

Staff Working Paper



Classroom
Teacher
Salary Disparity
Among Tennessee's
School Systems



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Classroom Teacher Salary Disparity Among Tennessee's School Systems

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Summary of Findings

- **Classroom teacher salary disparities among systems are reduced when median salaries are compared**

The number of systems with median salaries below the state median was 103, compared to the 110 systems that fell below the state mean. Even more significant, the number of systems with median salaries equal to less than 90 percent of the state median was only 48, compared to the 71 systems below 90 percent when the mean salary was analyzed.

- **Disparities are further reduced when salaries are adjusted to reflect differences in costs of living and quality of life among systems**

After adjusting median classroom teacher salaries using the Tennessee Teacher Cost Index, (TTCI) only sixty-five systems had adjusted salaries below the state median. Nine systems had adjusted median salaries that represented less than 90 percent of the state median, with the lowest adjusted median salary being \$26,940 for Scott County. The median salary for teachers in these nine systems was \$28,696 (86.32 of the state median). The use of the TTCI reduced the range between the highest and lowest system median salaries from \$19,443 to \$16,416.

- **The cost to equalize adjusted median salaries is less than half that required to equalize unadjusted mean salaries**

The total statewide cost to equalize classroom teacher **unadjusted mean** salaries to the mean statewide salary was almost \$78 million per year. The cost to equalize **TTCI adjusted mean** salaries to the statewide mean was over

\$48 million, while the cost to equalize **TTCI adjusted median** salaries to the statewide median salary was just under \$33 million a year.

- **Estimated equalization costs would be greatly reduced if all counties were funding education to their full fiscal capacity**

At \$53 million, the equalization cost for the unadjusted mean methodology is \$25 million less when every county funds education to its full fiscal capacity. Funding at the full fiscal capacity drops the equalization cost for the TTCI adjusted mean methodology over \$10 million, from \$48 million to \$38 million, and the cost for the TTCI adjusted median methodology over \$9 million, from \$33 million to \$23 million.

- **There is limited disparity between new hire teachers across the state's school systems**

The lowest system average for TTCI adjusted median salaries for the Bachelors peer group represented 88.40 percent of the sample median, compared with 72.82 percent for the low system in the all teachers, unadjusted mean salary analysis, and 81.03 percent for the low system in the all teachers, TTCI adjusted median salary analysis.

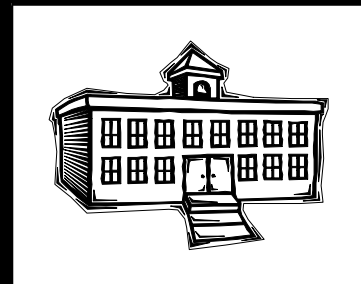
- **Disparity among teachers with 10 years experience and Masters degrees is similar to overall teacher salary disparity**

The lowest system average for TTCI adjusted median salaries for the Masters peer group represented 80.21 percent of the state median, compared with 72.82 percent for the low system in the all teachers, unadjusted mean salary

analysis, and 81.03 percent for the low system in the all teachers, TTCI adjusted median salary analysis.

- For some systems, salary disparity is related to inadequate local effort

Forty-four of the 74 Tennessee Small Schools V. McWherter plaintiffs had a fiscal effort to capacity ratio of less than one. The median salary of teachers serving in these 44 systems was \$29,811 (89.67 percent of the state median), while their average effort to capacity ratio was only .84. This suggests that a portion of the salary shortfall in these systems can be attributed to inadequate local effort. However, when one looks at the remaining 30 plaintiff systems, all with lower than state average salaries, one sees that these systems had an average effort to capacity ratio of 1.19. The median salary of teachers in these 30 systems was an even lower \$29,619 (89.09 percent of the state average).



Introduction

According to data reported by the Tennessee Department of Education in their 1996-97 Salary Database¹, the **weighted** mean state salary for classroom teachers in Tennessee was \$34,131 during school year 1996-97. Twenty-nine of Tennessee's 139 school systems had mean classroom teacher salaries higher than the weighted mean state salary. The highest average salary was \$43,062 (126.17 percent of the state average) in the Oak Ridge system, while the lowest was \$24,853 (72.82 percent of the state average) in the Scott County system. This indicates a range of \$18,209 between the highest and lowest systems by mean classroom teacher salary. Scott County's mean salary represents just 57.71 percent of Oak Ridge's mean salary.²

Teachers serving in the 29 systems exceeding the state mean salary had a mean salary of \$37,627 (110.24 percent of the state mean). The mean teacher salary for the remaining 110 systems was \$31,213 (91.45 percent of the state mean). Seventy-one systems had salaries that represented less than 90 percent of the state mean. The mean salary of teachers in these 71 systems was \$29,782.

It is this disparity that is at the heart of the current debate over teacher salary equity in Tennessee. However, a straight comparison of mean system salaries fails to take into account differences in system characteristics and teacher demographics. Specifically, such a comparison does not consider differences in costs of living or quality of life amenities. It also does not take into account the varying levels of experience and education among teachers across the state. The purpose of this study is to make a preliminary effort to more accurately compare classroom teacher salaries across the state, by adjusting them to reflect differences in "teacher costs" and experience. Unless indicated otherwise, **the term salary used in this document refers to full-time classroom teacher salaries.**³ Also note that the Chattanooga and Hamilton County systems have recently merged, reducing the number of systems statewide to 138. Since the data used for this study was prepared prior to the merger, these two systems are still treated as separate entities, providing for a total of 139 systems.

¹ The Tennessee Department of Education prepares two versions of the Salary Database each fiscal year. The initial run is prepared as of December 1, with a follow-up run prepared in June. The database used by the TACIR staff in the preparation of this analysis is the June 1997 run of the 1996-97 database.

Salaries analyzed are gross total salaries, which include state, local, and federal contributions.

² Several reported salaries for teachers in the Madison County-Jackson LEA appeared extremely low compared to averages reported by the Department of Education. Research indicated that these salaries did not include local contributions that had been previously reported. To improve the overall accuracy of this study, TACIR staff adjusted these salaries using the reported 1996 local contributions.

³ The Tennessee Department of Education defines Classroom Teachers as vocational teachers, home/hospital instruction teachers, special education related services teachers, and grades K-12 teachers.

Median vs. Mean Salaries

The first question to consider when analyzing teacher salaries is what method should one use to arrive at an “average” teacher salary. Most widely published averages use mean salaries to represent system averages. Mean salaries are calculated for a system by dividing the system’s total salary by the number of teachers in a system. While this approach is a common one, it has a major limitation. The mean salary is subject to distortion by a relatively few very large or small salaries within the system.

After much analysis, the TACIR staff has chosen to use median salaries in its comparison of system salaries. The median represents the midpoint in a system’s range of salaries. For example, if a system has 11 teachers, and one ranked their salaries from low to high, the median salary would be that of the teacher with the sixth highest salary (five salaries being lower, and five being higher). The median is the preferred measure of central tendency when a variable includes extreme values or outliers.⁴ TACIR staff used the median salary in order to lessen any distortion from extreme salary values. Table 1 provides a comparison of the major statistics for mean and median Tennessee classroom teacher salaries.

Salary disparity was reduced somewhat when the median salary was used for comparison. Although the range between the highest and lowest system average salaries increased, the number of systems with median salaries below the state median was 103, compared to the 110 systems that fell below the state mean

Table 1
A Comparison of Classroom Teacher Statistics:
Analysis of Mean Salaries vs. Analysis of
Median Salaries

	Mean Salary Analysis	Median Salary Analysis
State Average	\$34,131	\$33,245
Max. System Average	\$43,062	\$44,493
Min. System Average	\$24,853	\$25,050
Range among Systems	\$18,209	\$19,443
# of Systems with Average Salary:		
Greater than State Avg.	29	36
Below the State Avg.	110	103
Less than 90% of State Avg.	71	48

Source: TACIR Staff Analysis of TN Dept. of Education June 1997 Salary Database

(see Table 1). The median salary for teachers in these 103 systems was \$30,202 (90.85 percent of the state median). Even more significant, the number of systems with median salaries equal to less than 90 percent of the state median was only 48, compared to the 71 systems below 90 percent when the mean salary was analyzed. The median salary of teachers in these 48 systems was \$29,276 (88.06 percent of the state median salary). Thirty-six systems exceeded the state median salary. The median salary of teachers in these 36 systems was \$37,028 (111.38 percent of the state median salary). Appendix 1 provides median salary data for all 139 Tennessee systems.

By dampening the impact of extreme salaries, the use of the median salary for statewide comparison provides a less distorted comparison of teacher salaries. This comparison demonstrates that fewer systems have lower than average system salaries than is indicated in a comparison of mean salaries.

⁴ Kenneth J. Meier and Jeffrey L. Brudney, *Applied Statistics for Public Administration*, 4th ed., Harcourt Brace and Company, Fort Worth, TX, 1997, pp. 33-34.

Teacher Costs

The Teacher Cost Index

According to the National Center for Education Statistics (NCES), most of the costs of providing for public education are personnel costs. Higher costs can be attributed to hiring more experienced or more highly educated teachers, hiring more teachers in order to lower class size, or to market competition and higher wages in one geographic area over another. Cost of education indexes (CEI) are an attempt to adjust for these differences in order to provide a more accurate comparison among states and school systems. An ideal CEI must take into account both discretionary factors (such as quality and quantity of staff) that a school system can manage and non-discretionary factors, such as the cost of living, the climate, and the crime rate, that are beyond a system's control. The Teacher Cost Index (TCI) is among the NCES' latest efforts toward an ideal CEI.⁵

The TCI, developed by Dr. Jay Chambers, was estimated using a model known as a hedonic wage model. The model is well suited to isolating the effects of non-discretionary factors while controlling for discretionary factors. Chambers describes the hedonic wage model as follows:

The intuitive notion underlying this theoretical structure is that individuals care both about the quality of their work environment as well as the monetary rewards associated with particular employment alternatives, and that they will seek to attain the greatest possible personal satisfaction by selecting a job with the appropriate

combination of monetary and non-monetary rewards. Similarly, employers are not indifferent as to the characteristics of the individual to whom they offer particular jobs. The result of these simultaneous choices is the matching of individual employees with employers. It is the result of this matching process itself that reveals implicitly the differential rates of pay associated with the attributes of individual employees and the working conditions offered by employers. More formally, it is the supply of, and demand for, individuals with certain personal attributes to any particular kind of job assignment that determines the equilibrium wages of labor as well as the implicit market prices attached to the personal and job characteristics.⁶

While calculating the TCI, Chambers held statistically constant the discretionary differences between systems (personal background characteristics and job assignment characteristics) while simulating the effects these factors have reflecting varied costs of living and location attractiveness. Chambers identified the following characteristics as being beyond the control of local systems:

- market competitiveness,
- factors underlying cost of living differences, and
- amenities associated with urban or rural life, and climatic conditions.

⁵ National Center for Education Statistics, *Geographic Cost Adjustments to Revenues and Expenditures*, <http://nces.ed.gov/edfin/faqs/geocost.html>, 1998.

⁶ Jay G. Chambers, *Public School Teacher Cost Differences Across the United States: Introduction to the Teacher Cost Index (TCI)*, U.S. Department of Education, National Center for Education Statistics, Washington, D.C., 1996, p. 3.

Chambers identified the differences in teacher salaries associated with these characteristics as *cost differences*.⁷ Cost differences demonstrate the variations in salaries paid to comparable teachers working in different systems.⁸ By reflecting these cost differences, the TCI may be used to adjust teacher salary for differences in the purchasing power of education dollars, and as an indicator of demand for educational services.⁹ In general, Chambers found that school districts in urban areas, fast growing areas, areas with colder climates and more snowfall, and areas with high crime rates tend to pay higher relative salaries to teachers. Chambers also found that some districts in remote areas pay higher salaries in order to compensate for the reduced access to urban amenities.¹⁰

Chambers calculated a TCI for each state, as well as each district in the nation. Chambers calculated a TCI for 132 of Tennessee's then 139 LEAs. TACIR staff estimated the TCIs for the remaining seven systems. The TCIs are indexed to the national mean, which is scaled to a value of 100. Table 2 compares Tennessee's statewide TCI to that of its border states. Tennessee's TCI of 90 is interpreted that the costs for the average teacher in Tennessee are 90 percent of the national average cost.

The Tennessee Teacher Cost Index

In order to facilitate a comparison of the 139 school systems across Tennessee, TACIR staff adjusted the TCI by setting the state mean TCI to 100 and re-indexing the state systems to that mean. The resulting index will be referred to as the Tennessee Teacher Cost Index (TTCI). This TTCI is

⁷ Ibid. p. 4.
⁸ Ibid. p. 4.
⁹ Ibid. p. 2.
¹⁰ Ibid. p. 4.

used to adjust teacher salaries in Tennessee to determine the comparative value of each system's median salary.

Adjusting Tennessee's median teacher salaries by the TTCI has a dramatic effect upon the number of school districts meeting or exceeding the median salary (See

Table 2
Tennessee TCI Compared to Border States

State	Mean TCI
Tennessee	90
Alabama	88
Arkansas	87
Georgia	92
Kentucky	89
Missouri	95
Mississippi	84
North Carolina	93
Virginia	96

Source: Jay G. Chambers, Public School Teacher Cost Differences Across the United States: Introduction to the Teacher Cost Index (TCI), U.S. Department of Education, National Center for Education Statistics, Washington, D.C., 1996, pp. 5-6.

Table 3
**A Comparison of Classroom Teacher Statistics:
 Analysis of Median Salaries vs. Analysis of TTCI
 Adjusted Median Salaries**

	Median Salary Analysis	TCI Adj. Med. Salary Analysis
State Average	\$33,245	\$33,245
Max. System Average	\$44,493	\$43,355
Min. System Average	\$25,050	\$26,940
Range among Systems	\$19,443	\$16,416
# of Systems with Avg. Salary:		
Greater than State Avg.	36	74
Below the State Avg.	103	65
Less than 90% of State Avg.	48	9

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

Appendix 1). Seventy-four systems had adjusted median salaries exceeding the state median. The median salary for teachers serving in these 74 systems was \$36,182 (108.83 percent of the state median). Sixty-five systems had adjusted salaries below the state median. The median salary for teachers in these 65 systems was \$31,232 (93.94 percent of the state median). Nine systems had adjusted median salaries that represented less than 90 percent of the state median, with the lowest adjusted median salary being \$26,940 for Scott County. The median salary for teachers in these nine systems was \$28,696 (86.32). The use of the TTCI reduced the range between the highest and lowest system median salaries from \$19,443 to \$16,416.

TACIR staff compared the measures of dispersion for the system median salaries before and after the salaries were adjusted using the TTCI. Measures of dispersion tell how much the data do or do not cluster about the measure of central tendency (the mean or the median). Measures of dispersion used in this analysis include standard deviation, average deviation, coefficient of variation, and coefficient of dispersion:

Standard deviation: the square root of the average squared deviation of the data from the mean, or in other words, it is based upon the squared differences between every item in the data set and the mean of that set. The smaller the standard deviation, the more closely the data cluster about the mean.¹¹

Average deviation: the sum of the absolute differences between the individual observations and the measure of central tendency, divided

by the number of observations.¹² In this analysis, the median is used as the measure of central tendency for calculating the average deviation. The smaller the average deviation, the more closely the data cluster about the median.

Coefficient of variation: equals the standard deviation divided by the mean. The closer the COV is to zero, the less the degree of variation in the set.

Coefficient of dispersion: equals the average deviation divided by the median. The closer the COD is to zero, the less the degree of dispersion in the set.¹³

Table 4 provides the standard deviation, average deviation, coefficient of variation, and coefficient of dispersion for both the set of median system salaries and the set of TTCI adjusted median salaries. All four

Table 4
A Comparison of Classroom Teacher Statistics:
Measures of Dispersion for Median Salaries & TTCI
Adjusted Median Salaries

	Median Salary Analysis	TTCI Adj. Med. Salary Analysis
Unweighted Mean of Systems	\$31,878	\$33,778
Unweighted Median of Systems	\$30,578	\$33,555
Standard Deviation	\$3,339	\$2,927
Average Deviation	\$2,640	\$2,192
Coefficient of Variation	0.105	0.087
Coefficient of Dispersion	0.086	0.065

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

¹¹ Meier and Brundy, pp. 41-43.

¹² International Association of Assessing Officers, *Property Appraisal and Assessment Administration*, Chicago, 1990, p. 23.

¹³ Ibid.

measures of dispersion decrease when the salaries are adjusted by the TTCI, indicating less variance from the measure of central tendency than among unadjusted salaries.

The basic conclusion is that **once geographic variances in teacher costs are considered, much of the statewide discrepancy in teacher salaries disappears.** This is seen most clearly in the large reduction in both the number of systems with average salaries falling below the state average, and the reduction in systems with average salaries equaling less than 90 percent of the state average.

Equalization

For some researchers, the calculation of average teacher salaries is but a step towards their end goal of estimating the costs required to equalize teacher salaries. What impact would the use of TTCI adjusted median salaries have on the costs required to equalize classroom teacher salaries in Tennessee? Table 5 provides the results of TACIR staff estimates for equalization using unadjusted system mean salaries, TTCI adjusted system mean salaries, and TTCI adjusted system median salaries. As shown, the cost to equalize adjusted median salaries is less than half that required to equalize unadjusted mean salaries.

TACIR staff estimated the equalization costs for the mean salary method by calculating the difference between each system's mean salary and the statewide mean salary. The system differences were multiplied by their teacher counts to arrive at the amount needed to bring that system's mean salary equal to the statewide mean. This methodology assumed a hold-harmless policy—no systems were forced to reduce their mean salary. Additionally, funding for this scenario was calculated outside of the Basic Education Program funding model. **The total statewide cost to equalize classroom teacher salaries using the mean methodology was almost \$78 million per year.** TACIR staff used the same methodology to calculate the costs for equalizing teacher salaries using TTCI adjusted mean salaries. **The total statewide cost to equalize classroom teacher salaries using the TTCI adjusted mean methodology was over \$48 million per year.**

TACIR staff estimated the equalization costs for the median salary method by calculating the difference between each system's TTCI adjusted median salary and the statewide median salary. The system differences were multiplied by their teacher counts to arrive at the amount needed to bring that system's median salary equal to the statewide median. **The total statewide**

Table 5
Classroom Teacher Salary Equalization Costs
Unadjusted Mean, TTCI Adjusted Mean, TTCI Adjusted Median

Equalization Method	Cost to State
Unadjusted Mean System Salaries Equalized to State Mean Salary of \$34,131	\$77,823,096
TTCI Adjusted Mean System Salaries Equalized to State Mean Salary of \$34,131	\$48,724,019
TTCI Adjusted Median System Salaries Equalized to State Median Salary of \$33,245	\$33,011,694

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

cost to equalize classroom teacher salaries using the median methodology was \$33 million a year.¹⁴ Appendix 4 displays the equalization cost, using the mean, adjusted mean, and adjusted median methodology, required to bring each system in the state's average salaries up to the state average.

The statewide cost to equalize system average salaries would be far lower if those systems with below average salaries that are not funding to their full fiscal capacity were to do so. Fiscal capacity is the ability of a government to produce revenue. TACIR staff estimated the equalization costs for the unadjusted mean, TTCI adjusted mean, and TTCI adjusted median salaries in a scenario where every county funds education to its full fiscal capacity. These estimates were calculated at the county level because fiscal capacity figures are currently not calculated at the system level. TACIR staff calculated the estimates by first determining which counties in the state had excess fiscal capacity. This was done by subtracting the 1995-97 county average local revenue for education amount

reported by the Tennessee Department of Education from the FY 1999 County area fiscal capacity amount calculated by TACIR. For each county that had excess capacity, TACIR staff calculated the difference between the amount needed to equalize the county's teacher's salaries and the amount of the excess capacity. This calculation was done for each of the amounts for equalizing by unadjusted mean, TTCI adjusted mean and TTCI adjusted median salaries.

Table 6 provides the results of these estimates. At \$53 million, the equalization cost for the unadjusted mean methodology is \$25 million less when every county funds education to its full fiscal capacity. Funding at the full fiscal capacity drops the equalization cost for the TTCI adjusted mean methodology over \$10 million, from \$48 million to \$38 million, and the cost for the TTCI adjusted median methodology over \$9 million, from \$33 million to \$23 million. Appendix 5 provides the county area equalization cost savings at full fiscal capacity.

Table 6
Classroom Teacher Salary Equalization Costs, Unadjusted Mean, TTCI Adjusted Mean, TTCI Adjusted Median, Counties Funding at Full Fiscal Capacity

Equalization Method	Cost to State
Unadjusted Mean System Salaries Equalized to State Mean Salary of \$34,131	\$53,351,651
TTCI Adjusted Mean System Salaries Equalized to State Mean Salary of \$34,131	\$38,271,090
TTCI Adjusted Median System Salaries Equalized to State Median Salary of \$33,245	\$23,722,676

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

¹⁴ Neither methodology takes into account what adjustments the state would consider making based upon the fiscal effort towards education made by a system, as compared to its fiscal capacity.

Table 7
A Comparison of Classroom Teacher Statistics, Unadjusted Mean, TTCI Adjusted Mean, and TTCI Adjusted Median Equalization Scenarios, At Current Fiscal Effort

	Equalization Scenario		
	Unadjusted Mean	TTCI Adjusted Mean	TTCI Adjusted Median
Unweighted Mean of Systems	\$34,746	\$35,058	\$34,604
Unweighted Median of Systems	\$34,131	\$34,131	\$33,555
Maximum System Average	\$43,062	\$42,940	\$43,355
Minimum System Average	\$34,131	\$34,131	\$33,245

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

Table 8
Teacher Salary Equalization Costs, Instructional Salaries vs. Classroom Teacher Salaries

Salary Used for Comparison	Statewide Cost to Equalize Unadjusted Mean Salary at Current Fiscal Effort	Statewide Cost to Equalize TTCI Adjusted Mean Salary at Current Fiscal Effort	Statewide Cost to Equalize TTCI Adjusted Median Salary at Current Fiscal Effort
Classroom Teacher	\$77,823,096	\$48,724,019	\$33,011,694
Instructional	\$95,684,315	\$63,840,610	\$46,013,010
% Difference (Classroom/Instruct.)	81.33%	76.32%	71.74%

Source: TACIR Staff Analysis of TN Dept. of Education June 1997 Salary Database

Table 9
Instructional Salary Equalization Costs, Current Fiscal Capacity vs. Counties Funding at Full Fiscal Capacity

	Statewide Cost to Equalize Unadj. Mean Salary	Statewide Cost to Equalize TTCI Adj. Mean Salary	Statewide Cost to Equalize TTCI Adj. Median Salary
Current Fiscal Capacity	\$95,684,315	\$63,840,610	\$46,013,010
Counties Funding at Full Fiscal Capacity	\$68,731,360	\$50,709,366	\$32,647,257
Statewide Savings at Full Fiscal Capacity	\$26,952,955	\$13,131,244	\$13,365,753

Source: TACIR Staff Analysis of TN Dept. of Education June 1997 Salary Database

Equalizing system salaries would reduce the range between the maximum and minimum average system salary for each scenario. For each, the statewide average salary, either the mean or median, would become the new minimum system salary. Since it is presumed that systems already above the statewide average would not receive equalization funds, the maximum system salary would not change for either of the three scenarios. Table 7 provides maximum, and minimum system salaries for the post-equalization unadjusted mean, TTCI adjusted mean, and TTCI adjusted median scenarios, at current fiscal effort.

Equalization of Instructional Salaries

The State of Tennessee uses instructional salaries rather than classroom salaries for determining salary funding in the Basic Education Program model. For this reason, TACIR staff has also prepared equalization cost numbers using the 1997 instructional salary data reported by the Tennessee Department of Education. As shown in Table 8, the costs to equalize instructional salaries ranges from \$95.68 million for unadjusted mean salaries to \$46.01 million for TTCI adjusted median salaries.

Table 9 shows the statewide savings by methodology for equalization of instructional salaries when counties fund at full fiscal capacity. As shown, the states cost to equalize instructional salaries would be reduced to a range of between \$32.6 million and \$68.7 million if those systems with salaries below the state average were all funding education at their full fiscal capacity.

Teacher Experience and Education

Since the TCI, and by extension, the TTCI, control for discretionary characteristics, such as the personal background of teachers sought by systems and the job assignments given those teachers, they provide a method to compare the value of average salaries across systems. It should not be forgotten, however, that these system averages are largely dependent upon just such characteristics. Although the state establishes minimum salary schedules and maximum classroom sizes, individual systems have a great deal of discretion in the composition of their staff, in terms of the experience and education levels of the people they hire. To reflect the impact of these hiring decisions, the TACIR staff has performed an analysis comparing median salaries among teachers meeting similar education and experience criteria.

Peer Comparisons

TACIR staff prepared a comparison of two "peer groups" of Tennessee teachers in order to compare the average salaries of teachers with the same experience and education levels. In order to provide comparisons with both sets of salary data discussed earlier, TACIR staff used both the system means and system medians to represent the average salaries in the peer comparisons. The peer groups were taken from the Tennessee Department of Education's June 1997 salary database. Using the Department of Education's codes, TACIR staff extracted the two peer groups, teachers with Masters Degrees and 10 years of experience, and teachers with Bachelors Degrees and less than one year of experience. Both peer groups include only full-time teachers in classroom teaching positions. The Masters group is limited to only those teachers with professional licenses, while the Bachelors group also includes teachers with probationary licenses.

The Bachelors Group

The Bachelors group consisted of 1,847 teachers. This group essentially represents the pool of new hire teachers across the state (excluding, of course, any new-hire teachers that wait to enter the labor market until after they earn their Masters degree). Therefore, they provide a valuable comparison of salaries, before teachers start to differentiate themselves with additional education. Not every system had teachers with less than one year of experience; thus 12 systems are not included in the peer comparison.

As shown in Table 10, the mean salary of the Bachelors group was \$25,294. The range between the highest and lowest actual individual salaries in the peer group was \$35,113.¹⁵ Only sixteen systems had mean salaries higher than the state mean of \$25,294, but these sixteen systems included two of the state's largest (Memphis and Shelby County).

Table 10
Descriptive Statistics, Bachelor Peer Group,
1996-97 Salaries

Systems Observed	127
Mean	\$25,294
Median Salary	\$24,083
Minimum Salary	\$20,160
Maximum Salary	\$55,273
Standard Deviation	\$4,077
Coefficient of Variation	0.1612

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

¹⁵ The highest individual salary, \$55,273, is one of several significant outliers in the Memphis City Local Education Agency. These outliers may be the result of coding errors.

Eleven systems had mean salaries that were less than 90 percent of the state mean. As shown in Table 11, the range between the highest average system salary and the lowest average system salary was represented 80.10 percent of the sample \$10,368. The lowest system mean salary mean, significantly higher than the 73.18 percent of the state mean represented by the lowest system average when all teachers were compared in the first section of this report.

As shown in Table 12, using the median classroom teacher salary, rather than the mean salary, reduces the range between systems by 16 percent. The range between the highest median system salary and the lowest median system salary was \$8,743. As discussed earlier, the use of the median dampens the effect of outliers, such as those observed in the Memphis City system.

The use of the median also reduced the number of systems with average salaries below the state average. Seventy-four systems had average median salaries below the state median, while fifty-three had salaries higher than the state median. Only one system, the West Carroll Special School District, had a system median salary that equaled less than 90 percent of the state median.

Once again, adjusting the classroom teacher salaries by the TTCI had a large effect upon disparity. Sixty-seven systems had mean salaries higher than the sample mean salary, while all but 14 systems (Sullivan County, Sumner County, Rutherford County, Elizabethton City, Carter County, Wilson County, Hawkins County, Dickson County, Johnson County, Robertson County, Greene County, Cheatham County, Williamson County, and West Carroll SSD) had average salaries higher than 90 percent of the mean (see Appendix 6). The range between the systems with the highest and lowest average adjusted mean salaries was \$8,829.

Ninety-eight systems had TTCI adjusted median salaries that were higher than the sample median. Only five systems (Robertson County, Hawkins County, Williamson County, Cheatham County, and West Carroll SSD) had adjusted salaries equal to less than 90 percent of the sample median (see Appendix 7). The lowest, West Carroll, however, improved from 84 percent of the median to 87 percent. The range between the systems with the highest and lowest average adjusted median salaries was \$7,547.

Table 11
Bachelor Peer Group
1996-97 Mean System Salaries

Mean	\$25,294
Minimum System Mean Salary	\$20,260
Maximum System Mean Salary	\$30,628
Range between Systems	\$10,368

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

Table 12
Bachelor Peer Group
1996-97 Median System Salaries

Median	\$24,083
Minimum System Median Salary	\$20,260
Maximum System Median Salary	\$29,003
Range between Systems	\$8,743

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

Table 13
Bachelor Peer Group 1996-97 TTCI
Adjusted System Salaries Distribution of
Systems vs. State Average Salary

# of Systems with Avg. Salary:	Mean Salary Analysis	Median Salary Analysis
Greater than State Avg.	67	82
Below the State Avg.	60	45
Less than 90% of State Avg.	14	5

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

This analysis demonstrates that for the Bachelors peer group, disparity among systems is greatly reduced when system salaries are compared for teachers with similar experience and education. The lowest system average for TTCI adjusted median salaries for the Bachelors peer group represented 88.40 percent of the sample median, compared with 72.82 percent for the low system in the all teachers, unadjusted mean salary analysis, and 81.03 percent for the low system in the all teachers, TTCI adjusted median salary analysis. The indication is that there is less system to system disparity statewide within the peer group of new hire teachers than there is within the total population of teachers.

The Masters Group

The Masters peer group was composed of classroom teachers with 10 years of experience and a Masters degree. TACIR staff chose to study teachers with 10 years of experience for two reasons. First, this group represents the corps of teachers who are likely to remain as teaching professionals until reaching retirement; most teachers that leave the teaching profession prior to reaching retirement age do so within the first nine years of their career.¹⁶ Second, this peer group represents teachers that were hired prior to the passage of the Education Improvement Act, and subsequent funding for teacher salary equity. Therefore, this group should provide for an appropriate comparison to that of the Bachelor peer group. One can arguably assume that teacher salary equity has increased since the state began providing equity funding. It is reasonable to also assume that there would be less equity among teachers hired prior to the funding than those hired hence. Since beginning salary is often a major factor in estimating

future salary, one would expect inequities present at the time the teachers were hired to still be evident, unless those inequities were mitigated by differences in local advancement scales or disparate improvements in salaries among systems.

The Masters peer group consisted of 512 teachers in 109 systems.¹⁷ As shown in Table 15, the mean salary of the Masters group was \$34,169. The range between the highest and lowest actual individual salaries in the peer group was \$28,289. Twenty-six systems had average salaries higher than the sample mean. Two of the states largest systems (Memphis and Metropolitan Nashville-Davidson County) were in the top

Table 14
Descriptive Statistics
Masters Peer Group, 1996-97 Salaries

Systems Observed	109
Mean	\$34,169
Median Salary	\$33,600
Minimum Salary	\$24,585
Maximum Salary	\$55,619
Standard Deviation	\$3,397
Coefficient of Variation	0.0994

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

Table 15
Masters Peer Group
1996-97 Mean System Salaries

Mean	\$34,169
Minimum System Mean Salary	\$25,585
Maximum System Mean Salary	\$42,330
Range between Systems	\$16,745

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

¹⁶ National Center for Education Statistics, *Migration and Attrition of Public and Private School Teachers: 1991-1992*, <http://nces.ed.gov/pubs/95770.html>, 1998.

¹⁷ These 512 teachers represent a sub-set of the set of 1,474 classroom teachers with 10 years of experience (regardless of education). The 10-year set represents 3.01 percent of all classroom teachers in Tennessee.

five. Thirty-three systems had average salaries that were less than 90 percent of the state mean. The range between the highest average system salary and the lowest average system salary was \$16,745.

Due to the low incidence of outliers within systems in the Masters group, there was very little difference between the analyses of the **median** salary versus the mean salary. The range between the highest median system salary and the lowest median system salary remained \$16,745 (Table 16). Thirty-six systems had median salaries higher than the sample median, while 27 systems had median salaries that were equal to less than 90 percent of the sample median. The lowest system median salary represented 76.15 percent of the sample median.

Applying the TTCI to the Masters peer group increased the number of systems exceeding the sample **mean** salary to 43, and reduced the number of systems with average salaries below 90 percent of the mean to 13 (See Appendix 8). The lowest system average salary was equal to 79.44 percent of the sample mean. The range between the systems with the highest and lowest average adjusted salaries actually increased to \$19,386. This range is greatly diminished if you discard the one teacher in the highest average system (Bells City at an average adjusted salary of \$46,901). The new range is \$14,084.

Forty-six systems had TTCI adjusted **median** salaries greater than the state median (see Appendix 9). The number of systems with median system salaries equal to less than 90 percent of the state median was eleven. The range between the highest and lowest median system salary was \$16,704; identical to the range indicated in the analysis of TTCI adjusted mean system salaries for the peer group. The lowest system salary (Scott County) was equal to 80.21 percent of the state median.

The lowest system average for TTCI adjusted median salaries for the Masters peer group represented 80.21 percent of the state median, compared with 72.82 percent for the low system in the all teachers, unadjusted mean salary analysis, and 81.03 percent for the low system in the all teachers, TTCI adjusted median salary analysis. The indication is that salary disparity across the state's school systems for teachers with Masters degrees and 10 years of experience is similar to the disparity indicated for all teachers. The distribution suggests that there is greater disparity within this peer group than there is within the Bachelors peer group.

Table 16
Masters Peer Group
1996-97 Median System Salaries

Median	\$33,600
Minimum System Median Salary	\$25,585
Maximum System Median Salary	\$42,330
Range between Systems	\$16,745

Source: TACIR Staff Analysis of TN Dept. of Education June 1997 Salary Database

Table 17
Masters Peer Group, 1996-97 TTCI
Adjusted System Salaries Distribution of
Systems vs. State Average Salary

# of Systems with Avg. Salary:	Mean Salary Analysis	Median Salary Analysis
Greater than State Avg.	49	57
Below the State Avg.	60	52
Less than 90% of State Avg.	11	11

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

Tennessee Small Schools

Since it was the *Tennessee Small Schools vs. McWherter* lawsuit that brought the issue of salary equity to state attention, it is appropriate to apply some of the analytic techniques used in this study to the median teacher salaries of the 74 plaintiffs in that case. TACIR staff has compared the median and TTCI adjusted median salaries of these systems.¹⁸ Additionally, TACIR staff has studied the ratio of the systems' fiscal efforts to their fiscal capacities.¹⁹

All 74 systems had median classroom teacher salaries that were less than 100 percent of the state median classroom teacher salary. The median salary for teachers in the 74 plaintiff systems was \$29,758 (89.51 percent of the state median). Forty-four had a fiscal effort to capacity ratio of less than one. The median salary of teachers serving in these 44 systems was \$29,811 (89.67 percent of the state median), while their average effort to capacity ratio was only .84. This suggests that a portion of the salary shortfall in these systems could be attributed to inadequate local effort. However, when one looks at the remaining 30 plaintiff systems, all with lower than state average salaries, one sees that these systems had an average effort to capacity ratio of 1.19. The median salary of teachers in these 30 systems was an even lower \$29,619 (89.09 percent of the state average).

¹⁸ TACIR identified the list of 74 plaintiffs from Exhibit A: Answer of Plaintiffs to Interrogatories of State Defendants, filed in *Tennessee Small School Systems, et al. V. Ned Ray McWherter, et al.* in the Chancery Court for the 20th Judicial District of Tennessee (No. 88-1812-88).

¹⁹ TACIR measures fiscal capacity on a county area basis. County fiscal capacity measures were used for sub-county systems in this analysis, a methodology that likely introduces some distortion into the relative effort to capacity ratios between county systems and sub-county systems.

Applying the TTCI to the plaintiff systems reduced the disparity between these systems and the state median. The median TTCI adjusted salary of teachers serving in the 74 plaintiff systems was \$32,044 (96.39 percent of the state median). Forty-five of the 74 plaintiffs fell below the state median classroom teacher salary when salaries were adjusted by the TTCI (See Appendix 10). Additionally, both groups of systems, those exceeding and those failing to exceed a fiscal capacity to effort ratio of one, increased as a percentage of the state median salary after they were adjusted by the TTCI. The teachers serving in the 44 systems with a fiscal effort to capacity ratio of less than one had a TTCI adjusted median salary of \$32,416 (97.51 percent of the state median). Those serving in the thirty plaintiff systems with a fiscal effort to capacity ratio greater than one had a TTCI adjusted median salary of \$31,428 (94.54 percent of the state median).

Table 18
A Comparison of Classroom Teacher Statistics among the 74 Plaintiffs in Tennessee Small Schools vs. McWherter: Analysis of Median Salaries vs. TTCI Adjusted Median Salaries

	Med. Salary Analysis	TTCI Adj. Med. Salary Analysis
State Average	\$33,245	\$33,245
Sample Avg.	\$29,758	\$32,044
Max. System Avg.	\$32,778	\$39,296
Min. System Avg.	\$27,477	\$27,750
Range among Systems	\$5,301	\$11,546
# of Systems with Avg. Salary:		
Greater than State Avg.	0	29
Below the State Avg.	74	45
Less than 90% of State Avg.	41	6

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

Table 19
Plaintiff LEAs with Fiscal Effort to Fiscal Capacity Ratios Less than One

System	TTCI Adjusted Median Salary	Percent of State Median Salary	Fiscal Effort	Fiscal Capacity	Effort/ Capacity
Macon County	\$33,555	100.93%	\$826	\$836	0.9880
Tipton County	29,763	89.53%	677	691	0.9802
Paris SSD	34,381	103.42%	1,372	1,418	0.9679
Lincoln County	31,768	95.56%	991	1,031	0.9616
Carter County	28,088	84.49%	963	1,003	0.9604
Cumberland Co.	31,289	94.12%	1,143	1,201	0.9521
Clay County	34,202	102.88%	955	1,010	0.9459
Lake County	34,656	104.25%	791	838	0.9439
Monroe County	29,646	89.17%	1,071	1,137	0.9418
South Carroll SSD	35,990	108.26%	1,016	1,083	0.9380
Fentress County	32,740	98.48%	982	1,068	0.9196
Unicoi County	30,541	91.87%	1,005	1,099	0.9149
Grundy County	32,801	98.67%	636	696	0.9135
Cannon County	34,166	102.77%	731	806	0.9064
Marshall County	33,742	101.50%	1,327	1,465	0.9060
West Carroll SSD	31,114	93.59%	979	1,083	0.9035
Henry County	34,407	103.50%	1,270	1,418	0.8954
McNairy County	34,767	104.58%	916	1,025	0.8937
Gibson SSD	33,096	99.55%	1,114	1,257	0.8866
Overton County	31,902	95.96%	729	824	0.8848
Pickett County	39,296	118.20%	667	773	0.8628
Chester County	33,058	99.44%	673	781	0.8616
Crockett County	35,280	106.12%	789	925	0.8525
Hardin County	33,368	100.37%	970	1,140	0.8509
Smith County	32,211	96.89%	904	1,064	0.8496
Fayette County	31,836	95.76%	918	1,082	0.8488
Humphreys Co.	33,698	101.36%	1,048	1,242	0.8441
Giles County	33,400	100.47%	1,147	1,364	0.8407
Bedford County	31,576	94.98%	1,075	1,297	0.8289
Cocke County	31,452	94.61%	893	1,081	0.8261
Marion County	32,971	99.18%	952	1,166	0.8165
Jefferson County	30,132	90.64%	922	1,141	0.8080
Rhea County	32,830	98.75%	792	981	0.8077
Lauderdale County	35,146	105.72%	674	849	0.7935
Weakley County	33,676	101.30%	1,006	1,277	0.7876
Bradford SSD	34,918	105.03%	989	1,257	0.7869
Alamo City	36,745	110.53%	724	925	0.7826
Lawrence County	32,728	98.45%	925	1,264	0.7322
White County	33,138	99.68%	704	970	0.7262
Decatur County	36,088	108.55%	736	1,072	0.6867
Henderson County	34,055	102.44%	708	1,106	0.6405
DeKalb County	33,285	100.12%	728	1,149	0.6339
Stewart County	34,083	102.52%	445	793	0.5610
Lewis County	31,656	95.22%	444	863	0.5148

Source: TACIR staff Analysis of TN Dept. of Education June 1997 Salary Database

Conclusion

The comparison of teacher salaries among systems is a complicated process. Simplistic comparisons of mean system salaries fail to take into account system differences in costs of living and quality of life. Additionally, these comparisons are susceptible to distortion by extreme variables, such as for uncharacteristically high or low individual salaries within systems.

A comparison of median salaries, adjusted by the TTCl to reflect variations between systems, indicates that the magnitude of teacher salary disparity among Tennessee's school systems has been overstated. Only nine systems had adjusted median salaries that represented less than 90 percent of the state median. Further, if the state were to pursue equalizing teacher salaries, the cost to equalize salaries based upon adjusted median salaries is less than half the cost required to equalize based upon unadjusted mean salaries. These costs would be lower if each county were funding education to its full fiscal capacity. Comparisons of peer groups across systems supports the findings that teacher salary disparity has been overstated. There is less disparity among new-hire teachers than there is within the entire teacher population.

Appendices

- Appendix 1 1996-97 TN Median Teacher Salaries, by System, Adjusted by TTCI
- Appendix 2 1996-97 TN Median Teacher Salaries, by System, Adjusted by TTCI, Ranked by Adjusted Salary
- Appendix 3 1996-97 TN Median Teacher Salaries, by System, Adjusted by TTCI, Ranked by TTCI
- Appendix 4 Cost to Equalize TN Classroom Teacher Salaries, by System, Mean Salary vs. TTCI Adjusted Mean Salary and TTCI Adjusted Median Salary
- Appendix 5 Equalization Cost Savings Realized when Counties Fund Education at Full Fiscal Capacity
- Appendix 6 TN Classroom Teacher Salary Characteristics by System, 1996-97, Full-time K-12 Teachers with Bachelors Degrees, and Less than One Year of Experience, Ranked by Adjusted Mean Salary
- Appendix 7 TN Classroom Teacher Salary Characteristics by System, 1996-97, Full-time K-12 Teachers with Bachelors Degrees, and Less than One Year of Experience, Ranked by Adjusted Median Salary
- Appendix 8 TN Classroom Teacher Salary Characteristics by System, 1996-97, Full-time K-12 Teachers with Masters Degrees, Professional Licenses, and 10 Years Experience, Ranked by Adjusted Mean Salary
- Appendix 9 TN Classroom Teacher Salary Characteristics by System, 1996-97, Full-time K-12 Teachers with Masters Degrees, Professional Licenses, and 10 Years Experience, Ranked by Adjusted Median Salary
- Appendix 10 1996-97 Comparative Classroom Teacher Salary Statistics and Fiscal Capacity/Fiscal Effort, TN Small School Plaintiffs



Appendix 1

1996-97 TN Median Teacher Salaries, by System, Adjusted by TTCI

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median
Anderson County	\$32,909	99%	104.6366	\$31,451	95%
Clinton City	\$36,628	110%	102.3282	\$35,795	108%
Oak Ridge City	\$44,493	134%	102.6230	\$43,355	130%
Bedford County	\$30,810	93%	97.5752	\$31,576	95%
Benton County	\$29,426	89%	92.3861	\$31,851	96%
Bledsoe County	\$28,326	85%	90.6502	\$31,247	94%
Blount County	\$35,175	106%	102.4754	\$34,325	103%
Alcoa City	\$41,383	124%	99.6739	\$41,518	125%
Maryville City	\$39,564	119%	100.5050	\$39,365	118%
Bradley County	\$35,058	105%	99.6755	\$35,172	106%
Cleveland City	\$36,345	109%	97.1499	\$37,411	113%
Campbell County	\$28,723	86%	93.5451	\$30,705	92%
Cannon County	\$29,297	88%	85.7499	\$34,166	103%
Carroll County ³	\$29,727	85%	92.5989	\$32,103	97%
Hollow Rock-Bruceton SSD	\$28,791	87%	93.3641	\$30,837	93%
Huntingdon SSD	\$30,578	92%	94.5367	\$32,345	97%
McKenzie SSD	\$29,516	89%	94.4002	\$31,267	94%
South Carroll SSD	\$30,780	93%	85.5248	\$35,990	108%
West Carroll SSD	\$29,611	89%	95.1688	\$31,114	94%
Carter County	\$29,340	88%	104.4566	\$28,088	84%
Elizabethton City	\$33,327	100%	101.8540	\$32,720	98%
Cheatham County	\$29,096	88%	104.8493	\$27,750	83%
Chester County ⁴	\$29,730	87%	89.9320	\$33,058	99%
Claiborne County	\$29,394	88%	90.5839	\$32,449	98%
Clay County	\$29,928	90%	87.5022	\$34,202	103%
Cocke County	\$29,714	89%	94.4721	\$31,452	95%
Newport City	\$33,174	100%	90.8407	\$36,519	110%
Coffee County	\$32,110	97%	98.2487	\$32,682	98%
Manchester City	\$34,329	103%	97.9417	\$35,050	105%
Tullahoma City	\$36,101	109%	97.9058	\$36,873	111%
Crockett County	\$30,223	91%	85.6639	\$35,280	106%
Alamo City	\$30,264	91%	82.3632	\$36,745	111%
Bells City	\$28,178	85%	77.0341	\$36,579	110%
Cumberland County	\$30,274	91%	96.7549	\$31,289	94%
Davidson County	\$38,805	117%	102.4051	\$37,894	114%
Decatur County	\$30,175	91%	83.6151	\$36,088	109%

Appendix 1 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median
DeKalb County	\$29,158	88%	87.6016	\$33,285	100%
Dickson County	\$30,107	91%	103.3835	\$29,121	88%
Dyer County	\$33,717	101%	95.7542	\$35,212	106%
Dyersburg City	\$37,289	112%	95.3784	\$39,096	118%
Fayette County	\$29,630	89%	93.0695	\$31,836	96%
Fentress County	\$29,384	88%	89.7495	\$32,740	98%
Franklin County	\$29,619	89%	97.1582	\$30,485	92%
Humboldt City (Gibson Co.)	\$29,788	90%	88.2496	\$33,754	102%
Milan SSD (Gibson Co.)	\$29,935	90%	90.3200	\$33,143	100%
Trenton SSD (Gibson Co.)	\$29,661	89%	89.8942	\$32,995	99%
Bradford SSD (Gibson Co.)	\$30,016	90%	85.9620	\$34,918	105%
Gibson SSD (Gibson Co.)	\$30,024	90%	90.7175	\$33,096	100%
Giles County	\$30,795	93%	92.2008	\$33,400	100%
Grainger County	\$29,817	90%	97.7076	\$30,517	92%
Greene County	\$31,030	93%	101.5744	\$30,549	92%
Greeneville City	\$36,490	110%	99.1930	\$36,787	111%
Grundy County	\$28,818	87%	87.8547	\$32,801	99%
Hamblen County	\$33,984	102%	98.2597	\$34,586	104%
Hamilton County	\$38,552	116%	102.0080	\$37,793	114%
Chattanooga City	\$38,304	115%	100.4710	\$38,124	115%
Hancock County	\$30,155	91%	94.2156	\$32,006	96%
Hardeman County	\$29,990	90%	87.2097	\$34,388	103%
Hardin County	\$29,276	88%	87.7379	\$33,368	100%
Hawkins County	\$30,230	91%	103.1080	\$29,319	88%
Rogersville City	\$31,395	94%	96.0750	\$32,678	98%
Haywood County	\$29,417	88%	89.0043	\$33,051	99%
Henderson County	\$29,926	90%	87.8765	\$34,055	102%
Lexington City	\$35,397	106%	84.3052	\$41,986	126%
Henry County	\$32,075	96%	93.2225	\$34,407	103%
Paris SSD	\$32,110	97%	93.3940	\$34,381	103%
Hickman County	\$29,318	88%	95.3711	\$30,741	92%
Houston County	\$29,742	89%	90.4188	\$32,894	99%
Humphreys County	\$30,582	92%	90.7545	\$33,698	101%
Jackson County	\$30,376	91%	87.9810	\$34,526	104%
Jefferson County	\$29,518	89%	97.9615	\$30,132	91%
Johnson County	\$29,560	89%	92.3606	\$32,005	96%
Knox County	\$33,922	102%	97.6420	\$34,741	105%

Appendix 1 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median
Lake County	\$29,979	90%	86.5035	\$34,656	104%
Lauderdale County	\$30,335	91%	86.3123	\$35,146	106%
Lawrence County	\$30,125	91%	92.0454	\$32,728	98%
Lewis County ⁵	\$29,415	85%	92.9207	\$31,656	95%
Lincoln County	\$29,880	90%	94.0571	\$31,768	96%
Fayetteville City	\$31,545	95%	89.4570	\$35,263	106%
Loudon County	\$32,597	98%	96.2579	\$33,864	102%
Lenoir City	\$34,126	103%	96.4171	\$35,394	106%
McMinn County	\$34,495	104%	94.5030	\$36,501	110%
Athens City	\$37,370	112%	91.8433	\$40,689	122%
Etowah City	\$32,000	96%	82.6508	\$38,717	116%
McNairy County	\$29,487	89%	84.8120	\$34,767	105%
Macon County	\$30,012	90%	89.4392	\$33,555	101%
Madison County	\$37,283	112%	102.0238	\$36,543	110%
Marion County	\$30,385	91%	92.1565	\$32,971	99%
Richard City SSD ⁶	\$29,340	88%	92.1565	\$31,837	96%
Marshall County	\$31,070	93%	92.0804	\$33,742	101%
Maury County	\$34,463	104%	99.0012	\$34,811	105%
Meigs County	\$30,845	93%	90.2490	\$34,178	103%
Monroe County	\$28,358	85%	95.6569	\$29,646	89%
Sweetwater City	\$30,920	93%	95.4154	\$32,406	97%
Montgomery County	\$31,195	94%	98.5779	\$31,645	95%
Moore County ⁷	\$32,778	99%	96.7598	\$33,876	102%
Morgan County	\$29,195	88%	91.3755	\$31,951	96%
Obion County	\$31,230	94%	89.8683	\$34,751	105%
Union City	\$36,890	111%	88.9318	\$41,481	125%
Overton County	\$29,092	88%	91.1913	\$31,902	96%
Perry County	\$29,340	88%	89.7654	\$32,685	98%
Pickett County	\$31,510	95%	80.1873	\$39,296	118%
Polk County	\$31,070	93%	87.1404	\$35,655	107%
Putnam County	\$31,017	93%	95.8086	\$32,374	97%
Rhea County	\$29,697	89%	90.4579	\$32,830	99%
Dayton City ⁸	\$31,193	94%	90.4579	\$34,483	104%
Roane County	\$32,966	99%	97.3265	\$33,872	102%
Harriman City	\$32,762	99%	94.6617	\$34,610	104%
Robertson County	\$32,248	97%	106.4918	\$30,282	91%
Rutherford County	\$35,426	107%	105.4742	\$33,587	101%

Appendix 1 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median
Murfreesboro City	\$36,839	111%	104.0932	\$35,390	106%
Scott County	\$25,050	75%	92.9852	\$26,940	81%
Oneida SSD	\$29,550	89%	92.7786	\$31,850	96%
Sequatchie County	\$29,065	87%	93.0104	\$31,249	94%
Sevier County	\$33,790	102%	98.4697	\$34,315	103%
Shelby County	\$34,680	104%	102.9442	\$33,688	101%
Memphis City	\$40,454	122%	102.8187	\$39,345	118%
Smith County	\$28,904	87%	89.7329	\$32,211	97%
Stewart County	\$29,604	89%	86.8582	\$34,083	103%
Sullivan County	\$35,350	106%	101.7561	\$34,740	104%
Bristol City	\$38,765	117%	100.6875	\$38,500	116%
Kingsport City	\$42,103	127%	104.1971	\$40,407	122%
Sumner County	\$32,800	99%	103.7967	\$31,600	95%
Tipton County	\$30,001	90%	100.7995	\$29,763	90%
Covington City	\$30,630	92%	97.8315	\$31,309	94%
Trousdale County	\$28,850	87%	85.7537	\$33,643	101%
Unicoi County	\$29,787	90%	97.5317	\$30,541	92%
Union County ⁹	\$27,477	83%	96.8230	\$28,378	85%
Van Buren County	\$28,857	87%	85.9590	\$33,571	101%
Warren County	\$30,722	92%	93.4703	\$32,868	99%
Washington County	\$32,732	98%	105.8412	\$30,926	93%
Johnson City	\$37,909	114%	105.8700	\$35,807	108%
Wayne County	\$29,161	88%	89.1404	\$32,714	98%
Weakley County	\$30,199	91%	89.6746	\$33,676	101%
White County	\$29,713	89%	89.6655	\$33,138	100%
Williamson County	\$36,100	109%	108.5548	\$33,255	100%
Franklin SSD	\$36,725	110%	106.9572	\$34,336	103%
Wilson County	\$30,679	92%	103.0796	\$29,762	90%
Lebanon SSD	\$32,521	98%	101.3007	\$32,103	97%
Statewide	\$33,245	100%	100.0000	\$33,245	100%
Unweighted statistics:					
Mean Salary	\$31,878			\$33,778	
Median Salary	\$30,578			\$33,555	
Maximum	\$44,493			\$43,355	
Minimum	\$25,050			\$26,940	

Appendix 1 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median
Range	\$19,443			\$16,416	
Standard Deviation	\$3,339			\$2,927	
Average Deviation	\$2,640			\$2,192	
Coefficient of Variation	0.105			0.087	
Coefficient of Dispersion	0.086			0.065	

¹ Calculated by TACIR using TN Department of Education 1996-97 salary database

² This indicator treats the TN avg. salary as the base index (100). Each system's modified TCI is TCI (as shown in Chambers)/State TCI

³ Average of TCIs of other LEAs located in Carroll County used as proxy for Carroll County LEA

⁴ Average of TCIs of surrounding counties used as proxy for Chester County LEA

⁵ Average of TCIs of surrounding counties used as proxy for Lewis County LEA

⁶ Marion County TCI used as proxy for Ricard City SSD

⁷ Average of TCIs of surrounding counties used as proxy for Moore County LEA

⁸ Rhea County TCI used as proxy for Dayton City SSD

⁹ Average of TCIs of surrounding counties used as proxy for Union County LEA

Appendix 2

1996-97 TN Median Teacher Salaries, by System, Adjusted by TTCI, Ranked by Adjusted Salary

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
Oak Ridge City	\$44,493	134%	102.6230	\$43,355	130.41%	1
Lexington City	\$35,397	106%	84.3052	\$41,986	126.29%	2
Alcoa City	\$41,383	124%	99.6739	\$41,518	124.88%	3
Union City	\$36,890	111%	88.9318	\$41,481	124.77%	4
Athens City	\$37,370	112%	91.8433	\$40,689	122.39%	5
Kingsport City	\$42,103	127%	104.1971	\$40,407	121.54%	6
Maryville City	\$39,564	119%	100.5050	\$39,365	118.41%	7
Memphis City	\$40,454	122%	102.8187	\$39,345	118.35%	8
Pickett County	\$31,510	95%	80.1873	\$39,296	118.20%	9
Dyersburg City	\$37,289	112%	95.3784	\$39,096	117.60%	10
Etowah City	\$32,000	96%	82.6508	\$38,717	116.46%	11
Bristol City	\$38,765	117%	100.6875	\$38,500	115.81%	12
Chattanooga City	\$38,304	115%	100.4710	\$38,124	114.68%	13
Davidson County	\$38,805	117%	102.4051	\$37,894	113.98%	14
Hamilton County	\$38,552	116%	102.0080	\$37,793	113.68%	15
Cleveland City	\$36,345	109%	97.1499	\$37,411	112.53%	16
Tullahoma City	\$36,101	109%	97.9058	\$36,873	110.91%	17
Greeneville City	\$36,490	110%	99.1930	\$36,787	110.65%	18
Alamo City	\$30,264	91%	82.3632	\$36,745	110.53%	19
Bells City	\$28,178	85%	77.0341	\$36,579	110.03%	20
Madison County	\$37,283	112%	102.0238	\$36,543	109.92%	21
Newport City	\$33,174	100%	90.8407	\$36,519	109.85%	22
McMinn County	\$34,495	104%	94.5030	\$36,501	109.80%	23
Decatur County	\$30,175	91%	83.6151	\$36,088	108.55%	24
South Carroll SSD	\$30,780	93%	85.5248	\$35,990	108.26%	25
Johnson City	\$37,909	114%	105.8700	\$35,807	107.71%	26
Clinton City	\$36,628	110%	102.3282	\$35,795	107.67%	27
Polk County	\$31,070	93%	87.1404	\$35,655	107.25%	28
Lenoir City	\$34,126	103%	96.4171	\$35,394	106.46%	29
Murfreesboro City	\$36,839	111%	104.0932	\$35,390	106.45%	30
Crockett County	\$30,223	91%	85.6639	\$35,280	106.12%	31
Fayetteville City	\$31,545	95%	89.4570	\$35,263	106.07%	32
Dyer County	\$33,717	101%	95.7542	\$35,212	105.92%	33
Bradley County	\$35,058	105%	99.6755	\$35,172	105.80%	34
Lauderdale Co.	\$30,335	91%	86.3123	\$35,146	105.72%	35

Appendix 2 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
Manchester City	\$34,329	103%	97.9417	\$35,050	105.43%	36
Bradford SSD	\$30,016	90%	85.9620	\$34,918	105.03%	37
Maury County	\$34,463	104%	99.0012	\$34,811	104.71%	38
McNairy County	\$29,487	89%	84.8120	\$34,767	104.58%	39
Obion County	\$31,230	94%	89.8683	\$34,751	104.53%	40
Knox County	\$33,922	102%	97.6420	\$34,741	104.50%	41
Sullivan County	\$35,350	106%	101.7561	\$34,740	104.50%	42
Lake County	\$29,979	90%	86.5035	\$34,656	104.25%	43
Harriman City	\$32,762	99%	94.6617	\$34,610	104.10%	44
Hamblen County	\$33,984	102%	98.2597	\$34,586	104.03%	45
Jackson County	\$30,376	91%	87.9810	\$34,526	103.85%	46
Dayton City ⁸	\$31,193	94%	90.4579	\$34,483	103.73%	47
Henry County	\$32,075	96%	93.2225	\$34,407	103.50%	48
Hardeman County	\$29,990	90%	87.2097	\$34,388	103.44%	49
Paris SSD	\$32,110	97%	93.3940	\$34,381	103.42%	50
Franklin SSD	\$36,725	110%	106.9572	\$34,336	103.28%	51
Blount County	\$35,175	106%	102.4754	\$34,325	103.25%	52
Sevier County	\$33,790	102%	98.4697	\$34,315	103.22%	53
Clay County	\$29,928	90%	87.5022	\$34,202	102.88%	54
Meigs County	\$30,845	93%	90.2490	\$34,178	102.81%	55
Cannon County	\$29,297	88%	85.7499	\$34,166	102.77%	56
Stewart County	\$29,604	89%	86.8582	\$34,083	102.52%	57
Henderson County	\$29,926	90%	87.8765	\$34,055	102.44%	58
Moore County ⁷	\$32,778	99%	96.7598	\$33,876	101.90%	59
Roane County	\$32,966	99%	97.3265	\$33,872	101.88%	60
Loudon County	\$32,597	98%	96.2579	\$33,864	101.86%	61
Humboldt City	\$29,788	90%	88.2496	\$33,754	101.53%	62
Marshall County	\$31,070	93%	92.0804	\$33,742	101.50%	63
Humphreys Co.	\$30,582	92%	90.7545	\$33,698	101.36%	64
Shelby County	\$34,680	104%	102.9442	\$33,688	101.33%	65
Weakley County	\$30,199	91%	89.6746	\$33,676	101.30%	66
Trousdale County	\$28,850	87%	85.7537	\$33,643	101.20%	67
Rutherford County	\$35,426	107%	105.4742	\$33,587	101.03%	68
Van Buren County	\$28,857	87%	85.9590	\$33,571	100.98%	69
Macon County	\$30,012	90%	89.4392	\$33,555	100.93%	70
Giles County	\$30,795	93%	92.2008	\$33,400	100.47%	71
Hardin County	\$29,276	88%	87.7379	\$33,368	100.37%	72

Appendix 2 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
DeKalb County	\$29,158	88%	87.6016	\$33,285	100.12%	73
Williamson County	\$36,100	109%	108.5548	\$33,255	100.03%	74
Milan SSD	\$29,935	90%	90.3200	\$33,143	99.69%	75
White County	\$29,713	89%	89.6655	\$33,138	99.68%	76
Gibson SSD	\$30,024	90%	90.7175	\$33,096	99.55%	77
Chester County ⁴	\$29,730	87%	89.9320	\$33,058	99.44%	78
Haywood County	\$29,417	88%	89.0043	\$33,051	99.42%	79
Trenton SSD	\$29,661	89%	89.8942	\$32,995	99.25%	80
Marion County	\$30,385	91%	92.1565	\$32,971	99.18%	81
Houston County	\$29,742	89%	90.4188	\$32,894	98.94%	82
Warren County	\$30,722	92%	93.4703	\$32,868	98.86%	83
Rhea County	\$29,697	89%	90.4579	\$32,830	98.75%	84
Grundy County	\$28,818	87%	87.8547	\$32,801	98.67%	85
Fentress County	\$29,384	88%	89.7495	\$32,740	98.48%	86
Lawrence County	\$30,125	91%	92.0454	\$32,728	98.45%	87
Elizabethton City	\$33,327	100%	101.8540	\$32,720	98.42%	88
Wayne County	\$29,161	88%	89.1404	\$32,714	98.40%	89
Perry County	\$29,340	88%	89.7654	\$32,685	98.32%	90
Coffee County	\$32,110	97%	98.2487	\$32,682	98.31%	91
Rogersville City	\$31,395	94%	96.0750	\$32,678	98.29%	92
Claiborne County	\$29,394	88%	90.5839	\$32,449	97.61%	93
Sweetwater City	\$30,920	93%	95.4154	\$32,406	97.48%	94
Putnam County	\$31,017	93%	95.8086	\$32,374	97.38%	95
Huntingdon SSD	\$30,578	92%	94.5367	\$32,345	97.29%	96
Smith County	\$28,904	87%	89.7329	\$32,211	96.89%	97
Lebanon SSD	\$32,521	98%	101.3007	\$32,103	96.57%	98
Carroll County ³	\$29,727	85%	92.5989	\$32,103	96.56%	99
Hancock County	\$30,155	91%	94.2156	\$32,006	96.27%	100
Johnson County	\$29,560	89%	92.3606	\$32,005	96.27%	101
Morgan County	\$29,195	88%	91.3755	\$31,951	96.11%	102
Overton County	\$29,092	88%	91.1913	\$31,902	95.96%	103
Benton County	\$29,426	89%	92.3861	\$31,851	95.81%	104
Oneida SSD	\$29,550	89%	92.7786	\$31,850	95.80%	105
Richard City SSD ⁶	\$29,340	88%	92.1565	\$31,837	95.77%	106
Fayette County	\$29,630	89%	93.0695	\$31,836	95.76%	107
Lincoln County	\$29,880	90%	94.0571	\$31,768	95.56%	108
Lewis County ⁵	\$29,415	85%	92.9207	\$31,656	95.22%	109

Appendix 2 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
Montgomery Co.	\$31,195	94%	98.5779	\$31,645	95.19%	110
Sumner County	\$32,800	99%	103.7967	\$31,600	95.05%	111
Bedford County	\$30,810	93%	97.5752	\$31,576	94.98%	112
Cocke County	\$29,714	89%	94.4721	\$31,452	94.61%	113
Anderson County	\$32,909	99%	104.6366	\$31,451	94.60%	114
Covington City	\$30,630	92%	97.8315	\$31,309	94.18%	115
Cumberland Co.	\$30,274	91%	96.7549	\$31,289	94.12%	116
McKenzie SSD	\$29,516	89%	94.4002	\$31,267	94.05%	117
Sequatchie County	\$29,065	87%	93.0104	\$31,249	94.00%	118
Bledsoe County	\$28,326	85%	90.6502	\$31,247	93.99%	119
West Carroll SSD	\$29,611	89%	95.1688	\$31,114	93.59%	120
Washington Co.	\$32,732	98%	105.8412	\$30,926	93.02%	121
Hollow Rock- Bruceeton SSD	\$28,791	87%	93.3641	\$30,837	92.76%	122
Hickman County	\$29,318	88%	95.3711	\$30,741	92.47%	123
Campbell County	\$28,723	86%	93.5451	\$30,705	92.36%	124
Greene County	\$31,030	93%	101.5744	\$30,549	91.89%	125
Unicoi County	\$29,787	90%	97.5317	\$30,541	91.87%	126
Grainger County	\$29,817	90%	97.7076	\$30,517	91.79%	127
Franklin County	\$29,619	89%	97.1582	\$30,485	91.70%	128
Robertson County	\$32,248	97%	106.4918	\$30,282	91.09%	129
Jefferson County	\$29,518	89%	97.9615	\$30,132	90.64%	130
Tipton County	\$30,001	90%	100.7995	\$29,763	89.53%	131
Wilson County	\$30,679	92%	103.0796	\$29,762	89.52%	132
Monroe County	\$28,358	85%	95.6569	\$29,646	89.17%	133
Hawkins County	\$30,230	91%	103.1080	\$29,319	88.19%	134
Dickson County	\$30,107	91%	103.3835	\$29,121	87.60%	135
Union County ⁹	\$27,477	83%	96.8230	\$28,378	85.36%	136
Carter County	\$29,340	88%	104.4566	\$28,088	84.49%	137
Cheatham Co.	\$29,096	88%	104.8493	\$27,750	83.47%	138
Scott County	\$25,050	75%	92.9852	\$26,940	81.03%	139
Statewide	\$33,245	100%	100.0000	\$33,245	100%	
Unweighted statistics:						
Mean Salary	\$31,878			\$33,778		

Appendix 2 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
Median Salary	\$30,578			\$33,555		
Maximum	\$44,493			\$43,355		
Minimum	\$25,050			\$26,940		
Range	\$19,443			\$16,416		
Standard Deviation	\$3,339			\$2,927		
Average Deviation	\$2,640			\$2,192		
Coefficient of Variation	0.105			0.087		
Coefficient of Dispersion	0.086			0.065		

¹ Calculated by TACIR using TN Department of Education 1996-97 salary database

² This indicator treats the TN avg. salary as the base index (100). Each system's modified TCI is TCI (as shown in Chambers)/State TCI

³ Average of TCIs of other LEAs located in Carroll County used as proxy for Carroll County LEA

⁴ Average of TCIs of surrounding counties used as proxy for Chester County LEA

⁵ Average of TCIs of surrounding counties used as proxy for Lewis County LEA

⁶ Marion County TCI used as proxy for Ricard City SSD

⁷ Average of TCIs of surrounding counties used as proxy for Moore County LEA

⁸ Rhea County TCI used as proxy for Dayton City SSD

⁹ Average of TCIs of surrounding counties used as proxy for Union County LEA

Appendix 3

1996-97 TN Median Teacher Salaries, by System, Adjusted by TTCI, Ranked by TTCI

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
Williamson County	\$36,100	109%	108.5548	\$33,255	100%	1
Franklin SSD	\$36,725	110%	106.9572	\$34,336	103%	2
Robertson County	\$32,248	97%	106.4918	\$30,282	91%	3
Johnson City	\$37,909	114%	105.8700	\$35,807	108%	4
Washington Co.	\$32,732	98%	105.8412	\$30,926	93%	5
Rutherford County	\$35,426	107%	105.4742	\$33,587	101%	6
Cheatham County	\$29,096	88%	104.8493	\$27,750	83%	7
Anderson County	\$32,909	99%	104.6366	\$31,451	95%	8
Carter County	\$29,340	88%	104.4566	\$28,088	84%	9
Kingsport City	\$42,103	127%	104.1971	\$40,407	122%	10
Murfreesboro City	\$36,839	111%	104.0932	\$35,390	106%	11
Sumner County	\$32,800	99%	103.7967	\$31,600	95%	12
Dickson County	\$30,107	91%	103.3835	\$29,121	88%	13
Hawkins County	\$30,230	91%	103.1080	\$29,319	88%	14
Wilson County	\$30,679	92%	103.0796	\$29,762	90%	15
Shelby County	\$34,680	104%	102.9442	\$33,688	101%	16
Memphis City	\$40,454	122%	102.8187	\$39,345	118%	17
Oak Ridge City	\$44,493	134%	102.6230	\$43,355	130%	18
Blount County	\$35,175	106%	102.4754	\$34,325	103%	19
Davidson County	\$38,805	117%	102.4051	\$37,894	114%	20
Clinton City	\$36,628	110%	102.3282	\$35,795	108%	21
Madison County	\$37,283	112%	102.0238	\$36,543	110%	22
Hamilton County	\$38,552	116%	102.0080	\$37,793	114%	23
Elizabethton City	\$33,327	100%	101.8540	\$32,720	98%	24
Sullivan County	\$35,350	106%	101.7561	\$34,740	104%	25
Greene County	\$31,030	93%	101.5744	\$30,549	92%	26
Lebanon SSD	\$32,521	98%	101.3007	\$32,103	97%	27
Tipton County	\$30,001	90%	100.7995	\$29,763	90%	28
Bristol City	\$38,765	117%	100.6875	\$38,500	116%	29
Maryville City	\$39,564	119%	100.5050	\$39,365	118%	30
Chattanooga City	\$38,304	115%	100.4710	\$38,124	115%	31
Bradley County	\$35,058	105%	99.6755	\$35,172	106%	32
Alcoa City	\$41,383	124%	99.6739	\$41,518	125%	33
Greeneville City	\$36,490	110%	99.1930	\$36,787	111%	34
Maury County	\$34,463	104%	99.0012	\$34,811	105%	35
Montgomery Co.	\$31,195	94%	98.5779	\$31,645	95%	36

Appendix 3 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
Sevier County	\$33,790	102%	98.4697	\$34,315	103%	37
Hamblen County	\$33,984	102%	98.2597	\$34,586	104%	38
Coffee County	\$32,110	97%	98.2487	\$32,682	98%	39
Jefferson County	\$29,518	89%	97.9615	\$30,132	91%	40
Manchester City	\$34,329	103%	97.9417	\$35,050	105%	41
Tullahoma City	\$36,101	109%	97.9058	\$36,873	111%	42
Covington City	\$30,630	92%	97.8315	\$31,309	94%	43
Grainger County	\$29,817	90%	97.7076	\$30,517	92%	44
Knox County	\$33,922	102%	97.6420	\$34,741	105%	45
Bedford County	\$30,810	93%	97.5752	\$31,576	95%	46
Unicoi County	\$29,787	90%	97.5317	\$30,541	92%	47
Roane County	\$32,966	99%	97.3265	\$33,872	102%	48
Franklin County	\$29,619	89%	97.1582	\$30,485	92%	49
Cleveland City	\$36,345	109%	97.1499	\$37,411	113%	50
Union County ⁹	\$27,477	83%	96.8230	\$28,378	85%	51
Moore County ⁷	\$32,778	99%	96.7598	\$33,876	102%	52
Cumberland Co.	\$30,274	91%	96.7549	\$31,289	94%	53
Lenoir City	\$34,126	103%	96.4171	\$35,394	106%	54
Loudon County	\$32,597	98%	96.2579	\$33,864	102%	55
Rogersville City	\$31,395	94%	96.0750	\$32,678	98%	56
Putnam County	\$31,017	93%	95.8086	\$32,374	97%	57
Dyer County	\$33,717	101%	95.7542	\$35,212	106%	58
Monroe County	\$28,358	85%	95.6569	\$29,646	89%	59
Sweetwater City	\$30,920	93%	95.4154	\$32,406	97%	60
Dyersburg City	\$37,289	112%	95.3784	\$39,096	118%	61
Hickman County	\$29,318	88%	95.3711	\$30,741	92%	62
West Carroll SSD	\$29,611	89%	95.1688	\$31,114	94%	63
Harriman City	\$32,762	99%	94.6617	\$34,610	104%	64
Huntingdon SSD	\$30,578	92%	94.5367	\$32,345	97%	65
McMinn County	\$34,495	104%	94.5030	\$36,501	110%	66
Cocke County	\$29,714	89%	94.4721	\$31,452	95%	67
McKenzie SSD	\$29,516	89%	94.4002	\$31,267	94%	68
Hancock County	\$30,155	91%	94.2156	\$32,006	96%	69
Lincoln County	\$29,880	90%	94.0571	\$31,768	96%	70
Campbell County	\$28,723	86%	93.5451	\$30,705	92%	71
Warren County	\$30,722	92%	93.4703	\$32,868	99%	72

Appendix 3 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
Paris SSD	\$32,110	97%	93.3940	\$34,381	103%	73
Hollow Rock Bruceston SSD	\$28,791	87%	93.3641	\$30,837	93%	74
Henry County	\$32,075	96%	93.2225	\$34,407	103%	75
Fayette County	\$29,630	89%	93.0695	\$31,836	96%	76
Sequatchie Co.	\$29,065	87%	93.0104	\$31,249	94%	77
Scott County	\$25,050	75%	92.9852	\$26,940	81%	78
Lewis County ⁵	\$29,415	85%	92.9207	\$31,656	95%	79
Oneida SSD	\$29,550	89%	92.7786	\$31,850	96%	80
Carroll County ³	\$29,727	85%	92.5989	\$32,103	97%	81
Benton County	\$29,426	89%	92.3861	\$31,851	96%	82
Johnson County	\$29,560	89%	92.3606	\$32,005	96%	83
Giles County	\$30,795	93%	92.2008	\$33,400	100%	84
Marion County	\$30,385	91%	92.1565	\$32,971	99%	85
Richard City SSD ⁶	\$29,340	88%	92.1565	\$31,837	96%	86
Marshall County	\$31,070	93%	92.0804	\$33,742	101%	87
Lawrence County	\$30,125	91%	92.0454	\$32,728	98%	88
Athens City	\$37,370	112%	91.8433	\$40,689	122%	89
Morgan County	\$29,195	88%	91.3755	\$31,951	96%	90
Overton County	\$29,092	88%	91.1913	\$31,902	96%	91
Newport City	\$33,174	100%	90.8407	\$36,519	110%	92
Humphreys Co.	\$30,582	92%	90.7545	\$33,698	101%	93
Gibson SSD	\$30,024	90%	90.7175	\$33,096	100%	94
Bledsoe County	\$28,326	85%	90.6502	\$31,247	94%	95
Claiborne County	\$29,394	88%	90.5839	\$32,449	98%	96
Rhea County	\$29,697	89%	90.4579	\$32,830	99%	97
Dayton City ⁸	\$31,193	94%	90.4579	\$34,483	104%	98
Houston County	\$29,742	89%	90.4188	\$32,894	99%	99
Milan SSD	\$29,935	90%	90.3200	\$33,143	100%	100
Meigs County	\$30,845	93%	90.2490	\$34,178	103%	101
Chester County ⁴	\$29,730	87%	89.9320	\$33,058	99%	102
Trenton SSD	\$29,661	89%	89.8942	\$32,995	99%	103
Obion County	\$31,230	94%	89.8683	\$34,751	105%	104
Perry County	\$29,340	88%	89.7654	\$32,685	98%	105
Fentress County	\$29,384	88%	89.7495	\$32,740	98%	106
Smith County	\$28,904	87%	89.7329	\$32,211	97%	107
Weakley County	\$30,199	91%	89.6746	\$33,676	101%	108

Appendix 3 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
White County	\$29,713	89%	89.6655	\$33,138	100%	109
Fayetteville City	\$31,545	95%	89.4570	\$35,263	106%	110
Macon County	\$30,012	90%	89.4392	\$33,555	101%	111
Wayne County	\$29,161	88%	89.1404	\$32,714	98%	112
Haywood County	\$29,417	88%	89.0043	\$33,051	99%	113
Union City	\$36,890	111%	88.9318	\$41,481	125%	114
Humboldt City	\$29,788	90%	88.2496	\$33,754	102%	115
Jackson County	\$30,376	91%	87.9810	\$34,526	104%	116
Henderson County	\$29,926	90%	87.8765	\$34,055	102%	117
Grundy County	\$28,818	87%	87.8547	\$32,801	99%	118
Hardin County	\$29,276	88%	87.7379	\$33,368	100%	119
DeKalb County	\$29,158	88%	87.6016	\$33,285	100%	120
Clay County	\$29,928	90%	87.5022	\$34,202	103%	121
Hardeman County	\$29,990	90%	87.2097	\$34,388	103%	122
Polk County	\$31,070	93%	87.1404	\$35,655	107%	123
Stewart County	\$29,604	89%	86.8582	\$34,083	103%	124
Lake County	\$29,979	90%	86.5035	\$34,656	104%	125
Lauderdale Co.	\$30,335	91%	86.3123	\$35,146	106%	126
Bradford SSD	\$30,016	90%	85.9620	\$34,918	105%	127
Van Buren County	\$28,857	87%	85.9590	\$33,571	101%	128
Trousdale County	\$28,850	87%	85.7537	\$33,643	101%	129
Cannon County	\$29,297	88%	85.7499	\$34,166	103%	130
Crockett County	\$30,223	91%	85.6639	\$35,280	106%	131
South Carroll SSD	\$30,780	93%	85.5248	\$35,990	108%	132
McNairy County	\$29,487	89%	84.8120	\$34,767	105%	133
Lexington City	\$35,397	106%	84.3052	\$41,986	126%	134
Decatur County	\$30,175	91%	83.6151	\$36,088	109%	135
Etowah City	\$32,000	96%	82.6508	\$38,717	116%	136
Alamo City	\$30,264	91%	82.3632	\$36,745	111%	137
Pickett County	\$31,510	95%	80.1873	\$39,296	118%	138
Bells City	\$28,178	85%	77.0341	\$36,579	110%	139
Statewide	\$33,245	100%	100.0000	\$33,245	100%	
Unweighted statistics:						
Mean Salary	\$31,878			\$33,778		

Appendix 3 continued

System	1996-97 Median Salary	% of State Median	TTCI ²	Adjusted Salary (Med. Sal./TTCI)	% of Adjusted State Median	Rank
Median Salary	\$30,578			\$33,555		
Maximum	\$44,493			\$43,355		
Minimum	\$25,050			\$26,940		
Range	\$19,443			\$16,416		
Standard Deviation	\$3,339			\$2,927		
Average Deviation	\$2,640			\$2,192		
Coefficient of Variation	0.105			0.087		
Coefficient of Dispersion	0.086			0.065		

¹ Calculated by TACIR using TN Department of Education 1996-97 salary database

² This indicator treats the TN avg. salary as the base index (100). Each system's modified TCI is TCI (as shown in Chambers)/State TCI

³ Average of TCIs of other LEAs located in Carroll County used as proxy for Carroll County LEA

⁴ Average of TCIs of surrounding counties used as proxy for Chester County LEA

⁵ Average of TCIs of surrounding counties used as proxy for Lewis County LEA

⁶ Marion County TCI used as proxy for Ricard City SSD

⁷ Average of TCIs of surrounding counties used as proxy for Moore County LEA

⁸ Rhea County TCI used as proxy for Dayton City SSD

⁹ Average of TCIs of surrounding counties used as proxy for Union County LEA

Appendix 4

Cost to Equalize TN Classroom Teacher Salaries, by System,
Mean Salary vs. TTCI Adjusted Mean Salary and TTCI Adjusted Median Salary

System	Mean Salary	TTCI Adjusted Mean Salary	TTCI Adjusted Median Salary	Unadjusted Equalization Cost	Adjusted Mean Equalization Cost	Adjusted Median Equalization Cost
Anderson County	\$32,983	\$31,521	\$31,451	\$486,687	\$1,106,362	\$760,755
Clinton City	\$37,237	\$36,390	\$35,795	-	-	-
Oak Ridge City	\$43,062	\$41,962	\$43,355	-	-	-
Bedford County	\$30,639	\$31,401	\$31,576	\$1,183,526	\$925,414	\$565,914
Benton County	\$29,324	\$31,741	\$31,851	\$730,565	\$363,224	\$211,872
Bledsoe County	\$28,662	\$31,618	\$31,247	\$503,118	\$231,147	\$183,814
Blount County	\$35,904	\$35,037	\$34,325	-	-	-
Alcoa City	\$42,800	\$42,940	\$41,518	-	-	-
Maryville City	\$37,927	\$37,737	\$39,365	-	-	-
Bradley County	\$34,536	\$34,649	\$35,172	-	-	-
Cleveland City	\$36,115	\$37,175	\$37,411	-	-	-
Campbell County	\$29,507	\$31,543	\$30,705	\$1,793,940	\$1,003,940	\$985,525
Cannon County	\$29,600	\$34,519	\$34,166	\$525,494	-	-
Carroll County ³	\$29,760	\$32,139	\$32,103	\$56,817	\$25,896	\$14,846
Hollow Rock Brucecon SSD	\$28,925	\$30,981	\$30,837	\$234,239	\$141,725	\$108,345
Huntingdon SSD	\$31,559	\$33,383	\$32,345	\$203,167	\$59,087	\$71,090
McKenzie SSD	\$30,651	\$32,469	\$31,267	\$278,355	\$132,898	\$158,249
South Carroll SSD	\$30,717	\$35,916	\$35,990	\$78,503	-	-
West Carroll SSD	\$30,040	\$31,564	\$31,114	\$265,910	\$166,790	\$138,504
Carter County	\$29,626	\$28,362	\$28,088	\$1,779,308	\$2,278,577	\$2,036,926
Elizabethton City	\$33,771	\$33,156	\$32,720	\$47,862	\$129,621	\$69,779
Cheatham County	\$29,262	\$27,909	\$27,750	\$1,538,446	\$1,966,113	\$1,736,325
Chester County ⁴	\$29,771	\$33,104	\$33,058	\$566,721	\$133,442	\$24,269
Claiborne County	\$29,863	\$32,967	\$32,449	\$1,216,310	\$331,613	\$226,725
Clay County	\$30,107	\$34,407	\$34,202	\$329,916	-	-
Cocke County	\$29,584	\$31,315	\$31,452	\$1,191,203	\$737,663	\$469,727
Newport City	\$33,937	\$37,359	\$36,519	\$8,517	-	-
Coffee County	\$31,869	\$32,438	\$32,682	\$522,301	\$391,078	\$129,971
Manchester City	\$34,470	\$35,195	\$35,050	-	-	-
Tullahoma City	\$36,235	\$37,010	\$36,873	-	-	-
Crockett County	\$29,677	\$34,643	\$35,280	\$436,484	-	-
Alamo City	\$29,976	\$36,395	\$36,745	\$124,634	-	-
Bells City	\$29,311	\$38,049	\$36,579	\$101,218	-	-
Cumberland Co.	\$30,067	\$31,075	\$31,289	\$1,365,461	\$1,026,629	\$657,087

Appendix 4 continued

System	Mean Salary	TCI Adjusted Mean Salary	TCI Adjusted Median Salary	Unadjusted Equalization Cost	Adjusted Mean Equalization Cost	Adjusted Median Equalization Cost
Davidson County	\$38,382	\$37,480	\$37,894	-	-	-
Decatur County	\$29,984	\$35,859	\$36,088	\$481,042	-	-
DeKalb County	\$29,136	\$33,259	\$33,285	\$689,282	\$120,221	-
Dickson County	\$30,339	\$29,346	\$29,121	\$1,660,666	\$2,095,564	\$1,806,227
Dyer County	\$34,150	\$35,664	\$35,212	-	-	-
Dyersburg City	\$37,375	\$39,186	\$39,096	-	-	-
Fayette County	\$29,514	\$31,711	\$31,836	\$1,001,856	\$524,941	\$305,659
Fentress County	\$29,574	\$32,952	\$32,740	\$715,316	\$185,007	\$79,281
Franklin County	\$29,316	30,174	\$30,485	\$1,819,735	\$1,495,612	\$1,043,159
Humboldt City (Gibson Co.)	\$30,997	\$35,124	\$33,754	\$404,281	-	-
Milan SSD (Gibson Co.)	\$30,556	\$33,831	\$33,143	\$439,609	\$36,799	\$12,512
Trenton SSD (Gibson Co.)	\$30,564	\$34,000	\$32,995	\$263,886	\$9,621	\$18,508
Bradford SSD (Gibson Co.)	\$31,410	\$36,539	\$34,918	\$92,499	-	-
Gibson SSD (Gibson Co.)	\$30,475	\$33,594	\$33,096	\$464,195	\$68,165	\$18,903
Giles County	\$30,865	\$33,475	\$33,400	\$842,582	\$168,992	-
Grainger County	\$29,863	\$30,564	\$30,517	\$776,617	\$649,098	\$496,575
Greene County	\$30,602	\$30,127	\$30,549	\$1,263,315	\$1,433,122	\$965,154
Greeneville City	\$36,030	\$36,323	\$36,787	-	-	-
Grundy County	\$29,157	\$33,187	\$32,801	\$835,622	\$158,464	\$74,536
Hamblen County	\$33,011	\$33,596	\$34,586	\$594,416	\$283,958	-
Hamilton County	\$38,037	\$37,288	\$37,793	-	-	-
Chattanooga City	\$36,808	\$36,635	\$38,124	-	-	-
Hancock County	\$31,357	\$33,282	\$32,006	\$221,918	\$67,906	\$99,089
Hardeman County	\$30,312	\$34,758	\$34,388	\$1,065,309	-	-
Hardin County	\$29,330	\$33,429	\$33,368	\$1,161,640	\$169,646	-
Hawkins County	\$30,396	\$29,480	\$29,319	\$1,564,867	\$1,948,767	\$1,645,092
Rogersville City	\$31,387	\$32,669	\$32,678	\$96,037	\$51,159	\$19,860
Haywood County	\$29,266	\$32,882	\$33,051	\$1,211,250	\$310,976	\$48,254
Henderson Co.	\$30,028	\$34,170	\$34,055	\$861,569	-	-
Lexington City	\$35,233	\$41,792	\$41,986	-	-	-
Henry County	\$31,658	\$33,960	\$34,407	\$449,991	\$31,100	-
Paris SSD	\$32,363	\$34,652	\$34,381	\$139,636	-	-
Hickman County	\$29,414	\$30,841	\$30,741	\$966,933	\$674,271	\$513,326
Houston County	\$30,086	\$33,274	\$32,894	\$283,122	\$59,958	\$24,597

Appendix 4 continued

System	Mean Salary	TCI Adjusted Mean Salary	TCI Adjusted Median Salary	Unadjusted Equalization Cost	Adjusted Mean Equalization Cost	Adjusted Median Equalization Cost
Humphreys Co.	\$30,706	\$33,834	\$33,698	\$606,095	\$52,409	-
Jackson County	\$30,104	\$34,216	\$34,526	\$362,405	-	-
Jefferson County	\$30,815	\$31,456	\$30,132	\$1,067,731	\$861,260	\$1,002,311
Johnson County	\$29,631	\$32,082	\$32,005	\$665,913	\$303,186	\$183,524
Knox County	\$33,583	\$34,394	\$34,741	\$1,704,903	-	-
Lewis County ⁵	\$29,248	\$31,476	\$31,656	\$512,655	\$278,684	\$166,844
Lincoln County	\$29,896	\$31,785	\$31,768	\$1,075,442	\$595,640	\$375,173
Fayetteville City	\$31,386	\$35,085	\$35,263	\$131,729	-	-
Loudon County	\$33,319	\$34,615	\$33,864	\$190,634	-	-
Lenoir City	\$34,093	\$35,360	\$35,394	\$3,636	-	-
McMinn County	\$33,359	\$35,299	\$36,501	\$242,404	-	-
Athens City	\$37,375	\$40,694	\$40,689	-	-	-
Etowah City	\$31,671	\$38,320	\$38,717	\$51,640	-	-
McNairy County	\$29,857	\$35,204	\$34,767	\$1,038,413	-	-
Macon County	\$29,402	\$32,873	\$33,555	\$907,927	\$241,364	-
Madison County	\$36,245	\$35,526	\$36,543	-	-	-
Marion County	\$30,469	\$33,062	\$32,971	\$871,461	\$254,274	\$65,193
Richard City SSD ⁶	\$29,323	\$31,819	\$31,837	\$91,345	\$43,928	\$26,749
Marshall County	\$31,068	\$33,740	\$33,742	\$802,432	\$102,355	-
Maury County	\$33,898	\$34,240	\$34,811	\$144,315	-	-
Meigs County	\$31,128	\$34,491	\$34,178	\$282,262	-	-
Monroe County	\$28,069	\$29,344	\$29,646	\$1,618,351	\$1,278,083	\$961,061
Sweetwater City	\$30,769	\$32,247	\$32,406	\$231,944	\$129,934	\$57,913
Montgomery Co.	\$31,157	\$31,607	\$31,645	\$3,541,251	\$3,005,923	\$1,905,571
Moore County ⁷	\$31,573	\$32,630	\$33,876	\$140,687	\$82,538	-
Morgan County	\$29,853	\$32,670	\$31,951	\$868,374	\$296,386	\$262,766
Obion County	\$32,328	\$35,973	\$34,751	\$445,124	-	-
Union City	\$37,370	\$42,020	\$41,481	-	-	-
Overton County	\$29,275	\$32,103	\$31,902	\$888,607	\$371,116	\$245,738
Perry County	\$29,609	\$32,985	\$32,685	\$357,208	\$90,516	\$44,225
Pickett County	\$31,272	\$38,999	\$39,296	\$142,930	-	-
Polk County	\$30,655	\$35,179	\$35,655	\$483,063	-	-
Putnam County	\$31,321	\$32,691	\$32,374	\$1,407,528	\$721,041	\$436,406
Rhea County	\$30,040	\$33,209	\$32,830	\$891,766	\$200,964	\$90,546
Dayton City ⁸	\$31,126	\$34,409	\$34,483	\$111,172	-	-
Roane County	\$33,547	\$34,468	\$33,872	\$202,521	-	-
Harriman City	\$33,919	\$35,831	\$34,610	\$20,122	-	-

Appendix 4 continued

System	Mean Salary	TCI Adjusted Mean Salary	TCI Adjusted Median Salary	Unadjusted Equalization Cost	Adjusted Mean Equalization Cost	Adjusted Median Equalization Cost
Robertson County	\$32,156	\$30,195	\$30,282	\$1,021,018	\$2,034,457	\$1,531,800
Rutherford Co.	\$34,583	\$32,788	\$33,587	-	\$1,679,490	-
Murfreesboro City	\$35,707	\$34,303	\$35,390	-	-	-
Scott County	\$24,853	\$26,728	\$26,940	\$1,669,981	\$1,332,499	\$1,134,941
Oneida SSD	\$30,007	\$32,343	\$31,850	\$263,895	\$114,417	\$89,280
Sequatchie Co.	\$29,327	\$31,531	\$31,249	\$465,916	\$252,139	\$193,595
Sevier County	\$33,747	\$34,272	\$34,315	\$233,432	-	-
Shelby County	\$36,298	\$35,260	\$33,688	-	-	-
Memphis City	\$39,533	\$38,449	\$39,345	-	-	-
Smith County	\$28,843	\$32,143	\$32,211	\$819,560	\$308,031	\$160,244
Stewart County	\$30,189	\$34,756	\$34,083	\$358,698	-	-
Sullivan County	\$34,888	\$34,286	\$34,740	-	-	-
Bristol City	\$37,821	\$37,562	\$38,500	-	-	-
Kingsport City	\$40,606	\$38,971	\$40,407	-	-	-
Sumner County	\$32,745	\$31,547	\$31,600	\$1,681,906	\$3,135,982	\$1,996,745
Tipton County	\$30,116	\$29,877	\$29,763	\$1,818,621	\$1,926,833	\$1,577,332
Covington City	\$31,180	\$31,871	\$31,309	\$177,045	\$135,578	\$116,164
Trousdale County	\$28,761	\$33,540	\$33,643	\$381,204	\$41,957	-
Unicoi County	\$29,921	\$30,678	\$30,541	\$610,437	\$500,641	\$392,103
Union County ⁹	\$27,937	\$28,854	\$28,378	\$891,863	\$759,862	\$700,839
Van Buren County	\$29,006	\$33,744	\$33,571	\$240,836	\$18,148	-
Warren County	\$30,985	\$33,150	\$32,868	\$1,188,843	\$370,626	\$142,635
Washington Co.	\$33,333	\$31,494	\$30,926	\$363,457	\$1,202,329	\$1,057,663
Johnson City	\$37,730	\$35,638	\$35,807	-	-	-
Wayne County	\$29,957	\$33,607	\$32,714	\$696,891	\$87,410	\$88,752
Weakley County	\$29,884	\$33,325	\$33,676	\$1,222,886	\$231,885	-
White County	\$30,490	\$34,004	\$33,138	\$713,550	\$24,777	\$21,051
Williamson Co.	\$35,976	\$33,141	\$33,255	-	\$762,086	-
Franklin SSD	\$36,815	\$34,420	\$34,336	-	-	-
Wilson County	\$30,695	\$29,778	\$29,762	\$1,854,968	\$2,350,170	\$1,880,578
Lebanon SSD	\$32,501	\$32,083	\$32,103	\$259,168	\$325,521	\$181,510
Statewide	\$34,131	\$34,131	\$33,245	\$77,823,096	\$48,724,019	\$33,011,694

Appendix 5

Equalization Cost Savings Realized when Counties Fund Education at Full Fiscal Capacity

County	1995-97 Avg. Revenue for Education	FY 1999 Fiscal Capacity	Excess Fiscal Capacity	Cost to Equalize Unadj. Mean Salary ¹	Unadj. Mean Equal. Cost Savings if County Funds at Full Fiscal Capacity ²	Cost to Equalize TTCI Adj. Mean Salary ¹	TTCI Adj. Mean Equal. Cost Savings if County Funds at Full Fiscal Capacity ²	Cost to Equalize TTCI Adj. Median Salary ¹	TTCI Adj. Median Equal. Cost Savings if County Funds at Full Fiscal Capacity ²
	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
Anderson	29,769,307	22,010,878		486,687		1,106,362		\$760,755	
Bedford	6,297,035	7,598,819	1,301,784	1,183,526	1,183,526	925,414	925,414	565,914	565,914
Benton	3,414,540	3,057,857	-	730,565		363,224		211,872	
Bledsoe	1,120,715	1,116,707	-	503,118		231,147		183,814	
Blount	27,802,157	24,864,774	-	-		-		-	
Bradley	20,975,466	21,746,704	771,238	-		-		-	
Campbell	6,060,387	6,082,423	22,036	1,793,940	22,036	1,003,940	22,036	985,525	985,525
Cannon	1,445,159	1,594,002	148,843	525,494	148,843	-		-	
Carroll	6,603,836	5,583,018	-	1,116,993		526,395		491,034	
Carter	10,118,837	8,400,210	-	1,827,170		2,408,198		2,106,704	
Cheatham	5,215,466	5,062,930	-	1,538,446		1,966,113		1,736,325	
Chester	1,589,988	1,846,187	256,199	566,721	256,199	133,442	133,442	24,269	24,269
Claiborne	5,224,182	3,980,504	-	1,216,310		331,613		226,725	
Clay	1,178,952	1,246,206	67,254	329,916	67,254	-		-	
Cocke	5,015,789	5,670,735	654,945	1,199,720	654,945	737,663	654,945	469,727	469,727
Coffee	16,633,695	12,932,163	-	522,301		391,078		129,971	
Crockett	2,057,659	2,366,135	308,476	662,336	308,476	-		-	
Cumberland	7,184,856	7,543,869	359,013	1,365,461	359,013	1,026,629	359,013	657,087	657,087
Davidson	201,441,592	221,495,238	20,053,646	-		-		-	
Decatur	1,332,099	1,940,626	608,527	481,042	481,042	-		-	
DeKalb	1,975,706	3,116,683	1,140,977	689,282	689,282	120,221	120,221	-	
Dickson	9,957,152	9,921,942	-	1,660,666		2,095,564		1,806,227	
Dyer	12,144,406	10,246,145	-	-		-		-	
Fayette	3,839,100	4,523,653	684,553	1,001,856	684,553	524,941	524,941	305,659	305,659
Fentress	2,276,356	2,474,675	198,319	715,316	198,319	185,007	185,007	79,281	79,281
Franklin	6,638,394	6,423,491	-	1,819,735		1,495,612		1,043,159	
Gibson	10,425,849	10,864,422	438,573	1,664,471	438,573	114,585	114,585	49,923	49,923
Giles	5,493,090	6,535,103	1,042,013	842,582	842,582	168,992	168,992	-	
Grainger	2,046,435	1,945,062	-	776,617		649,098		496,575	
Greene	14,229,347	11,815,025	-	1,263,315		1,433,122		965,154	
Grundy	1,550,396	1,697,998	147,602	835,622	147,602	158,464	147,602	74,536	74,536
Hamblen	15,991,071	15,619,497	-	594,416		283,958		-	
Hamilton	92,871,742	103,403,536	10,531,794	-		-		-	
Hardeman	4,409,848	3,586,600	-	1,065,309		-		-	
Hardin	3,927,502	4,613,908	686,405	1,161,640	686,405	169,646	169,646	-	
Hawkins	8,844,154	8,669,682	-	1,660,904		1,999,926		1,664,951	
Hancock	642,282	452,289	-	221,918		67,906		99,089	
Haywood	4,014,270	3,839,772	-	1,211,250		310,976		48,254	
Henderson	3,491,831	4,770,728	1,278,897	861,569	861,569	-		-	
Henry	6,285,816	6,857,341	571,525	589,627	571,525	31,100	31,100	-	
Hickman	2,880,839	2,534,507	-	966,933		674,271		513,326	

Appendix 5 continued

County	1995-97 Avg. Revenue for Education	FY 1999 Fiscal Capacity	Excess Fiscal Capacity	Cost to Equalize Unadj. Mean Salary ¹	Unadj. Mean Equal. Cost Savings if County Funds at Full Fiscal Capacity ²	Cost to Equalize TTCI Adj. Mean Salary ¹	TTCI Adj. Mean Equal. Cost Savings if County Funds at Full Fiscal Capacity ²	Cost to Equalize TTCI Adj. Median Salary ¹	TTCI Adj. Median Equal. Cost Savings if County Funds at Full Fiscal Capacity ²
	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
Houston	996,945	902,335	-	283,122		59,958		24,597	
Humphreys	3,157,783	3,740,383	582,601	606,095	582,601	52,409	52,409	-	
Jackson	1,310,733	1,195,760	-	362,405		-		-	
Jefferson	5,413,075	6,700,095	1,287,020	1,067,731	1,067,731	861,260	861,260	1,002,311	1,002,311
Johnson	2,430,018	1,877,016	-	665,913		303,186		183,524	
Knox	122,703,010	121,965,892	-	1,704,903		-		-	
Lake	831,823	880,850	49,026	247,557	49,026	-		-	
Lauderdale	3,390,681	4,275,147	884,465	1,056,683	884,465	-		-	
Lawrence	6,262,522	8,555,551	2,293,029	1,544,792	1,544,792	525,016	525,016	201,989	201,989
Lewis	865,699	1,680,921	815,222	512,655	512,655	278,684	278,684	166,844	166,844
Lincoln	5,707,887	5,469,339	-	1,207,171		595,640		375,173	
Loudon	8,708,173	8,166,164	-	194,270		-		-	
McMinn	10,953,881	11,473,300	519,419	294,044	294,044	-		-	
McNairy	3,631,762	4,063,271	431,509	1,038,413	431,509	-		-	
Macon	2,673,306	2,707,271	33,965	907,927	33,965	241,364	33,965	-	
Madison	32,662,738	28,012,862	-	-		-		-	
Marion	4,535,124	5,527,356	992,233	962,806	962,806	298,202	298,202	91,942	91,942
Marshall	6,029,083	6,655,074	625,990	802,432	625,990	102,355	102,355	-	
Maury	14,836,436	18,276,647	3,440,211	144,315	144,315	-		-	
Meigs	1,422,748	1,068,886	-	282,262		-		-	
Monroe	6,537,001	6,815,316	278,315	1,850,296	278,315	1,408,017	278,315	1,018,974	1,018,974
Montgomery	29,008,658	28,501,225	-	3,541,251		3,005,923		1,905,571	
Moore	1,409,904	913,182	-	140,687		82,538		-	
Morgan	2,152,437	1,750,191	-	868,374		296,386		262,766	
Obion	9,196,987	8,539,685	-	445,124		-		-	
Overton	2,213,773	2,502,087	288,314	888,607	288,314	371,116	288,314	245,738	245,738
Perry	947,932	1,149,126	201,194	357,208	201,194	90,516	90,516	44,225	44,225
Pickett	550,015	637,214	87,199	142,930	87,199	-		-	
Polk	2,639,033	2,231,579	-	483,063		-		-	
Putnam	12,781,985	16,052,586	3,270,601	1,407,528	1,407,528	721,041	721,041	436,406	436,406
Rhea	3,729,829	4,517,654	787,824	1,002,938	787,824	200,964	200,964	90,546	90,546
Roane	11,273,520	11,250,113	-	222,643		-		-	
Robertson	10,872,826	10,154,801	-	1,021,018		2,034,457		1,531,800	
Rutherford	47,187,460	46,285,549	-	-		1,679,490		-	
Scott	3,642,925	3,236,529	-	1,933,876		1,446,916		1,224,220	
Sullivan	61,271,761	44,286,458	-	-		-		-	
Sequatchie	2,105,241	1,658,155	-	465,916		252,139		193,595	
Sevier	23,586,916	24,071,767	484,852	233,432	233,432	-		-	
Shelby	306,249,111	318,647,416	12,398,305	-		-		-	
Smith	2,697,746	3,174,153	476,407	819,560	476,407	308,031	308,031	160,244	160,244
Stewart	809,453	1,443,085	633,632	358,698	358,698	-		-	

Appendix 5 continued

County	1995-97 Avg. Revenue for Education	FY 1999 Fiscal Capacity	Excess Fiscal Capacity	Cost to Equalize Unadj. Mean Salary ¹	Unadj. Mean Equal. Cost Savings if County Funds at Full Fiscal Capacity ²	Cost to Equalize TTCI Adj. Mean Salary ¹	TTCI Adj. Mean Equal. Cost Savings if County Funds at Full Fiscal Capacity ²	Cost to Equalize TTCI Adj. Median Salary ¹	TTCI Adj. Median Equal. Cost Savings if County Funds at Full Fiscal Capacity ²
	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
Sullivan	61,271,761	44,286,458	-	-		-		-	
Sumner	29,936,422	27,642,236	-	1,681,906		3,135,982		1,996,745	
Tipton	7,291,293	6,941,377	-	1,995,666		2,062,411		1,693,496	
Trousdale	999,039	967,221	-	381,204		41,957		-	
Unicoi	2,578,391	2,818,182	239,791	610,437	239,791	500,641	239,791	392,103	392,103
Union	2,013,146	1,502,930	-	891,863		759,862		700,839	
Van Buren	708,315	402,804	-	240,836		18,148		-	
Warren	7,734,667	8,185,497	450,830	1,188,843	450,830	370,626	370,626	142,635	142,635
Washington	36,890,170	27,827,162	-	363,457		1,202,329		1,057,663	
Wayne	2,067,338	2,019,532	-	696,891		87,410		88,752	
Weakley	5,183,577	6,582,532	1,398,955	1,222,886	1,222,886	231,885	231,885	-	
White	2,645,241	3,644,149	998,908	713,550	713,550	24,777	24,777	21,051	21,051
Williamson	45,194,325	43,669,002	-	-		762,086		-	
Wilson	15,956,172	17,946,006	1,989,834	2,114,137	1,989,834	2,675,691	1,989,834	2,062,088	2,062,088
Statewide total	1,513,003,340	1,521,212,661	77,212,269	77,823,096	24,471,445	48,724,019	10,452,929	33,011,694	9,289,019
Equalization Cost Total minus Savings Total				53,351,651		38,271,090		23,722,676	

	A. Statewide Cost to Equalize Unadj. Mean Salary	B. Statewide Cost to Equalize TTCI Adj. Mean Salary	C. Statewide Cost to Equalize TTCI Adj. Median Salary	Statewide Savings (A minus B)	Statewide Savings (B minus C)	Statewide Savings (A minus C)
D. Current Fiscal Capacity	\$77,823,096	\$48,724,019	\$33,011,694	\$29,099,077	\$15,712,325	\$44,811,402
E. Counties Funding at Full Fiscal Capacity	\$53,351,651	\$38,271,090	\$23,722,676	\$15,080,561	\$14,548,414	\$29,628,975
Statewide Savings (D minus E)	\$24,471,445	\$10,452,929	\$9,289,019			

¹ The sum of the cost to equalize salaries to statewide average for all LEAs in the county. LEA costs calculated by multiplying teacher count by difference between state average and system average.

² If the sum of county excess fiscal capacity minus the equalization cost is greater than 0, savings is equal to the equalization cost; If the sum of county excess fiscal capacity minus the equalization cost is less than 0, savings is equal to the excess fiscal capacity. No savings are calculated if a county lacks excess fiscal capacity or already exceeds the statewide average salary.

Appendix 6

Tennessee Classroom Teacher Salary Characteristics by System, 1996-1997

Full-Time K-12 Teachers with Bachelors Degrees, and Less than 1 Year of Experience

Ranked by Adjusted Mean Salary

System Code	System	Observed Teachers	Mean Salary	Tennessee Teacher Cost Index	Adjusted Mean Salary	Adj. Salary as % of State Mean	Rank
			(\$)		(\$)		
680	Perry County	5	27,035	89.77	30,118	117.84%	1
791	Memphis City	276	30,628	102.82	29,788	116.55%	2
171	Alamo City	5	23,730	82.36	28,811	112.73%	3
480	Lake County	1	24,881	86.50	28,763	112.54%	4
80	Cannon County	8	24,337	85.75	28,381	111.05%	5
440	Jackson County	2	24,960	87.98	28,370	111.00%	6
880	Van Buren County	3	24,380	85.96	28,362	110.97%	7
460	Johnson County	5	26,026	92.36	28,179	110.26%	8
541	Athens City	1	25,845	91.84	28,140	110.11%	9
274	Bradford SSD	2	24,129	85.96	28,069	109.83%	10
531	Lenoir City	2	27,058	96.42	28,063	109.81%	11
120	Chester County	11	25,235	89.93	28,060	109.79%	12
821	Bristol City	1	28,170	100.69	27,978	109.47%	13
390	Henderson County	9	24,525	87.88	27,909	109.20%	14
490	Lauderdale Co.	13	24,044	86.31	27,857	109.00%	15
761	Oneida SSD	2	25,760	92.78	27,765	108.64%	16
275	Gibson SSD	8	25,125	90.72	27,695	108.37%	17
790	Shelby County	133	28,392	102.94	27,580	107.92%	18
350	Hardeman County	9	24,033	87.21	27,558	107.83%	19
822	Kingsport City	13	28,577	104.20	27,426	107.31%	20
930	White County	8	24,536	89.67	27,364	107.07%	21
140	Clay County	2	23,877	87.50	27,287	106.77%	22
272	Milan SSD	3	24,555	90.32	27,187	106.38%	23
200	Decatur County	2	22,673	83.62	27,115	106.10%	24
271	Humboldt City	5	23,916	88.25	27,101	106.04%	25
550	McNairy County	9	22,980	84.81	27,095	106.02%	26
510	Lewis County	2	25,125	92.92	27,039	105.80%	27
210	DeKalb County	8	23,659	87.60	27,008	105.67%	28
420	Houston County	6	24,394	90.42	26,979	105.56%	29
170	Crockett County	4	23,005	85.66	26,855	105.08%	30
910	Wayne County	5	23,921	89.14	26,835	105.00%	31
230	Dyer County	9	25,691	95.75	26,830	104.98%	32
720	Rhea County	9	24,183	90.46	26,734	104.61%	33

Appendix 6 continued

System Code	System	Observed Teachers	Mean Salary	Tennessee Teacher Cost Index	Adjusted Mean Salary	Adj. Salary as % of State Mean	Rank
240	Fayette County	8	24,851	93.07	26,701	104.48%	34
850	Trousdale County	7	22,797	85.75	26,584	104.02%	35
731	Harriman City	1	25,157	94.66	26,576	103.98%	36
920	Weakley County	9	23,827	89.67	26,571	103.97%	37
380	Haywood County	14	23,602	89.00	26,518	103.76%	38
161	Manchester City	2	25,918	97.94	26,463	103.54%	39
401	Paris SSD	4	24,694	93.39	26,441	103.46%	40
12	Oak Ridge	5	27,130	102.62	26,436	103.44%	41
310	Grundy County	6	23,215	87.85	26,424	103.39%	42
800	Smith County	7	23,692	89.73	26,402	103.31%	43
273	Trenton SSD	1	23,713	89.89	26,379	103.21%	44
430	Humphreys County	2	23,914	90.75	26,350	103.10%	45
52	Maryville City	2	26,460	100.51	26,327	103.01%	46
590	Marshall County	27	24,238	92.08	26,323	103.00%	47
581	Richard City SSD	2	24,245	92.16	26,308	102.94%	48
93	Huntingdon SSD	4	24,863	94.54	26,299	102.90%	49
521	Fayetteville City	1	23,518	89.46	26,290	102.87%	50
410	Hickman County	10	25,071	95.37	26,288	102.86%	51
810	Stewart County	6	22,796	86.86	26,245	102.69%	52
360	Hardin County	6	23,013	87.74	26,229	102.63%	53
890	Warren County	9	24,506	93.47	26,217	102.58%	54
721	Dayton City	2	23,702	90.46	26,202	102.52%	55
250	Fentress County	6	23,483	89.75	26,165	102.38%	56
61	Cleveland City	10	25,418	97.15	26,164	102.37%	57
560	Macon County	10	23,400	89.44	26,163	102.37%	58
700	Polk County	9	22,751	87.14	26,109	102.16%	59
40	Bledsoe County	8	23,598	90.65	26,032	101.86%	60
640	Moore County	1	25,170	96.76	26,013	101.78%	61
951	Lebanon City	13	26,296	101.30	25,958	101.57%	62
760	Scott County	9	24,136	92.99	25,957	101.56%	63
400	Henry County	3	24,093	93.22	25,845	101.12%	64
94	McKenzie SSD	3	24,214	94.40	25,650	100.36%	65
650	Morgan County	7	23,374	91.38	25,580	100.09%	66
730	Roane County	10	24,880	97.33	25,563	100.02%	67
130	Claiborne County	6	23,079	90.58	25,478	99.69%	68
301	Greeneville City	2	25,243	99.19	25,448	99.57%	69

Appendix 6 continued

System Code	System	Observed Teachers	Mean Salary	Tennessee Teacher Cost Index	Adjusted Mean Salary	Adj. Salary as % of State Mean	Rank
841	Covington City	5	24,895	97.83	25,447	99.57%	70
610	Meigs County	2	22,965	90.25	25,446	99.57%	71
540	McMinn County	5	24,025	94.50	25,422	99.47%	72
371	Rogersville City	2	24,405	96.08	25,402	99.39%	73
670	Overton County	4	23,157	91.19	25,394	99.36%	74
621	Sweetwater City	3	23,985	95.42	25,137	98.36%	75
162	Tullahoma City	3	24,520	97.91	25,044	97.99%	76
70	Campbell County	5	23,371	93.55	24,984	97.76%	77
60	Bradley County	20	24,895	99.68	24,976	97.73%	78
30	Benton County	4	22,981	92.39	24,875	97.33%	79
280	Giles County	6	22,885	92.20	24,821	97.12%	80
710	Putnam County	18	23,766	95.81	24,806	97.06%	81
160	Coffee County	12	24,368	98.25	24,803	97.05%	82
331	Chattanooga City	57	24,880	100.47	24,763	96.89%	83
320	Hamblen County	12	24,227	98.26	24,656	96.47%	84
600	Maury County	29	24,409	99.00	24,655	96.47%	85
780	Sevier County	18	24,171	98.47	24,547	96.05%	86
941	Franklin SSD	8	26,150	106.96	24,449	95.67%	87
330	Hamilton County	25	24,938	102.01	24,447	95.66%	88
290	Grainger County	6	23,873	97.71	24,433	95.60%	89
231	Dyersburg City	5	23,292	95.38	24,420	95.55%	90
50	Blount County	12	25,014	102.48	24,410	95.51%	91
520	Lincoln County	5	22,919	94.06	24,367	95.34%	92
660	Obion County	2	21,883	89.87	24,350	95.27%	93
530	Loudon County	6	23,387	96.26	24,296	95.07%	94
840	Tipton County	19	24,488	100.80	24,293	95.05%	95
10	Anderson County	7	25,246	104.64	24,127	94.40%	96
180	Cumberland Co.	9	23,333	96.75	24,116	94.36%	97
500	Lawrence Co.	15	22,149	92.05	24,063	94.15%	98
770	Sequatchie Co.	4	22,355	93.01	24,035	94.04%	99
630	Montgomery Co.	71	23,674	98.58	24,015	93.97%	100
860	Unicoi County	3	23,365	97.53	23,956	93.74%	101
20	Bedford County	19	23,314	97.58	23,894	93.49%	102
620	Monroe County	10	22,845	95.66	23,882	93.45%	103
751	Murfreesboro City	7	24,813	104.09	23,837	93.27%	104
150	Cocke County	8	22,513	94.47	23,830	93.24%	105

Appendix 6 continued

System Code	System	Observed Teachers	Mean Salary	Tennessee Teacher Cost Index	Adjusted Mean Salary	Adj. Salary as % of State Mean	Rank
190	Davidson County	141	24,339	102.41	23,767	93.00%	106
580	Marion County	8	21,885	92.16	23,748	92.92%	107
260	Franklin County	30	23,050	97.16	23,724	92.83%	108
450	Jefferson County	15	22,930	97.96	23,407	91.59%	109
870	Union County	5	22,649	96.82	23,392	91.53%	110
900	Washington Co.	8	24,721	105.84	23,357	91.39%	111
470	Knox County	74	22,752	97.64	23,301	91.17%	112
570	Madison County	14	23,559	102.02	23,091	90.35%	113
820	Sullivan County	18	23,394	101.76	22,990	89.95%	114
830	Sumner County	51	23,837	103.80	22,965	89.86%	115
750	Rutherford County	83	24,211	105.47	22,954	89.82%	116
101	Elizabethton City	2	23,321	101.85	22,896	89.59%	117
100	Carter County	9	23,518	104.46	22,514	88.09%	118
950	Wilson County	30	23,115	103.08	22,424	87.74%	119
370	Hawkins County	10	23,047	103.11	22,352	87.46%	120
220	Dickson County	16	23,086	103.38	22,330	87.37%	121
901	Johnson City	3	23,594	105.87	22,286	87.20%	122
740	Robertson County	26	23,677	106.49	22,233	86.99%	123
300	Greene County	14	22,427	101.57	22,080	86.39%	124
110	Cheatham County	12	23,102	104.85	22,034	86.21%	125
940	Williamson County	14	23,174	108.55	21,347	83.53%	126
97	West Carroll SSD	5	20,260	95.17	21,288	83.30%	127
Statewide		1847	\$25,294	NA	\$25,557	100.00%	

Sources: Salary Data provided by TN Dept. of Education

TTCI Calculated by TACIR, based upon TCI (Chambers)

Appendix 7

Tennessee Classroom Teacher Salary Characteristics by System, 1996-1997
Full-Time K-12 Teachers with Bachelors Degrees, and Less than 1 Year of Experience
Ranked by Adjusted Median Salary

System Code	System	Observed Teachers	Median Salary	Tennessee Teacher Cost Index	Adjusted Median Salary	Adj. Salary as % of State Median	Rank
			(\$)		(\$)		
171	Alamo City	5	23,750	82.36	28,836	117.27%	1
480	Lake County	1	24,881	86.50	28,763	116.97%	2
880	Van Buren County	3	24,489	85.96	28,489	115.86%	3
440	Jackson County	2	24,960	87.98	28,370	115.37%	4
80	Cannon County	8	24,237	85.75	28,265	114.94%	5
791	Memphis City	276	29,003	102.82	28,207	114.71%	6
541	Athens City	1	25,845	91.84	28,140	114.44%	7
460	Johnson County	5	25,972	92.36	28,120	114.36%	8
274	Bradford SSD	2	24,129	85.96	28,069	114.15%	9
531	Lenoir City	2	27,058	96.42	28,063	114.12%	10
821	Bristol City	1	28,170	100.69	27,978	113.78%	11
761	Oneida SSD	2	25,760	92.78	27,765	112.91%	12
680	Perry County	5	24,799	89.77	27,626	112.35%	13
490	Lauderdale Count	13	23,575	86.31	27,314	111.08%	14
140	Clay County	2	23,877	87.50	27,287	110.97%	15
790	Shelby County	133	27,997	102.94	27,196	110.60%	16
120	Chester County	11	24,430	89.93	27,165	110.47%	17
200	Decatur County	2	22,673	83.62	27,115	110.27%	18
550	McNairy County	9	22,985	84.81	27,101	110.21%	19
510	Lewis County	2	25,125	92.92	27,039	109.96%	20
850	Trousdale County	7	23,156	85.75	27,003	109.81%	21
930	White County	8	24,161	89.67	26,946	109.58%	22
350	Hardeman County	9	23,490	87.21	26,935	109.54%	23
272	Milan SSD	3	24,312	90.32	26,918	109.47%	24
210	DeKalb County	8	23,534	87.60	26,865	109.25%	25
390	Henderson County	9	23,581	87.88	26,834	109.13%	26
275	Gibson SSD	8	24,312	90.72	26,800	108.99%	27
420	Houston County	6	24,212	90.42	26,777	108.89%	28
94	McKenzie SSD	3	25,269	94.40	26,768	108.86%	29
240	Fayette County	8	24,888	93.07	26,741	108.75%	30
822	Kingsport City	13	27,807	104.20	26,687	108.53%	31
271	Humboldt City	5	23,531	88.25	26,664	108.43%	32
170	Crockett County	4	22,825	85.66	26,645	108.36%	33

Appendix 7 continued

System Code	System	Observed Teachers	Median Salary	Tennessee Teacher Cost Index	Adjusted Median Salary	Adj. Salary as % of State Median	Rank
731	Harriman City	1	25,157	94.66	26,576	108.07%	34
231	Dyersburg City	5	25,313	95.38	26,540	107.93%	35
380	Haywood County	14	23,585	89.00	26,499	107.76%	36
161	Manchester City	2	25,918	97.94	26,463	107.61%	37
401	Paris SSD	4	24,694	93.39	26,441	107.53%	38
920	Weakley County	9	23,679	89.67	26,405	107.38%	39
273	Trenton SSD	1	23,713	89.89	26,379	107.27%	40
430	Humphreys County	2	23,914	90.75	26,350	107.16%	41
52	Maryville City	2	26,460	100.51	26,327	107.06%	42
581	Richard City SSD	2	24,245	92.16	26,308	106.99%	43
410	Hickman County	10	25,081	95.37	26,298	106.95%	44
521	Fayetteville City	1	23,518	89.46	26,290	106.91%	45
810	Stewart County	6	22,808	86.86	26,259	106.79%	46
230	Dyer County	9	25,102	95.75	26,215	106.61%	47
560	Macon County	10	23,440	89.44	26,208	106.58%	48
721	Dayton City	2	23,702	90.46	26,202	106.56%	49
61	Cleveland City	10	25,418	97.15	26,164	106.40%	50
910	Wayne County	5	23,321	89.14	26,162	106.39%	51
720	Rhea County	9	23,636	90.46	26,129	106.26%	52
310	Grundy County	6	22,955	87.85	26,128	106.26%	53
640	Moore County	1	25,170	96.76	26,013	105.79%	54
760	Scott County	9	24,136	92.99	25,957	105.56%	55
590	Marshall County	27	23,890	92.08	25,945	105.51%	56
951	Lebanon City	13	26,195	101.30	25,859	105.16%	57
360	Hardin County	6	22,675	87.74	25,844	105.10%	58
12	Oak Ridge	5	26,494	102.62	25,817	104.99%	59
800	Smith County	7	23,157	89.73	25,807	104.95%	60
130	Claiborne County	6	23,363	90.58	25,792	104.89%	61
700	Polk County	9	22,418	87.14	25,726	104.62%	62
890	Warren County	9	23,967	93.47	25,641	104.27%	63
650	Morgan County	7	23,400	91.38	25,609	104.14%	64
250	Fentress County	6	22,941	89.75	25,561	103.95%	65
40	Bledsoe County	8	23,142	90.65	25,529	103.82%	66
301	Greeneville City	2	25,243	99.19	25,448	103.49%	67
610	Meigs County	2	22,965	90.25	25,446	103.48%	68
371	Rogersville City	2	24,405	96.08	25,402	103.30%	69
670	Overton County	4	23,157	91.19	25,394	103.27%	70

Appendix 7 continued

System Code	System	Observed Teachers	Median Salary	Tennessee Teacher Cost Index	Adjusted Median Salary	Adj. Salary as % of State Median	Rank
70	Campbell County	5	23,646	93.55	25,278	102.80%	71
841	Covington City	5	24,725	97.83	25,273	102.78%	72
93	Huntingdon SSD	4	23,875	94.54	25,255	102.70%	73
730	Roane County	10	24,566	97.33	25,241	102.65%	74
540	McMinn County	5	23,849	94.50	25,236	102.63%	75
60	Bradley County	20	25,136	99.68	25,218	102.55%	76
470	Knox County	74	24,571	97.64	25,164	102.34%	77
621	Sweetwater City	3	23,985	95.42	25,137	102.23%	78
30	Benton County	4	22,981	92.39	24,875	101.16%	79
280	Giles County	6	22,885	92.20	24,821	100.94%	80
162	Tullahoma City	3	24,077	97.91	24,592	100.01%	81
331	Chattanooga City	57	24,706	100.47	24,590	100.00%	82
160	Coffee County	12	24,115	98.25	24,545	99.82%	83
320	Hamblen County	12	24,111	98.26	24,538	99.79%	84
50	Blount County	12	25,060	102.48	24,455	99.45%	85
780	Sevier County	18	24,060	98.47	24,434	99.36%	86
290	Grainger County	6	23,873	97.71	24,433	99.36%	87
520	Lincoln County	5	22,919	94.06	24,367	99.09%	88
400	Henry County	3	22,710	93.22	24,361	99.07%	89
660	Obion County	2	21,883	89.87	24,350	99.02%	90
941	Franklin SSD	8	26,020	106.96	24,327	98.93%	91
530	Loudon County	6	23,387	96.26	24,296	98.80%	92
710	Putnam County	18	23,237	95.81	24,254	98.63%	93
330	Hamilton County	25	24,705	102.01	24,219	98.49%	94
620	Monroe County	10	23,132	95.66	24,182	98.34%	95
580	Marion County	8	22,255	92.16	24,149	98.21%	96
180	Cumberland County	9	23,333	96.75	24,116	98.07%	97
600	Maury County	29	23,850	99.00	24,091	97.97%	98
20	Bedford County	19	23,460	97.58	24,043	97.77%	99
770	Sequatchie County	4	22,355	93.01	24,035	97.74%	100
500	Lawrence County	15	22,090	92.05	23,999	97.60%	101
860	Unicoi County	3	23,365	97.53	23,956	97.42%	102
630	Montgomery Co.	71	23,575	98.58	23,915	97.25%	103
840	Tipton County	19	24,077	100.80	23,886	97.14%	104
901	Johnson City	3	25,261	105.87	23,860	97.03%	105
751	Murfreesboro City	7	24,813	104.09	23,837	96.94%	106
150	Cocke County	8	22,513	94.47	23,830	96.91%	107

Appendix 7 continued

System Code	System	Observed Teachers	Median Salary	Tennessee Teacher Cost Index	Adjusted Median Salary	Adj. Salary as % of State Median	Rank
260	Franklin County	30	23,100	97.16	23,776	96.69%	108
10	Anderson County	7	24,820	104.64	23,720	96.46%	109
570	Madison County	14	24,083	102.02	23,605	95.99%	110
190	Davidson County	141	24,003	102.41	23,439	95.32%	111
870	Union County	5	22,649	96.82	23,392	95.13%	112
450	Jefferson County	15	22,720	97.96	23,193	94.32%	113
900	Washington Count	8	24,346	105.84	23,002	93.54%	114
830	Sumner County	51	23,780	103.80	22,910	93.17%	115
101	Elizabethton City	2	23,321	101.85	22,896	93.11%	116
950	Wilson County	30	23,572	103.08	22,868	93.00%	117
750	Rutherford County	83	24,115	105.47	22,863	92.98%	118
300	Greene County	14	22,950	101.57	22,594	91.88%	119
820	Sullivan County	18	22,963	101.76	22,567	91.77%	120
100	Carter County	9	23,401	104.46	22,403	91.10%	121
220	Dickson County	16	22,935	103.38	22,184	90.22%	122
740	Robertson County	26	23,520	106.49	22,086	89.82%	123
370	Hawkins County	10	22,760	103.11	22,074	89.77%	124
940	Williamson County	14	23,900	108.55	22,017	89.53%	125
110	Cheatham County	12	23,019	104.85	21,954	89.28%	126
97	West Carroll SSD	5	20,260	95.17	21,288	86.57%	127
Statewide		1847	\$24,083	NA	\$24,590	100.00%	

Sources: Salary Data provided by TN Dept. of Education

TTCI Calculated by TACIR, based upon TCI (Chambers)

Appendix 8

Tennessee Classroom Teacher Salary Characteristics by System, 1996-1997
Full-Time K-12 Teachers with Masters Degrees, Professional Licenses, and 10 Years Experience
Ranked by Adjusted Mean Salary

System Code	System	Observed Teachers	Mean Salary	Tennessee Teacher Cost Index	Adjusted Mean Salary	Adj. Salary as % of Sample Mean	Rank
172	Bells City	1	36,130	77.03	46,901	135.41%	1
661	Union City	2	36,995	88.93	41,599	120.11%	2
12	Oak Ridge	1	42,330	102.62	41,248	119.09%	3
821	Bristol City	1	40,830	100.69	40,551	117.08%	4
822	Kingsport City	9	42,253	104.20	40,551	117.08%	5
380	Haywood County	1	35,472	89.00	39,854	115.07%	6
541	Athens City	2	36,370	91.84	39,600	114.33%	7
51	Alcoa City	2	39,338	99.67	39,467	113.95%	8
542	Etowah City	1	32,000	82.65	38,717	111.78%	9
810	Stewart County	1	33,404	86.86	38,458	111.04%	10
590	Marshall County	1	35,273	92.08	38,307	110.60%	11
350	Hardeman County	7	32,990	87.21	37,829	109.22%	12
400	Henry County	2	35,120	93.22	37,673	108.77%	13
231	Dyersburg City	3	35,852	95.38	37,589	108.53%	14
791	Memphis City	37	38,535	102.82	37,478	108.21%	15
52	Maryville City	4	37,548	100.51	37,359	107.86%	16
190	Davidson County	47	38,119	102.41	37,224	107.47%	17
80	Cannon County	3	31,734	85.75	37,008	106.85%	18
390	Henderson County	2	32,496	87.88	36,979	106.77%	19
331	Chattanooga City	8	37,085	100.47	36,911	106.57%	20
61	Cleveland City	2	35,705	97.15	36,752	106.11%	21
200	Decatur County	2	30,708	83.62	36,725	106.03%	22
330	Hamilton County	10	37,128	102.01	36,397	105.09%	23
570	Madison County	11	36,972	102.02	36,238	104.63%	24
170	Crockett County	1	30,943	85.66	36,121	104.29%	25
30	Benton County	2	33,069	92.39	35,794	103.34%	26
700	Polk County	1	31,185	87.14	35,787	103.32%	27
480	Lake County	1	30,848	86.50	35,661	102.96%	28
751	Murfreesboro City	4	37,116	104.09	35,657	102.95%	29
40	Bledsoe County	1	32,246	90.65	35,572	102.70%	30
230	Dyer County	1	33,990	95.75	35,497	102.49%	31
490	Lauderdale Count	4	30,560	86.31	35,406	102.23%	32
540	McMinn County	8	33,374	94.50	35,315	101.96%	33

Appendix 8 continued

System Code	System	Observed Teachers	Mean Salary	Tennessee Teacher Cost Index	Adjusted Mean Salary	Adj. Salary as % of Sample Mean	Rank
640	Moore County	1	34,105	96.76	35,247	101.77%	34
360	Hardin County	3	30,827	87.74	35,135	101.44%	35
274	Bradford SSD	1	30,189	85.96	35,119	101.40%	36
600	Maury County	10	34,708	99.00	35,058	101.22%	37
730	Roane County	7	33,983	97.33	34,917	100.81%	38
790	Shelby County	25	35,939	102.94	34,911	100.80%	39
850	Trousdale County	1	29,933	85.75	34,906	100.78%	40
151	Newport City	1	31,680	90.84	34,874	100.69%	41
560	Macon County	4	31,116	89.44	34,790	100.45%	42
301	Greeneville City	1	34,413	99.19	34,693	100.17%	43
401	Paris SSD	3	32,323	93.39	34,609	99.92%	44
750	Rutherford County	8	36,431	105.47	34,540	99.72%	45
610	Meigs County	2	31,080	90.25	34,438	99.43%	46
94	McKenzie SSD	1	32,394	94.40	34,316	99.08%	47
210	DeKalb County	2	30,058	87.60	34,312	99.07%	48
310	Grundy County	2	30,110	87.85	34,273	98.95%	49
161	Manchester City	1	33,474	97.94	34,177	98.68%	50
470	Knox County	33	33,365	97.64	34,171	98.66%	51
60	Bradley County	3	33,847	99.68	33,957	98.04%	52
780	Sevier County	12	33,328	98.47	33,846	97.72%	53
272	Milan SSD	1	30,502	90.32	33,771	97.50%	54
650	Morgan County	2	30,825	91.38	33,734	97.40%	55
275	Gibson SSD	1	30,502	90.72	33,623	97.08%	56
720	Rhea County	2	30,396	90.46	33,602	97.02%	57
710	Putnam County	11	32,116	95.81	33,521	96.78%	58
910	Wayne County	1	29,869	89.14	33,508	96.74%	59
120	Chester County	3	30,095	89.93	33,464	96.62%	60
531	Lenoir City	4	32,262	96.42	33,461	96.61%	61
901	Johnson City	3	35,415	105.87	33,451	96.58%	62
920	Weakley County	3	29,994	89.67	33,447	96.57%	63
371	Rogersville City	2	32,117	96.08	33,429	96.52%	64
320	Hamblen County	5	32,840	98.26	33,422	96.50%	65
951	Lebanon City	2	33,856	101.30	33,421	96.49%	66
621	Sweetwater City	1	31,780	95.42	33,307	96.16%	67
630	Montgomery Co.	17	32,818	98.58	33,292	96.12%	68
890	Warren County	7	31,088	93.47	33,260	96.03%	69
10	Anderson County	4	34,786	104.64	33,245	95.98%	70
240	Fayette County	5	30,863	93.07	33,161	95.74%	71

Appendix 8 continued

System Code	System	Observed Teachers	Mean Salary	Tennessee Teacher Cost Index	Adjusted Mean Salary	Adj. Salary as % of Sample Mean	Rank
101	Elizabethton City	3	33,723	101.85	33,109	95.59%	72
140	Clay County	1	28,930	87.50	33,062	95.46%	73
460	Johnson County	3	30,498	92.36	33,021	95.34%	74
941	Franklin SSD	3	35,258	106.96	32,965	95.18%	75
130	Claiborne County	3	29,805	90.58	32,903	95.00%	76
50	Blount County	4	33,705	102.48	32,891	94.96%	77
160	Coffee County	1	32,300	98.25	32,876	94.92%	78
500	Lawrence County	4	30,153	92.05	32,759	94.58%	79
820	Sullivan County	10	33,333	101.76	32,757	94.58%	80
841	Covington City	1	31,975	97.83	32,684	94.36%	81
830	Sumner County	13	33,856	103.80	32,617	94.17%	82
280	Giles County	2	30,048	92.20	32,590	94.09%	83
340	Hancock County	1	30,690	94.22	32,574	94.05%	84
20	Bedford County	8	31,675	97.58	32,462	93.73%	85
250	Fentress County	2	29,056	89.75	32,375	93.47%	86
761	Oneida SSD	1	29,935	92.78	32,265	93.16%	87
290	Grainger County	3	31,318	97.71	32,053	92.54%	88
530	Loudon County	3	30,841	96.26	32,040	92.51%	89
670	Overton County	1	29,177	91.19	31,995	92.38%	90
900	Washington Co.	4	33,714	105.84	31,853	91.97%	91
520	Lincoln County	2	29,891	94.06	31,779	91.75%	92
840	Tipton County	2	31,801	100.80	31,549	91.09%	93
70	Campbell County	4	29,297	93.55	31,319	90.42%	94
940	Williamson County	12	33,944	108.55	31,269	90.28%	95
110	Cheatham County	3	32,774	104.85	31,258	90.25%	96
180	Cumberland Co.	2	30,041	96.75	31,049	89.64%	97
860	Unicoi County	1	30,153	97.53	30,916	89.26%	98
150	Cocke County	7	29,095	94.47	30,798	88.92%	99
220	Dickson County	5	31,832	103.38	30,790	88.90%	100
260	Franklin County	6	29,894	97.16	30,768	88.83%	101
950	Wilson County	6	31,671	103.08	30,725	88.71%	102
620	Monroe County	2	29,389	95.66	30,723	88.70%	103
740	Robertson County	2	32,440	106.49	30,462	87.95%	104
450	Jefferson County	1	29,226	97.96	29,834	86.14%	105
300	Greene County	4	29,615	101.57	29,156	84.18%	106
370	Hawkins County	1	29,655	103.11	28,761	83.04%	107
100	Carter County	2	29,631	104.46	28,367	81.90%	108

Appendix 8 continued

System Code	System	Observed Teachers	Mean Salary	Tennessee Teacher Cost Index	Adjusted Mean Salary	Adj. Salary as % of Sample Mean	Rank
760	Scott County	1	25,585	92.99	27,515	79.44%	109
	Statewide	512	34,169	NA	\$34,636	100.00%	

Sources: Salary Data provided by TN Dept. of Education
TTCI Calculated by TACIR, based upon TCI (Chambers)

Appendix 9

Tennessee Classroom Teacher Salary Characteristics by System, 1996-1997
Full-Time K-12 Teachers with Masters Degrees, Professional Licenses, and 10 Years Experience
Ranked by Adjusted Median Salary

System Code	System	Observed Teachers	Median Salary	Tennessee Teacher Cost Index	Adjusted Median Salary	Adj. Salary as % of Sample Median	Rank
			(\$)		(\$)		
172	Bells City	1	36,130	77.03	46,901	136.73%	1
661	Union City	2	36,995	88.93	41,599	121.27%	2
12	Oak Ridge	1	42,330	102.62	41,248	120.25%	3
821	Bristol City	1	40,830	100.69	40,551	118.21%	4
822	Kingsport City	9	41,586	104.20	39,911	116.35%	5
380	Haywood County	1	35,472	89.00	39,854	116.18%	6
541	Athens City	2	36,370	91.84	39,600	115.44%	7
51	Alcoa City	2	39,338	99.67	39,467	115.05%	8
542	Etowah City	1	32,000	82.65	38,717	112.87%	9
810	Stewart County	1	33,404	86.86	38,458	112.11%	10
590	Marshall County	1	35,273	92.08	38,307	111.67%	11
350	Hardeman County	7	33,371	87.21	38,265	111.55%	12
400	Henry County	2	35,120	93.22	37,673	109.82%	13
791	Memphis City	37	38,438	102.82	37,384	108.98%	14
231	Dyersburg City	3	35,602	95.38	37,327	108.82%	15
80	Cannon County	3	31,734	85.75	37,008	107.88%	16
390	Henderson County	2	32,496	87.88	36,979	107.80%	17
61	Cleveland City	2	35,705	97.15	36,752	107.14%	18
200	Decatur County	2	30,708	83.62	36,725	107.06%	19
331	Chattanooga City	8	36,822	100.47	36,649	106.84%	20
190	Davidson County	47	37,486	102.41	36,606	106.71%	21
52	Maryville City	4	36,540	100.51	36,356	105.99%	22
170	Crockett County	1	30,943	85.66	36,121	105.30%	23
330	Hamilton County	10	36,822	102.01	36,097	105.23%	24
30	Benton County	2	33,069	92.39	35,794	104.35%	25
700	Polk County	1	31,185	87.14	35,787	104.33%	26
480	Lake County	1	30,848	86.50	35,661	103.96%	27
570	Madison County	11	36,321	102.02	35,601	103.78%	28
40	Bledsoe County	1	32,246	90.65	35,572	103.70%	29
230	Dyer County	1	33,990	95.75	35,497	103.48%	30
790	Shelby County	25	36,495	102.94	35,451	103.35%	31
751	Murfreesboro City	4	36,866	104.09	35,416	103.25%	32

Appendix 9 continued

System Code	System	Observed Teachers	Median Salary	Tennessee Teacher Cost Index	Adjusted Median Salary	Adj. Salary as % of Sample Median	Rank
490	Lauderdale Count	4	30,560	86.31	35,406	103.22%	33
640	Moore County	1	34,105	96.76	35,247	102.75%	34
274	Bradford SSD	1	30,189	85.96	35,119	102.38%	35
730	Roane County	7	33,983	97.33	34,917	101.79%	36
850	Trousdale County	1	29,933	85.75	34,906	101.76%	37
151	Newport City	1	31,680	90.84	34,874	101.66%	38
540	McMinn County	8	32,811	94.50	34,720	101.21%	39
301	Greeneville City	1	34,413	99.19	34,693	101.14%	40
401	Paris SSD	3	32,323	93.39	34,609	100.89%	41
560	Macon County	4	30,866	89.44	34,511	100.60%	42
610	Meigs County	2	31,080	90.25	34,438	100.39%	43
94	McKenzie SSD	1	32,394	94.40	34,316	100.04%	44
210	DeKalb County	2	30,058	87.60	34,312	100.03%	45
750	Rutherford County	8	36,181	105.47	34,303	100.00%	46
360	Hardin County	3	30,089	87.74	34,294	99.97%	47
310	Grundy County	2	30,110	87.85	34,273	99.91%	48
161	Manchester City	1	33,474	97.94	34,177	99.63%	49
600	Maury County	10	33,770	99.00	34,111	99.44%	50
272	Milan SSD	1	30,502	90.32	33,771	98.45%	51
470	Knox County	33	32,949	97.64	33,745	98.37%	52
650	Morgan County	2	30,825	91.38	33,734	98.34%	53
275	Gibson SSD	1	30,502	90.72	33,623	98.02%	54
720	Rhea County	2	30,396	90.46	33,602	97.96%	55
920	Weakley County	3	30,105	89.67	33,571	97.87%	56
910	Wayne County	1	29,869	89.14	33,508	97.68%	57
780	Sevier County	12	32,995	98.47	33,508	97.68%	58
120	Chester County	3	30,095	89.93	33,464	97.55%	59
901	Johnson City	3	35,415	105.87	33,451	97.52%	60
371	Rogersville City	2	32,117	96.08	33,429	97.45%	61
951	Lebanon City	2	33,856	101.30	33,421	97.43%	62
531	Lenoir City	4	32,187	96.42	33,383	97.32%	63
621	Sweetwater City	1	31,780	95.42	33,307	97.10%	64
60	Bradley County	3	33,180	99.68	33,288	97.04%	65
240	Fayette County	5	30,863	93.07	33,161	96.67%	66
50	Blount County	4	33,955	102.48	33,135	96.59%	67
101	Elizabethton City	3	33,723	101.85	33,109	96.52%	68

Appendix 9 continued

System Code	System	Observed Teachers	Median Salary	Tennessee Teacher Cost Index	Adjusted Median Salary	Adj. Salary as % of Sample Median	Rank
140	Clay County	1	28,930	87.50	33,062	96.38%	69
941	Franklin SSD	3	35,359	106.96	33,059	96.37%	70
460	Johnson County	3	30,510	92.36	33,034	96.30%	71
320	Hamblen County	5	32,440	98.26	33,015	96.24%	72
130	Claiborne County	3	29,805	90.58	32,903	95.92%	73
160	Coffee County	1	32,300	98.25	32,876	95.84%	74
890	Warren County	7	30,718	93.47	32,864	95.80%	75
630	Montgomery Co.	17	32,345	98.58	32,812	95.65%	76
710	Putnam County	11	31,434	95.81	32,809	95.64%	77
841	Covington City	1	31,975	97.83	32,684	95.28%	78
280	Giles County	2	30,048	92.20	32,590	95.00%	79
340	Hancock County	1	30,690	94.22	32,574	94.96%	80
10	Anderson County	4	33,976	104.64	32,470	94.66%	81
820	Sullivan County	10	33,025	101.76	32,455	94.61%	82
250	Fentress County	2	29,056	89.75	32,375	94.38%	83
761	Oneida SSD	1	29,935	92.78	32,265	94.06%	84
20	Bedford County	8	31,365	97.58	32,144	93.71%	85
530	Loudon County	3	30,841	96.26	32,040	93.40%	86
670	Overton County	1	29,177	91.19	31,995	93.27%	87
500	Lawrence Co.	4	29,321	92.05	31,854	92.86%	88
520	Lincoln County	2	29,891	94.06	31,779	92.64%	89
900	Washington Co.	4	33,538	105.84	31,687	92.37%	90
830	Sumner County	13	32,800	103.80	31,600	92.12%	91
840	Tipton County	2	31,801	100.80	31,549	91.97%	92
70	Campbell Co.	4	29,297	93.55	31,319	91.30%	93
150	Cocke County	7	29,361	94.47	31,079	90.60%	94
180	Cumberland Co.	2	30,041	96.75	31,049	90.51%	95
290	Grainger County	3	30,318	97.71	31,029	90.46%	96
940	Williamson Co.	12	33,600	108.55	30,952	90.23%	97
860	Unicoi County	1	30,153	97.53	30,916	90.13%	98
260	Franklin County	6	29,894	97.16	30,768	89.70%	99
620	Monroe County	2	29,389	95.66	30,723	89.56%	100
740	Robertson Co.	2	32,440	106.49	30,462	88.80%	101
110	Cheatham County	3	31,507	104.85	30,050	87.60%	102
220	Dickson County	5	30,882	103.38	29,871	87.08%	103
450	Jefferson County	1	29,226	97.96	29,834	86.97%	104

Appendix 9 continued

System Code	System	Observed Teachers	Median Salary	Tennessee Teacher Cost Index	Adjusted Median Salary	Adj. Salary as % of Sample Median	Rank
950	Wilson County	6	30,685	103.08	29,768	86.78%	105
300	Greene County	4	29,615	101.57	29,156	84.99%	106
370	Hawkins County	1	29,655	103.11	28,761	83.84%	107
100	Carter County	2	29,631	104.46	28,367	82.69%	108
760	Scott County	1	25,585	92.99	27,515	80.21%	109
Statewide		512	33,600	NA	34,303	100.00%	

Sources: Salary Data provided by TN Dept. of Education
 TTCl Calculated by TACIR, based upon TCI (Chambers)

Appendix 10

1996-97 Comparative Classroom Teacher Salary Statistics and Fiscal Capacity/Fiscal Effort, TN Small School Plaintiffs

System	1996-97 Median Salary ¹	% of State Avg.	Rank	TTCI ²	Rank	Adjusted Median Salary ³	% of State Avg.	Rank	Fiscal Effort ⁴	Fiscal Capacity ⁵	Effort/Capacity	Rank
Van Buren Co.	\$28,857	87%	130	85.96	128	\$33,571	101%	69	\$903	\$514	176%	7
Moore County	\$32,778	99%	41	96.76	52	\$33,876	102%	59	\$1,409	\$913	154%	14
Hancock County	\$30,155	91%	80	94.22	69	\$32,006	96%	100	\$514	\$362	142%	18
Oneida SSD	\$29,550	89%	108	92.78	80	\$31,850	96%	105	\$1,094	\$793	138%	20
Union County	\$27,477	83%	138	96.82	51	\$28,378	85%	136	\$710	\$530	134%	22
Meigs County	\$30,845	93%	62	90.25	101	\$34,178	103%	55	\$859	\$645	133%	23
Claiborne Co.	\$29,394	88%	115	90.58	96	\$32,449	98%	93	\$1,142	\$870	131%	24
Huntingdon SSD	\$30,578	92%	70	94.54	65	\$32,345	97%	96	\$1,403	\$1,083	130%	25
Johnson County	\$29,560	89%	107	92.36	83	\$32,005	96%	101	\$1,046	\$808	129%	26
Sequatchie Co.	\$29,065	87%	128	93.01	77	\$31,249	94%	118	\$1,256	\$989	127%	29
Morgan County	\$29,195	88%	123	91.38	90	\$31,951	96%	102	\$654	\$532	123%	33
Rogersville City	\$31,395	94%	53	96.08	56	\$32,678	98%	92	\$1,433	\$1,198	120%	36
Polk County	\$31,070	93%	58	87.14	123	\$35,655	107%	28	\$1,175	\$993	118%	37
Hickman County	\$29,318	88%	120	95.37	62	\$30,741	92%	123	\$869	\$765	114%	40
Benton County	\$29,426	89%	112	92.39	82	\$31,851	96%	104	\$1,329	\$1,190	112%	41
Houston County	\$29,742	89%	96	90.42	99	\$32,894	99%	82	\$729	\$660	110%	42
Bells City	\$28,178	85%	137	77.03	139	\$36,579	110%	20	\$1,018	\$925	110%	44
Jackson County	\$30,376	91%	72	87.98	116	\$34,526	104%	46	\$864	\$788	110%	46
McKenzie SSD	\$29,516	89%	110	94.40	68	\$31,267	94%	117	\$1,177	\$1,083	109%	47
Hollow Rock-Bruceton SSD	\$28,791	87%	133	93.36	74	\$30,837	93%	122	\$1,161	\$1,083	107%	50
Milan SSD (Gibson Co.)	\$29,935	90%	89	90.32	100	\$33,143	100%	75	\$1,345	\$1,257	107%	52
Grainger County	\$29,817	90%	93	97.71	44	\$30,517	92%	127	\$656	\$623	105%	53
Trenton SSD (Gibson Co.)	\$29,661	89%	102	89.89	103	\$32,995	99%	80	\$1,313	\$1,257	104%	55
Franklin County	\$29,619	89%	104	97.16	49	\$30,485	92%	128	\$1,116	\$1,080	103%	56
Trousdale Co.	\$28,850	87%	131	85.75	129	\$33,643	101%	67	\$838	\$812	103%	57
Cheatham Co.	\$29,096	88%	126	104.85	7	\$27,750	83%	138	\$829	\$805	103%	59
Sweetwater City	\$30,920	93%	61	95.42	60	\$32,406	97%	94	\$1,169	\$1,137	103%	60
Wayne County	\$29,161	88%	124	89.14	112	\$32,714	98%	89	\$768	\$751	102%	64
Bledsoe County	\$28,326	85%	136	90.65	95	\$31,247	94%	119	\$676	\$674	100%	67
Hawkins County	\$30,230	91%	76	103.11	14	\$29,319	88%	134	\$1,201	\$1,198	100%	69
Macon County	\$30,012	90%	85	89.44	111	\$33,555	101%	70	\$826	\$836	99%	73
Tipton County	\$30,001	90%	86	100.80	28	\$29,763	90%	131	\$677	\$691	98%	74
Paris SSD	\$32,110	97%	48	93.39	73	\$34,381	103%	50	\$1,372	\$1,418	97%	78
Lincoln County	\$29,880	90%	92	94.06	70	\$31,768	96%	108	\$991	\$1,031	96%	79
Carter County	\$29,340	88%	117	104.46	9	\$28,088	84%	137	\$963	\$1,003	96%	80
Cumberland Co.	\$30,274	91%	74	96.75	53	\$31,289	94%	116	\$1,143	\$1,201	95%	81
Clay County	\$29,928	90%	90	87.50	121	\$34,202	103%	54	\$955	\$1,010	95%	83
Lake County	\$29,979	90%	88	86.50	125	\$34,656	104%	43	\$791	\$838	94%	85
Monroe County	\$28,358	85%	135	95.66	59	\$29,646	89%	133	\$1,071	\$1,137	94%	86
South Carroll SSD	\$30,780	93%	65	85.52	132	\$35,990	108%	25	\$1,016	\$1,083	94%	87
Fentress County	\$29,384	88%	116	89.75	106	\$32,740	98%	86	\$982	\$1,068	92%	90

Appendix 10 continued

System	1996-97 Median Salary ¹	% of State Avg.	Rank	TTCI ²	Rank	Adjusted Median Salary ³	% of State Avg.	Rank	Fiscal Effort ⁴	Fiscal Capacity ⁵	Effort/ Capacity	Rank
Unicoi County	\$29,787	90%	95	97.53	47	\$30,541	92%	126	\$1,005	\$1,099	91%	91
Grundy County	\$28,818	87%	132	87.85	118	\$32,801	99%	85	\$636	\$696	91%	92
Cannon County	\$29,297	88%	121	85.75	130	\$34,166	103%	56	\$731	\$806	91%	95
Marshall County	\$31,070	93%	57	92.08	87	\$33,742	101%	63	\$1,327	\$1,465	91%	96
West Carroll SSD	\$29,611	89%	105	95.17	63	\$31,114	94%	120	\$979	\$1,083	90%	97
Henry County	\$32,075	96%	49	93.22	75	\$34,407	103%	48	\$1,270	\$1,418	90%	98
McNairy County	\$29,487	89%	111	84.81	133	\$34,767	105%	39	\$916	\$1,025	89%	99
Gibson SSD (Gibson Co.)	\$30,024	90%	83	90.72	94	\$33,096	100%	77	\$1,114	\$1,257	89%	101
Overton County	\$29,092	88%	127	91.19	91	\$31,902	96%	103	\$729	\$824	88%	102
Pickett County	\$31,510	95%	52	80.19	138	\$39,296	118%	9	\$667	\$773	86%	107
Chester County	\$29,730	89%	97	89.93	102	\$33,058	99%	78	\$673	\$781	86%	108
Crockett County	\$30,223	91%	77	85.66	131	\$35,280	106%	31	\$789	\$925	85%	110
Hardin County	\$29,276	88%	122	87.74	119	\$33,368	100%	72	\$970	\$1,140	85%	111
Smith County	\$28,904	87%	129	89.73	107	\$32,211	97%	97	\$904	\$1,064	85%	112
Fayette County	\$29,630	89%	103	93.07	76	\$31,836	96%	107	\$918	\$1,082	85%	113
Humphreys Co.	\$30,582	92%	69	90.75	93	\$33,698	101%	64	\$1,048	\$1,242	84%	114
Giles County	\$30,795	93%	64	92.20	84	\$33,400	100%	71	\$1,147	\$1,364	84%	115
Bedford County	\$30,810	93%	63	97.58	46	\$31,576	95%	112	\$1,075	\$1,297	83%	117
Cocke County	\$29,714	89%	99	94.47	67	\$31,452	95%	113	\$893	\$1,081	83%	118
Marion County	\$30,385	91%	71	92.16	85	\$32,971	99%	81	\$952	\$1,166	82%	120
Jefferson County	\$29,518	89%	109	97.96	40	\$30,132	91%	130	\$922	\$1,141	81%	124
Rhea County	\$29,697	89%	101	90.46	97	\$32,830	99%	84	\$792	\$981	81%	125
Lauderdale Co.	\$30,335	91%	73	86.31	126	\$35,146	106%	35	\$674	\$849	79%	128
Weakley County	\$30,199	91%	78	89.67	108	\$33,676	101%	66	\$1,006	\$1,277	79%	129
Bradford SSD (Gibson Co.)	\$30,016	90%	84	85.96	127	\$34,918	105%	37	\$989	\$1,257	79%	130
Alamo City	\$30,264	91%	75	82.36	137	\$36,745	111%	19	\$724	\$925	78%	131
Lawrence Co.	\$30,125	91%	81	92.05	88	\$32,728	98%	87	\$925	\$1,264	73%	132
White County	\$29,713	89%	100	89.67	109	\$33,138	100%	76	\$704	\$970	73%	133
Decatur County	\$30,175	91%	79	83.62	135	\$36,088	109%	24	\$736	\$1,072	69%	134
Henderson Co.	\$29,926	90%	91	87.88	117	\$34,055	102%	58	\$708	\$1,106	64%	135
DeKalb County	\$29,158	88%	125	87.60	120	\$33,285	100%	73	\$728	\$1,149	63%	137
Stewart County	\$29,604	89%	106	86.86	124	\$34,083	103%	57	\$445	\$793	56%	138
Lewis County	\$29,415	88%	114	92.92	79	\$31,656	95%	109	\$444	\$863	51%	139
State	\$33,245	100%		100		\$33,245	100%		\$1,727	\$1,185	146%	

¹ Average years experience calculated from Tennessee Department of Education data

² The TTCI is a Tennessee indexed version of the School District Teacher Cost Index calculated by Dr. Jay Chambers in *Public School Teacher Cost Differences Across the United States*:

Introduction to the Teacher Cost Index, American Institutes for Research, 1995. The TCI for each district is indexed to a national avg. scaled at 1.0.

³ The adjusted salary represents the average salary deflated by the TTCI ((avg. sal./TTCI)*100)

⁴ Fiscal Effort is represented by the three year average (95-97) local revenue for schools as reported by the TN Department of Education

⁵ TACIR calculation for 1999 BEP model.



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