68.1	114.1	46.06
840	Tipton County	62,895,000	63,800,000	905,000	25.4	42.3	16.86
850	Trousdale County	7,540,000	7,642,000	102,000	2.9	4.9	1.99
860	Unicoi County	13,155,000	13,328,000	173,000	5.5	9.0	3.51
870	Union County	26,315,000	26,694,000	379,000	9.4	16.0	6.60
880	Van Buren County	4,982,000	4,987,000	5,000	2.0	2.8	0.80
890	Warren County	35,523,000	36,021,000	498,000	15.0	24.9	9.98
900	Washington County	34,654,000	35,187,000	533,000	20.0	33.0	13.01
901	Johnson City	32,329,000	32,840,000	511,000	18.3	30.8	12.50
910	Wayne County	14,306,000	14,330,000	24,000	5.1	8.5	3.41
920	Weakley County	22,385,000	22,602,000	217,000	9.5	15.9	6.41
930	White County	22,297,000	22,607,000	310,000	9.0	15.0	6.00
940	Williamson County	131,872,000	134,234,000	2,362,000	91.7	152.0	60.30
941	Franklin SSD	14,693,000	14,725,000	32,000	7.6	13.9	6.29
950	Wilson County	81,751,000	82,995,000	1,244,000	43.3	71.2	27.87
951	Lebanon SSD	17,264,000	17,554,000	290,000	7.7	14.2	6.48
970	Dept. of Children Services	<u>12,169,000</u>	<u>12,169,000</u>	<u>0</u>	<u>4.0</u>	<u>5.2</u>	<u>1.20</u>
		4,709,951,000	4,771,876,000	61,925,000	2,270.78	3,805.61	1,534.83

Appendix G: Scenario Variances - BEP Staffing Ratios – Nurses

		Allocation			Number of Positions		
		FY19 July Final	FY19 July Final		FY19 July Final	FY19 July Final	
		Nurses 1:3000	Nurses 1:750	Variance	Nurses 1:3000 (min 1)	Nurses 1:750 (min 1)	Variance
10	Anderson County	32,499,000	32,799,000	300,000	2.1	8.3	6.26
11	Clinton City	4,958,000	4,971,000	13,000	1.0	1.3	0.26
12	Oak Ridge City	21,992,000	22,203,000	211,000	1.5	5.9	4.40
20	Bedford County	50,858,000	51,307,000	449,000	2.9	11.4	8.55
30	Benton County	12,463,000	12,552,000	89,000	1.0	2.8	1.83
40	Bledsoe County	12,092,000	12,155,000	63,000	1.0	2.2	1.20
50	Blount County	47,953,000	47,953,000	0	3.5	14.0	10.47
51	Alcoa City	8,633,000	8,707,000	74,000	1.0	2.6	1.62
52	Maryville City	22,578,000	22,815,000	237,000	1.8	7.0	5.27
60	Bradley County	49,270,000	49,742,000	472,000	3.3	13.2	9.88
61	Cleveland City	28,792,000	29,056,000	264,000	1.8	7.4	5.53
70	Campbell County	30,508,000	30,777,000	269,000	1.8	7.1	5.33
80	Cannon County	11,299,000	11,374,000	75,000	1.0	2.5	1.46
90	Carroll County	2,026,000	2,026,000	0	1.0	1.0	0.00
92	H Rock-Bruceton SSD	3,908,000	3,905,000	(3,000)	1.0	1.0	0.00
93	Huntingdon SSD	7,229,000	7,258,000	29,000	1.0	1.6	0.65
94	McKenzie SSD	7,615,000	7,648,000	33,000	1.0	1.7	0.73
95	South Carroll Co SSD	2,060,000	2,058,000	(2,000)	1.0	1.0	0.00
97	West Carroll Co SSD	5,207,000	5,211,000	4,000	1.0	1.1	0.15
100	Carter County	29,663,000	29,926,000	263,000	1.7	6.7	5.04
101	Elizabethton City	13,708,000	13,827,000	119,000	1.0	3.3	2.28
110	Cheatham County	33,582,000	33,899,000	317,000	2.0	8.1	6.09
120	Chester County	17,432,000	17,583,000	151,000	1.0	3.7	2.73
130	Claiborne County	24,785,000	24,785,000	0	1.4	5.5	4.09
140	Clay County	6,713,000	6,729,000	16,000	1.0	1.4	0.40
150	Cocke County	25,499,000	25,720,000	221,000	1.5	5.9	4.41
151	Newport City	3,805,000	3,804,000	(1,000)	1.0	1.0	0.00
160	Coffee County	22,124,000	22,331,000	207,000	1.4	5.8	4.32
161	Manchester City	7,481,000	7,518,000	37,000	1.0	1.8	0.78
162	Tullahoma City	16,563,000	16,723,000	160,000	1.1	4.5	3.35
170	Crockett County	12,791,000	12,878,000	87,000	1.0	2.7	1.65
171	Alamo City	3,739,000	3,738,000	(1,000)	1.0	1.0	0.00
172	Bells City	2,589,000	2,588,000	(1,000)	1.0	1.0	0.00
180	Cumberland County	33,371,000	33,696,000	325,000	2.4	9.5	7.10
190	Davidson County	296,973,000	299,054,000	2,081,000	27.3	109.1	81.79
200	Decatur County	9,373,000	9,423,000	50,000	1.0	2.1	1.08
210	DeKalb County	16,411,000	16,550,000	139,000	1.0	3.8	2.78

220	Dickson County	42,070,000	42,469,000	399,000	2.7	10.9	8.15
230	Dyer County	20,864,000	21,056,000	192,000	1.3	5.1	3.83
231	Dyersburg City	13,484,000	13,602,000	118,000	1.0	3.4	2.36
240	Fayette County	16,667,000	16,667,000	0	1.1	4.4	3.30
250	Fentress County	12,236,000	12,236,000	0	1.0	2.8	1.75
260	Franklin County	26,113,000	26,113,000	0	1.7	6.8	5.09
271	Humboldt City	6,504,000	6,519,000	15,000	1.0	1.3	0.34
272	Milan SSD	11,689,000	11,767,000	78,000	1.0	2.6	1.56
273	Trenton SSD	7,851,000	7,884,000	33,000	1.0	1.7	0.70
274	Bradford SSD	3,347,000	3,346,000	(1,000)	1.0	1.0	0.00
275	Gibson County SSD	21,968,000	22,168,000	200,000	1.3	5.2	3.91
280	Giles County	18,944,000	19,123,000	179,000	1.2	5.0	3.72
290	Grainger County	22,120,000	22,308,000	188,000	1.1	4.5	3.39
300	Greene County	33,825,000	33,825,000	0	2.1	8.5	6.40
301	Greeneville City	14,508,000	14,639,000	131,000	1.0	3.7	2.66
310	Grundy County	13,098,000	13,098,000	0	1.0	2.6	1.62
320	Hamblen County	54,749,000	55,237,000	488,000	3.4	13.6	10.23
330	Hamilton County	163,798,000	165,586,000	1,788,000	14.6	58.3	43.70
340	Hancock County	7,093,000	7,105,000	12,000	1.0	1.3	0.28
350	Hardeman County	21,696,000	21,696,000	0	1.2	4.6	3.48
360	Hardin County	15,753,000	15,909,000	156,000	1.1	4.6	3.43
370	Hawkins County	36,986,000	37,317,000	331,000	2.2	8.7	6.55
371	Rogersville City	3,624,000	3,623,000	(1,000)	1.0	1.0	0.00
380	Haywood County	16,600,000	16,735,000	135,000	1.0	3.7	2.66
390	Henderson County	22,401,000	22,599,000	198,000	1.3	5.1	3.84
391	Lexington City	4,871,000	4,871,000	0	1.0	1.1	0.08
400	Henry County	15,760,000	15,898,000	138,000	1.0	3.9	2.87
401	Paris SSD	8,710,000	8,763,000	53,000	1.0	2.1	1.15
410	Hickman County	22,066,000	22,066,000	0	1.1	4.4	3.30
420	Houston County	8,751,000	8,787,000	36,000	1.0	1.7	0.74
430	Humphreys County	14,489,000	14,489,000	0	1.0	3.8	2.76
440	Jackson County	9,788,000	9,834,000	46,000	1.0	1.9	0.90
450	Jefferson County	37,184,000	37,532,000	348,000	2.3	9.4	7.02
460	Johnson County	13,158,000	13,158,000	0	1.0	2.6	1.62
470	Knox County	222,109,000	224,538,000	2,429,000	19.6	78.5	58.85
480	Lake County	5,124,000	5,118,000	(6,000)	1.0	1.0	0.00
490	Lauderdale County	25,260,000	25,260,000	0	1.3	5.2	3.92
500	Lawrence County	37,706,000	38,054,000	348,000	2.2	8.9	6.65
510	Lewis County	9,791,000	9,791,000	0	1.0	2.2	1.16
520	Lincoln County	20,758,000	20,945,000	187,000	1.2	4.9	3.69
521	Fayetteville City	7,767,000	7,809,000	42,000	1.0	1.8	0.82
530	Loudon County	21,432,000	21,432,000	0	1.6	6.3	4.69
531	Lenoir City	10,099,000	10,183,000	84,000	1.0	2.9	1.90
540	McMinn County	26,667,000	26,920,000	253,000	1.8	7.2	5.41

541	Athens City	8,097,000	8,148,000	51,000	1.0	2.1	1.11
542	Etowah City	2,002,000	2,001,000	(1,000)	1.0	1.0	0.00
550	McNairy County	24,583,000	24,799,000	216,000	1.4	5.4	4.08
560	Macon County	23,748,000	23,955,000	207,000	1.3	5.1	3.86
570	Madison County	49,846,000	50,352,000	506,000	4.1	16.3	12.22
580	Marion County	20,155,000	20,344,000	189,000	1.3	5.3	3.96
581	Richard City SSD	1,425,000	1,425,000	0	1.0	1.0	0.00
590	Marshall County	29,477,000	29,757,000	280,000	1.8	7.3	5.44
600	Maury County	58,199,000	58,777,000	578,000	4.1	16.5	12.41
610	Meigs County	10,638,000	10,700,000	62,000	1.0	2.2	1.22
620	Monroe County	28,750,000	29,004,000	254,000	1.7	6.9	5.18
621	Sweetwater City	8,086,000	8,131,000	45,000	1.0	1.9	0.93
630	Montgomery County	181,199,000	182,924,000	1,725,000	11.4	45.6	34.21
640	Moore County	4,823,000	4,823,000	0	1.0	1.1	0.12
650	Morgan County	19,253,000	19,409,000	156,000	1.0	3.8	2.81
660	Obion County	17,536,000	17,536,000	0	1.1	4.3	3.20
661	Union City	8,524,000	8,578,000	54,000	1.0	2.1	1.13
670	Overton County	17,683,000	17,683,000	0	1.0	4.0	3.00
680	Perry County	6,356,000	6,356,000	0	1.0	1.3	0.34
690	Pickett County	3,997,000	3,997,000	0	1.0	1.0	0.00
700	Polk County	13,426,000	13,527,000	101,000	1.0	3.0	1.97
710	Putnam County	52,218,000	52,722,000	504,000	3.7	14.7	11.02
720	Rhea County	23,746,000	23,954,000	208,000	1.4	5.6	4.17
721	Dayton City	4,830,000	4,834,000	4,000	1.0	1.1	0.11
730	Roane County	31,110,000	31,405,000	295,000	2.1	8.5	6.38
740	Robertson County	61,144,000	61,700,000	556,000	3.7	14.8	11.08
750	Rutherford County	216,510,000	218,672,000	2,162,000	14.9	59.8	44.81
751	Murfreesboro City	43,420,000	43,829,000	409,000	2.8	11.2	8.36
760	Scott County	17,414,000	17,559,000	145,000	1.0	3.7	2.74
761	Oneida SSD	7,465,000	7,496,000	31,000	1.0	1.6	0.61
770	Sequatchie County	12,979,000	13,074,000	95,000	1.0	2.9	1.88
780	Sevier County	42,620,000	42,620,000	0	4.7	18.9	14.15
792	Shelby County	617,235,000	622,872,000	5,637,000	38.3	153.3	114.95
793	Arlington City	21,258,000	21,484,000	226,000	1.5	6.1	4.57
794	Bartlett City	43,157,000	43,600,000	443,000	3.0	12.0	8.97
795	Collierville City	41,641,000	42,066,000	425,000	2.9	11.5	8.60
796	Germantown City	27,949,000	28,247,000	298,000	2.0	8.0	6.01
797	Lakeland City	8,182,000	8,238,000	56,000	1.0	2.2	1.15
798	Millington City	13,035,000	13,035,000	0	1.0	3.3	2.32
800	Smith County	17,033,000	17,186,000	153,000	1.0	4.0	2.96
810	Stewart County	11,967,000	12,016,000	49,000	1.0	2.7	1.67
820	Sullivan County	39,686,000	40,102,000	416,000	3.1	12.5	9.40
821	Bristol City	16,471,000	16,648,000	177,000	1.3	5.3	3.99
822	Kingsport City	30,656,000	30,984,000	328,000	2.5	9.9	7.40

830	Sumner County	148,272,000	149,705,000	1,433,000	9.7	38.9	29.21
840	Tipton County	62,895,000	63,472,000	577,000	3.6	14.3	10.69
850	Trousdale County	7,540,000	7,569,000	29,000	1.0	1.7	0.66
860	Unicoi County	13,155,000	13,258,000	103,000	1.0	3.1	2.07
870	Union County	26,315,000	26,544,000	229,000	1.3	5.4	4.03
880	Van Buren County	4,982,000	4,982,000	0	1.0	1.0	0.00
890	Warren County	35,523,000	35,846,000	323,000	2.1	8.4	6.30
900	Washington County	34,654,000	35,021,000	367,000	2.8	11.2	8.38
901	Johnson City	32,329,000	32,670,000	341,000	2.6	10.4	7.78
910	Wayne County	14,306,000	14,306,000	0	1.0	2.9	1.88
920	Weakley County	22,385,000	22,488,000	103,000	1.3	5.4	4.03
930	White County	22,297,000	22,498,000	201,000	1.3	5.1	3.84
940	Williamson County	131,872,000	133,534,000	1,662,000	12.9	51.6	38.72
941	Franklin SSD	14,693,000	14,693,000	0	1.2	4.7	3.54
950	Wilson County	81,751,000	82,593,000	842,000	6.0	24.1	18.07
951	Lebanon SSD	17,264,000	17,437,000	173,000	1.2	4.8	3.61
970	Dept. of Children Services	<u>12,169,000</u>	<u>12,169,000</u>	<u>0</u>	<u>1.0</u>	<u>1.8</u>	<u>0.85</u>
		4,709,951,000	4,748,718,000	38,767,000	355.02	1,295.16	940.14

This response was prepared for Nathan R. James, Director of Legislative & External Affairs, Tennessee State Board of Education
By Heidi Macdonald, 9/27/18



Your Question:

You asked if there were recommended best practices for staffing levels for social workers, counselors and school psychologists to promote and enhance school climate and a healthy learning environment.

Our Response:

[Research suggests](#) that school-based mental health services can decrease mental health problems. While there are several ways to support student mental health in school settings, recent state policies have been primarily focused around: providing for school based mental health professionals; incorporating social and emotional learning; and creating greater awareness of mental health issues through curriculum and staff training.

Below, we have provided examples of state actions to increase the availability of school counselors, some examples of state legislation on the topic and additional resources for your review.

School Based Mental Health Professionals

According to at least [one study](#), school counselors—in collaboration with other school-based mental health professionals, such as social workers and school psychologists—play a vital role in supporting student mental health and increasing college and career success after high school. An analysis conducted by [Education Week](#) found that nearly 3 in 10 prekindergarten-12 schools have no school counselor. While the [American School Counselor Association](#) (ASCA) recommends a ratio of [250 students for each school counselor](#), the national average in elementary and secondary schools is 482 to 1. [Only three states](#) – New Hampshire, Vermont and Wyoming – have statewide averages that fall at or below the recommended ratio from the ASCA. Additionally, at least 20 states, including the District of Columbia, have a mandated or recommended school counselor-to-student ratio in state statute, state regulations or state board of education rules.

The American School Counselor Association published a [brief](#) in 2015 outlining the school counselor’s role in supporting student mental health. The brief states that “although school counselors do not provide long-term mental health therapy in schools, they provide a comprehensive school counseling program designed to meet the developmental needs of all students.”

Additional Resources

- ✓ [State-by-State Student-to-Counselor Ratio Report: 10-Year Trends](#), National Association for College Admission Counseling & American School Counselor Association, 2018
- ✓ [The Troubling Student-to-Counselor Ratio That Doesn’t Add Up](#), Alanna Fuschillo, Education Week, August 14, 2018
- ✓ [State School Counseling Mandates and Legislation](#), American School Counselor Association, 2018
- ✓ [How School Counselors Make A World of Difference](#), Patrick J. O’Connor, Phi Delta Kappan, April 17, 2018

Several states have recently devoted resources to increasing the availability of school-based mental health professionals, including school counselors, school social workers and school psychologists. To our knowledge, most of the states engaging in this work have increased funding—through state grants and private foundation funds—for improved staffing capacity.

- In 2016, [Minnesota](#) increased the capacity of school counselors, social workers and psychologists in 77 schools by providing \$12 million in state grants.
- The [Colorado School Counselor Corps](#) grant program awards funding to increase the availability of effective school counseling. The program has been in place for nine years and has benefitted 365 secondary schools in 98 districts. More than 270 licensed school counselors have served in various capacities throughout the state through the grant program. This [legislative report](#) outlined the return on investment of the program and this 2016 document on [lessons learned](#) provides insight into the implementation of the program.
- The [Lilly Endowment in Indiana](#) approved \$26.4 million in grants to support the design of comprehensive counseling programs in 2016 through its [Comprehensive Counseling Initiative](#).
- In the fall of 2016, [Tennessee](#) brought in college advisers to join counseling staff in 30 high schools across the state through the [Advise TN initiative](#).

Additionally, ECS tracks and summarizes state legislation related to school counseling and guidance [here](#) (for bills enacted in 2017 & 2018) and [here](#) (for bills enacted between 1996-2016). Some state policy examples relevant to your question include:

- [Georgia SB 401](#) (2018) instructs the Department of Education to review each school counselor’s role, workload and program service delivery in grades 6-12. The final report is required to be submitted to the General Assembly and State Board of Education and include recommendations for counselor improvements.
- [Indiana HB 1426](#) (2018) requires the education interim study committee to study the current workload of school counselors.
- [Texas SB 490](#) (2017) directs the Commissioner of Education to promulgate a rule requiring school districts and open-enrollment charter schools to report information regarding the availability of school counselors at each campus. The bill also requires district boards to include the number of counselors providing counseling at each campus in their school district annual reports.
- [Illinois HB 826](#) (2017) provides that school boards may hire school social workers and outlines required qualifications for the position. The bill also allows school districts to employ enough school social workers to address the needs of their students and schools and maintain the nationally recommended student-to-school social worker ratio of 250 to 1.

Additional Resources

In March of 2018, U.S. Senator Lamar Alexander from Tennessee introduced S. 2513, the [School Safety and Mental Health Services Improvement Act of 2018](#). The American School Counselor Association, the National Association of School Psychologists, and the School Social Work Association of America issued a [joint response](#) supporting the bill.

The [Texas School Counselor Study](#), written in 2014, provides an overview of the supply, demand and evolving roles of school counselors in Texas. The study provides an overview of the research on the importance of school counselors and explicitly outlines the interplay of state legislation, funding challenges, and increased need for school counselors in the state. The study also provides specific recommendations to districts and the legislature for how to improve the use of school counselors across the state.

The [National Association of School Psychologists](#) outlines the need for school-based mental health professionals in schools on their webpage, including useful information on the continuum of school mental health services and community collaboration.



Governor's School Safety Working Group Recommendations for Consideration

March 26, 2018

The Governor's School Safety Working Group prepared recommendations for consideration using the following **guiding principles** that emerged throughout the process:

- Students and educators fundamentally deserve to feel safe in schools.
- School safety and emergency operations planning must be approached comprehensively with attention to safety planning, preparation, and prevention.
- School climate planning and assessment strategies must be integrated into the school safety planning process.
- Districts, schools, and local communities must prioritize placing trained law enforcement officers in schools.
- State funding for school safety should be allocated and distributed as fairly and equitably as possible with attention to the areas of greatest need based on a standardized assessment of security risks.
- The state should support and encourage maximum utilization of technology to support school safety.

Based on these guiding principles, the working group submits the following **immediate priorities and recommendations for consideration**:

I. Immediate Priorities

1. Review and assess all school facilities to identify vulnerabilities and determine the most appropriate use of resources to address those vulnerabilities.
2. Provide funding for school resource officers with an initial focus on schools with lesser capacity to fund through local resources.
3. Develop or secure a statewide technology application for the anonymous reporting of threats and critical concerns.

II. Further Recommendations and Detail

1. Facility Security and Planning

- Every school in Tennessee should be assessed for safety and security measures and rated using a standardized tool to identify strengths and areas of risk. State funding should be prioritized for local needs as determined by this assessment. Each school emergency operations plan should be reviewed and assessed annually.
- The Tennessee Department of Safety and Homeland Security (TN DOS) should develop statewide physical security model standards for schools and establish statewide physical assessment training and protocols to enable local school districts and first responders to identify and address vulnerabilities.

- The Tennessee Department of Education (TN DOE) should require individual school emergency operations plans (EOPs) to be reviewed by relevant local subject matter experts on an annual basis and ensure specific facility risks and hazards are identified and addressed.

2. School Safety Personnel

- The state should prioritize the use of school resource officers (SROs) for school security personnel and provide guidance to local school districts, local law enforcement, and local funding bodies relative to available state and federal funding.

3. Training and Drills

- The TN DOE should ensure required school safety drills and exercises address current risks and hazards at the local sites as identified by the security assessment and that such risks and hazards are reviewed annually for the purpose of updating and revising corresponding training.
- Local school districts should expand required safety drills and exercises to include scenario-based discussions, simulations, and post-drill reviews under the leadership of local first responders.
- TN DOE, TN DOS, and the Tennessee Department of Mental Health and Substance Abuse Services (TN DMHSAS) should create a model and roll out supporting resources (tools/training) for establishment of a student threat reporting, assessment and response system in every district.

4. Promoting Positive Behavioral Health for All Students

- TN DMHSAS in conjunction with TN DOE should expand training areas to include:
 - Early and periodic screening and identification of student behavioral health needs;
 - Strategies for creating, expanding, and sustaining school-based behavioral health services;
 - Strategies for promoting positive behavior and decision-making among all students; and
 - Strategies for increasing staff awareness and responsiveness to signs and symptoms of student behavioral and mental health needs.
- The Basic Education Program (BEP) Review Committee, utilizing multiple state and national sources, should conduct a review of current staffing of student support professionals (school social workers, counselors, school psychologists, etc.) and recommend model staffing to promote and enhance school climate and healthy learning environments.

5. Technology

- The state should explore the utilization of an anonymous reporting system for students, faculty, staff, and others to report suspicious activity and concerns to law enforcement and school officials. Additionally, the state should explore inclusion of mental health

services as part of the technology development.

- The state should encourage the utilization of technology whereby school districts can provide local law enforcement with EOPs, site maps, floor plans, and other relevant facility information with first responders via a secure online system.
- The TN DOS should identify model components of school safety response and threat alert technology



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MEMORANDUM

TO: Dr. Sara Heyburn Morrison, Executive Director Tennessee State Board of Education

Dr. Candice McQueen, Commissioner Tennessee Department of Education

FROM: Cliff Lippard
Executive Director

DATE: 23 May 2018

SUBJECT: Recommended change to fiscal capacity model

Consistent with earlier recommendations by TACIR staff to the BEP Review Committee,¹ the commission, in its January 2018 report, *Encouraging More Cooperation and Accountability in Payment in Lieu of Tax Agreements*, recommended that TACIR's fiscal capacity calculation should be updated to include current IDB assessment amounts rather than the 1993-1995 PILOT payments data currently used.² The commission noted in its report that the recommendation would require a change in state law or a recommendation by the BEP Review Committee and approval by the General Assembly. We respectfully request that the BEP Review committee consider this recommendation and at their earliest convenience provide a response.

When the Tennessee Advisory Commission on Intergovernmental Relations (TACIR) first calculated fiscal capacity for the 1992-93 school year, payments in lieu of taxes (PILOT) were converted into assessments and then added to property tax assessments for

properties generating payments in lieu of taxes. This PILOT payment data was produced by the Comptroller of the Treasury's Division of Local Finance as part of its County and Municipal Finances report, which was discontinued in 1995. The result is that changes in assessments based on PILOTs are not reflected in TACIR's model.

Beginning in 2007,¹ the Comptroller began collecting industrial development board (IDB) assessment data, which is used by the University of Tennessee Center for Business and Economic Research (CBER) for its fiscal capacity model. If the General Assembly approved using current IDB assessment amounts in TACIR's model rather than the 1993-1995 PILOT payments data currently used, the TACIR fiscal capacity model would use the most current data available, and it would be consistent with the data used in the CBER fiscal capacity model.

As with any change to fiscal capacity calculations, some counties would see an increase in their percentage of state funding, and others would see a decrease. Using IDB assessment data instead of 1993-1995 PILOT payments data in TACIR's 2017-18 fiscal capacity model, the average percent change in fiscal capacity across counties would be 0.6%, with 42 counties' fiscal capacities increasing, and 53 decreasing. The Department of Education has provided an analysis of how this change would affect each school system's BEP funding (see attachment). In this analysis, changes in equalized state share funding (not adjusted for stability payments) range from a \$433,000 decrease (Montgomery County) to a \$583,000 increase (Knox County).

C: Senator Mark Norris

Nathan James, Director of Legislative and External Affairs, Tennessee State Board of Education

¹ In a 2005 presentation to the BEP Review Committee, TACIR recommended removing outdated tax equivalency data from the property tax calculation used in the model (see https://www.tn.gov/content/dam/tn/tacir/documents/BEPRC_Presentation_July_15_2005.pdf). No action was taken. The issue was raised again as part of the discussions during Governor Haslam's 2014 Task Force on Education Funding, with TACIR staff recommending that more current payment in lieu of tax data be substituted for the outdated tax equivalency payment data. Again, no action was taken.

² See https://www.tn.gov/content/dam/tn/tacir/2018-publications/2018_PILOTAgreements.pdf, p. 9.

FY18 July Final BEP: Analysis of Change from TEPs to IDB Assessment Data for the TACIR Fiscal Capacity Model

	School System	Equalized State Share before Minimum Funding – Original TACIR	Equalized State Share before Minimum Funding – Proposed TACIR	Effect of TACIR Change
10	Anderson County	31,648,000	31,607,000	(41,000)
11	Clinton City	4,518,000	4,512,000	(6,000)
12	Oak Ridge City	21,246,000	21,219,000	(27,000)
20	Bedford County	47,648,000	47,641,000	(7,000)
30	Benton County	11,995,000	12,024,000	29,000
40	Bledsoe County	11,948,000	11,948,000	0
50	Blount County	46,123,000	46,105,000	(18,000)
51	Alcoa City	8,234,000	8,230,000	(4,000)
52	Maryville City	21,408,000	21,401,000	(7,000)
60	Bradley County	46,951,000	46,866,000	(85,000)
61	Cleveland City	27,490,000	27,444,000	(46,000)
70	Campbell County	29,218,000	29,242,000	24,000
80	Cannon County	11,311,000	11,313,000	2,000
90	Carroll County	1,781,000	1,779,000	(2,000)
92	H Rock-Bruceton SSD	3,815,000	3,812,000	(3,000)
93	Huntingdon SSD	6,913,000	6,911,000	(2,000)
94	McKenzie SSD	7,263,000	7,261,000	(2,000)
95	South Carroll Co SSD	1,971,000	1,970,000	(1,000)
97	West Carroll Co SSD	5,266,000	5,264,000	(2,000)
100	Carter County	30,109,000	30,143,000	34,000
101	Elizabethton City	13,355,000	13,370,000	15,000
110	Cheatham County	33,500,000	33,524,000	24,000
120	Chester County	17,108,000	17,108,000	0
130	Claiborne County	24,228,000	24,217,000	(11,000)
140	Clay County	6,419,000	6,428,000	9,000
150	Cocke County	24,153,000	24,172,000	19,000
151	Newport City	3,539,000	3,543,000	4,000
160	Coffee County	21,552,000	21,557,000	5,000

161	Manchester City	7,090,000	7,091,000	1,000
162	Tulahoma City	16,113,000	16,116,000	3,000
170	Crockett County	12,405,000	12,411,000	6,000
171	Alamo City	3,802,000	3,804,000	2,000
172	Bells City	2,395,000	2,395,000	0
180	Cumberland County	32,157,000	32,125,000	(32,000)
190	Davidson County	298,073,000	298,276,000	203,000
200	Decatur County	8,927,000	8,935,000	8,000
210	DeKalb County	15,984,000	15,981,000	(3,000)
220	Dickson County	41,212,000	41,214,000	2,000
230	Dyer County	19,651,000	19,619,000	(32,000)
231	Dyersburg City	13,466,000	13,446,000	(20,000)
240	Fayette County	13,143,000	13,103,000	(40,000)
250	Fentress County	11,827,000	11,832,000	5,000
260	Franklin County	25,825,000	25,764,000	(61,000)
271	Humboldt City	6,613,000	6,618,000	5,000
272	Milan SSD	11,324,000	11,333,000	9,000
273	Trenton SSD	7,405,000	7,409,000	4,000
274	Bradford SSD	3,258,000	3,260,000	2,000
275	Gibson County SSD	21,437,000	21,452,000	15,000
280	Giles County	18,863,000	18,842,000	(21,000)
290	Grainger County	21,533,000	21,533,000	0
300	Greene County	33,086,000	33,105,000	19,000
301	Greeneville City	14,117,000	14,125,000	8,000
310	Grundy County	13,136,000	13,136,000	0
320	Hamblen County	52,362,000	52,370,000	8,000
330	Hamilton County	155,605,000	155,412,000	(193,000)
340	Hancock County	6,805,000	6,805,000	0
350	Hardeman County	20,740,000	20,708,000	(32,000)
360	Hardin County	15,139,000	15,129,000	(10,000)
370	Hawkins County	36,402,000	36,382,000	(20,000)
371	Rogersville City	3,522,000	3,520,000	(2,000)
380	Haywood County	16,329,000	16,321,000	(8,000)
390	Henderson County	21,948,000	21,973,000	25,000

391	Lexington City	4,550,000	4,555,000	5,000
400	Henry County	15,425,000	15,443,000	18,000
401	Paris SSD	8,366,000	8,376,000	10,000
410	Hickman County	19,962,000	19,968,000	6,000
420	Houston County	8,429,000	8,430,000	1,000
430	Humphreys County	13,829,000	13,835,000	6,000
440	Jackson County	9,615,000	9,617,000	2,000
450	Jefferson County	36,262,000	36,239,000	(23,000)
460	Johnson County	11,518,000	11,528,000	10,000
470	Knox County	208,616,000	209,199,000	583,000
480	Lake County	5,039,000	5,043,000	4,000
490	Lauderdale County	24,764,000	24,785,000	21,000
500	Lawrence County	36,044,000	36,095,000	51,000
510	Lewis County	9,263,000	9,273,000	10,000
520	Lincoln County	20,328,000	20,303,000	(25,000)
521	Fayetteville City	7,490,000	7,481,000	(9,000)
530	Loudon County	19,466,000	19,437,000	(29,000)
531	Lenoir City	9,866,000	9,852,000	(14,000)
540	McMinn County	26,188,000	26,219,000	31,000
541	Athens City	7,730,000	7,740,000	10,000
542	Etowah City	1,832,000	1,834,000	2,000
550	McNairy County	23,857,000	23,863,000	6,000
560	Macon County	23,039,000	23,052,000	13,000
570	Madison County	49,127,000	49,098,000	(29,000)
580	Marion County	19,804,000	19,813,000	9,000
581	Richard City SSD	1,283,000	1,284,000	1,000
590	Marshall County	28,332,000	28,312,000	(20,000)
600	Maury County	56,793,000	56,730,000	(63,000)
610	Meigs County	10,278,000	10,278,000	0
620	Monroe County	27,136,000	27,143,000	7,000
621	Sweetwater City	8,093,000	8,095,000	2,000
630	Montgomery County	164,003,000	163,570,000	(433,000)
640	Moore County	3,867,000	3,861,000	(6,000)
650	Morgan County	19,460,000	19,466,000	6,000

660	Obion County	17,135,000	17,136,000	1,000
661	Union City	8,147,000	8,148,000	1,000
670	Overton County	16,840,000	16,845,000	5,000
680	Perry County	6,306,000	6,299,000	(7,000)
690	Pickett County	4,084,000	4,083,000	(1,000)
700	Polk County	13,005,000	13,012,000	7,000
710	Putnam County	49,271,000	49,300,000	29,000
720	Rhea County	23,145,000	23,154,000	9,000
721	Dayton City	4,537,000	4,540,000	3,000
730	Roane County	29,694,000	29,642,000	(52,000)
740	Robertson County	59,724,000	59,638,000	(86,000)
750	Rutherford County	203,691,000	203,388,000	(303,000)
751	Murfreesboro City	40,364,000	40,306,000	(58,000)
760	Scott County	16,722,000	16,727,000	5,000
761	Oneida SSD	7,188,000	7,189,000	1,000
770	Sequatchie County	12,466,000	12,468,000	2,000
780	Sevier County	38,910,000	38,897,000	(13,000)
792	Shelby County	596,823,000	597,166,000	343,000
793	Arlington City	20,645,000	20,659,000	14,000
794	Bartlett City	40,031,000	40,055,000	24,000
795	Collierville City	38,379,000	38,401,000	22,000
796	Germantown City	26,430,000	26,446,000	16,000
797	Lakeland City	6,909,000	6,913,000	4,000
798	Millington City	12,646,000	12,654,000	8,000
800	Smith County	16,758,000	16,768,000	10,000
810	Stewart County	11,442,000	11,450,000	8,000
820	Sullivan County	39,006,000	38,870,000	(136,000)
821	Bristol City	15,672,000	15,619,000	(53,000)
822	Kingsport City	29,562,000	29,462,000	(100,000)
830	Sumner County	141,013,000	141,152,000	139,000
840	Tipton County	61,540,000	61,387,000	(153,000)
850	Trousdale County	7,653,000	7,661,000	8,000
860	Unicoi County	12,511,000	12,530,000	19,000
870	Union County	22,782,000	22,773,000	(9,000)

880	Van Buren County	4,310,000	4,298,000	(12,000)
890	Warren County	35,190,000	35,093,000	(97,000)
900	Washington County	33,709,000	33,759,000	50,000
901	Johnson City	30,950,000	30,995,000	45,000
910	Wayne County	13,351,000	13,351,000	0
920	Weakley County	22,469,000	22,518,000	49,000
930	White County	21,929,000	21,892,000	(37,000)
940	Williamson County	122,858,000	123,021,000	163,000
941	Franklin SSD	13,112,000	13,129,000	17,000
950	Wilson County	77,085,000	77,134,000	49,000
951	Lebanon SSD	16,346,000	16,356,000	10,000
970	Dept. of Children Services	<u>8,456,000</u>	<u>8,456,000</u>	<u>0</u>
		4,512,854,000	4,512,713,000	(141,000)

Appendix J-2: Analysis of Change of Excluding TEPs for the TACIR Fiscal Capacity Model

	TACIR Fiscal Capacity Model	Equalized State Share before Minimum Funding - Original TACIR	Equalized State Share before Minimum Funding - Proposed TACIR - no TEPs	Effect of Proposed TACIR
10	Anderson County	31,648,000	31,641,000	(7,000)
11	Clinton City	4,518,000	4,517,000	(1,000)
12	Oak Ridge City	21,246,000	21,242,000	(4,000)
20	Bedford County	47,648,000	47,660,000	12,000
30	Benton County	11,995,000	12,005,000	10,000
40	Bledsoe County	11,948,000	11,948,000	0
50	Blount County	46,123,000	46,118,000	(5,000)
51	Alcoa City	8,234,000	8,233,000	(1,000)
52	Maryville City	21,408,000	21,406,000	(2,000)
60	Bradley County	46,951,000	46,957,000	6,000
61	Cleveland City	27,490,000	27,495,000	5,000
70	Campbell County	29,218,000	29,219,000	1,000
80	Cannon County	11,311,000	11,305,000	(6,000)
90	Carroll County	1,781,000	1,783,000	2,000
92	H Rock-Bruceton SSD	3,815,000	3,818,000	3,000
93	Huntingdon SSD	6,913,000	6,920,000	7,000
94	McKenzie SSD	7,263,000	7,271,000	8,000
95	South Carroll Co SSD	1,971,000	1,974,000	3,000
97	West Carroll Co SSD	5,266,000	5,271,000	5,000
100	Carter County	30,109,000	30,104,000	(5,000)
101	Elizabethton City	13,355,000	13,353,000	(2,000)
110	Cheatham County	33,500,000	33,490,000	(10,000)
120	Chester County	17,108,000	17,103,000	(5,000)
130	Claiborne County	24,228,000	24,220,000	(8,000)
140	Clay County	6,419,000	6,422,000	3,000
150	Cocke County	24,153,000	24,151,000	(2,000)
151	Newport City	3,539,000	3,539,000	0
160	Coffee County	21,552,000	21,539,000	(13,000)
161	Manchester City	7,090,000	7,086,000	(4,000)
162	Tullahoma City	16,113,000	16,103,000	(10,000)
170	Crockett County	12,405,000	12,402,000	(3,000)
171	Alamo City	3,802,000	3,802,000	0
172	Bells City	2,395,000	2,393,000	(2,000)
180	Cumberland County	32,157,000	32,143,000	(14,000)
190	Davidson County	298,073,000	297,928,000	(145,000)
200	Decatur County	8,927,000	8,929,000	2,000
210	DeKalb County	15,984,000	15,987,000	3,000
220	Dickson County	41,212,000	41,201,000	(11,000)
230	Dyer County	19,651,000	19,661,000	10,000

231	Dyersburg City	13,466,000	13,474,000	8,000
240	Fayette County	13,143,000	13,142,000	(1,000)
250	Fentress County	11,827,000	11,823,000	(4,000)
260	Franklin County	25,825,000	25,818,000	(7,000)
271	Humboldt City	6,613,000	6,613,000	0
272	Milan SSD	11,324,000	11,321,000	(3,000)
273	Trenton SSD	7,405,000	7,403,000	(2,000)
274	Bradford SSD	3,258,000	3,258,000	0
275	Gibson County SSD	21,437,000	21,433,000	(4,000)
280	Giles County	18,863,000	18,859,000	(4,000)
290	Grainger County	21,533,000	21,529,000	(4,000)
300	Greene County	33,086,000	33,073,000	(13,000)
301	Greeneville City	14,117,000	14,111,000	(6,000)
310	Grundy County	13,136,000	13,134,000	(2,000)
320	Hamblen County	52,362,000	52,346,000	(16,000)
330	Hamilton County	155,605,000	155,988,000	383,000
340	Hancock County	6,805,000	6,805,000	0
350	Hardeman County	20,740,000	20,736,000	(4,000)
360	Hardin County	15,139,000	15,136,000	(3,000)
370	Hawkins County	36,402,000	36,390,000	(12,000)
371	Rogersville City	3,522,000	3,520,000	(2,000)
380	Haywood County	16,329,000	16,329,000	0
390	Henderson County	21,948,000	21,942,000	(6,000)
391	Lexington City	4,550,000	4,549,000	(1,000)
400	Henry County	15,425,000	15,417,000	(8,000)
401	Paris SSD	8,366,000	8,362,000	(4,000)
410	Hickman County	19,962,000	19,957,000	(5,000)
420	Houston County	8,429,000	8,426,000	(3,000)
430	Humphreys County	13,829,000	13,825,000	(4,000)
440	Jackson County	9,615,000	9,613,000	(2,000)
450	Jefferson County	36,262,000	36,255,000	(7,000)
460	Johnson County	11,518,000	11,525,000	7,000
470	Knox County	208,616,000	208,587,000	(29,000)
480	Lake County	5,039,000	5,035,000	(4,000)
490	Lauderdale County	24,764,000	24,767,000	3,000
500	Lawrence County	36,044,000	36,041,000	(3,000)
510	Lewis County	9,263,000	9,262,000	(1,000)
520	Lincoln County	20,328,000	20,332,000	4,000
521	Fayetteville City	7,490,000	7,491,000	1,000
530	Loudon County	19,466,000	19,469,000	3,000
531	Lenoir City	9,866,000	9,868,000	2,000
540	McMinn County	26,188,000	26,192,000	4,000
541	Athens City	7,730,000	7,732,000	2,000
542	Etowah City	1,832,000	1,833,000	1,000
550	McNairy County	23,857,000	23,848,000	(9,000)
560	Macon County	23,039,000	23,030,000	(9,000)
570	Madison County	49,127,000	49,083,000	(44,000)

580	Marion County	19,804,000	19,806,000	2,000
581	Richard City SSD	1,283,000	1,283,000	0
590	Marshall County	28,332,000	28,325,000	(7,000)
600	Maury County	56,793,000	56,966,000	173,000
610	Meigs County	10,278,000	10,280,000	2,000
620	Monroe County	27,136,000	27,131,000	(5,000)
621	Sweetwater City	8,093,000	8,092,000	(1,000)
630	Montgomery County	164,003,000	163,944,000	(59,000)
640	Moore County	3,867,000	3,869,000	2,000
650	Morgan County	19,460,000	19,454,000	(6,000)
660	Obion County	17,135,000	17,127,000	(8,000)
661	Union City	8,147,000	8,144,000	(3,000)
670	Overton County	16,840,000	16,832,000	(8,000)
680	Perry County	6,306,000	6,306,000	0
690	Pickett County	4,084,000	4,085,000	1,000
700	Polk County	13,005,000	13,009,000	4,000
710	Putnam County	49,271,000	49,226,000	(45,000)
720	Rhea County	23,145,000	23,150,000	5,000
721	Dayton City	4,537,000	4,540,000	3,000
730	Roane County	29,694,000	29,688,000	(6,000)
740	Robertson County	59,724,000	59,717,000	(7,000)
750	Rutherford County	203,691,000	203,840,000	149,000
751	Murfreesboro City	40,364,000	40,392,000	28,000
760	Scott County	16,722,000	16,724,000	2,000
761	Oneida SSD	7,188,000	7,188,000	0
770	Sequatchie County	12,466,000	12,466,000	0
780	Sevier County	38,910,000	38,908,000	(2,000)
792	Shelby County	596,823,000	596,925,000	102,000
793	Arlington City	20,645,000	20,651,000	6,000
794	Bartlett City	40,031,000	40,038,000	7,000
795	Collierville City	38,379,000	38,385,000	6,000
796	Germantown City	26,430,000	26,434,000	4,000
797	Lakeland City	6,909,000	6,910,000	1,000
798	Millington City	12,646,000	12,648,000	2,000
800	Smith County	16,758,000	16,750,000	(8,000)
810	Stewart County	11,442,000	11,444,000	2,000
820	Sullivan County	39,006,000	38,983,000	(23,000)
821	Bristol City	15,672,000	15,663,000	(9,000)
822	Kingsport City	29,562,000	29,544,000	(18,000)
830	Sumner County	141,013,000	140,979,000	(34,000)
840	Tipton County	61,540,000	61,527,000	(13,000)
850	Trousdale County	7,653,000	7,653,000	0
860	Unicoi County	12,511,000	12,507,000	(4,000)
870	Union County	22,782,000	22,803,000	21,000
880	Van Buren County	4,310,000	4,313,000	3,000
890	Warren County	35,190,000	35,208,000	18,000
900	Washington County	33,709,000	33,688,000	(21,000)

901	Johnson City	30,950,000	30,931,000	(19,000)
910	Wayne County	13,351,000	13,349,000	(2,000)
920	Weakley County	22,469,000	22,484,000	15,000
930	White County	21,929,000	21,926,000	(3,000)
940	Williamson County	122,858,000	122,754,000	(104,000)
941	Franklin SSD	13,112,000	13,102,000	(10,000)
950	Wilson County	77,085,000	77,054,000	(31,000)
951	Lebanon SSD	16,346,000	16,339,000	(7,000)
970	Dept. of Children Services	8,456,000	8,456,000	0
		4,512,854,000	4,512,961,000	107,000

Appendix J-3: Difference in TACIR's 2017-2018 Fiscal Capacity Model from using 2015-2017 Industrial Development Board Assessments Instead of 1993-1995 Tax Equivalent Payment-based Assessments by County

County	TACIR Percentage of State Total Fiscal Capacity, 2017- 2018 Actual	With IDB Assessment instead of 93-95 Tax Equivalent Payment-based Assessments	Difference	Percent Difference
Anderson	1.04649000%	1.05262000%	0.0061%	0.59%
Bedford	0.50007200%	0.50060700%	0.0005%	0.11%
Benton	0.14690700%	0.14449300%	-0.0024%	-1.64%
Bledsoe	0.04281380%	0.04292270%	0.0001%	0.25%
Blount	1.79889000%	1.80125000%	0.0024%	0.13%
Bradley	1.36019000%	1.37124000%	0.0111%	0.81%
Campbell	0.36028400%	0.35821100%	-0.0021%	-0.58%
Cannon	0.07942910%	0.07911230%	-0.0003%	-0.40%
Carroll	0.21896600%	0.22017800%	0.0012%	0.55%
Carter	0.42316600%	0.41914000%	-0.0040%	-0.95%
Cheatham	0.34166700%	0.33962800%	-0.0020%	-0.60%
Chester	0.10024500%	0.10030900%	0.0001%	0.06%
Claiborne	0.23522800%	0.23628600%	0.0011%	0.45%
Clay	0.04926640%	0.04840580%	-0.0009%	-1.75%
Cocke	0.33304600%	0.33130400%	-0.0017%	-0.52%
Coffee	0.79701200%	0.79610700%	-0.0009%	-0.11%
Crockett	0.10834000%	0.10740600%	-0.0009%	-0.86%
Cumberland	0.68971900%	0.69229700%	0.0026%	0.37%
Davidson	15.71610000%	15.68770000%	-0.0284%	-0.18%
Decatur	0.10457900%	0.10390600%	-0.0007%	-0.64%
DeKalb	0.18479400%	0.18506000%	0.0003%	0.14%
Dickson	0.66938900%	0.66910500%	-0.0003%	-0.04%
Dyer	0.50666900%	0.51096700%	0.0043%	0.85%
Fayette	0.38172500%	0.38520400%	0.0035%	0.91%
Fentress	0.13433400%	0.13400000%	-0.0003%	-0.25%
Franklin	0.41579700%	0.42091500%	0.0051%	1.23%
Gibson	0.49556000%	0.49268300%	-0.0029%	-0.58%
Giles	0.31244300%	0.31421100%	0.0018%	0.57%
Grainger	0.09437380%	0.09438390%	0.0000%	0.01%
Greene	0.73232900%	0.72993300%	-0.0024%	-0.33%
Grundy	0.07714280%	0.07709710%	0.0000%	-0.06%
Hamblen	0.96126100%	0.96059800%	-0.0007%	-0.07%
Hamilton	6.14997000%	6.16597000%	0.0160%	0.26%
Hancock	0.02419790%	0.02425620%	0.0001%	0.24%
Hardeman	0.17450500%	0.17714300%	0.0026%	1.51%
Hardin	0.33851800%	0.33931600%	0.0008%	0.24%
Hawkins	0.44978600%	0.45158900%	0.0018%	0.40%
Haywood	0.18244100%	0.18311800%	0.0007%	0.37%
Henderson	0.27375400%	0.27133700%	-0.0024%	-0.88%
Henry	0.37745600%	0.37505400%	-0.0024%	-0.64%

Hickman	0.12513400%	0.12460500%	-0.0005%	-0.42%
Houston	0.04972720%	0.04959090%	-0.0001%	-0.27%
Humphreys	0.25081500%	0.25012000%	-0.0007%	-0.28%
Jackson	0.05281500%	0.05258740%	-0.0002%	-0.43%
Jefferson	0.49476500%	0.49659800%	0.0018%	0.37%
Johnson	0.11093000%	0.11008800%	-0.0008%	-0.76%
Knox	8.20696000%	8.15859000%	-0.0484%	-0.59%
Lake	0.03836400%	0.03794100%	-0.0004%	-1.10%
Lauderdale	0.19529600%	0.19355200%	-0.0017%	-0.89%
Lawrence	0.39370100%	0.38946800%	-0.0042%	-1.08%
Lewis	0.09357320%	0.09277850%	-0.0008%	-0.85%
Lincoln	0.31515200%	0.31805300%	0.0029%	0.92%
Loudon	0.70300500%	0.70662600%	0.0036%	0.52%
McMinn	0.65536400%	0.65182900%	-0.0035%	-0.54%
McNairy	0.21199700%	0.21140100%	-0.0006%	-0.28%
Macon	0.18548800%	0.18442500%	-0.0011%	-0.57%
Madison	1.74331000%	1.74566000%	0.0023%	0.13%
Marion	0.34432100%	0.34358300%	-0.0007%	-0.21%
Marshall	0.35344800%	0.35510700%	0.0017%	0.47%
Maury	1.15814000%	1.16337000%	0.0052%	0.45%
Meigs	0.06904210%	0.06914080%	0.0001%	0.14%
Monroe	0.49221100%	0.49132500%	-0.0009%	-0.18%
Montgomery	2.61051000%	2.64636000%	0.0359%	1.37%
Moore	0.08343920%	0.08377800%	0.0003%	0.41%
Morgan	0.08610060%	0.08546890%	-0.0006%	-0.73%
Obion	0.39539400%	0.39530800%	-0.0001%	-0.02%
Overton	0.14861800%	0.14814600%	-0.0005%	-0.32%
Perry	0.06141390%	0.06202410%	0.0006%	0.99%
Pickett	0.04282080%	0.04285370%	0.0000%	0.08%
Polk	0.10869600%	0.10802800%	-0.0007%	-0.61%
Putnam	1.18880000%	1.18632000%	-0.0025%	-0.21%
Rhea	0.32548000%	0.32461900%	-0.0009%	-0.26%
Roane	0.62786400%	0.63211800%	0.0043%	0.68%
Robertson	0.78089400%	0.78795400%	0.0071%	0.90%
Rutherford	4.51659000%	4.54653000%	0.0299%	0.66%
Scott	0.17834100%	0.17782400%	-0.0005%	-0.29%
Sequatchie	0.12069900%	0.12057800%	-0.0001%	-0.10%
Sevier	2.73336000%	2.73496000%	0.0016%	0.06%
Shelby	15.23400000%	15.19830000%	-0.0357%	-0.23%
Smith	0.18964100%	0.18878600%	-0.0009%	-0.45%
Stewart	0.11242000%	0.11182100%	-0.0006%	-0.53%
Sullivan	2.45055000%	2.47457000%	0.0240%	0.98%
Sumner	2.33062000%	2.31912000%	-0.0115%	-0.49%
Tipton	0.49392900%	0.50657100%	0.0126%	2.56%
Trousdale	0.06134540%	0.06066840%	-0.0007%	-1.10%
Unicoi	0.16370900%	0.16218800%	-0.0015%	-0.93%
Union	0.07531780%	0.07608070%	0.0008%	1.01%
Van Buren	0.03294810%	0.03394860%	0.0010%	3.04%
Warren	0.42483000%	0.43292400%	0.0081%	1.91%
Washington	1.93179000%	1.92406000%	-0.0077%	-0.40%
Wayne	0.09231200%	0.09224640%	-0.0001%	-0.07%

Weakley	0.28571200%	0.28173800%	-0.0040%	-1.39%
White	0.20923700%	0.21238100%	0.0031%	1.50%
Williamson	6.23893000%	6.22396000%	-0.0150%	-0.24%
Wilson	2.03129000%	2.02632000%	-0.0050%	-0.24%
TOTAL	100%	100%	0%	

Appendix J-4: Difference in TACIR's 2017-2018 Fiscal Capacity Model from Not Including 1993-1995 Tax Equivalent Payment-based Assessments by County

County	TACIR Percentage of State Total Fiscal Capacity, 2017- 2018 Actual	Not Including 93-95 Tax Equivalent Payment-based Assessments	Difference	Percent Difference
Anderson	1.04649000%	1.04748000%	0.0010%	0.09%
Bedford	0.50007200%	0.49906300%	-0.0010%	-0.20%
Benton	0.14690700%	0.14602900%	-0.0009%	-0.60%
Bledsoe	0.04281380%	0.04289370%	0.0001%	0.19%
Blount	1.79889000%	1.79943000%	0.0005%	0.03%
Bradley	1.36019000%	1.35950000%	-0.0007%	-0.05%
Campbell	0.36028400%	0.36009900%	-0.0002%	-0.05%
Cannon	0.07942910%	0.07979710%	0.0004%	0.46%
Carroll	0.21896600%	0.21674300%	-0.0022%	-1.02%
Carter	0.42316600%	0.42382500%	0.0007%	0.16%
Cheatham	0.34166700%	0.34243800%	0.0008%	0.23%
Chester	0.10024500%	0.10072500%	0.0005%	0.48%
Claiborne	0.23522800%	0.23595100%	0.0007%	0.31%
Clay	0.04926640%	0.04894210%	-0.0003%	-0.66%
Cocke	0.33304600%	0.33339000%	0.0003%	0.10%
Coffee	0.79701200%	0.79925400%	0.0022%	0.28%
Crockett	0.10834000%	0.10858700%	0.0002%	0.23%
Cumberland	0.68971900%	0.69074900%	0.0010%	0.15%
Davidson	15.71610000%	15.73660000%	0.0205%	0.13%
Decatur	0.10457900%	0.10451800%	-0.0001%	-0.06%
DeKalb	0.18479400%	0.18465700%	-0.0001%	-0.07%
Dickson	0.66938900%	0.67028300%	0.0009%	0.13%
Dyer	0.50666900%	0.50539300%	-0.0013%	-0.25%
Fayette	0.38172500%	0.38188700%	0.0002%	0.04%
Fentress	0.13433400%	0.13475200%	0.0004%	0.31%
Franklin	0.41579700%	0.41642900%	0.0006%	0.15%
Gibson	0.49556000%	0.49659700%	0.0010%	0.21%
Giles	0.31244300%	0.31274600%	0.0003%	0.10%
Grainger	0.09437380%	0.09476330%	0.0004%	0.41%
Greene	0.73232900%	0.73384700%	0.0015%	0.21%
Grundy	0.07714280%	0.07738000%	0.0002%	0.31%
Hamblen	0.96126100%	0.96248000%	0.0012%	0.13%
Hamilton	6.14997000%	6.11817000%	-0.0318%	-0.52%
Hancock	0.02419790%	0.02428700%	0.0001%	0.37%
Hardeman	0.17450500%	0.17485500%	0.0003%	0.20%
Hardin	0.33851800%	0.33878600%	0.0003%	0.08%

Hawkins	0.44978600%	0.45088400%	0.0011%	0.24%
Haywood	0.18244100%	0.18235400%	-0.0001%	-0.05%
Henderson	0.27375400%	0.27436400%	0.0006%	0.22%
Henry	0.37745600%	0.37827200%	0.0008%	0.22%
Hickman	0.12513400%	0.12558000%	0.0004%	0.36%
Houston	0.04972720%	0.04990420%	0.0002%	0.36%
Humphreys	0.25081500%	0.25096800%	0.0002%	0.06%
Jackson	0.05281500%	0.05305040%	0.0002%	0.45%
Jefferson	0.49476500%	0.49530300%	0.0005%	0.11%
Johnson	0.11093000%	0.11032800%	-0.0006%	-0.54%
Knox	8.20696000%	8.20934000%	0.0024%	0.03%
Lake	0.03836400%	0.03860210%	0.0002%	0.62%
Lauderdale	0.19529600%	0.19499400%	-0.0003%	-0.15%
Lawrence	0.39370100%	0.39396900%	0.0003%	0.07%
Lewis	0.09357320%	0.09368480%	0.0001%	0.12%
Lincoln	0.31515200%	0.31487000%	-0.0003%	-0.09%
Loudon	0.70300500%	0.70260800%	-0.0004%	-0.06%
McMinn	0.65536400%	0.65499900%	-0.0004%	-0.06%
McNairy	0.21199700%	0.21264300%	0.0006%	0.30%
Macon	0.18548800%	0.18622700%	0.0007%	0.40%
Madison	1.74331000%	1.74687000%	0.0036%	0.20%
Marion	0.34432100%	0.34415800%	-0.0002%	-0.05%
Marshall	0.35344800%	0.35393000%	0.0005%	0.14%
Maury	1.15814000%	1.14375000%	-0.0144%	-1.24%
Meigs	0.06904210%	0.06895890%	-0.0001%	-0.12%
Monroe	0.49221100%	0.49257400%	0.0004%	0.07%
Montgomery	2.61051000%	2.61539000%	0.0049%	0.19%
Moore	0.08343920%	0.08324090%	-0.0002%	-0.24%
Morgan	0.08610060%	0.08656140%	0.0005%	0.54%
Obion	0.39539400%	0.39643300%	0.0010%	0.26%
Overton	0.14861800%	0.14927100%	0.0007%	0.44%
Perry	0.06141390%	0.06139680%	0.0000%	-0.03%
Pickett	0.04282080%	0.04270380%	-0.0001%	-0.27%
Polk	0.10869600%	0.10838500%	-0.0003%	-0.29%
Putnam	1.18880000%	1.19262000%	0.0038%	0.32%
Rhea	0.32548000%	0.32489400%	-0.0006%	-0.18%
Roane	0.62786400%	0.62840900%	0.0005%	0.09%
Robertson	0.78089400%	0.78146300%	0.0006%	0.07%
Rutherford	4.51659000%	4.50200000%	-0.0146%	-0.32%
Scott	0.17834100%	0.17809700%	-0.0002%	-0.14%
Sequatchie	0.12069900%	0.12074400%	0.0000%	0.04%
Sevier	2.73336000%	2.73342000%	0.0001%	0.00%
Shelby	15.23400000%	15.22330000%	-0.0107%	-0.07%
Smith	0.18964100%	0.19017900%	0.0005%	0.28%
Stewart	0.11242000%	0.11232400%	-0.0001%	-0.09%
Sullivan	2.45055000%	2.45470000%	0.0042%	0.17%
Sumner	2.33062000%	2.33349000%	0.0029%	0.12%


Tipton	0.49392900%	0.49497000%	0.0010%	0.21%
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Warren	0.42483000%	0.42338600%	-0.0014%	-0.34%
Washington	1.93179000%	1.93513000%	0.0033%	0.17%
Wayne	0.09231200%	0.09251210%	0.0002%	0.22%
Weakley	0.28571200%	0.28454200%	-0.0012%	-0.41%
White	0.20923700%	0.20950100%	0.0003%	0.13%
Williamson	6.23893000%	6.24840000%	0.0095%	0.15%
Wilson	2.03129000%	2.03437000%	0.0031%	0.15%
TOTAL	100%	100%	0%	



Mental Health Collaborative

Collaborative Members

- The department of education representatives for professional roles
- Practicing school counselors, school nurses, school psychologists, and school social workers
- TN AWARE state management team representative
- Required representatives:
 - National Association of Social Workers, TN Chapter
 - Tennessee Association of Social Workers
 - Tennessee School Counselor Association
 - Tennessee Association of School Nurses
 - Tennessee Association of School Psychologists
 - Tennessee Commission on Children and Youth



3


Vision and Mission

Collaborative Vision Statement:

- Tennessee school based mental health providers will work collaboratively to provide all students with a safe and supportive school environment to ensure students are physically healthy, mentally well and academically successful.

Collaborative Mission Statement to include:


- The Tennessee mental health collaborative will review and define the roles and responsibilities for school social workers, school counselors, school psychologists, and school nurses. The collaborative will identify available resources and areas to collaborate on in order to provide high quality support to students.



2

Roles and Responsibilities

- National review of professional organizations and scope of practice for each role
- [A Framework for Safe and Successful Schools](#)
- Draft of roles and responsibilities for TN school based mental health providers; joint and specialized skills



4

	School Counselors	School Psychologists	School Social Workers
Recommended ratio	1: 250	1: 500-750	1: 250
Current BEP funding ratio	1:500 grades K-6 1:350 grades 7-12	1: 2500	1: 2000
Framework for Safe and Successful Schools Summary	<ul style="list-style-type: none"> • Universal learning supports • Specialized knowledge of curriculum and instruction • Focus on academic, personal/social, and career development • Promote safe learning environments by addressing school climate (e.g., bullying, student interpersonal struggles, etc.) • Responsive services designed to meet students' immediate needs and concerns. Responsive services may include counseling in individual or small-group settings or crisis response. 	<ul style="list-style-type: none"> • Knowledge of learning, motivation, behavior, childhood disabilities, assessment, evaluation, evidenced based interventions, and school law • Supports for students struggling with learning disabilities, emotional and behavioral problems, and those experiencing anxiety, depression, emotional trauma, grief, and loss. • Crisis team members prevent and respond to crisis • Specialized training in conducting risk and threat assessments designed to identify students at-risk for harming themselves or others. 	<ul style="list-style-type: none"> • Special expertise in understanding family and community systems and linking students and their families with the community services that • Specialized preparation in cultural diversity, systems theory, social justice, risk assessment and intervention, consultation and collaboration, and clinical intervention strategies to address the mental health needs of students. • Supports to vulnerable populations of students that have a high risk for truancy and dropping out of school, such as homeless and foster children, migrant populations, students transitioning between school and treatment programs or the juvenile justice system, or students experiencing domestic violence

Mental Health Collaborative Recommendations

- BEP funding revisions to move ratios closer to those of national recommendations
 - One time adjustment; or
 - Multiple-year plan

Current Barriers

- Higher ratios of students per professional role
 - Contributes to shortage due to pay differences and job satisfaction
 - Inability to provide supports for the individual student, including mental health services
 - Often district wide roles or contracted services

Reported statewide FTE

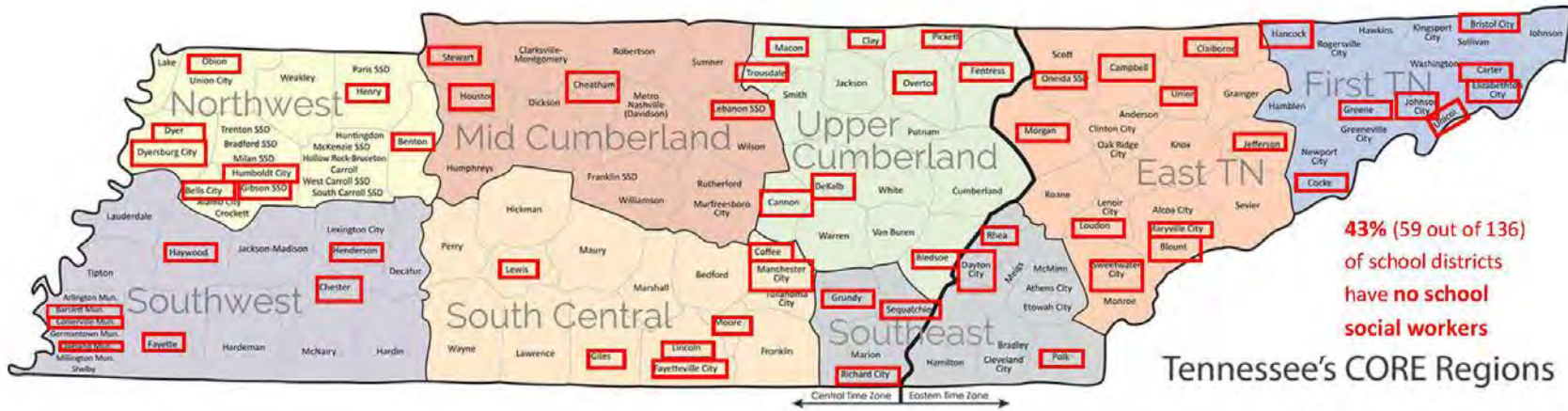
Approximate student population	School Counselors	School Psychologists	School Social Workers
999,700	2339.75	859.5	558.52

8

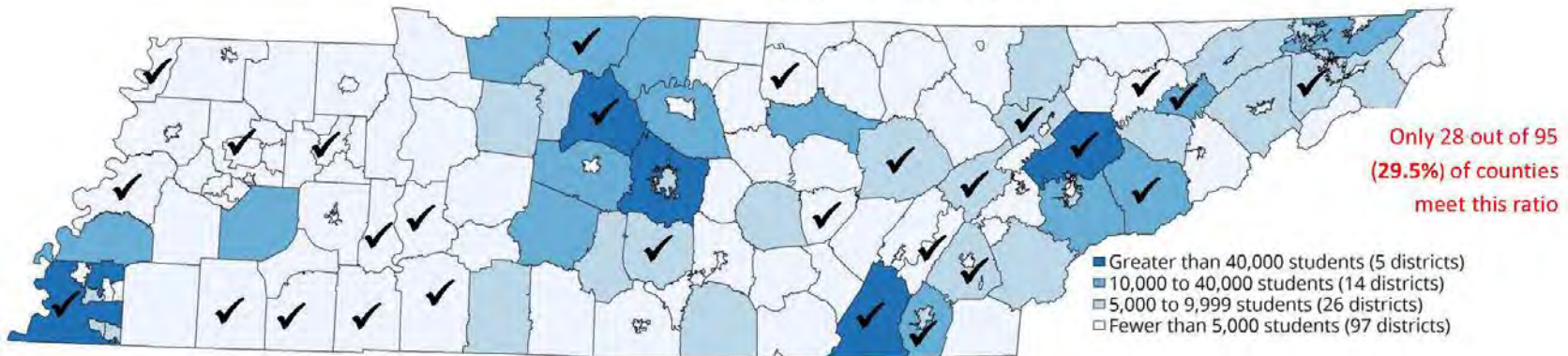
Appendix L-1: Tennessee School Social Workers- Shortage Map



Tennessee School Districts
with no school social workers



Tennessee Counties
that employ 1 social worker per 2,000 students ✓



Data from Tennessee Department of Education Annual Statistical Report and Coordinated School Health Annual Report Data from 2016-17 School Year. NASW recommends a ratio of one school social worker to each school building serving up to 250 general education students. A lower ratio is suggested when a school social worker is providing services to students with intensive needs.

Tennessee School Social Workers

MAKING A DIFFERENCE IN THE LIVES OF CHILDREN AND YOUTH

School social workers have demonstrated their ability to drive continued success in Tennessee schools by preparing students for postsecondary and career success and by ensuring more equitable opportunities for all students. However, forty-three (43) percent of school districts in Tennessee do not have school social worker coverage. We look forward to this concern being initially addressed through two actions required by a new law (Public Chapter 844) passed this year by the Tennessee General Assembly. Public Chapter 844 stipulates that the BEP Review Committee will analyze the addition of a component for school social workers to the BEP funding formula and will include this analysis in their 2018 annual report. The legislation also establishes an on-going student support collaborative led by the Tennessee Department of Education. This new collaborative will review and refine the roles and responsibilities for school social workers, school counselors, school psychologists, and school nurses. The collaborative will also identify available resources and areas that school social workers, school counselors, school psychologists, and school nurses can collaborate to provide high quality support to students.

Who are School Social Workers?

School Social Workers are professional school service personnel licensed by the Tennessee Department of Education that provide a critical link between school, home, and community. These professionals improve academic achievement by preparing students to be mentally, physically, and emotionally present in the classroom. School social workers have a baccalaureate or master's degree from an accredited social work program, and also have completed classroom instruction and internship training that orients them to the needs of students, the school environment and relevant state and federal laws.

How School Social Workers Improve Outcomes for Children and Youth

- Typically trained in violence prevention and the ability to use research to inform practice, school social workers have the tools to understand, develop, and implement school safety strategies that have minimal harmful effects on students and the school environment.^{1 2}
- A study on school social work services in the U.S., which included Metro-Nashville, Knox County, Memphis, and Shelby County Schools, showed that the number of school social workers in a school district positively influences the number of students that complete high school.³
- High school and middle school students receiving school social work services in two U.S. rural districts had an average of 24% fewer absences and an average of 40% less behavioral referrals after beginning services.⁴
- “We were sending out hundreds of letters from our attendance office weekly, notifying parents of 5 day and 10 day absences. With the hiring of four social workers, who are speaking to and connecting families to resources, those attendance letters were decreased to only 12 letters.” – Kim Guinn, Anderson County Schools AWARE Director
- Youths receiving school social work services displayed significant increases in their satisfaction with school, their self-esteem, and their perceptions of both their academic performance and the supportiveness of their home environments.⁵
- School social workers implementing Tier 2 interventions with students considered to be at-risk found significantly improved self-esteem, self-control, classroom behavior, improved emotional awareness, coping skills, academic performance, and homework completion.⁶

Current Status of School Social Work

- During the 2016-17 school year, a total of 440 school social workers were employed in TN, the majority serving urban area schools⁷
- 43% of TN school districts do not have school social workers⁷
- 70.5% of TN counties do not employ 1 school social worker per 2,000 students^{7 8}

NASW Tennessee Chapter

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Changing Needs of Tennessee Children and Youth

School Violence

- From 2014-16, a total of 26,828 offenses that included 19,145 victims were reported by Tennessee Law Enforcement agencies at a school location¹⁰
- As of February 28th, there have been 19 gun-related incidents on the grounds of a U.S. elementary, middle, or high school in 2018¹¹
- Witnessing violence can lead to toxic stress, trauma, and a negative impact on brain development in youth¹²

Adverse Childhood Experiences

- More than 1 in 6 Tennesseans report a score of four or more ACEs¹²
- The future economic development and prosperity of the state depends on what we do now to prevent these and wrap services around children and families¹³

Chronic Absenteeism

- 16% of Tennessee ninth-graders were chronically absent in 2015-16¹⁴
- Chronically absent students are less likely to read on grade level at the end of 3rd grade¹⁵
- More than 63,000 students in Tennessee missed school time in 2015 for disciplinary infractions¹⁶

Mental Health

- Approximately 1 in 6 school-aged youth experience impairments due to mental illness¹⁴
- The number of ADHD/ADD diagnoses in Tennessee have increased by 167 percent from 2004-05 to 2015-16¹⁵

Poverty

- In Tennessee, 1 in 4 students under the age of 18 are living in poverty¹⁶
- Economically disadvantaged students are 3x more likely to be chronically absent in elementary schools than their non-economically disadvantaged peers¹⁷

Addiction Epidemic

- Tennessee ranks 2nd in the U.S. for the rate of opioidssold¹⁸
- In 2012, Tennessee 10th and 12th graders stated the average age at which they first abused prescription opioids was 14¹⁸
- In 2013, an estimated 26,000 children ages 12-17 were dependant on or abusing illicit drugs or alcohol in Tennessee¹⁹

Suicide

- Suicide is the 2nd leading cause of death in young people (ages 10-19) in Tennessee²⁰
- With educators trained to recognize youth who exhibit signs of contemplating suicide, we have a good chance to identify and help youth at risk for suicide²¹

Bullying

- In the 2014-15 school year, there were 9,678 cases of bullying in Tennessee²²
- The percentage of cyberbullying cases rose from 6.5% in 2013-14 to 7.8% in 2014-15²²

Homelessness

- There was a 15% increase in the number of homeless children and youth from the 2014-15 school year to the 2015-16 school year²³
- Unaccompanied homeless youth have increased from 617 to 759 in those years²³
- With increasing population, links to housing and community resources are essential

Teen Pregnancy

- In 2016 there were more than 32 teen pregnancies per 1,000 females aged 15-19 in Tennessee²⁴
- Racial and ethnic disparities in teen pregnancy persist²⁵

Gaps in Academic Achievement

- In 2015, 88 percent of African-Americans and 81 percent of Latinos were below proficient level in eighth grade²⁶
- The rates for African-American students who did not graduate from high school are more than twice as high as non-Hispanic white students²⁷
- Approximately 50,000 English Learners are enrolled in Tennessee schools¹³

¹⁰Quillar, M., Elvick, S., Theriot, M. (2017). School Social Workers Perceptions of School Safety and Security in Today's Schools. ¹¹Strong, K. & Cornell, D. (2008). Student Threat Assessment in Memphis City Schools: A Descriptive Report. ¹²Alvarado, M., Bye, L., Bryant, R. & Mumm, A.M. (2013). School Social Workers and Educational Outcomes. ¹³Hainrich, B. (2017). Evaluation of the Impact of Social Work Services in Rural School Districts. ¹⁴Nowakowski, W.S., Anderson-Butcher, D., Fink, J., Hall, L. & Huffer, J. (2008). The Impact of School Social Work Services on Student Absenteeism and Truancy. ¹⁵Allen-Moore, P., Montgomery, K. & Kim, J. (2012). School-based Social Work Interventions: A Cross-National Systemic Review. ¹⁶Tennessee Department of Education, Office of Coordinated School Health (2017). Annual Report 2016-17 School Year. ¹⁷Tennessee Department of Education (2017). Annual Statistical Report for the 2016-17 School Year. ¹⁸Substance Abuse and Mental Health Services Administration (October 2017). Tennessee AWARE Annual Performance Report Grant Year 3 2016-17. ¹⁹Tennessee Bureau of Investigation (2017). School Crime 2014-2016. ²⁰Gun Violence Archives (February 28, 2018). Online Archive of Gun Violence Incidents. Retrieved from www.gunviolencearchive.org ²¹Tennessee Commission on Children and Youth (July 2017). Kids Count: The State of the Child in Tennessee 2016. ²²State Collaborative on Reforming Education (February 2017). 2016-17 State of Education in Tennessee. ²³Parou, R., Sitko, R.H., Blumberg, S.J., et al. (2013). Mental health surveillance among children—United States, 2005-2011. ²⁴Tennessee Department of Education, Office of Coordinated School Health (2016). Annual Report 2015-16 School Year. ²⁵U.S. Census Bureau (2014). American Community Survey. ²⁶Tennessee Department of Education (February 2016). Chronic Absenteeism in Tennessee's Early Grades. Division of Data and Research. ²⁷Tennessee Department of Mental Health and Substance Abuse Services (2014). Prescription Drug Epidemic in Tennessee. Retrieved from www.tn.gov ²⁸Child Welfare League of America (2015). Tennessee's Children 2015. ²⁹Tennessee Department of Health (2015). Tennessee Death Certificate Data 2013. Nashville, TN: TDH Office of Health Statistics and Research. ³⁰Tennessee Department of Mental Health and Substance Abuse Services (2017). Suicide Prevention. Retrieved from www.tn.gov ³¹Tennessee Department of Education (December 2015). Bullying and Harassment Compliance Report. ³²National Center for Homeless Education and U.S. Department of Education (2016). Tennessee: Number of Homeless Youth Enrolled in Public School by Year. ³³Tennessee Department of Health (2017). 2016 Resident Data: Number of Pregnancies with Rate per 1,000 Females aged 15-19, by Race. ³⁴Annie E. Casey Foundation (2017). 2017 Kids Count Data Book: State Trends in Child Well-Being.

TENNESSEE SCHOOL SOCIAL WORKERS



Making a Difference in the Lives of
Children and Youth

Prepared by Jacquyn Telfer for NASW, Tennessee Chapter

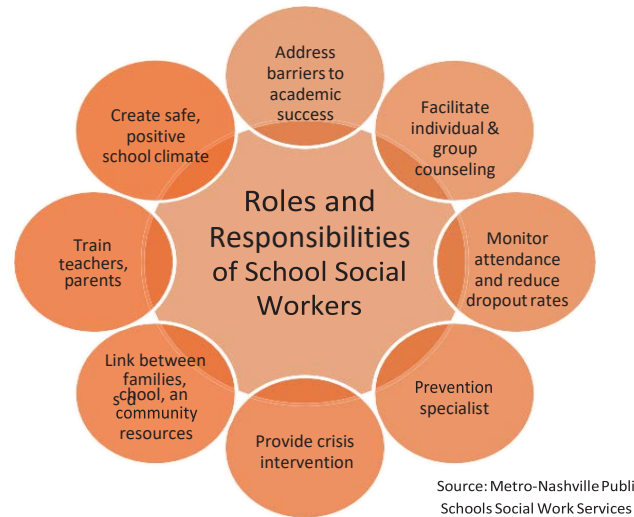
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Tennessee School Social Workers

MAKING A DIFFERENCE IN THE LIVES OF CHILDREN AND YOUTH



Who are School Social Workers?

For over a hundred years, school social workers have provided a critical link between school, home, and community. School social workers are equipped with knowledge of the structural, social, and emotional barriers to learning, especially for vulnerable students. They consistently focus on coordinating the efforts of schools, families, and communities toward helping students improve their academic achievement by preparing students to be mentally, physically, and emotionally present in the classroom, ensuring equitable education opportunities, and promoting the respect and dignity of all students.¹ The State of Tennessee Department of Education licenses school social workers after completion of a program in school social work approved by the State Board of Education and after receipt of a Bachelor or Master Degree in Social Work from a school accredited by the Council on Social Work Education with completion of an internship in a school setting.²

How do School Social Workers improve outcomes for children and youth?

A 2013 study examined the influence school social workers have on educational outcomes, number of students completing high school, graduation rates, and dropout rates by doing a cursory review of the existing literature on school social work outcome research to date. They present the results of a study on school social work services in the 100 largest school districts in the United States, which includes Metro-Nashville, Knox County, Memphis, and Shelby County School Districts. They were able to control for poverty and school district size while assessing the relationship between the number of school social workers and the number of high school completers during the 2008-09 academic school year. The study showed that the number of school social workers in a school district positively influences the number of high school completers. In the 100 largest school districts in the United States, districts that employ school social workers had more students completing high school.³

Data was also compared for high school and middle school students receiving social work case management services in two rural school districts in the United States during the 2016-17 school year. Data was collected before and six weeks after the start of interventions to determine the impact of social work services on student attendance, behavior, and crisis situations. Regardless of the intervention, students receiving social work services in both districts had an average of 24% fewer absences in the six weeks following the start of services. That amounts to 1.78 more days in the classroom per six week period. They had an average of 40% less behavior referrals after beginning services, with an average of 0.67 less referrals during a six week period. Students also had an average increase of 13% on their progress improvement ratings after beginning services, with an average progress improvement rating increase of 0.5 points during a six week period. This rating demonstrates student progress on short-term goals, indications of change, and desired outcomes specific to each crisis situation. Though only licensed clinical social workers (LCSWs) can provide clinical therapy and intervention to students, these findings imply that even basic social work services and referrals for students with mental health issues are effective in producing improvements.⁴

In 2008, researchers examined the impact of school social work services on reducing risk factors related to truancy and student absenteeism among students in urban secondary schools. A total of 115 students participated in this study, 74 students receiving school social work services were compared to 71 students not receiving services. The study found that youths receiving school social work services displayed significant increases in their satisfaction with school, their self-esteem, and their perceptions of both their academic performance and the supportiveness of their home environments.⁵ Another study, a cross-national systematic review of eighteen studies, examined Tier 1 and Tier 2 school-based interventions that involve social workers and their effectiveness with youth. Participants receiving Tier 1 interventions where social workers provided behavioral and mental health assessments, psychiatric referrals, and crisis intervention reported significant increases in both physical and psychosocial health-related quality of life scores. Tier 2 interventions with students who were considered at-risk found that participants had significantly improved self-esteem, self-control, classroom behavior, improved emotional awareness, emotional coping skills, academic performance, and homework completion.⁶

In the Every Student Succeeds Act State Plan, the Tennessee Department of Education demonstrates the importance of supporting and coordinating initiatives that serve all students and ensuring that every student learns in a safe and supportive environment through the “All Means All” state education priority.⁷ Across the state, there is a push to provide individualized support and opportunities for all students, with a focus on those groups who are often left behind. Although there has been great progress, too many Tennessee students—especially those of color, from low-income backgrounds, who have disabilities, or are English learners—are not on track to graduate from high school prepared for postsecondary education and the workforce.⁸ We cannot improve outcomes overall without improving outcomes for our underserved populations. With expertise in family systems theory, child development, and cultural diversity, school social workers are equipped with knowledge of the structural, social, and emotional barriers to learning and can provide the needed strategies to interrupt trajectories that can lead to poor academic performance, chronic absenteeism, and delinquency. School social workers can drive continued success in Tennessee by preparing more students for postsecondary and career success and ensuring more equitable opportunities for all students.

Research indicates that students from families who are engaged in their education earn better grades and test scores; enroll in higher-level courses and programs; are more likely to be promoted, pass their classes, and earn credits; have better school attendance; show improved behavior and have better social skills; and graduate and go on to postsecondary education. We also know, however, that children from economically disadvantaged families face additional challenges. Students living in lower-income neighborhoods often attend schools that lack the resources needed to foster student success. They tend to have much lower rates of parent involvement in their education than their middle-class peers. Schools must take deliberate action to forge strong partnerships with parents and help them feel welcome. Economically disadvantaged students need a network of support to counteract the negative effects of poverty.⁹ Tennessee school social workers are an active link to improving the lives of students and increasing their capacity for academic achievement by helping students overcome these obstacles and barriers to academic success. They build positive relationships between the school and families by working together with community resources and school administrators to ensure students and families can access basic necessities of daily living and the support necessary for parent engagement and better student outcomes.

Efforts to better prepare students for success beyond high school depend on students being in class to receive instruction and experience all opportunities available at their schools. Data on chronic absenteeism and discipline, however, show too many students miss too much time in school.¹⁰ Students who are absent 10 percent of school days (18 days) or more often struggle to stay on pace in their learning. Chronic absenteeism in high school grades can also pull students off track toward graduation and postsecondary success. In addition, some of Tennessee’s chronic absenteeism rates may be tied to exclusionary disciplinary practices that remove students from class through suspensions and expulsions.¹¹ Often attendance workers do not have enough time or resources to address root causes of truancy. School social workers help monitor student attendance and reduce dropout rates by getting out in the community, speaking with families, and connecting them with resources to get them back into school. For disciplinary hearings, school social workers can be present to offer alternative strategies and prevent kids from going to juvenile court and missing valuable classroom time.

“We were sending out hundreds of letters from our attendance office weekly notifying parents of 5 day and 10 day absences. With the hiring of four social workers, who are speaking to and connecting families to resources, those attendance letters were decreased to only 12 letters.”

Research and practice have consistently demonstrated an association between positive school climate and improved student learning, teacher retention, and school performance.¹² Exposure to violence in schools can impact brain development and a child's ability to form relationships, impair memory integration and the ability to concentrate in class. It can also cause an increase in absenteeism, PTSD symptoms and poor mental health. Effects of school violence hinder learning and diminish student achievement and success. Thus, addressing school climate issues is necessary to support decisions for and evaluating the effectiveness of various policies and practices. Policy makers should consider preventative measures and have more resources available to students that promote a healthy learning environment and successful outcomes for students.¹³

The Shelby County Schools Mental Health Center (SCSMHC) demonstrates the vital role school social workers and the threat assessment approach play in keeping students and schools safe. Previously known as the Memphis City Schools Mental Health Center, the center became the Shelby County School Mental Health Center after Memphis City and Shelby County Schools merged to form a new unified school district in 2013. SCSMHC is licensed by the Tennessee Department of Mental Health and Substance Abuse Services to provide school-based treatment and support for students who are struggling with behavioral and emotional challenges.¹⁴

During the 2004-05 school year, the mental health team in Memphis City Schools decided to adopt a threat assessment approach to evaluate students who appeared to pose a risk of violence. Threat assessment is a process of evaluating a threat, and the circumstances surrounding the threat to uncover any facts or evidence that indicate the threat is likely to be carried out. 209 student threats were referred for assessment during the 2004-05 school year. There were no reports of any students carrying out any of the violent threats. School social workers were and continue to be a vital part of the centralized Threat Assessment Team (TAT), which screens student threats and conducts mental health assessments in cases where there is concern about a continued threat to others. It is in large part due to the implementation of the student threat assessment guidelines and the Threat Assessment Team that there has not been a school shooting in Memphis.¹⁵

Strategies that promote student relationships and improve staff—student communication could be the most effective method for reducing school violence. Social workers have a vast knowledge of evidence-based practices that aim to improve student success from a behavioral and mental health perspective. School social workers can provide training and education opportunities to students, teachers, administrators, and the community on various topics, including suicide prevention, bullying, child abuse prevention and detection. They can also be involved and work alongside school administrators and teachers to develop and support decisions on school policies and practices regarding school safety and promotion of a healthy school climate. School social workers can help identify safety and security needs and assist school personnel in balancing the implementation of school safety practices with promoting student connectedness and a positive education environment conducive to student learning.¹⁶

Current Status of School Social Work and Recommendations

There are a variety of recommended student to school social worker ratios. The Tennessee BEP funding formula ratio is 1 social worker to every 2,000 students.¹⁷ Only 29.5 percent of Tennessee school districts meet this ratio.¹⁷ ¹⁸ The National Association of Social Workers and the School Social Work Association of America recommended ratio is 1:250.¹⁹ ²⁰ The Tennessee Coordinated School Health surveys schools by ratio of 1:1,500.¹⁸

During the 2016-17 school year, there were a total of 1,781 schools and 140 school districts in the state of Tennessee.²¹ Currently, a total of 440 school social workers are employed in Tennessee with a majority serving schools in urban areas.

Almost half, forty-three (43) percent, of school districts in Tennessee do not have school social worker coverage.¹⁸ Responses from the 2016-17 Student Health Survey found that 84% of Tennessee school districts indicated an interest in receiving more support to help them address youth mental health needs in their schools.²²

Over the past decade, we have established a positive trajectory and celebrated a period of groundbreaking change in Tennessee's education system. During this period, Tennessee has seen striking successes in student achievement that also called attention to the continued need to ensure long-term success for all students. However, we know our work is not finished. We must continue to build on our progress and success by strengthening the strong foundation in each of our schools and districts.

Student Support Collaborative

Legislation passed by the Tennessee General Assembly in 2018 (SB2196/HB2272) requires the establishment a student support collaborative in the Tennessee Department of Education. The collaborative will review and refine the roles and responsibilities for school social workers, school counselors, school psychologists, and school nurses. The collaborative will also identify available resources and areas that school social workers, school counselors, school psychologists, and school nurses can collaborate on to provide high quality support to students.

Representatives from the following organizations will be part of the collaborative:

- Tennessee Department of Education
- Local education agencies
- NASW, Tennessee Chapter
- TN Association of School Social Workers
- Tennessee Association of School Counselors
- Tennessee Association of School Nurses
- Tennessee Association of School Psychologists
- Tennessee Commission on Children and Youth

This legislation also stipulates that the BEP review committee will analyze the addition of a component for school social workers to the BEP funding formula and will include this analysis in their 2018 annual report.

Overview of Key Federal and State Policies

Every Student Succeeds Act

Every Student Succeeds Act (ESSA) replaced the No Child Left Behind Act in 2015. This gives states and school districts more flexibility to shape policies within schools. Tennessee fully transitioned to ESSA during the 2017-18 school year. The passage of the Every Student Succeeds Act is a real opportunity for Tennessee to build on our current successes and to support our larger state goals by tailoring programs in schools to meet the specific needs of the state, school districts, and communities within Tennessee. With the implementation of ESSA in motion, Tennessee will begin to seek assistance in increasing student attendance as each school will now receive a grade measuring chronic absenteeism. The ESSA acknowledges the important and direct link between mental and behavioral wellness with the overall positive student achievement, school climate, high school graduation rates, and the prevention of risky behaviors and delinquent incidents.⁷

Basic Education Program

The Basic Education Program (BEP) is the funding formula through which state education dollars are generated and distributed to Tennessee schools. The funds generated by the BEP are what the state has defined as sufficient to provide a basic level of education for Tennessee students. The BEP has three major categories (instruction, classroom, and non-classroom), each made up of separate components related to the basic needs of students, teachers, and administrators within a school system.¹⁷

*For additional information on this report, please contact the Tennessee Chapter of the National Association of Social Workers (NASW-TN)
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Changing Needs of Tennessee Children and Youth

School Violence

- From 2014-16, a total of 26,828 offenses that included 19,145 victims were reported by Tennessee Law Enforcement agencies at a school location²³
- As of February 28th, there have already been 19 gun-related incidents on the grounds of a U.S. elementary, middle, or high school in 2018²⁴
- Witnessing violence can lead to toxic stress, trauma, and a negative impact on brain development in youth²⁵

Adverse Childhood Experiences

- More than 1 in 6 Tennesseans report a score of four or more ACEs
- The future economic development and prosperity of the state depends on what we do now to prevent these and wrap services around children and families²⁵

Chronic Absenteeism

- 16% of Tennessee ninth-graders were ironically absent in 2015-16
- Chronically absent students are less likely to read on grade level at the end of third grade
- More than 63,000 students in Tennessee missed school time in 2015 for disciplinary infractions⁸

Mental Health

- Approximately 1 in 6 school-aged youth experience impairments due to mental illness²⁶
- The number of ADHD/ADD diagnoses in Tennessee have increased by 167 percent from 2004-05 to 2015-16²⁷

Poverty

- In Tennessee, 1 in 4 students under the age of 18 are living in poverty²⁸
- Economically disadvantaged students are 3x more likely to be chronically absent in elementary schools than their non-economically disadvantaged peers¹⁰

Addiction Epidemic

- Tennessee ranks 2nd in the U.S. for the rate of opioids sold
- In 2012, Tennessee 10th and 12th graders stated the average age at which they first abused prescription opioids was 14²⁹
- In 2013, an estimated 26,000 children ages 12-17 were dependent on or abusing illicit drugs or alcohol in Tennessee³⁰

Suicide

- Suicide is the 2nd leading cause of death in young people (ages 10-19) in Tennessee³¹
- With educators trained to recognize youth who exhibit signs of contemplating suicide, we have a good chance to identify and help youth at risk for suicide³²

Bullying

- In 2014-15 school year, there were 9,678 total number of bullying cases in Tennessee
- The percentage of cyberbullying cases rose from 6.5% in 2013-14 to 7.8% in 2014-15³²

Homelessness

- There was a 15% increase in the number of homeless children and youth from the 2014-15 school year to the 2015-16 school year
- Unaccompanied homeless youth have increased from 617 to 759 in those years³³
- With increasing population, links to housing and community resources are essential

Teen Pregnancy


- In 2016 there were more than 32 teen pregnancies per 1,000 females aged 15-19 in Tennessee³⁴
- Racial and ethnic disparities in teen pregnancy persist
- Long-lasting effects for teen parents and their children- e.g. growing up in poverty, having parents with low level education, low performance in school²⁵

Gaps in Academic Achievement

- In 2015, 88 percent of African-Americans and 81 percent of Latinos were below proficient level in eighth grade
- The rates for African-American students who did not graduate from high school are more than twice as high as non-Hispanic white students³⁵
- Approximately 50,000 English Learners are enrolled in Tennessee schools¹¹

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School Security Review and Student Supports

Mike Herrmann | Executive Director | Office of School Safety and Transportation


Background

- More to come:
 - School safety and preparedness review
 - results of security assessments
 - random sample of school emergency operation plans (EOPs) and drill logs
 - student support/access to mental health
 - Development of reporting app for students
 - Threat assessment training for schools




Background

- Governor's School Safety Working Group
 - Focus on near-term opportunities for improvement
 - \$25 million in one-time and \$10 million in recurring funding for school safety allocated based on relative share of BEP
 - Security assessment of every public school in state
 - developed by Department of Safety & Homeland Security based on national standards
 - conducted by local school/law enforcement team
 - results to drive use of school safety funding
 - primarily focused on vulnerabilities and security practices
 - every district and all 1805 schools participated



Availability of student supports

Position	None	Less than 1.0 FTE	1.0 or greater FTE
School counselor	4.4 %	10.8 %	84.8 %
School nurse	6.9 %	23.5 %	69.6 %
School psychologist	17.1 %	51.5 %	31.4 %
School social worker	42.8 %	35.3 %	21.8 %
Licensed mental health service provider	60.8 %	18.6 %	20.6 %



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Position	Average FTE (All Schools)	Median FTE (All Schools)	% FTE 0	% FTE 0-1	% FTE 1+
School counselor	1.3	1	4.4%	10.8%	84.8%
School nurse	0.83	1	6.9%	23.5%	69.6%
School psychologist	0.48	0.33	17.1%	51.5%	31.4%
School social worker	0.31	0.1	42.8%	35.3%	21.8%
Licensed mental health service provider	0.28	0	60.8%	18.6%	20.6%
<i>*1,804 total schools</i>					

District Name	District Number	Number of Schools Reporting FTE	School Counselor FTE	School Nurse FTE	School Psychologist FTE	School social worker FTE	Licensed mental health service provider FTE
Achievement School District	985	26	27	19.2	15.65	9	8
Alamo	171	1	0.08	1	0	0	0
Alcoa	51	4	5	3.3	0	0	0
Alvin C York Institute	961	1	2	1	0	0	0
Anderson County	10	17	20.8	14.9	7	8.9	6.22
Arlington	793	4	9	4	2	1	0
Athens	541	5	5	5	5	0	5
Bartlett	794	10	18	11	8.43	5.49	5.19
Bedford County	20	14	17	10.5	3.72	3.82	5.82
Bells	172	1	1	1	0	1	0
Benton County	30	7	6.4	4.34	0.82	0	0
Bledsoe County	40	5	3.1	3.5	2.7	0	0
Blount County	50	21	29	11	21	21	21
Bradford	274	2	1	1	0	1	0
Bradley County	60	18	26	18	20	19	19
Bristol	821	7	9	5.6	0	0	0
Campbell County	70	13	16	7.82	0	0	0
Cannon County	80	7	4.15	2.45	2.1	0	0
Carroll County	90	1	0	1	0	0	0
Carter County	100	15	15	12.5	0.77	3	3.2
Cheatham County	110	13	18	6	4.56	0	14
Chester County	120	6	5.5	5	0	0	0
Claiborne County	130	12	9.05	8.81	2.79	0.86	0
Clay County	140	3	3	3	3	0	0
Cleveland	61	9	12	9	9	9	9
Clinton	11	3	3	3	3	3	3
Cocke County	150	11	13.5	3.1	1.1	0	3.2

Coffee County	160	10	13	10	10	0	10
Collierville	795	8	21	9	3.1	0	0
Crockett County	170	5	4	1	0	0	0
Cumberland County	180	12	16	12	0	0	0.96
Davidson County	190	168	230.95	82.55	132.83	73.28	12.2
Dayton	721	1	1	1	0.8	0	0
DeKalb County	210	5	6	5	2	0.5	0
Decatur County	200	4	3.4	4	1	0.4	1.25
Dickson County	220	15	20	14.5	3	1.35	3.2
Dyer County	230	8	2.25	8	0.96	2	0
Dyersburg	231	4	4	4	0.4	1	0
Elizabethton	101	5	6	5	0	0	0
Etowah	542	1	1	0.75	0.1	0	0
Fayette County	240	7	7	7	0.91	0	0
Fayetteville	521	3	4	2	1	0	1.5
Fentress County	250	6	6	6	12	6	12
Franklin County	260	11	13	12	11	11	11
Franklin SSD	941	8	8	8	6	1.04	2
Germantown	796	5	13	5	5	5	5
Gibson Co Sp Dist	275	9	11.5	9	0	0	0
Giles County	280	8	10	8	2.78	4.78	3.78
Grainger County	290	7	6.4	7	2.33	0	1.53
Greene County	300	16	15	13	1.92	0.06	0
Greeneville	301	7	10	6	0.96	0	0
Grundy County	310	7	5	7	1.49	0.07	0.07
Hamblen County	320	18	22	15	0	0	0
Hamilton County	330	79	98.95	67.7	43.02	25.97	16.25
Hancock County	340	3	4	0	0	0	0
Hardeman County	350	9	11.5	8.2	6	6.98	2
Hardin County	360	7	11	7	1.27	1.33	5.33
Hawkins County	370	19	23	14.5	1.96	1.08	8
Haywood County	380	5	5	1.5	1.5	0	0
Henderson County	390	9	12	10	0.9	0	0
Henry County	400	6	8	6	0.2	0	0
Hickman County	410	8	12	4	2	0	1.04
Hollow Rock - Bruceton	92	2	2	1	2	0	0
Houston County	420	4	3	2.2	1	0	0.4
Humboldt City Schools	271	3	6	3	0	0	0
Humphreys County	430	7	7	4.99	0.98	0.98	2
Huntingdon	93	3	3	3	0.33	0.93	0
Jackson County	440	4	3.5	4	3.25	3.25	0
Jefferson County	450	12	12	12	6	0	3.36
Johnson City	901	11	19	13	3.66	5	12
Johnson County	460	7	4.8	4.9	0	0	0

Kingsport	822	12	18	12	3	0	0
Knox County	470	91	128.6	76.32	40.78	40.16	17.65
Lake County	480	3	1	3	0	0	0
Lakeland	797	2	2	2	1	1	0.5
Lauderdale County	490	7	11	5.66	5.43	3.16	3.2
Lawrence County	500	13	16	13	13	13	13
Lebanon	951	6	6	6	0.85	0	5
Lenoir City	531	3	6	3	3	3	3
Lewis County	510	4	4	2.75	3	1.25	1
Lexington	391	2	1.5	2.5	1	0	0
Lincoln County	520	8	10	7	1.88	0	0
Loudon County	530	9	11.5	9	4.3	0	2.25
Macon County	560	8	6.5	8	8	0	4
Madison County	570	23	38	24	3.95	19	22
Manchester	161	3	3	3	3	0	3
Marion County	580	10	10	10	0	0	0
Marshall County	590	10	12	9.5	9.1	9.1	7
Maryville	52	7	9	7	5	0	0
Maury County	600	21	30	21	21	21	21
McKenzie	94	3	3	3	0	0	0
McMinn County	540	9	13	9	1.2	0	0
McNairy County	550	7	8	7	0	2.6	0.8
Meigs County	610	4	4	3.5	1.5	1	0.2
Milan	272	3	6	3	0.75	1.75	0.75
Millington Municipal Schools	798	4	7	3.75	4	1	0
Monroe County	620	12	11.95	13.5	6.58	0.13	2.46
Montgomery County	630	39	61	38	17.43	5.5	21.2
Moore County	640	2	2	1	1	0	0
Morgan County	650	8	6	6.75	2.48	0	0
Murfreesboro	751	12	12	12	6	10.5	0
Newport	151	1	1.5	1	1	0	0
Oak Ridge	12	8	13	7	4.2	1	3.45
Obion County	660	7	8	7	3.28	1	0
Oneida	761	3	3	0.9	0.9	0	0
Overton County	670	8	9.75	4.5	2	0	0
Paris	401	3	3	1.75	0	1	0
Perry County	680	4	5	4	4	4	4
Pickett County	690	2	1.5	1	0.5	0	0
Polk County	700	6	2.8	4.8	1.8	0	1.2
Putnam County	710	19	30	21	7.57	5.83	13.5
Rhea County	720	7	7	7	2	0	0
Richard City	581	1	1	1	0	0	0
Roane County	730	17	18.33	12.33	5.61	8.5	0
Robertson County	740	21	29	21	7.95	2.2	10.5

Rogersville	371	1	1	1	1	0	1
Rutherford County	750	48	93.5	46	18.1	10.42	1
Scott County	760	7	3.99	7	2.03	0.98	0
Sequatchie County	770	3	4	2	1.5	0	0
Sevier County	780	28	27.25	27	7.85	1.41	3
Shelby County	792	213	282.5	145.25	120.25	97.95	51.17
Smith County	800	9	5.8	1.7	0.9	0.9	0
South Carroll	95	1	1	1	0	0	0
Stewart County	810	4	4	4	1	0	0
Sullivan County	820	22	29.5	19.9	2.44	1.14	0.6
Sumner County	830	45	67	36.55	16.85	1.9	17.4
Sweetwater	621	4	3	2	1.25	0	0
TN State Board	986	1	1	1	1	1	1
Tenn Sch For Deaf	964	2	5	12	2	2	0
Tenn School For Blind	963	1	1	6	1	1	1
Tipton County	840	14	21	12.8	5.3	5.4	2
Trenton	273	3	3	0.9	0	0.9	12
Trousdale County	850	3	2	2	0	0	0
Tullahoma	162	7	9	3.5	0	0	0
Unicoi County	860	6	8	5	0.68	0	2.14
Union City	661	3	3	3	0	0	3
Union County	870	9	9	9	9	9	0
Van Buren County	880	2	2	1	1	0	0
Warren County	890	11	16	10	5	1.1	1.75
Washington County	900	16	20	16	1	1	10
Wayne County	910	8	8	8	8	8	8
Weakley County	920	11	11.5	11	1.1	2.2	1.1
West Carroll Sp Dist	97	3	3	1.5	3	0	3
West Tenn School For Deaf	960	1	1	1	0	0	0
White County	930	8	9.75	6	2.4	0	0
Williamson County	940	44	86.2	43.5	43.8	12.1	1
Wilson County	950	22	23	21	6.72	5.37	5.4
			School Counselor	School Nurse	School Psychologist	School social worker	Licensed mental health service provider
Statewide Total FTE			2339.75	1491.92	859.5	558.52	503.72



State of Tennessee

PUBLIC CHAPTER NO. 844

SENATE BILL NO. 2196

By Swann, Crowe, Yarbro

Substituted for: House Bill No. 2272

By Pitts, Love, Gilmore, Hardaway, Cooper, Akbari, Thompson, Camper, Fitzhugh

AN ACT to amend Tennessee Code Annotated, Title 37; Title 49; Title 63 and Title 68, Chapter 1, relative to social workers.

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

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 1, Part 2, is amended by adding the following as a new section:

The department of education shall establish a student support collaborative to review and define the roles and responsibilities for school social workers, school counselors, school psychologists, and school nurses. The collaborative shall identify available resources and areas that school social workers, school counselors, school psychologists, and school nurses can collaborate on to provide high quality support to students. The collaborative shall include, at a minimum, representatives from the following organizations:

- (1) The department of education;
(2) Local education agencies (LEAs);
(3) The National Association of Social Workers, Tennessee Chapter;
(4) The Tennessee Association of School Social Workers;
(5) The Tennessee Association of School Counselors;
(6) The Tennessee Association of School Nurses;
(7) The Tennessee Association of School Psychologists; and
(8) The Tennessee Commission on Children and Youth.

SECTION 2. The basic education program (BEP) review committee shall analyze the addition of a component for school social workers to the BEP funding formula and shall include such analysis in its 2018 annual report.

SECTION 3. This act shall take effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 2196

PASSED: April 12, 2018

Randy McNally
RANDY MCNALLY
SPEAKER OF THE SENATE

Beth Harwell
BETH HARWELL, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 26th day of April 2018

Bill Haslam
BILL HASLAM, GOVERNOR

Appendix O: BEP Review Committee Priority Letter of 2018

BILL HASLAM
GOVERNOR



DR. SARA H. MORRISON
EXECUTIVE DIRECTOR

TENNESSEE
STATE BOARD OF EDUCATION
1ST FLOOR, ANDREW JOHNSON TOWER
710 JAMES ROBERTSON PARKWAY
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(615) 741-2966 (615) 741-0371 fax
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August 22, 2018

The Honorable Bill Haslam
Governor of the State of Tennessee
Tennessee State Capitol
600 Charlotte Avenue
Nashville, Tennessee 37243

Dear Governor Haslam:

Thank you for your unwavering commitment to improving education in Tennessee. The BEP Review Committee has provided a list of high priorities to you and your administration each year since 2015 and you and the General Assembly addressed many of these priority areas put forth by the committee. You have made extraordinary investments in Tennessee's children and the educators who serve them and we are sincerely grateful.

This year the BEP Review Committee approved a list of priorities for funding in the upcoming 2019-20 budget cycle. We recognize that our annual report comes too late to be an effective tool for you and your cabinet during the creation of the state budget; however, the list of priorities, provided now, can be informative and useful in the budget creation process. The first list of priorities received an equal number of votes and was tied for first place and the last received slightly fewer. The priorities are:

Group 1

- Sustained commitment to teacher compensation
- Security/safety funding and additional funding for School Resource Officers coupled with funding the number of school counselors at a level closer to national best practices (a ratio of 1:250)

The Honorable Bill Haslam

Page 2

August 22, 2018

- Increase technology funding in schools
- Lower the ratio of students to nurses

Group 2

- Continue the commitment to funding Response to Instruction and Intervention positions

The Committee is committed to analyzing the addition of a component of the BEP formula for school social workers pursuant to PC 844 of 2018.

It is the sincere hope of the committee members that the priorities listed will be considered as your team prepares the budget document for 2019-20.

Sincerely,

Lillian Hartgrove
Chair, Tennessee State Board of Education

LH:NJ:cog

cc: Commissioner Larry B. Martin, Finance & Administration
cc: Commissioner Candice McQueen, Department of Education