



**TENNESSEE**  
STATE BOARD OF EDUCATION

**BASIC EDUCATION PROGRAM  
REVIEW COMMITTEE  
2020 ANNUAL REPORT**

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## I. 2019-20 BEP Review Committee Members

**Mischelle Simcox**  
Director of Schools  
Johnson County Schools

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

**David Connor**  
Executive Director  
Tennessee County Services Association

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

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

**Eddie Pruett**  
Director of Schools  
Gibson County Special School District

**Chris Henson**  
Metro Nashville Public Schools

**Sara Morrison**  
Executive Director  
Tennessee State Board of Education

**Karen King**  
Assistant Superintendent  
Sevier County Schools

**Penny Schwinn**  
Commissioner  
Tennessee Department of Education

**Stuart McWhorter**  
Commissioner  
Department of Finance and Administration

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

**Larry Ridings**  
Tennessee School Systems for Equity

**Lillian Hartgrove**  
Chairman  
Tennessee State Board of Education

**Bob Eby**  
Vice Chairman  
Tennessee State Board of Education

**Mickey Hall**  
Chief Financial Officer  
Wilson County Schools

**Justin P. Wilson**  
Comptroller of the Treasury

**Hunter Zanardi**  
Instructional Specialist  
Putnam County Schools

**Dale Lynch**  
Executive Director  
Tennessee Organization of School  
Superintendents

**Hon. Keith McDonald**  
Mayor of Bartlett  
Tennessee Municipal League

**Peter Muller**  
House Budget Director  
Office of Legislative Budget Analysis

**Bobby Cox**  
Director of Schools  
Warren County Schools

## II. 2020-21 BEP Review Committee Members

**Mischelle Simcox**  
Director of Schools  
Johnson County Schools

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

**David Connor**  
Executive Director  
Tennessee County Services Association

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

**Ben Torres**  
Assistant Executive Director and General  
Counsel  
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**Eddie Pruett**  
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**Chris Henson**  
Metro Nashville Public Schools

**Sara Morrison**  
Executive Director  
Tennessee State Board of Education

**Lisa Myers**  
Finance Director  
Coffee County Schools

**Penny Schwinn**  
Commissioner  
Tennessee Department of Education

**Butch Eley**  
Commissioner  
Department of Finance and Administration

**Cliff Lippard**  
Executive Director  
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**Larry Ridings**  
Tennessee School Systems for Equity

**Lillian Hartgrove**  
Chairman  
Tennessee State Board of Education

**Bob Eby**  
Vice Chairman  
Tennessee State Board of Education

**Mickey Hall**  
Chief Financial Officer  
Wilson County Schools

**Justin P. Wilson**  
Comptroller of the Treasury

**Robin W. Fairclough**  
Director of Special Programs  
Houston County Schools

**Dale Lynch**  
Executive Director  
Tennessee Organization of School  
Superintendents

**Hon. Keith McDonald**  
Mayor of Bartlett  
Tennessee Municipal League

**Catherine Haire**  
Senate Budget Director  
Office of Legislative Budget Analysis

**Kurt Dronebarger**  
Director of Schools  
White County Schools

### III. Work of the Committee

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

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

#### BEP Committee Guiding Principle Statement

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

#### T.C.A. §49-1-302(a)(4)(B)

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

## IV. 2020 Executive Summary

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

### 2019 BEP Committee Recommendations

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

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

### 2020 BEP Committee New Priority Recommendations

1. Hold LEA funding harmless\*
2. Continued commitment to increased teacher compensation
3. Increased funding for technology and accessibility
4. Funding the number of school counselors at a level closer to national best practices
5. Funding the number of school nurses at a level closer to national best practices
6. Increased funding for Response to Intervention and Instruction (RTI<sup>2</sup>)

\*" The Committee requests that no LEA shall experience a reduction in the calculation of 2021-2022 BEP funding as a result of a reduction in overall student membership in academic year 2020-2021 or a reduction in specific categories of student enrollment such as special education, English language learners, at-risk students, etc. School systems that experience growth in average daily membership (ADM) for school year 2020-2021 shall have that growth included in the calculations of their funding."

### 2020 BEP Committee Statement of Acknowledgement

At the meeting of the BEP Review Committee on August 14, 2020, the Committee adopted the following statement of acknowledgement regarding funding floors in the BEP formula:

"The BEP Review Committee recommends adding a 50% "floor" for the classroom, instructional benefits, and instructional salaries components of the BEP funding formula to ensure no school system will receive less than 50% state funding in those categories. By recommending these new floors, the BEP Review Committee further recognizes that as a result of TCA 49-3-307 (a) (12), which includes a floor of 25% for non-classroom components, this recommendation could only be enacted through legislation. We further recognize that no school system could be adversely affected by the establishment of these floors."

### 2020 BEP Committee Notable Action Items

1. Adoption of Priority List
2. Adoption of the Annual Report

## BEP Salary Equity Analysis

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

Each year, on or before November 1, this Committee submits a report to the governor, the Tennessee General Assembly, and the State Board of Education identifying funding formula needs. This 2020 edition of the report summarizes the Committee's findings and presents the immediate and extended priorities identified by the Committee for fiscal year 2021-22.

## V. Update on 2019 BEP Committee Recommendations

Since 2015, the BEP Review Committee has taken a new approach to its annual report and presented a targeted list of crucial priorities to the governor and administration officials. The 2019 Annual Report included a set of recommendations that were tightly focused on immediately actionable modifications that the Committee expected to have a measurable impact on academic outcomes for fiscal year 2020-21.

### 2019 Priorities

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

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

The Committee recognizes the extraordinary fiscal crisis created by the onset of, and response to the COVID-19 public health crisis. Budget projections called for a \$500 million budget shortfall during the 2020-21 fiscal year with a possible \$1 billion shortfall in the following fiscal year. For this reason, state employee and teacher compensation increases were not funded.

After considerable work from the administration and the Tennessee General Assembly, the final budget did fully fund the BEP formula but did not provide for any increases specifically called for in the 2019 BEP Review Committee Priority List. The Committee appreciates the efforts of the administration and the Tennessee General Assembly but acknowledges that full funding of the BEP formula does not provide salary increases.



## VI. 2020 BEP Committee Recommendations

The 2020 BEP Review Committee has ranked several suggested areas for formula improvement as a result of this year's meeting discussions, members' survey responses, and votes. See [Appendix O](#) for the 2020 BEP Committee's Priority Letter.

### 1. Hold LEA funding harmless

The BEP Review Committee requests that no LEA shall experience a reduction in the calculation of 2021-2022 BEP funding as a result of a reduction in overall student membership in academic year 2020-2021 or a reduction in specific categories of student enrollment such as special education, English language learners, at-risk students, etc. School systems that experience growth in ADM for school year 2020-2021 shall have that growth included in the calculations of their funding.

Due to the unprecedented nature of the current COVID-19 public health crisis, there is insufficient data available to estimate the cost of implementing this hold harmless provision.

### 2. Continued commitment to increased teacher compensation

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

### 3. Increased funding for technology and accessibility

The BEP Review Committee recognizes ongoing and increasing importance of technology in instruction. Notwithstanding federal dollars, the BEP Review Committee wishes to reiterate its recommendation from past years for renewed increases to technology funding, especially considering the need for expanded access and maintenance of equipment for remote and virtual instruction during the COVID-19 pandemic.

### 4. Funding the number of school counselors at a level closer to national best practices

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

The BEP Review Committee therefore recommends that additional funds be allocated within the BEP formula to bring Tennessee's counselor to student ratio into closer alignment with national best practices. If the Tennessee General Assembly chose to lower the ratio to 1:250, this change could increase state expenditures by \$64,521,000. See [Appendix F](#) for cost estimates disaggregated by school system.

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

## 5. Funding the number of school nurses at a level closer to national best practices

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

Therefore, in order to meet the needs of all students, and in light of the current COVID-19 public health crisis, the BEP Review Committee again recommends lowering the ratio of nurses to students. If the Tennessee General Assembly chose to lower the ratio from 1:3,000 to 1:750 with a minimum of 1 nurse per district in order to meet national best practices, this change in the ratio would increase state expenditures by \$41,179,000. See [Appendix G](#) for cost estimates disaggregated by school system. No district would receive reduced funding as a result of this recommended change in the BEP formula.

## 6. Increased funding for Response to Intervention and Instruction (RTI<sup>2</sup>)

In the 2017 BEP Review Committee Report, the inclusion of an RTI<sup>2</sup> component to the BEP funding formula was one of the top priorities of the Committee. We are pleased that through the adoption of the 2018-19 state budget, RTI<sup>2</sup> was added to the BEP funding formula with the addition of \$13,334,000. This funding was continued in the 2019-20 and 2020-21 budgets.

RTI<sup>2</sup> was adopted in 2013 to enhance the alignment of state law to the revised Individuals with Disabilities Education Act. As of July 1, 2014, RTI<sup>2</sup> is the sole criterion by which a student may be identified as having a specific learning disability in Tennessee. Since then, gaps in identification of specific learning disabilities by racial subgroup have disappeared and male/female gaps have mostly disappeared. Tennessee’s significant gains in student achievement in recent years suggest that the new statewide RTI<sup>2</sup> framework has had a positive impact on educational outcomes. However, stakeholders have reported to BEP Review Committee members that full implementation of all elements in the RTI<sup>2</sup> framework is currently exceeding the capacity of schools and districts.

The BEP Review Committee gratefully acknowledges the inclusion of RTI<sup>2</sup> as a component of the formula and urges continued and increased investments in this crucial area. The BEP formula currently funds RTI<sup>2</sup> positions at a ratio of 1:2,750 with a minimum of one position per school system. If the Tennessee General Assembly chose to lower the ratio to 1:1000, this change would increase state expenditures by \$24,965,000. See [Appendix H](#) for cost estimates disaggregated by school system. No district would receive reduced funding as a result of this recommended change in the BEP formula.

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

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

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

## Statement of Acknowledgement

At the meeting of the BEP Review Committee on August 14, 2020, the Committee adopted the following statement of acknowledgement regarding funding floors in the BEP formula:

“The BEP Review Committee recommends adding a 50% “floor” for the classroom, instructional benefits, and instructional salaries components of the BEP funding formula to ensure no school system will receive less than 50% state funding in those categories. By recommending these new floors, the BEP Review Committee further recognizes that as a result of TCA 49-3-307 (a) (12) which includes a floor of 25% for non-classroom components, this recommendation could only be enacted through legislation. We further recognize that no school system could be adversely affected by the establishment of these floors.”

The Tennessee Department of Education (TDOE) estimates that implementing 50% floors in the classroom, instructional benefits, and instructional salaries components of the BEP would increase state expenditures by \$20,604,000. See [Appendix I](#) for cost estimates disaggregated by school system.

## VII. 2020 BEP Review Committee Notable Action Items

Tennessee Code Annotated § 49-1-302(a)(4)(B) specifies that the State Board of Education shall establish a review committee for the Tennessee BEP. This committee is directed to meet at least four times a year to regularly review the BEP components and prepare an annual report on or before November 1 of each year. For 2020, three of the required committee meetings were held on June 18, August 14, and October 27. An additional meeting will take place in November or December 2020 to set plans for the ensuing year. Archives for each of these meetings, along with the agendas, discussion items, and materials considered in the committee meetings can be found online at <https://www.tn.gov/sbe/committees-and-initiatives/the-basic-education-program/past-bep-review-committee-activities.html>. The meeting agendas are also included in [Appendices P, Q, and R](#) of this report.

### Adoption of Priority List

Committee members completed a survey in July 2020 in which they identified and ranked this year's priority recommendations. At the meeting of the BEP Review Committee on August 14, 2020, the Committee voted to add a priority to hold LEA funding harmless, requesting that no LEA shall experience a reduction in the calculation of 2021-2022 BEP funding as a result of a reduction in student membership in academic year 2020-2021. The Committee also directed Mr. Nathan James, Director of Legislative & External Affairs for the State Board of Education, to transmit these priorities to the office of the governor, commissioner of Finance and Administration, and the commissioner of Education in a letter. See [Appendix O](#) for the 2020 BEP Committee's Priority Letter.

### Adoption of the Annual Report

The BEP Review Committee reviewed the draft of this 2020 report during the October 27 meeting. After reviewing feedback collected during this meeting, State Board of Education staff prepared an amended version and transmitted the same on or before November 1, 2020 pursuant to T.C.A. § 49-1-302(a)(4)(B).

## VIII. BEP Salary Equity Analysis

### Salary Disparity Statement

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

For the 2020 fiscal year (FY20), the BEP salary component was \$48,330, compared to an average actual statewide licensed salary of \$55,630. This represents approximately a 15.1% gap in licensed salary funding levels.

A single unit cost for all instructional positions, including teachers, principals, and supervisors of instruction, is used in the Tennessee BEP funding formula. In 2018-19, the average salary across all instructional positions for the U.S. Southeastern region was reported at \$53,273.<sup>5</sup> The Tennessee actual average statewide licensed salary<sup>6</sup> for the same year was \$54,325, approximately 2% above the regional average. Projected data for the 2019-20 school year list the average salary for instructional positions within the U.S. Southeastern region as \$54,336, compared to an average salary of \$55,630 for the state of Tennessee. These projections place Tennessee approximately 2% above the regional average for the 2019-20 school year. Salary data by state is provided in the [Review of Teacher Salaries for the U.S. Southeastern Region](#) section of this report.

	School Year	NEA Regional Estimate	TN Actual Average Licensed Salary	Gap
<b>FY16</b>	2015-16	\$51,895	\$51,386	-0.99%
<b>FY17</b>	2016-17	\$51,999	\$52,732	+1%
<b>FY18</b>	2017-18	\$52,075	\$53,821	+3%
<b>FY19</b>	2018-19	\$53,273	\$54,325	+2%
<b>FY20</b>	2019-20	\$54,336*	\$55,630	+2%

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

<sup>5</sup> NEA Research, *Rankings of the States 2019 and Estimates of School Statistics 2020* (Washington, DC: National Education Association, 2020), 48, [https://www.nea.org/sites/default/files/2020-07/2020%20Rankings%20and%20Estimates%20Report%20FINAL\\_0.pdf](https://www.nea.org/sites/default/files/2020-07/2020%20Rankings%20and%20Estimates%20Report%20FINAL_0.pdf).

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

## Background

It has been the standing practice of the Committee to provide a comprehensive review of total teaching compensation, combining total weighted average salary and total weighted average insurance benefits across all school districts. The methodology for calculating weighted average salary changed in 2015. Previously, the weighted average salary multiplied the salary in each cell of a district's bachelor's, master's, master's + 30, Ed.S., and Ph.D. salary schedule times the percent of teachers statewide with that level of education and experience. The sum of those products equaled a district's weighted average salary. The adoption of alternative salary schedules that incorporate factors other than education and experience as means of progressing through the schedule, as well as the inclusion of differentiated pay, necessitated a change in the calculation of weighted average salary.

The new methodology multiplies the average salary earned by instructors with bachelor's and master's degrees in experience steps 0 through 30, times the percentage of instructors statewide in each particular cell. The sum of these products is the district's weighted average salary. The exclusion of salaries from master's + 30, Ed.S., and Ph.D. degrees from this methodology did result in an expected decrease in weighted average salary for 2014 and 2015. However, as of FY16, values normalized back to expected levels prior to the change in methodology, having risen at nearly double the average rate of increase over the past decade.

Year	Weighted Average Salary	Change
2004	\$ 37,029	
2005	\$ 38,114	\$ 1,085
2006	\$ 38,972	\$ 858
2007	\$ 40,091	\$ 1,119
2008	\$ 41,441	\$ 1,350
2009	\$ 41,758	\$ 317
2010	\$ 41,961	\$ 203
2011	\$ 41,102	\$ (859)
2012	\$ 42,950	\$ 1,848
2013	\$ 43,826	\$ 881
2014*	\$ 42,182	\$ (1,644)
2015*	\$ 43,216	\$ 972
2016*	\$ 44,024	\$ 808
2017*	\$ 45,038	\$ 1,014
2018*	\$ 46,368	\$ 1,330
2019*	\$ 47,134	\$ 766
2020*	\$ 47,621	\$ 487

\*Calculated using a new methodology

Table 2: Weighted Average Salary

Note: In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the TDOE. Due to technical difficulties, TEA was unable to compile this information for the 2019-20 school year.

The table below shows the weighted average salary and actual average licensed salary figures for FY20.

	2020 Weighted Average Salary		2020 Actual Average Licensed Salary	
<b>Minimum</b>	Johnson County	\$ 40,378	Grundy County	\$ 46,148
<b>Statewide Average</b>		\$ 47,621		\$ 55,630
<b>Maximum</b>	Oak Ridge City	\$ 58,190	Oak Ridge City	\$ 70,097
	Number of Systems below Average	84	Number of Systems below Average	106
	Number of Systems above Average	57	Number of Systems above Average	35

*Table 3: Distribution for FY20 Salary and Compensation Data*

*Note: In previous years, the TEA) compiled data on weighted average insurance paid by school districts and reported this information to the TDOE. Due to technical difficulties, TEA was unable to compile this information for the 2019-20 school year.*

## Discussion

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

In 2003, before the infusion of salary equity dollars, the maximum versus minimum weighted average salary disparity was 45.75%. For three years beginning in 2009, there was a noticeable increase in the weighted average salary disparity, increasing from 37.86% in 2009 to 40.59% in 2010 to 41.96% in 2011. The weighted average salary disparity then remained relatively steady through 2014 before declining in 2015 and 2016. After three years with little change, weighted average salary disparity rose in 2019 and 2020. In 2020, the range between the highest and lowest weighted average instructional salaries for the state was \$17,812. This yields a maximum versus minimum weighted average salary disparity of approximately 44.11%. Data from previous years is provided in Table 4 below.

Weighted Average Salary		
Year	Maximum vs Minimum	Coefficient of Variation
2003	45.75%	0.0791
2004	35.07%	0.0688
2005	35.60%	0.0696
2006	35.49%	0.0703
2007	35.36%	0.0722
2008	35.23%	0.0715
2009	37.86%	0.0745
2010	40.59%	0.0748
2011	41.96%	0.0758
2012	41.90%	0.0759
2013	41.79%	0.0756
2014*	41.56%	0.0717
2015*	40.45%	0.0840
2016*	38.70%	0.0819
2017*	39.00%	0.0820
2018*	38.88%	0.0794
2019*	42.98%	0.0793
2020*	44.11%	0.0802

*\*Calculated using a new methodology*

*Table 4: Weighted Average Salary Historical Disparity Data*

*Note: In previous years, the TEA compiled data on weighted average insurance paid by school districts and reported this information to the TDOE. Due to technical difficulties, TEA was unable to compile this information for the 2019-20 school year.*

**Coefficient of Variation:** The Coefficient of Variation (CoV) is a representation of how closely values are clustered around the average, thus a CoV value of zero would indicate no disparity. As illustrated in Figure 1 (below), in 2003, before the infusion of salary equity funds, the CoV for weighted average salary teacher compensation was 0.0791. The value of the CoV decreased in 2004 from 0.0791 to 0.0688, signifying a decrease in disparity. There was an increase in disparity in 2015, but since then disparity has primarily been steady or declining. The CoV for weighted average salary in 2020 saw a small increase from the previous year, going from 0.0793 to 0.0802.



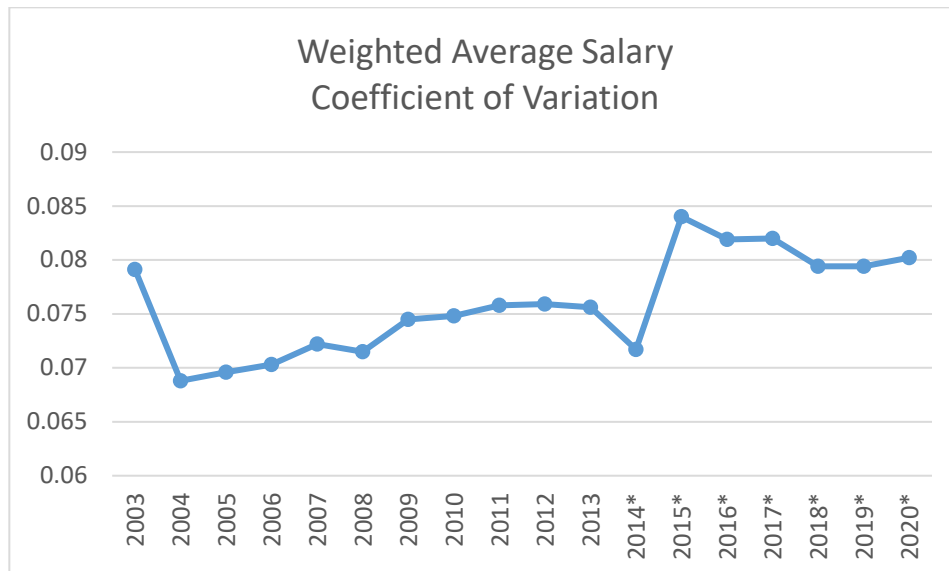


Figure 1: Coefficient of variation over time  
 \*Calculated using a new methodology

**Analysis:** The maximum versus minimum average weighted salary disparity and CoV collectively form a spectrum where state instructional salaries can be located. A higher maximum vs. minimum value indicates a greater range of disparity between the lowest and highest weighted average instructional salaries, i.e. a broader spectrum of salaries. In contrast, a lower CoV indicates that weighted average salaries are more tightly clustered around the mean. The CoV has decreased since 2015, indicating that weighted average salaries are becoming more closely aligned to one another. However, there was a small increase in the CoV between 2019 and 2020.

### Review of BEP Salary Component Funding Gap

The following analysis is based on the annual statistical reports for teacher salaries, as reported by TDOE. It is important to note that this methodology is different than the method for calculating total teacher compensation. However, it does reflect the actual salaries, not accounting for differences in training and experience, across LEAs throughout the state. The most recently available data is for the 2019-20 academic year.

See [Appendix A](#) for complete Regional Disparity 2020, 2019 – Based on Weighted Average Salaries, and [Appendix C](#) for Weighted Average Salaries by School System. In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the TDOE, which then reported it to the BEP Review Committee. Due to technical difficulties, TEA was unable to compile this information for the 2019-20 school year.

Year	BEP Instructional Salary Component	Weighted Average Salary	Actual Average Licensed Salary Paid by LEAs	Percent Gap
2005	\$ 34,680	\$ 38,114	\$ 44,000	26.9%
2006	\$ 35,586	\$ 38,972	\$ 44,413	24.8%
2007	\$ 36,515	\$ 40,091	\$ 45,739	25.3%
2008	\$ 38,000	\$ 41,441	\$ 46,922	23.5%
2009	\$ 38,000	\$ 41,758	\$ 47,880	26.0%
2010	\$ 38,000	\$ 41,961	\$ 47,817	25.8%
2011	\$ 38,000	\$ 41,102	\$ 48,154	26.7%
2012	\$ 38,700	\$ 42,950	\$ 49,649	28.3%
2013	\$ 39,849	\$ 43,826	\$ 49,923	25.3%
2014*	\$ 40,447	\$ 42,182	\$ 50,116	23.9%
2015*	\$ 40,447	\$ 43,216	\$ 50,463	24.8%
2016*	\$ 42,065	\$ 44,024	\$ 51,386	22.2%
2017*	\$ 44,430	\$ 45,038	\$ 52,732	18.6%
2018*	\$ 46,225	\$ 46,368	\$ 53,821	16.4%
2019*	\$ 47,150	\$ 47,134	\$ 54,325	15.3%
2020*	\$ 48,330	\$ 47,621	\$ 55,630	15.1%

*Table 5: Salary Gap Analysis*

*\* Calculated using new methodology.*

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

In 2020, the BEP salary component was \$48,330, compared to an average statewide licensed salary of \$55,630. This represents roughly a 15.1% gap in licensed salary funding levels.

## Review of Regional In-State Salary Disparity

Regional Total Compensation Disparity Summary		
Region	Immediate Trend Comparison of FY20 to FY19	General Trend (16 Years) Comparison of FY20 to FY04
Nashville	Increase	<b>Increase</b> Increase in 5 Surrounding Systems Decrease in 4 Surrounding Systems
Dyersburg	Increase	<b>Increase</b> Increase in 10 Surrounding Systems Decrease in 2 Surrounding Systems
Greeneville	Increase	<b>Increase</b> Increase in 9 Surrounding Systems
Chattanooga	Increase	<b>Increase</b> Increase in 11 Surrounding Systems Decrease in 4 Surrounding Systems
Knoxville	Increase	<b>Increase</b> Increase in 12 Surrounding Systems Decrease in 1 Surrounding System
Jackson	Increase	<b>Increase</b> Increase in 11 Surrounding Systems Decrease in 9 Surrounding Systems
Clarksville	Increase	<b>Increase</b> Increase in 5 Surrounding Systems
Memphis	Mixed	<b>Increase</b> Increase in 9 Surrounding Systems Decrease in 1 Surrounding System
Cookeville	Increase	<b>Increase</b> Increase in 6 Surrounding Systems Decrease in 1 Surrounding System
Tri-Cities	Increase	<b>Increase</b> Increase in 10 Surrounding Systems Decrease in 1 Surrounding Systems
Franklin	Increase	<b>Increase</b> Increase in 8 Surrounding Systems Decrease in 1 Surrounding System

Table 6: Regional Total Compensation Disparity Summary

REGIONAL DOLLAR DISPARITY
<i>General Trend over 16 years</i>
<u><b>General DECREASING Trend (16 Years)</b></u> 0 Total County Regions
<u><b>General INCREASING Trend (16 Years)</b></u> 11 Total County Regions
<u><b>General MIXED Trend (16 Years)</b></u> 0 Total County Regions

*Table 7: Regional Dollar Disparity Summary*

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

As the National Education Association (NEA) has noted, each state’s Department of Education has its own system of accounting and reporting.<sup>7</sup> Therefore, it is not always possible to obtain completely comparable data for every state. This is the most reliably reported data available and therefore this average is used as the chief comparison number for the disparity study.<sup>8</sup>

<b>Average Annual Salaries of Instructional Staff (Includes teachers, principals, and supervisors)</b>		
<b>State</b>	<b>2018-19</b>	<b>2019-20 (Estimated)</b>
Alabama	54,113	56,273
Arkansas	52,202	52,766
Florida	48,784	49,103
Georgia	60,017	63,557
Kentucky	56,107	56,651
Louisiana	52,935	52,994
Mississippi	47,347	47,623
North Carolina	53,940	54,682
South Carolina	55,052	56,112
<b>Tennessee</b>	<b>54,037</b>	<b>54,577</b>
Virginia	55,243	55,615
West Virginia	49,499	52,075
<b>Southeast</b>	<b>53,273</b>	<b>54,336</b>
<b>Source : National Education Association (nea.org)</b>		

Table 8: NEA Average Salary Summary

<sup>7</sup> NEA Research, *Rankings of the States 2019 and Estimates of School Statistics 2020*, 78.

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

## X. APPENDICES

Appendix A: Regional Disparity 2020, 2019 – Based on Weighted Average Salaries

Nashville	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$56,121.25			Franklin SSD	\$55,259.35		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Lebanon SSD	\$55,156.73	\$964.53	1.72%	Lebanon SSD	\$54,547.29	\$712.06	1.29%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Murfreesboro City	\$55,016.83	\$1,104.42	1.97%	Murfreesboro City	\$54,413.75	\$845.60	1.53%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Rutherford County	\$52,886.70	\$3,234.55	5.76%	Rutherford County	\$52,280.15	\$2,979.20	5.39%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Davidson County	\$51,893.57	\$4,227.69	7.53%	Davidson County	\$51,278.58	\$3,980.77	7.20%
Lebanon SSD	\$38,936.24	\$5,437.16	12.25%	Williamson County	\$51,349.66	\$4,771.59	8.50%	Williamson County	\$50,305.80	\$4,953.55	8.96%
Sumner County	\$37,767.23	\$6,606.18	14.89%	Wilson County	\$48,883.88	\$7,237.37	12.90%	Wilson County	\$48,320.38	\$6,938.97	12.56%
Robertson County	\$36,410.19	\$7,963.21	17.95%	Robertson County	\$47,367.98	\$8,753.27	15.60%	Robertson County	\$46,867.99	\$8,391.36	15.19%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Cheatham County	\$46,252.16	\$9,869.10	17.59%	Cheatham County	\$45,767.30	\$9,492.05	17.18%
Wilson County	\$36,227.50	\$8,145.91	18.36%	Sumner County	\$46,221.39	\$9,899.86	17.64%	Sumner County	\$45,564.89	\$9,694.46	17.54%

Dyersburg	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Dyersburg City	\$40,261.04			Dyersburg City	\$50,902.66			Dyersburg City	\$50,357.89		
Alamo City	\$37,434.02	\$2,827.02	7.02%	Dyer County	\$48,831.13	\$2,071.53	4.07%	Dyer County	\$48,358.30	\$1,999.59	3.97%
Dyer County	\$37,409.86	\$2,851.18	7.08%	Union City	\$48,118.03	\$2,784.63	5.47%	Union City	\$47,658.55	\$2,699.34	5.36%
Bells City	\$37,388.85	\$2,872.19	7.13%	Lauderdale County	\$46,624.92	\$4,277.74	8.40%	Lauderdale County	\$46,194.94	\$4,162.95	8.27%
Union City	\$36,720.75	\$3,540.29	8.79%	Bells City	\$46,479.32	\$4,423.34	8.69%	Bells City	\$45,987.53	\$4,370.36	8.68%
Lauderdale County	\$35,991.05	\$4,269.99	10.61%	Obion County	\$45,879.83	\$5,022.84	9.87%	Obion County	\$45,435.16	\$4,922.73	9.78%
Lake County	\$35,747.14	\$4,513.90	11.21%	Gibson SSD	\$45,830.56	\$5,072.10	9.96%	Gibson SSD	\$45,424.24	\$4,933.65	9.80%
Obion County	\$35,650.10	\$4,610.94	11.45%	Trenton SSD	\$45,481.13	\$5,421.53	10.65%	Trenton SSD	\$45,013.64	\$5,344.25	10.61%
Gibson SSD	\$35,595.71	\$4,665.33	11.59%	Crockett County	\$45,379.43	\$5,523.23	10.85%	Crockett County	\$44,966.76	\$5,391.13	10.71%
Crockett County	\$35,380.86	\$4,880.18	12.12%	Humboldt City	\$45,359.78	\$5,542.88	10.89%	Humboldt City	\$44,904.58	\$5,453.31	10.83%
Milan SSD	\$35,252.58	\$5,008.45	12.44%	Milan SSD	\$44,934.73	\$5,967.93	11.72%	Milan SSD	\$44,505.30	\$5,852.59	11.62%
Trenton SSD	\$35,134.25	\$5,126.79	12.73%	Alamo City	\$44,710.72	\$6,191.94	12.16%	Alamo City	\$44,273.28	\$6,084.61	12.08%
Humboldt City	\$35,055.89	\$5,205.15	12.93%	Bradford SSD	\$43,876.88	\$7,025.78	13.80%	Bradford SSD	\$43,475.76	\$6,882.13	13.67%
Bradford SSD	\$35,022.11	\$5,238.93	13.01%	Lake County	\$43,122.85	\$7,779.81	15.28%	Lake County	\$42,774.55	\$7,583.34	15.06%

Greeneville	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Johnson City	\$40,723.09			Johnson City	\$55,936.96			Johnson City	\$55,237.42		
Greeneville City	\$40,409.45	\$313.64	0.77%	Hamblen County	\$50,619.28	\$5,317.68	9.51%	Hamblen County	\$50,099.93	\$5,137.49	9.30%
Rogersville City	\$36,297.98	\$4,425.11	10.87%	Greeneville City	\$49,070.90	\$6,866.07	12.27%	Greeneville City	\$48,550.27	\$6,687.15	12.11%
Washington County	\$36,289.46	\$4,433.63	10.89%	Rogersville City	\$48,708.01	\$7,228.95	12.92%	Rogersville City	\$48,211.13	\$7,026.29	12.72%
Hamblen County	\$36,249.61	\$4,473.48	10.99%	Washington County	\$46,811.95	\$9,125.01	16.31%	Washington County	\$46,345.56	\$8,891.87	16.10%
Hawkins County	\$35,952.94	\$4,770.15	11.71%	Greene County	\$45,579.89	\$10,357.08	18.52%	Greene County	\$45,163.80	\$10,073.62	18.24%
Greene County	\$35,637.02	\$5,086.07	12.49%	Unicoi County	\$45,072.84	\$10,864.12	19.42%	Unicoi County	\$44,677.44	\$10,559.98	19.12%
Unicoi County	\$35,570.10	\$5,153.00	12.65%	Newport City	\$44,998.75	\$10,938.21	19.55%	Newport City	\$44,529.56	\$10,707.86	19.39%
Cocke County	\$35,201.50	\$5,521.59	13.56%	Cocke County	\$44,364.06	\$11,572.90	20.69%	Cocke County	\$43,933.68	\$11,303.74	20.46%
Newport City	\$35,041.05	\$5,682.05	13.95%	Hawkins County	\$43,980.84	\$11,956.12	21.37%	Hawkins County	\$43,598.59	\$11,638.83	21.07%

Chattanooga	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Athens City	\$41,173.16			Cleveland City	\$53,150.85			Cleveland City	\$52,558.10		
Hamilton County	\$40,396.67	\$776.49	1.89%	Hamilton County	\$52,613.63	\$537.22	1.01%	Hamilton County	\$51,933.12	\$624.98	1.19%
Cleveland City	\$38,672.13	\$2,501.03	6.07%	Athens City	\$52,330.31	\$820.54	1.54%	Athens City	\$51,767.08	\$791.03	1.51%
Bradley County	\$37,807.51	\$3,365.65	8.17%	Bradley County	\$51,101.37	\$2,049.48	3.86%	Bradley County	\$50,590.31	\$1,967.79	3.74%
McMinn County	\$37,573.16	\$3,600.00	8.74%	Etowah City	\$49,251.95	\$3,898.90	7.34%	Dayton City	\$48,808.99	\$3,749.11	7.13%
Richard City	\$37,131.71	\$4,041.45	9.82%	Dayton City	\$49,211.45	\$3,939.40	7.41%	Etowah City	\$48,788.03	\$3,770.08	7.17%
Sweetwater City	\$36,959.83	\$4,213.33	10.23%	Meigs County	\$48,529.84	\$4,621.01	8.69%	Meigs County	\$48,053.28	\$4,504.83	8.57%
Monroe County	\$36,874.63	\$4,298.53	10.44%	Polk County	\$48,413.26	\$4,737.59	8.91%	Polk County	\$48,003.54	\$4,554.56	8.67%
Dayton City	\$36,678.30	\$4,494.86	10.92%	Bledsoe County	\$48,409.06	\$4,741.79	8.92%	Bledsoe County	\$47,918.53	\$4,639.58	8.83%
Etowah City	\$36,530.00	\$4,643.16	11.28%	Sweetwater City	\$48,298.16	\$4,852.69	9.13%	Sweetwater City	\$47,847.74	\$4,710.37	8.96%
Sequatchie County	\$36,371.46	\$4,801.70	11.66%	McMinn County	\$47,671.70	\$5,479.15	10.31%	McMinn County	\$47,174.95	\$5,383.16	10.24%
Rhea County	\$36,327.69	\$4,845.47	11.77%	Sequatchie County	\$46,961.36	\$6,189.49	11.65%	Sequatchie County	\$46,543.88	\$6,014.23	11.44%
Meigs County	\$35,988.63	\$5,184.53	12.59%	Monroe County	\$46,362.09	\$6,788.76	12.77%	Monroe County	\$45,883.41	\$6,674.70	12.70%
Marion County	\$35,209.68	\$5,963.48	14.48%	Marion County	\$45,793.72	\$7,357.13	13.84%	Marion County	\$45,341.79	\$7,216.31	13.73%
Polk County	\$35,056.79	\$6,116.37	14.86%	Richard City	\$44,880.61	\$8,270.24	15.56%	Richard City	\$44,573.32	\$7,984.79	15.19%
Bledsoe County	\$34,970.90	\$6,202.26	15.06%	Rhea County	\$42,165.16	\$10,985.69	20.67%	Rhea County	\$41,754.34	\$10,803.77	20.56%



Knoxville	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Oak Ridge	\$46,068.01			Oak Ridge	\$58,189.69			Oak Ridge	\$57,423.39		
Maryville City	\$43,656.56	\$2,411.45	5.23%	Maryville City	\$56,376.81	\$1,812.89	3.12%	Maryville City	\$55,653.67	\$1,769.72	3.08%
Alcoa City	\$43,569.83	\$2,498.18	5.42%	Alcoa City	\$52,086.08	\$6,103.62	10.49%	Alcoa City	\$51,259.57	\$6,163.82	10.73%
Blount County	\$39,648.41	\$6,419.60	13.94%	Knox County	\$50,512.87	\$7,676.82	13.19%	Knox County	\$49,933.62	\$7,489.77	13.04%
Clinton City	\$39,175.49	\$6,892.52	14.96%	Lenoir City	\$50,060.74	\$8,128.96	13.97%	Lenoir City	\$49,542.11	\$7,881.28	13.72%
Knox County	\$38,596.06	\$7,471.95	16.22%	Loudon County	\$48,025.51	\$10,164.18	17.47%	Loudon County	\$47,494.27	\$9,929.12	17.29%
Lenoir City	\$37,667.49	\$8,400.52	18.24%	Clinton City	\$47,587.29	\$10,602.40	18.22%	Clinton City	\$47,086.84	\$10,336.55	18.00%
Anderson County	\$37,412.85	\$8,655.15	18.79%	Blount County	\$47,420.24	\$10,769.45	18.51%	Roane County	\$46,732.18	\$10,691.21	18.62%
Roane County	\$37,306.73	\$8,761.28	19.02%	Roane County	\$47,284.70	\$10,904.99	18.74%	Blount County	\$46,689.41	\$10,733.97	18.69%
Loudon County	\$37,206.34	\$8,861.66	19.24%	Sevier County	\$47,063.74	\$11,125.95	19.12%	Sevier County	\$46,396.65	\$11,026.74	19.20%
Sevier County	\$36,882.52	\$9,185.49	19.94%	Anderson County	\$47,028.80	\$11,160.89	19.18%	Anderson County	\$45,950.67	\$11,472.72	19.98%
Union County	\$35,971.25	\$10,096.76	21.92%	Jefferson County	\$45,022.62	\$13,167.07	22.63%	Jefferson County	\$44,527.26	\$12,896.13	22.46%
Grainger County	\$35,728.15	\$10,339.86	22.44%	Grainger County	\$44,706.23	\$13,483.47	23.17%	Grainger County	\$44,321.37	\$13,102.02	22.82%
Jefferson County	\$35,288.18	\$10,779.82	23.40%	Union County	\$44,039.41	\$14,150.28	24.32%	Union County	\$43,612.85	\$13,810.54	24.05%

Jackson	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Madison County	\$38,860.31			Madison County	\$48,819.50			Madison County	\$48,270.59		
Alamo City	\$37,434.02	\$1,426.29	3.67%	Huntingdon SSD	\$48,023.25	\$796.25	1.63%	Huntingdon SSD	\$47,582.21	\$688.38	1.43%
Bells City	\$37,388.85	\$1,471.46	3.79%	McKenzie SSD	\$46,567.66	\$2,251.84	4.61%	McKenzie SSD	\$46,138.85	\$2,131.74	4.42%
Hardeman County	\$36,692.35	\$2,167.96	5.58%	Bells City	\$46,479.32	\$2,340.18	4.79%	Bells City	\$45,987.53	\$2,283.06	4.73%
Henderson County	\$35,884.23	\$2,976.08	7.66%	Henderson County	\$46,279.91	\$2,539.59	5.20%	Henderson County	\$45,947.42	\$2,323.17	4.81%
Haywood County	\$35,839.81	\$3,020.49	7.77%	Carroll County	\$45,997.75	\$2,821.75	5.78%	Carroll County	\$45,623.73	\$2,646.86	5.48%
Lexington City	\$35,824.55	\$3,035.76	7.81%	Gibson SSD	\$45,830.56	\$2,988.94	6.12%	Gibson SSD	\$45,424.24	\$2,846.35	5.90%
Gibson SSD	\$35,595.71	\$3,264.60	8.40%	South Carroll SSD	\$45,607.66	\$3,211.84	6.58%	South Carroll SSD	\$45,199.80	\$3,070.79	6.36%
Hollow Rock Bruceton SSD	\$35,497.77	\$3,362.54	8.65%	Trenton SSD	\$45,481.13	\$3,338.37	6.84%	Trenton SSD	\$45,013.64	\$3,256.95	6.75%
West Carroll SSD	\$35,404.08	\$3,456.23	8.89%	Hardeman County	\$45,387.29	\$3,432.21	7.03%	Hardeman County	\$44,969.69	\$3,300.90	6.84%
Crockett County	\$35,380.86	\$3,479.45	8.95%	Crockett County	\$45,379.43	\$3,440.07	7.05%	Crockett County	\$44,966.76	\$3,303.82	6.84%
McNairy County	\$35,378.09	\$3,482.22	8.96%	Humboldt City	\$45,359.78	\$3,459.72	7.09%	Humboldt City	\$44,904.58	\$3,366.00	6.97%
Chester County	\$35,331.36	\$3,528.95	9.08%	West Carroll SSD	\$45,234.56	\$3,584.94	7.34%	West Carroll SSD	\$44,809.32	\$3,461.27	7.17%
Huntingdon SSD	\$35,296.15	\$3,564.16	9.17%	Milan SSD	\$44,934.73	\$3,884.77	7.96%	Milan SSD	\$44,505.30	\$3,765.28	7.80%
South Carroll SSD	\$35,289.42	\$3,570.88	9.19%	Chester County	\$44,807.27	\$4,012.23	8.22%	Lexington City	\$44,445.30	\$3,825.29	7.92%
McKenzie SSD	\$35,286.08	\$3,574.23	9.20%	Lexington City Hollow Rock Bruceton SSD	\$44,790.70	\$4,028.80	8.25%	Hollow Rock Bruceton SSD	\$44,343.66	\$3,926.93	8.14%
Milan SSD	\$35,252.58	\$3,607.72	9.28%	SSD	\$44,752.11	\$4,067.39	8.33%	Chester County	\$44,274.19	\$3,996.40	8.28%
Carroll County	\$35,246.45	\$3,613.85	9.30%	Alamo City	\$44,710.72	\$4,108.78	8.42%	Alamo City	\$44,273.28	\$3,997.30	8.28%
Trenton SSD	\$35,134.25	\$3,726.06	9.59%	McNairy County	\$44,515.48	\$4,304.02	8.82%	McNairy County	\$44,043.88	\$4,226.71	8.76%
Humboldt City	\$35,055.89	\$3,804.42	9.79%	Bradford SSD	\$43,876.88	\$4,942.62	10.12%	Bradford SSD	\$43,475.76	\$4,794.83	9.93%
Bradford SSD	\$35,022.11	\$3,838.20	9.88%	Haywood County	\$43,176.67	\$5,642.83	11.56%	Haywood County	\$42,727.43	\$5,543.16	11.48%

Clarksville	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Montgomery County	\$39,563.21			Montgomery County	\$54,015.08			Montgomery County	\$53,299.58		
Dickson County	\$36,424.10	\$3,139.11	7.93%	Houston County	\$47,672.17	\$6,342.91	11.74%	Houston County	\$47,287.22	\$6,012.36	11.28%
Robertson County	\$36,410.19	\$3,153.02	7.97%	Robertson County	\$47,367.98	\$6,647.09	12.31%	Robertson County	\$46,867.99	\$6,431.60	12.07%
Cheatham County	\$36,265.84	\$3,297.37	8.33%	Dickson County	\$46,557.15	\$7,457.93	13.81%	Dickson County	\$46,176.43	\$7,123.15	13.36%
Stewart County	\$35,629.43	\$3,933.78	9.94%	Stewart County	\$46,554.89	\$7,460.19	13.81%	Stewart County	\$46,082.77	\$7,216.81	13.54%
Houston County	\$35,625.45	\$3,937.76	9.95%	Cheatham County	\$46,252.16	\$7,762.92	14.37%	Cheatham County	\$45,767.30	\$7,532.29	14.13%

Memphis	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Shelby County	\$47,234.57			Arlington City	\$57,545.49			Arlington City	\$56,974.00		
Memphis City	\$47,234.53	\$0.04	0.00%	Shelby County	\$57,033.32	\$512.17	0.89%	Shelby County	\$56,270.81	\$703.19	1.23%
Tipton County	\$36,690.08	\$10,544.49	22.32%	Germantown City	\$56,526.37	\$1,019.12	1.77%	Germantown City	\$55,881.72	\$1,092.27	1.92%
Fayette County	\$36,408.89	\$10,825.68	22.92%	Bartlett City	\$56,387.57	\$1,157.92	2.01%	Bartlett City	\$55,753.37	\$1,220.62	2.14%
Lauderdale County	\$35,991.05	\$11,243.52	23.80%	Collierville City	\$56,344.24	\$1,201.25	2.09%	Collierville City	\$55,705.88	\$1,268.11	2.23%
Haywood County	\$35,839.81	\$11,394.76	24.12%	Lakeland City	\$55,827.07	\$1,718.43	2.99%	Lakeland City	\$55,249.16	\$1,724.83	3.03%
				Millington City	\$53,200.25	\$4,345.25	7.55%	Millington City	\$52,813.91	\$4,160.09	7.30%
				Tipton County	\$49,761.03	\$7,784.46	13.53%	Tipton County	\$49,282.20	\$7,691.79	13.50%
				Lauderdale County	\$46,624.92	\$10,920.57	18.98%	Lauderdale County	\$46,194.94	\$10,779.05	18.92%
				Fayette County	\$44,874.49	\$12,671.00	22.02%	Fayette County	\$44,555.21	\$12,418.79	21.80%
				Haywood County	\$43,176.67	\$14,368.82	24.97%	Haywood County	\$42,727.43	\$14,246.56	25.01%

Cookeville	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Putnam County	\$36,745.26			Putnam County	\$49,070.85			Putnam County	\$48,560.92		
DeKalb County	\$36,231.48	\$513.78	1.40%	White County	\$48,905.65	\$165.20	0.34%	White County	\$48,503.91	\$57.01	0.12%
Overton County	\$35,731.99	\$1,013.27	2.76%	Jackson County	\$44,914.74	\$4,156.11	8.47%	Jackson County	\$44,574.65	\$3,986.26	8.21%
Smith County	\$35,710.15	\$1,035.11	2.82%	DeKalb County	\$44,537.71	\$4,533.14	9.24%	DeKalb County	\$44,194.19	\$4,366.73	8.99%
Jackson County	\$35,498.82	\$1,246.44	3.39%	Fentress County	\$44,269.74	\$4,801.11	9.78%	Fentress County	\$43,811.17	\$4,749.75	9.78%
White County	\$35,473.35	\$1,271.91	3.46%	Cumberland County	\$43,923.77	\$5,147.08	10.49%	Cumberland County	\$43,492.27	\$5,068.65	10.44%
Fentress County	\$35,253.73	\$1,491.53	4.06%	Smith County	\$42,587.87	\$6,482.97	13.21%	Smith County	\$42,209.41	\$6,351.51	13.08%
Cumberland County	\$35,199.93	\$1,545.33	4.21%	Overton County	\$41,799.73	\$7,271.11	14.82%	Overton County	\$41,461.61	\$7,099.31	14.62%

Tri-Cities	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Kingsport City	\$43,633.38			Kingsport City	\$56,374.74			Kingsport City	\$55,829.40		
Bristol City	\$41,614.28	\$2,019.10	4.63%	Johnson City	\$55,936.96	\$437.78	0.78%	Johnson City	\$55,237.42	\$591.98	1.06%
Johnson City	\$40,723.09	\$2,910.28	6.67%	Bristol City	\$52,908.62	\$3,466.12	6.15%	Bristol City	\$52,350.18	\$3,479.22	6.23%
Elizabethton City	\$37,269.96	\$6,363.41	14.58%	Greeneville City	\$49,070.90	\$7,303.84	12.96%	Greeneville City	\$48,550.27	\$7,279.13	13.04%
Rogersville City	\$36,297.98	\$7,335.39	16.81%	Rogersville City	\$48,708.01	\$7,666.73	13.60%	Rogersville City	\$48,211.13	\$7,618.27	13.65%
Washington County	\$36,289.46	\$7,343.92	16.83%	Elizabethton City	\$47,895.50	\$8,479.24	15.04%	Elizabethton City	\$47,483.18	\$8,346.22	14.95%
Hawkins County	\$35,952.94	\$7,680.43	17.60%	Washington County	\$46,811.95	\$9,562.79	16.96%	Washington County	\$46,345.56	\$9,483.84	16.99%
Sullivan County	\$35,801.30	\$7,832.08	17.95%	Sullivan County	\$45,612.08	\$10,762.66	19.09%	Sullivan County	\$45,216.84	\$10,612.56	19.01%
Johnson County	\$35,679.78	\$7,953.60	18.23%	Greene County	\$45,579.89	\$10,794.85	19.15%	Greene County	\$45,163.80	\$10,665.60	19.10%
Greene County	\$35,637.02	\$7,996.36	18.33%	Unicoi County	\$45,072.84	\$11,301.90	20.05%	Unicoi County	\$44,677.44	\$11,151.96	19.98%
Unicoi County	\$35,570.10	\$8,063.28	18.48%	Hawkins County	\$43,980.84	\$12,393.90	21.98%	Hawkins County	\$43,598.59	\$12,230.81	21.91%
Carter County	\$35,492.46	\$8,140.92	18.66%	Carter County	\$43,690.14	\$12,684.60	22.50%	Carter County	\$43,313.63	\$12,515.77	22.42%
				Johnson County	\$40,378.24	\$15,996.50	28.38%	Johnson County	\$40,161.12	\$15,668.28	28.06%

Franklin	FY 04				FY 20				FY 19		
	FY 04	\$ Disparity	% Disparity		FY 20	\$ Disparity	% Disparity		FY 19	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Franklin SSD	\$56,121.25			Franklin SSD	\$55,259.35		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Murfreesboro City	\$55,016.83	\$1,104.42	1.97%	Murfreesboro City	\$54,413.75	\$845.60	1.53%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Rutherford County	\$52,886.70	\$3,234.55	5.76%	Rutherford County	\$52,280.15	\$2,979.20	5.39%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Davidson County	\$51,893.57	\$4,227.69	7.53%	Davidson County	\$51,278.58	\$3,980.77	7.20%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Williamson County	\$51,349.66	\$4,771.59	8.50%	Marshall County	\$48,595.75	\$6,663.60	12.06%
Maury County	\$39,130.05	\$5,243.36	11.82%	Marshall County	\$49,082.98	\$7,038.27	12.54%	Williamson County	\$48,320.38	\$6,938.97	12.56%
Marshall County	\$37,335.50	\$7,037.90	15.86%	Maury County	\$48,225.49	\$7,895.76	14.07%	Maury County	\$47,728.45	\$7,530.90	13.63%
Hickman County	\$36,690.49	\$7,682.91	17.31%	Dickson County	\$46,557.15	\$9,564.11	17.04%	Dickson County	\$46,176.43	\$9,082.92	16.44%
Dickson County	\$36,424.10	\$7,949.30	17.91%	Cheatham County	\$46,252.16	\$9,869.10	17.59%	Cheatham County	\$45,767.30	\$9,492.05	17.18%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Hickman County	\$44,951.31	\$11,169.94	19.90%	Hickman County	\$44,656.10	\$10,603.25	19.19%

### Appendix B: Disparity Changes by Regional Rank

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

FY20 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	(569.54)
3	(1346.39)
4	736.26
5	(363.44)
6	(665.57)
7	631.19
8	790.06
9	1761.53
10	1753.96
General Trend	Increase

FY19 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	(822.01)	252.47
3	(1605.22)	258.83
4	480.91	255.35
5	(610.36)	246.92
6	(483.61)	(181.96)
7	332.80	298.40
8	428.15	361.91
9	1384.49	377.04
10	1548.55	205.40
General Trend	Increase	Increase

FY19 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	(755.48)
3	(66.55)
4	1405.55
5	752.85
6	558.21
7	810.59
8	857.90
9	662.70
10	959.47
11	1065.16
12	1820.63
13	2540.88
General Trend	Increase

FY18 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	(827.43)	71.94
3	(151.84)	85.29
4	1290.76	114.80
5	652.74	100.11
6	419.76	138.45
7	733.31	77.27
8	725.79	132.11
9	573.12	89.57
10	844.13	115.34
11	957.82	107.34
12	1676.98	143.65
13	2344.42	196.47
General Trend	Increase	Increase

FY19 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	5004.03
3	2440.96
4	2795.32
5	4651.53
6	5586.93
7	5778.05
8	5785.21
9	6051.31
10	6274.07
General Trend	Increase

FY18 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	4823.85	180.18
3	2262.04	178.92
4	2592.66	202.66
5	4418.38	233.15
6	5303.47	283.45
7	5473.91	304.14
8	5554.86	230.35
9	5782.15	269.15
10	5956.78	317.29
General Trend	Increase	Increase

FY19 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	(239.26)
3	(1680.49)
4	(1316.17)
5	298.90
6	(102.05)
7	407.68
8	439.06
9	246.93
10	209.53
11	677.45
12	1344.03
13	1604.23
14	1393.65
15	2153.87
16	4783.43
General Trend	Increase

FY18 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	(151.51)	(87.76)
3	(1710.00)	29.51
4	(1397.86)	81.69
5	149.11	149.79
6	(271.37)	169.32
7	291.50	116.18
8	256.03	183.03
9	144.72	102.22
10	67.21	142.32
11	581.46	95.99
12	1168.76	175.27
13	1490.17	114.06
14	1252.84	140.82
15	1868.42	285.45
16	4601.50	181.92
General Trend	Increase	Increase



FY19 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	(598.57)
3	3605.44
4	1257.22
5	1236.44
6	2692.23
7	2201.88
8	2114.29
9	2143.72
10	2264.29
11	1975.40
12	3070.32
13	3143.61
14	3370.46
General Trend	Increase

FY18 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	(641.73)	43.16
3	3665.64	(60.20)
4	1070.17	187.06
5	988.76	247.67
6	2457.17	235.06
7	1936.02	265.86
8	2036.06	78.24
9	1972.70	171.02
10	2165.07	99.22
11	2287.23	(311.83)
12	2799.37	270.95
13	2762.16	381.45
14	3030.71	339.75
General Trend	Increase	Increase

FY19 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	(630.03)
3	780.38
4	172.22
5	(436.49)
6	(198.75)
7	(46.82)
8	(52.76)
9	(24.17)
10	(24.03)
11	(39.38)
12	(22.50)
13	55.99
14	320.61
15	441.35
16	454.57
17	459.66
18	494.93
19	577.96
20	1138.20
21	1804.63
General Trend	Increase

FY18 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	(737.91)	107.88
3	660.28	120.10
4	115.09	57.13
5	(652.91)	216.43
6	(373.64)	174.89
7	(189.41)	142.59
8	(193.81)	141.05
9	(105.59)	81.41
10	(155.33)	131.30
11	(175.63)	136.25
12	(116.21)	93.71
13	(67.68)	123.68
14	201.13	119.48
15	254.40	186.94
16	352.70	101.87
17	388.68	70.98
18	383.45	111.48
19	500.65	77.31
20	990.41	147.79
21	1704.96	99.67
General Trend	Mixed	Increase

FY19 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	3203.80
3	3494.07
4	4160.56
5	3526.41
6	3825.16
General Trend	Increase

FY18 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	2873.26	330.55
3	3278.58	215.50
4	3825.78	334.78
5	3283.03	243.37
6	3594.53	230.63
General Trend	Increase	Increase

FY19 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	512.13
3	1019.08
4	1157.88
5	1201.21
6	1718.38
7	4345.20
8	(2760.03)
9	94.89
10	1427.48
11	2974.06
General Trend	Increase

FY18 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	703.14	(191.02)
3	1092.23	(73.15)
4	1220.58	(62.70)
5	1268.07	(66.86)
6	1724.79	(6.41)
7	4160.04	185.16
8	(2852.70)	92.67
9	(46.63)	141.52
10	1175.27	252.21
11	2851.81	122.26
General Trend	Increase	Mixed

FY19 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	(348.59)
3	3142.83
4	3498.03
5	3554.67
6	3875.16
7	4991.44
8	5725.78
General Trend	Increase

FY18 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	(456.77)	108.19
3	2972.99	169.84
4	3331.62	166.41
5	3503.31	51.36
6	3796.74	78.42
7	4859.98	131.47
8	5553.98	171.80
General Trend	Increase	Increase

FY19 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	(1581.32)
3	555.84
4	940.43
5	331.34
6	1135.32
7	1882.36
8	2930.57
9	2841.25
10	3305.54
11	4330.61
12	4543.68
General Trend	Increase

FY18 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	(1427.12)	(154.20)
3	568.93	(13.10)
4	915.71	24.72
5	282.87	48.46
6	1002.30	133.02
7	1803.41	78.95
8	2780.48	150.10
9	2712.00	129.25
10	3155.60	149.94
11	4167.52	163.09
12	4374.85	168.84
General Trend	Increase	Increase

FY19 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY20 to FY04)
1	
2	(429.64)
3	783.74
4	1729.39
5	180.47
6	1794.92
7	857.86
8	1881.20
9	1919.79
10	3062.38
General Trend	Increase

FY18 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY19 to FY04)	Change in \$ Disparity, Compared to Last Year (FY20 to FY19)
1		
2	(688.47)	258.83
3	528.39	255.35
4	1482.47	246.92
5	2072.48	(1892.01)
6	1695.62	99.30
7	493.00	364.87
8	1400.01	481.19
9	1542.75	377.04
10	2495.69	566.69
General Trend	Increase	Increase

## Appendix C: Weighted Average Educator Salaries by School System

System Number	School System	Weighted Average Salary
10	Anderson County	\$47,028.80
11	Clinton City	\$47,587.29
12	Oak Ridge	\$58,189.69
20	Bedford County	\$48,308.88
30	Benton County	\$45,490.07
40	Bledsoe County	\$48,409.06
50	Blount County	\$47,420.24
51	Alcoa City	\$52,086.08
52	Maryville City	\$56,376.81
60	Bradley County	\$51,101.37
61	Cleveland City	\$53,150.85
70	Campbell County	\$46,911.80
80	Cannon County	\$45,540.34
90	Carroll County	\$45,997.75
92	Hollow Rock-Bruceton SSD	\$44,752.11
93	Huntingdon SSD	\$48,023.25
94	McKenzie SSD	\$46,567.66
95	South Carroll SSD	\$45,607.66
97	West Carroll SSD	\$45,234.56
100	Carter County	\$43,690.14
101	Elizabethton City	\$47,895.50
110	Cheatham County	\$46,252.16
120	Chester County	\$44,807.27
130	Claiborne County	\$43,864.90
140	Clay County	\$43,900.40
150	Cocke County	\$44,364.06
151	Newport City	\$44,998.75
160	Coffee County	\$46,620.35
161	Manchester City	\$49,908.40
162	Tullahoma City	\$48,890.42
170	Crockett County	\$45,379.43
171	Alamo City	\$44,710.72
172	Bells City	\$46,479.32
180	Cumberland County	\$43,923.77
190	Davidson County	\$51,893.57
200	Decatur County	\$45,948.08
210	DeKalb County	\$44,537.71
220	Dickson County	\$46,557.15
230	Dyer County	\$48,831.13
231	Dyersburg City	\$50,902.66
240	Fayette County	\$44,874.49
250	Fentress County	\$44,269.74
260	Franklin County	\$46,286.91
271	Humboldt City	\$45,359.78
272	Milan SSD	\$44,934.73
273	Trenton SSD	\$45,481.13
274	Bradford SSD	\$43,876.88
275	Gibson SSD	\$45,830.56

System Number	School System	Weighted Average Salary
280	Giles County	\$44,461.41
290	Grainger County	\$44,706.23
300	Greene County	\$45,579.89
301	Greeneville City	\$49,070.90
310	Grundy County	\$42,029.93
320	Hamblen County	\$50,619.28
330	Hamilton County	\$52,613.63
340	Hancock County	\$42,697.98
350	Hardeman County	\$45,387.29
360	Hardin County	\$43,353.87
370	Hawkins County	\$43,980.84
371	Rogersville City	\$48,708.01
380	Haywood County	\$43,176.67
390	Henderson County	\$46,279.91
391	Lexington City	\$44,790.70
400	Henry County	\$48,873.97
401	Paris SSD	\$51,328.53
410	Hickman County	\$44,951.31
420	Houston County	\$47,672.17
430	Humphreys County	\$44,373.96
440	Jackson County	\$44,914.74
450	Jefferson County	\$45,022.62
460	Johnson County	\$40,378.24
470	Knox County	\$50,512.87
480	Lake County	\$43,122.85
490	Lauderdale County	\$46,624.92
500	Lawrence County	\$45,725.36
510	Lewis County	\$45,940.52
520	Lincoln County	\$46,998.73
521	Fayetteville City	\$49,271.05
530	Loudon County	\$48,025.51
531	Lenoir City	\$50,060.74
540	McMinn County	\$47,671.70
541	Athens City	\$52,330.31
542	Etowah City	\$49,251.95
550	McNairy County	\$44,515.48
560	Macon County	\$46,179.84
570	Madison County	\$48,819.50
580	Marion County	\$45,793.72
581	Richard City	\$44,880.61
590	Marshall County	\$49,082.98
600	Maury County	\$48,225.49
610	Meigs County	\$48,529.84
620	Monroe County	\$46,362.09
621	Sweetwater City	\$48,298.16
630	Montgomery County	\$54,015.08
640	Moore County	\$47,850.93
650	Morgan County	\$44,897.91
660	Obion County	\$45,879.83
661	Union City	\$48,118.03
670	Overton County	\$41,799.73
680	Perry County	\$45,151.42

<b>System Number</b>	<b>School System</b>	<b>Weighted Average Salary</b>
690	Pickett County	\$43,467.85
700	Polk County	\$48,413.26
710	Putnam County	\$49,070.85
720	Rhea County	\$42,165.16
721	Dayton City	\$49,211.45
730	Roane County	\$47,284.70
740	Robertson County	\$47,367.98
750	Rutherford County	\$52,886.70
751	Murfreesboro City	\$55,016.83
760	Scott County	\$44,450.12
761	Oneida SSD	\$44,288.50
770	Sequatchie County	\$46,961.36
780	Sevier County	\$47,063.74
792	Shelby County	\$57,033.32
793	Arlington City	\$57,545.49
794	Bartlett City	\$56,387.57
795	Collierville City	\$56,344.24
796	Germantown City	\$56,526.37
797	Lakeland City	\$55,827.07
798	Millington City	\$53,200.25
800	Smith County	\$42,587.87
810	Stewart County	\$46,554.89
820	Sullivan County	\$45,612.08
821	Bristol City	\$52,908.62
822	Kingsport City	\$56,374.74
830	Sumner County	\$46,221.39
840	Tipton County	\$49,761.03
850	Trousdale County	\$46,112.86
860	Unicoi County	\$45,072.84
870	Union County	\$44,039.41
880	Van Buren County	\$44,758.72
890	Warren County	\$45,212.91
900	Washington County	\$46,811.95
901	Johnson City	\$55,936.96
910	Wayne County	\$43,467.09
920	Weakley County	\$44,246.76
930	White County	\$48,905.65
940	Williamson County	\$51,349.66
941	Franklin SSD	\$56,121.25
950	Wilson County	\$48,883.88
951	Lebanon SSD	\$55,156.73
<b>STATE WEIGHTED AVERAGE</b>		<b>\$47,621.09</b>



## Appendix D: Effect in BEP Allocations of 1% Salary Increase

		Allocation		
		FY21 July Final	FY21 July Final with 1% Salary Increase	Variance
10	Anderson County	32,990,000	33,181,000	191,000
11	Clinton City	4,962,000	4,996,000	34,000
12	Oak Ridge City	23,105,000	23,245,000	140,000
20	Bedford County	52,444,000	52,754,000	310,000
30	Benton County	12,652,000	12,726,000	74,000
40	Bledsoe County	12,061,000	12,134,000	73,000
50	Blount County	48,556,000	48,826,000	270,000
51	Alcoa City	9,395,000	9,453,000	58,000
52	Maryville City	23,744,000	23,897,000	153,000
60	Bradley County	51,614,000	51,920,000	306,000
61	Cleveland City	30,278,000	30,469,000	191,000
70	Campbell County	29,936,000	30,107,000	171,000
80	Cannon County	12,115,000	12,187,000	72,000
90	Carroll County	2,041,000	2,045,000	4,000
92	H Rock-Bruceton SSD	4,008,000	4,031,000	23,000
93	Huntingdon SSD	7,531,000	7,579,000	48,000
94	McKenzie SSD	7,435,000	7,482,000	47,000
95	South Carroll Co SSD	2,098,000	2,112,000	14,000
97	West Carroll Co SSD	5,554,000	5,589,000	35,000
100	Carter County	29,517,000	29,688,000	171,000
101	Elizabethton City	14,314,000	14,402,000	88,000
110	Cheatham County	33,299,000	33,495,000	196,000
120	Chester County	18,162,000	18,264,000	102,000
130	Claiborne County	24,506,000	24,631,000	125,000
140	Clay County	7,171,000	7,213,000	42,000
150	Cocke County	26,073,000	26,221,000	148,000
151	Newport City	3,709,000	3,732,000	23,000
160	Coffee County	22,862,000	23,001,000	139,000
161	Manchester City	7,853,000	7,904,000	51,000
162	Tullahoma City	17,709,000	17,820,000	111,000
170	Crockett County	12,908,000	12,979,000	71,000
171	Alamo City	4,088,000	4,116,000	28,000
172	Bells City	2,608,000	2,628,000	20,000
180	Cumberland County	34,511,000	34,710,000	199,000
190	Davidson County	300,980,000	302,698,000	1,718,000
200	Decatur County	9,249,000	9,303,000	54,000
210	DeKalb County	17,023,000	17,122,000	99,000
220	Dickson County	41,130,000	41,380,000	250,000
230	Dyer County	21,370,000	21,489,000	119,000
231	Dyersburg City	13,637,000	13,721,000	84,000
240	Fayette County	16,821,000	16,893,000	72,000
250	Fentress County	12,693,000	12,767,000	74,000

**Allocation**

	<u>FY21 July Final</u>	<u>FY21 July Final with 1% Salary Increase</u>	<u>Variance</u>
260 Franklin County	26,768,000	26,926,000	158,000
271 Humboldt City	7,084,000	7,128,000	44,000
272 Milan SSD	12,004,000	12,074,000	70,000
273 Trenton SSD	7,981,000	8,028,000	47,000
274 Bradford SSD	3,713,000	3,734,000	21,000
275 Gibson County SSD	23,062,000	23,199,000	137,000
280 Giles County	18,886,000	18,996,000	110,000
290 Grainger County	21,546,000	21,669,000	123,000
300 Greene County	33,440,000	33,630,000	190,000
301 Greeneville City	15,660,000	15,758,000	98,000
310 Grundy County	12,357,000	12,420,000	63,000
320 Hamblen County	56,527,000	56,882,000	355,000
330 Hamilton County	173,759,000	174,858,000	1,099,000
340 Hancock County	7,168,000	7,211,000	43,000
350 Hardeman County	20,836,000	20,952,000	116,000
360 Hardin County	16,612,000	16,708,000	96,000
370 Hawkins County	37,361,000	37,568,000	207,000
371 Rogersville City	3,736,000	3,758,000	22,000
380 Haywood County	16,479,000	16,576,000	97,000
390 Henderson County	23,490,000	23,625,000	135,000
391 Lexington City	5,049,000	5,081,000	32,000
400 Henry County	16,383,000	16,477,000	94,000
401 Paris SSD	8,874,000	8,928,000	54,000
410 Hickman County	22,301,000	22,410,000	109,000
420 Houston County	8,865,000	8,916,000	51,000
430 Humphreys County	15,410,000	15,504,000	94,000
440 Jackson County	9,941,000	9,997,000	56,000
450 Jefferson County	38,406,000	38,631,000	225,000
460 Johnson County	13,352,000	13,416,000	64,000
470 Knox County	236,373,000	237,875,000	1,502,000
480 Lake County	5,146,000	5,178,000	32,000
490 Lauderdale County	24,476,000	24,618,000	142,000
500 Lawrence County	38,602,000	38,827,000	225,000
510 Lewis County	10,095,000	10,145,000	50,000
520 Lincoln County	21,793,000	21,920,000	127,000
521 Fayetteville City	7,798,000	7,844,000	46,000
530 Loudon County	21,692,000	21,811,000	119,000
531 Lenoir City	11,357,000	11,430,000	73,000
540 McMinn County	26,804,000	26,962,000	158,000
541 Athens City	8,636,000	8,688,000	52,000
542 Etowah City	2,008,000	2,022,000	14,000
550 McNairy County	24,695,000	24,832,000	137,000
560 Macon County	24,985,000	25,129,000	144,000

**Allocation**

	<u>FY21 July Final</u>	<u>FY21 July Final with 1% Salary Increase</u>	<u>Variance</u>
570 Madison County	51,637,000	51,955,000	318,000
580 Marion County	20,690,000	20,811,000	121,000
581 Richard City SSD	1,422,000	1,428,000	6,000
590 Marshall County	29,638,000	29,814,000	176,000
600 Maury County	59,242,000	59,610,000	368,000
610 Meigs County	11,108,000	11,174,000	66,000
620 Monroe County	29,189,000	29,359,000	170,000
621 Sweetwater City	8,149,000	8,201,000	52,000
630 Montgomery County	199,145,000	200,337,000	1,192,000
640 Moore County	4,873,000	4,895,000	22,000
650 Morgan County	18,377,000	18,481,000	104,000
660 Obion County	18,088,000	18,197,000	109,000
661 Union City	8,691,000	8,746,000	55,000
670 Overton County	19,211,000	19,322,000	111,000
680 Perry County	6,770,000	6,812,000	42,000
690 Pickett County	3,903,000	3,923,000	20,000
700 Polk County	13,857,000	13,937,000	80,000
710 Putnam County	56,224,000	56,577,000	353,000
720 Rhea County	24,321,000	24,460,000	139,000
721 Dayton City	4,917,000	4,950,000	33,000
730 Roane County	32,229,000	32,425,000	196,000
740 Robertson County	71,121,000	71,552,000	431,000
750 Rutherford County	232,612,000	234,055,000	1,443,000
751 Murfreesboro City	46,795,000	47,098,000	303,000
760 Scott County	18,135,000	18,239,000	104,000
761 Oneida SSD	7,753,000	7,799,000	46,000
770 Sequatchie County	13,073,000	13,151,000	78,000
780 Sevier County	43,278,000	43,513,000	235,000
792 Shelby County	650,329,000	654,267,000	3,938,000
793 Arlington City	23,198,000	23,344,000	146,000
794 Bartlett City	44,528,000	44,812,000	284,000
795 Collierville City	45,303,000	45,596,000	293,000
796 Germantown City	29,632,000	29,822,000	190,000
797 Lakeland City	9,726,000	9,791,000	65,000
798 Millington City	13,313,000	13,395,000	82,000
800 Smith County	17,543,000	17,647,000	104,000
810 Stewart County	12,337,000	12,408,000	71,000
820 Sullivan County	39,669,000	39,907,000	238,000
821 Bristol City	16,885,000	16,991,000	106,000
822 Kingsport City	32,369,000	32,569,000	200,000
830 Sumner County	153,854,000	154,801,000	947,000
840 Tipton County	61,993,000	62,346,000	353,000
850 Trousdale County	7,930,000	7,978,000	48,000

**Allocation**

	<u>FY21 July Final</u>	<u>FY21 July Final with 1% Salary Increase</u>	<u>Variance</u>
860 Unicoi County	13,128,000	13,204,000	76,000
870 Union County	31,275,000	31,451,000	176,000
880 Van Buren County	5,062,000	5,086,000	24,000
890 Warren County	36,436,000	36,651,000	215,000
900 Washington County	36,511,000	36,728,000	217,000
901 Johnson City	34,407,000	34,620,000	213,000
910 Wayne County	14,410,000	14,478,000	68,000
920 Weakley County	22,665,000	22,799,000	134,000
930 White County	22,848,000	22,979,000	131,000
940 Williamson County	139,768,000	140,733,000	965,000
941 Franklin SSD	14,845,000	14,932,000	87,000
950 Wilson County	85,901,000	86,432,000	531,000
951 Lebanon SSD	18,390,000	18,504,000	114,000
970 Dept. of Children Services	10,856,000	10,856,000	0
<b>TOTAL</b>	<b>4,905,781,000</b>	<b>4,935,199,000</b>	<b>29,418,000</b>

### Appendix E: Summary of Possible Changes to BEP Staffing Ratios

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

Position	Old Ratio	Proposed Ratio	State Cost
Counselor	1:500; 1:350	1:250	\$ 64,521,000
Nurse	1:3000	1:750	\$ 41,179,000
RTI <sup>2</sup>	1:2750	1:1000	\$ 24,965,000

Appendix F: Scenario Variances - BEP Staffing Ratios – Counselors

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final</u> <u>Counselors 1:500, 1:350</u>	<u>FY21 July Final</u> <u>Counselors 1:250</u>	<u>Variance</u>	<u>FY21 July Final</u> <u>Counselors 1:500,</u> <u>1:350</u>	<u>FY21 July Final</u> <u>Counselors 1:250</u>	<u>Variance</u>
10	Anderson County	32,990,000	33,426,000	436,000	14.7	23.9	9.2
11	Clinton City	4,962,000	5,049,000	87,000	1.8	3.7	1.8
12	Oak Ridge City	23,105,000	23,441,000	336,000	10.9	17.9	7.1
20	Bedford County	52,444,000	53,182,000	738,000	20.7	34.6	13.9
30	Benton County	12,652,000	12,823,000	171,000	4.9	8.2	3.3
40	Bledsoe County	12,061,000	12,197,000	136,000	3.6	6.1	2.4
50	Blount County	48,556,000	49,127,000	571,000	24.0	40.2	16.2
51	Alcoa City	9,395,000	9,534,000	139,000	4.9	8.1	3.2
52	Maryville City	23,744,000	24,115,000	371,000	12.6	21.0	8.4
60	Bradley County	51,614,000	52,338,000	724,000	23.3	38.7	15.4
61	Cleveland City	30,278,000	30,688,000	410,000	13.2	21.9	8.7
70	Campbell County	29,936,000	30,338,000	402,000	12.0	20.0	8.0
80	Cannon County	12,115,000	12,281,000	166,000	4.5	7.6	3.0
90	Carroll County	2,041,000	2,041,000	0	0.0	0.0	0.0
92	H Rock-Bruceton SSD	4,008,000	4,061,000	53,000	1.5	2.4	1.0
93	Huntingdon SSD	7,531,000	7,645,000	114,000	3.0	5.1	2.0
94	McKenzie SSD	7,435,000	7,542,000	107,000	2.8	4.8	1.9
95	South Carroll Co SSD	2,098,000	2,128,000	30,000	0.8	1.3	0.5
97	West Carroll Co SSD	5,554,000	5,630,000	76,000	2.1	3.5	1.4
100	Carter County	29,517,000	29,914,000	397,000	11.5	19.0	7.5
101	Elizabethton City	14,314,000	14,515,000	201,000	5.9	9.7	3.8
110	Cheatham County	33,299,000	33,772,000	473,000	14.0	23.2	9.2
120	Chester County	18,162,000	18,406,000	244,000	6.4	10.8	4.3
130	Claiborne County	24,506,000	24,783,000	277,000	9.4	15.6	6.2
140	Clay County	7,171,000	7,263,000	92,000	2.5	4.2	1.7
150	Cocke County	26,073,000	26,422,000	349,000	10.4	17.2	6.7

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final</u>	<u>FY21 July Final</u>	<u>Variance</u>	<u>FY21 July Final</u>	<u>FY21 July Final</u>	<u>Variance</u>
		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	
151	Newport City	3,709,000	3,767,000	58,000	1.3	2.5	1.1
160	Coffee County	22,862,000	23,180,000	318,000	10.4	16.9	6.5
161	Manchester City	7,853,000	7,976,000	123,000	3.0	5.5	2.5
162	Tulahoma City	17,709,000	17,976,000	267,000	8.2	13.7	5.5
170	Crockett County	12,908,000	13,064,000	156,000	4.9	7.7	2.7
171	Alamo City	4,088,000	4,152,000	64,000	1.1	2.3	1.1
172	Bells City	2,608,000	2,651,000	43,000	0.7	1.4	0.7
180	Cumberland County	34,511,000	35,014,000	503,000	16.5	27.7	11.2
190	Davidson County	300,980,000	301,501,000	521,000	192.4	325.4	133.0
200	Decatur County	9,249,000	9,367,000	118,000	3.6	5.9	2.3
210	DeKalb County	17,023,000	17,245,000	222,000	6.5	10.9	4.4
220	Dickson County	41,130,000	41,726,000	596,000	18.9	31.5	12.5
230	Dyer County	21,370,000	21,662,000	292,000	8.8	14.6	5.8
231	Dyersburg City	13,637,000	13,833,000	196,000	5.6	9.5	3.9
240	Fayette County	16,821,000	16,852,000	31,000	7.5	12.7	5.2
250	Fentress County	12,693,000	12,876,000	183,000	4.7	8.2	3.5
260	Franklin County	26,768,000	27,141,000	373,000	11.8	19.6	7.9
271	Humboldt City	7,084,000	7,180,000	96,000	2.4	4.2	1.8
272	Milan SSD	12,004,000	12,165,000	161,000	4.5	7.5	3.0
273	Trenton SSD	7,981,000	8,091,000	110,000	3.0	5.0	2.0
274	Bradford SSD	3,713,000	3,763,000	50,000	1.3	2.2	0.9
275	Gibson County SSD	23,062,000	23,395,000	333,000	9.3	15.4	6.1
280	Giles County	18,886,000	19,159,000	273,000	8.6	14.3	5.7
290	Grainger County	21,546,000	21,822,000	276,000	7.6	12.6	4.9
300	Greene County	33,440,000	33,903,000	463,000	14.6	24.1	9.5
301	Greeneville City	15,660,000	15,876,000	216,000	6.7	11.1	4.4
310	Grundy County	12,357,000	12,485,000	128,000	4.2	6.9	2.7
320	Hamblen County	56,527,000	57,279,000	752,000	24.0	39.9	16.0

	<u>Allocation</u>			<u>Number of Positions</u>		
	<u>FY21 July Final</u>	<u>FY21 July Final</u>	<u>Variance</u>	<u>FY21 July Final</u>	<u>FY21 July Final</u>	<u>Variance</u>
	<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	
330 Hamilton County	173,759,000	176,495,000	2,736,000	103.2	174.0	70.9
340 Hancock County	7,168,000	7,249,000	81,000	2.2	3.6	1.4
350 Hardeman County	20,836,000	21,116,000	280,000	7.8	13.0	5.2
360 Hardin County	16,612,000	16,852,000	240,000	8.0	13.3	5.4
370 Hawkins County	37,361,000	37,870,000	509,000	15.3	25.1	9.8
371 Rogersville City	3,736,000	3,794,000	58,000	1.4	2.5	1.1
380 Haywood County	16,479,000	16,697,000	218,000	6.3	10.5	4.2
390 Henderson County	23,490,000	23,808,000	318,000	9.2	15.1	5.9
391 Lexington City	5,049,000	5,127,000	78,000	1.7	3.2	1.5
400 Henry County	16,383,000	16,591,000	208,000	7.2	11.5	4.3
401 Paris SSD	8,874,000	9,008,000	134,000	3.4	6.1	2.8
410 Hickman County	22,301,000	22,343,000	42,000	7.7	12.8	5.1
420 Houston County	8,865,000	8,979,000	114,000	3.0	5.0	2.0
430 Humphreys County	15,410,000	15,617,000	207,000	6.5	10.8	4.3
440 Jackson County	9,941,000	10,061,000	120,000	3.3	5.4	2.2
450 Jefferson County	38,406,000	38,956,000	550,000	16.5	27.5	11.0
460 Johnson County	13,352,000	13,376,000	24,000	4.7	7.8	3.1
470 Knox County	236,373,000	240,062,000	3,689,000	140.7	234.9	94.2
480 Lake County	5,146,000	5,185,000	39,000	2.0	2.8	0.8
490 Lauderdale County	24,476,000	24,791,000	315,000	8.7	14.4	5.7
500 Lawrence County	38,602,000	39,156,000	554,000	15.5	25.9	10.4
510 Lewis County	10,095,000	10,115,000	20,000	3.8	6.4	2.6
520 Lincoln County	21,793,000	22,095,000	302,000	8.9	14.7	5.8
521 Fayetteville City	7,798,000	7,905,000	107,000	3.0	5.1	2.0
530 Loudon County	21,692,000	21,741,000	49,000	10.6	18.3	7.7
531 Lenoir City	11,357,000	11,502,000	145,000	5.8	9.1	3.3
540 McMinn County	26,804,000	27,178,000	374,000	12.8	20.6	7.9
541 Athens City	8,636,000	8,776,000	140,000	3.5	6.5	3.0



		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final</u>	<u>FY21 July Final</u>		<u>FY21 July Final</u>	<u>FY21 July Final</u>	
		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>	<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>
542	Etowah City	2,008,000	2,038,000	30,000	0.8	1.4	0.6
550	McNairy County	24,695,000	25,021,000	326,000	9.3	15.4	6.0
560	Macon County	24,985,000	25,328,000	343,000	9.0	15.3	6.3
570	Madison County	51,637,000	52,373,000	736,000	27.6	46.5	18.9
580	Marion County	20,690,000	20,986,000	296,000	9.2	15.3	6.1
581	Richard City SSD	1,422,000	1,424,000	2,000	0.5	0.8	0.3
590	Marshall County	29,638,000	30,068,000	430,000	12.6	21.1	8.4
600	Mauzy County	59,242,000	60,140,000	898,000	29.5	49.6	20.1
610	Meigs County	11,108,000	11,248,000	140,000	3.9	6.5	2.6
620	Monroe County	29,189,000	29,576,000	387,000	12.4	20.2	7.8
621	Sweetwater City	8,149,000	8,277,000	128,000	3.1	5.6	2.5
630	Montgomery County	199,145,000	202,064,000	2,919,000	83.2	140.3	57.1
640	Moore County	4,873,000	4,879,000	6,000	2.2	3.4	1.2
650	Morgan County	18,377,000	18,619,000	242,000	6.5	10.7	4.2
660	Obion County	18,088,000	18,334,000	246,000	7.4	12.4	4.9
661	Union City	8,691,000	8,814,000	123,000	3.5	6.0	2.5
670	Overton County	19,211,000	19,471,000	260,000	7.2	12.0	4.8
680	Perry County	6,770,000	6,848,000	78,000	2.3	3.8	1.5
690	Pickett County	3,903,000	3,905,000	2,000	2.0	2.4	0.4
700	Polk County	13,857,000	14,037,000	180,000	5.1	8.4	3.3
710	Putnam County	56,224,000	57,024,000	800,000	26.6	44.4	17.8
720	Rhea County	24,321,000	24,647,000	326,000	9.9	16.2	6.3
721	Dayton City	4,917,000	4,993,000	76,000	1.8	3.2	1.5
730	Roane County	32,229,000	32,673,000	444,000	14.7	24.4	9.8
740	Robertson County	71,121,000	72,108,000	987,000	29.9	49.2	19.3
750	Rutherford County	232,612,000	235,983,000	3,371,000	114.0	185.0	71.0
751	Murfreesboro City	46,795,000	47,606,000	811,000	17.1	34.2	17.1
760	Scott County	18,135,000	18,381,000	246,000	6.6	10.9	4.4

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final</u>	<u>FY21 July Final</u>		<u>FY21 July Final</u>	<u>FY21 July Final</u>	
		<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>	<u>Counselors 1:500, 1:350</u>	<u>Counselors 1:250</u>	<u>Variance</u>
761	Oneida SSD	7,753,000	7,859,000	106,000	2.9	4.8	1.9
770	Sequatchie County	13,073,000	13,241,000	168,000	5.0	8.2	3.2
780	Sevier County	43,278,000	43,367,000	89,000	33.7	56.4	22.7
792	Shelby County	650,329,000	659,436,000	9,107,000	268.9	455.7	186.8
793	Arlington City	23,198,000	23,545,000	347,000	11.8	18.9	7.1
794	Bartlett City	44,528,000	45,205,000	677,000	21.1	35.0	13.9
795	Collierville City	45,303,000	46,001,000	698,000	21.5	35.8	14.3
796	Germantown City	29,632,000	30,098,000	466,000	14.5	24.1	9.6
797	Lakeland City	9,726,000	9,885,000	159,000	4.0	7.3	3.3
798	Millington City	13,313,000	13,506,000	193,000	5.9	9.9	3.9
800	Smith County	17,543,000	17,783,000	240,000	6.9	11.5	4.6
810	Stewart County	12,337,000	12,500,000	163,000	4.8	7.9	3.1
820	Sullivan County	39,669,000	40,267,000	598,000	21.3	35.3	14.0
821	Bristol City	16,885,000	17,143,000	258,000	9.2	15.2	6.0
822	Kingsport City	32,369,000	32,861,000	492,000	17.4	28.9	11.5
830	Sumner County	153,854,000	156,122,000	2,268,000	69.8	116.9	47.1
840	Tipton County	61,993,000	62,883,000	890,000	24.5	40.7	16.2
850	Trousdale County	7,930,000	8,036,000	106,000	3.1	5.1	2.0
860	Unicoi County	13,128,000	13,299,000	171,000	5.2	8.6	3.4
870	Union County	31,275,000	31,705,000	430,000	10.9	18.2	7.3
880	Van Buren County	5,062,000	5,068,000	6,000	2.0	2.9	0.9
890	Warren County	36,436,000	36,951,000	515,000	14.8	24.7	9.9
900	Washington County	36,511,000	37,066,000	555,000	20.0	33.0	13.0
901	Johnson City	34,407,000	34,950,000	543,000	18.5	31.2	12.7
910	Wayne County	14,410,000	14,436,000	26,000	4.9	8.1	3.2
920	Weakley County	22,665,000	22,986,000	321,000	9.3	15.5	6.3
930	White County	22,848,000	23,161,000	313,000	8.8	14.7	5.9
940	Williamson County	139,768,000	142,235,000	2,467,000	96.7	160.0	63.3

	<u>Allocation</u>			<u>Number of Positions</u>		
	<u>FY21 July Final</u> <u>Counselors 1:500, 1:350</u>	<u>FY21 July Final</u> <u>Counselors 1:250</u>	<u>Variance</u>	<u>FY21 July Final</u> <u>Counselors 1:500,</u> <u>1:350</u>	<u>FY21 July Final</u> <u>Counselors 1:250</u>	<u>Variance</u>
941 Franklin SSD	14,845,000	14,880,000	35,000	7.4	13.6	6.2
950 Wilson County	85,901,000	87,204,000	1,303,000	44.7	73.5	28.8
951 Lebanon SSD	18,390,000	18,695,000	305,000	8.2	15.0	6.8
970 Dept. of Children Services	10,856,000	10,856,000	0	3.8	4.9	1.1
<b>TOTAL</b>	<b>4,905,781,000</b>	<b>4,970,302,000</b>	<b>64,521,000</b>	<b>2,295.2</b>	<b>3,839.6</b>	<b>1,544.4</b>

Appendix G: Scenario Variances - BEP Staffing Ratios – Nurses

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final Nurses 1:3000</u>	<u>FY21 July Final Nurses 1:750</u>	<u>Variance<sup>9</sup></u>	<u>FY21 July Final Nurses 1:3000 (min 1)</u>	<u>FY21 July Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
10	Anderson County	32,990,000	33,293,000	303,000	2.0	8.1	6.1
11	Clinton City	4,962,000	4,974,000	12,000	1.0	1.2	0.2
12	Oak Ridge City	23,105,000	23,331,000	226,000	1.5	6.1	4.6
20	Bedford County	52,444,000	52,920,000	476,000	2.9	11.6	8.7
30	Benton County	12,652,000	12,742,000	90,000	1.0	2.8	1.8
40	Bledsoe County	12,061,000	12,121,000	60,000	1.0	2.1	1.1
50	Blount County	48,556,000	48,908,000	352,000	3.5	13.9	10.4
51	Alcoa City	9,395,000	9,478,000	83,000	1.0	2.7	1.7
52	Maryville City	23,744,000	23,996,000	252,000	1.8	7.1	5.3
60	Bradley County	51,614,000	52,111,000	497,000	3.3	13.3	9.9
61	Cleveland City	30,278,000	30,560,000	282,000	1.9	7.5	5.6
70	Campbell County	29,936,000	30,204,000	268,000	1.7	6.8	5.1
80	Cannon County	12,115,000	12,200,000	85,000	1.0	2.6	1.6
90	Carroll County	2,041,000	2,041,000	0	1.0	1.0	0.0
92	H Rock-Bruceton SSD	4,008,000	4,004,000	(4,000)	1.0	1.0	0.0
93	Huntingdon SSD	7,531,000	7,564,000	33,000	1.0	1.7	0.7
94	McKenzie SSD	7,435,000	7,463,000	28,000	1.0	1.6	0.6
95	South Carroll Co SSD	2,098,000	2,097,000	(1,000)	1.0	1.0	0.0
97	West Carroll Co SSD	5,554,000	5,559,000	5,000	1.0	1.2	0.2
100	Carter County	29,517,000	29,782,000	265,000	1.6	6.5	4.8
101	Elizabethton City	14,314,000	14,439,000	125,000	1.0	3.3	2.3
110	Cheatham County	33,299,000	33,614,000	315,000	2.0	7.8	5.9
120	Chester County	18,162,000	18,316,000	154,000	1.0	3.7	2.7
130	Claiborne County	24,506,000	24,673,000	167,000	1.3	5.3	4.0
140	Clay County	7,171,000	7,190,000	19,000	1.0	1.4	0.4
150	Cocke County	26,073,000	26,303,000	230,000	1.5	5.8	4.4

<sup>9</sup> Any negative variance is a result of rounding in the calculations.

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final Nurses 1:3000</u>	<u>FY21 July Final Nurses 1:750</u>	<u>Variance<sup>2</sup></u>	<u>FY21 July Final Nurses 1:3000 (min 1)</u>	<u>FY21 July Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
151	Newport City	3,709,000	3,707,000	(2,000)	1.0	1.0	0.0
160	Coffee County	22,862,000	23,080,000	218,000	1.4	5.7	4.3
161	Manchester City	7,853,000	7,896,000	43,000	1.0	1.8	0.8
162	Tulahoma City	17,709,000	17,885,000	176,000	1.2	4.6	3.5
170	Crockett County	12,908,000	12,995,000	87,000	1.0	2.6	1.6
171	Alamo City	4,088,000	4,086,000	(2,000)	1.0	1.0	0.0
172	Bells City	2,608,000	2,607,000	(1,000)	1.0	1.0	0.0
180	Cumberland County	34,511,000	34,850,000	339,000	2.3	9.3	7.0
190	Davidson County	300,980,000	300,980,000	0	27.5	109.8	82.4
200	Decatur County	9,249,000	9,296,000	47,000	1.0	2.0	1.0
210	DeKalb County	17,023,000	17,164,000	141,000	1.0	3.7	2.7
220	Dickson County	41,130,000	41,533,000	403,000	2.7	10.6	8.0
230	Dyer County	21,370,000	21,564,000	194,000	1.2	5.0	3.7
231	Dyersburg City	13,637,000	13,755,000	118,000	1.0	3.3	2.3
240	Fayette County	16,821,000	16,821,000	0	1.1	4.3	3.2
250	Fentress County	12,693,000	12,784,000	91,000	1.0	2.8	1.8
260	Franklin County	26,768,000	27,019,000	251,000	1.7	6.7	5.0
271	Humboldt City	7,084,000	7,105,000	21,000	1.0	1.4	0.4
272	Milan SSD	12,004,000	12,085,000	81,000	1.0	2.5	1.5
273	Trenton SSD	7,981,000	8,016,000	35,000	1.0	1.7	0.7
274	Bradford SSD	3,713,000	3,712,000	(1,000)	1.0	1.0	0.0
275	Gibson County SSD	23,062,000	23,273,000	211,000	1.3	5.2	3.9
280	Giles County	18,886,000	19,068,000	182,000	1.2	4.8	3.6
290	Grainger County	21,546,000	21,729,000	183,000	1.1	4.3	3.2
300	Greene County	33,440,000	33,755,000	315,000	2.0	8.2	6.1
301	Greeneville City	15,660,000	15,803,000	143,000	1.0	3.8	2.8
310	Grundy County	12,357,000	12,409,000	52,000	1.0	2.4	1.4
320	Hamblen County	56,527,000	57,037,000	510,000	3.4	13.6	10.2
330	Hamilton County	173,759,000	175,644,000	1,885,000	14.7	58.7	44.1

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final Nurses 1:3000</u>	<u>FY21 July Final Nurses 1:750</u>	<u>Variance<sup>2</sup></u>	<u>FY21 July Final Nurses 1:3000 (min 1)</u>	<u>FY21 July Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
340	Hancock County	7,168,000	7,178,000	10,000	1.0	1.2	0.2
350	Hardeman County	20,836,000	21,018,000	182,000	1.1	4.4	3.3
360	Hardin County	16,612,000	16,775,000	163,000	1.1	4.5	3.4
370	Hawkins County	37,361,000	37,698,000	337,000	2.1	8.5	6.3
371	Rogersville City	3,736,000	3,735,000	(1,000)	1.0	1.0	0.0
380	Haywood County	16,479,000	16,614,000	135,000	1.0	3.5	2.5
390	Henderson County	23,490,000	23,698,000	208,000	1.3	5.1	3.8
391	Lexington City	5,049,000	5,053,000	4,000	1.0	1.1	0.1
400	Henry County	16,383,000	16,528,000	145,000	1.0	3.9	2.9
401	Paris SSD	8,874,000	8,926,000	52,000	1.0	2.1	1.1
410	Hickman County	22,301,000	22,301,000	0	1.1	4.3	3.3
420	Houston County	8,865,000	8,903,000	38,000	1.0	1.7	0.7
430	Humphreys County	15,410,000	15,550,000	140,000	1.0	3.8	2.8
440	Jackson County	9,941,000	9,986,000	45,000	1.0	1.8	0.8
450	Jefferson County	38,406,000	38,769,000	363,000	2.3	9.3	6.9
460	Johnson County	13,352,000	13,352,000	0	1.0	2.6	1.6
470	Knox County	236,373,000	238,970,000	2,597,000	19.9	79.5	59.6
480	Lake County	5,146,000	5,140,000	(6,000)	1.0	1.0	0.0
490	Lauderdale County	24,476,000	24,686,000	210,000	1.2	4.9	3.7
500	Lawrence County	38,602,000	38,965,000	363,000	2.2	8.8	6.6
510	Lewis County	10,095,000	10,095,000	0	1.0	2.2	1.2
520	Lincoln County	21,793,000	21,990,000	197,000	1.2	5.0	3.7
521	Fayetteville City	7,798,000	7,836,000	38,000	1.0	1.7	0.7
530	Loudon County	21,692,000	21,692,000	0	1.5	6.2	4.6
531	Lenoir City	11,357,000	11,456,000	99,000	1.0	3.1	2.1
540	McMinn County	26,804,000	27,059,000	255,000	1.7	6.9	5.2
541	Athens City	8,636,000	8,692,000	56,000	1.0	2.2	1.2
542	Etowah City	2,008,000	2,007,000	(1,000)	1.0	1.0	0.0
550	McNairy County	24,695,000	24,913,000	218,000	1.3	5.2	3.9

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final Nurses 1:3000</u>	<u>FY21 July Final Nurses 1:750</u>	<u>Variance<sup>2</sup></u>	<u>FY21 July Final Nurses 1:3000 (min 1)</u>	<u>FY21 July Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
560	Macon County	24,985,000	25,203,000	218,000	1.3	5.2	3.9
570	Madison County	51,637,000	52,156,000	519,000	4.0	16.0	12.0
580	Marion County	20,690,000	20,883,000	193,000	1.3	5.1	3.9
581	Richard City SSD	1,422,000	1,422,000	0	1.0	1.0	0.0
590	Marshall County	29,638,000	29,922,000	284,000	1.8	7.1	5.3
600	Mauzy County	59,242,000	59,843,000	601,000	4.2	16.7	12.6
610	Meigs County	11,108,000	11,174,000	66,000	1.0	2.2	1.2
620	Monroe County	29,189,000	29,451,000	262,000	1.7	6.8	5.1
621	Sweetwater City	8,149,000	8,193,000	44,000	1.0	1.9	0.9
630	Montgomery County	199,145,000	201,046,000	1,901,000	11.9	47.8	35.8
640	Moore County	4,873,000	4,873,000	0	1.0	1.1	0.1
650	Morgan County	18,377,000	18,528,000	151,000	1.0	3.6	2.6
660	Obion County	18,088,000	18,249,000	161,000	1.0	4.2	3.1
661	Union City	8,691,000	8,744,000	53,000	1.0	2.0	1.0
670	Overton County	19,211,000	19,380,000	169,000	1.0	4.1	3.1
680	Perry County	6,770,000	6,780,000	10,000	1.0	1.3	0.3
690	Pickett County	3,903,000	3,903,000	0	1.0	1.0	0.0
700	Polk County	13,857,000	13,958,000	101,000	1.0	2.9	1.9
710	Putnam County	56,224,000	56,774,000	550,000	3.8	15.2	11.4
720	Rhea County	24,321,000	24,537,000	216,000	1.4	5.5	4.1
721	Dayton City	4,917,000	4,920,000	3,000	1.0	1.1	0.1
730	Roane County	32,229,000	32,535,000	306,000	2.1	8.4	6.3
740	Robertson County	71,121,000	71,786,000	665,000	4.2	16.6	12.5
750	Rutherford County	232,612,000	234,963,000	2,351,000	15.6	62.6	46.9
751	Murfreesboro City	46,795,000	47,238,000	443,000	2.9	11.6	8.7
760	Scott County	18,135,000	18,286,000	151,000	1.0	3.7	2.7
761	Oneida SSD	7,753,000	7,786,000	33,000	1.0	1.6	0.6
770	Sequatchie County	13,073,000	13,168,000	95,000	1.0	2.8	1.8
780	Sevier County	43,278,000	43,278,000	0	4.8	19.1	14.3

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final Nurses 1:3000</u>	<u>FY21 July Final Nurses 1:750</u>	<u>Variance<sup>2</sup></u>	<u>FY21 July Final Nurses 1:3000 (min 1)</u>	<u>FY21 July Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
792	Shelby County	650,329,000	656,308,000	5,979,000	38.9	155.5	116.6
793	Arlington City	23,198,000	23,445,000	247,000	1.6	6.4	4.8
794	Bartlett City	44,528,000	44,988,000	460,000	3.0	11.9	8.9
795	Collierville City	45,303,000	45,772,000	469,000	3.0	12.1	9.1
796	Germantown City	29,632,000	29,947,000	315,000	2.0	8.1	6.1
797	Lakeland City	9,726,000	9,800,000	74,000	1.0	2.4	1.4
798	Millington City	13,313,000	13,433,000	120,000	1.0	3.3	2.3
800	Smith County	17,543,000	17,702,000	159,000	1.0	3.9	2.9
810	Stewart County	12,337,000	12,426,000	89,000	1.0	2.7	1.7
820	Sullivan County	39,669,000	40,085,000	416,000	3.0	11.9	8.9
821	Bristol City	16,885,000	17,067,000	182,000	1.3	5.2	3.9
822	Kingsport City	32,369,000	32,712,000	343,000	2.5	9.8	7.4
830	Sumner County	153,854,000	155,373,000	1,519,000	10.0	39.8	29.9
840	Tipton County	61,993,000	62,571,000	578,000	3.4	13.7	10.3
850	Trousdale County	7,930,000	7,963,000	33,000	1.0	1.7	0.7
860	Unicoi County	13,128,000	13,226,000	98,000	1.0	2.9	1.9
870	Union County	31,275,000	31,550,000	275,000	1.5	6.1	4.6
880	Van Buren County	5,062,000	5,062,000	0	1.0	1.0	0.0
890	Warren County	36,436,000	36,772,000	336,000	2.1	8.3	6.3
900	Washington County	36,511,000	36,901,000	390,000	2.8	11.2	8.4
901	Johnson City	34,407,000	34,774,000	367,000	2.6	10.5	7.9
910	Wayne County	14,410,000	14,410,000	0	1.0	2.7	1.7
920	Weakley County	22,665,000	22,875,000	210,000	1.3	5.3	3.9
930	White County	22,848,000	23,054,000	206,000	1.3	5.0	3.8
940	Williamson County	139,768,000	141,557,000	1,789,000	13.6	54.4	40.8
941	Franklin SSD	14,845,000	14,845,000	0	1.2	4.6	3.5
950	Wilson County	85,901,000	86,803,000	902,000	6.2	24.9	18.7
951	Lebanon SSD	18,390,000	18,578,000	188,000	1.3	5.1	3.8
970	Dept. of Children Services	10,856,000	10,856,000	0	1.0	1.6	0.6



	<u>Allocation</u>			<u>Number of Positions</u>		
	<u>FY21 July Final Nurses 1:3000</u>	<u>FY21 July Final Nurses 1:750</u>	<u>Variance<sup>9</sup></u>	<u>FY21 July Final Nurses 1:3000 (min 1)</u>	<u>FY21 July Final Nurses 1:750 (min 1)</u>	<u>Variance</u>
<b>TOTAL</b>	<b>4,905,781,000</b>	<b>4,946,960,000</b>	<b>41,179,000</b>	<b>358.2</b>	<b>1306.6</b>	<b>948.4</b>

Appendix H: Scenario Variances - BEP Staffing Ratios – RTI<sup>2</sup> Positions

		Allocation			Number of Positions		
		FY21 July Final RTI <sup>2</sup>	FY21 July Final RTI <sup>2</sup>	Variance <sup>10</sup>	FY21 July Final RTI <sup>2</sup>	FY21 July Final RTI <sup>2</sup>	Variance
		1:2750	1:1000		1:2750 (min 1)	1:1000 (min 1)	
10	Anderson County	32,990,000	33,171,000	181,000	2.22	6.11	3.89
11	Clinton City	4,962,000	4,961,000	(1,000)	1.00	1.00	0.00
12	Oak Ridge City	23,105,000	23,241,000	136,000	1.66	4.56	2.90
20	Bedford County	52,444,000	52,741,000	297,000	3.17	8.71	5.54
30	Benton County	12,652,000	12,705,000	53,000	1.00	2.07	1.07
40	Bledsoe County	12,061,000	12,091,000	30,000	1.00	1.58	0.58
50	Blount County	48,556,000	48,711,000	155,000	3.78	10.40	6.62
51	Alcoa City	9,395,000	9,442,000	47,000	1.00	2.04	1.04
52	Maryville City	23,744,000	23,897,000	153,000	1.94	5.35	3.40
60	Bradley County	51,614,000	51,916,000	302,000	3.61	9.94	6.33
61	Cleveland City	30,278,000	30,449,000	171,000	2.04	5.61	3.57
70	Campbell County	29,936,000	30,101,000	165,000	1.85	5.10	3.25
80	Cannon County	12,115,000	12,163,000	48,000	1.00	1.92	0.92
90	Carroll County	2,041,000	2,041,000	0	1.00	1.00	0.00
92	H Rock-Bruceton SSD	4,008,000	4,005,000	(3,000)	1.00	1.00	0.00
93	Huntingdon SSD	7,531,000	7,541,000	10,000	1.00	1.27	0.27
94	McKenzie SSD	7,435,000	7,440,000	5,000	1.00	1.20	0.20
95	South Carroll Co SSD	2,098,000	2,096,000	(2,000)	1.00	1.00	0.00
97	West Carroll Co SSD	5,554,000	5,550,000	(4,000)	1.00	1.00	0.00
100	Carter County	29,517,000	29,682,000	165,000	1.76	4.84	3.08
101	Elizabethton City	14,314,000	14,392,000	78,000	1.00	2.48	1.48
110	Cheatham County	33,299,000	33,495,000	196,000	2.14	5.87	3.74
120	Chester County	18,162,000	18,261,000	99,000	1.00	2.75	1.75
130	Claiborne County	24,506,000	24,590,000	84,000	1.44	3.97	2.53
140	Clay County	7,171,000	7,170,000	(1,000)	1.00	1.05	0.05

<sup>10</sup> Any negative variance is a result of rounding in the calculations.

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance<sup>10</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance</u>
		<u>1:2750</u>	<u>1:1000</u>		<u>1:2750 (min 1)</u>	<u>1:1000 (min 1)</u>	
150	Cocke County	26,073,000	26,214,000	141,000	1.59	4.38	2.78
151	Newport City	3,709,000	3,708,000	(1,000)	1.00	1.00	0.00
160	Coffee County	22,862,000	22,993,000	131,000	1.56	4.29	2.73
161	Manchester City	7,853,000	7,871,000	18,000	1.00	1.39	0.39
162	Tulahoma City	17,709,000	17,814,000	105,000	1.26	3.47	2.21
170	Crockett County	12,908,000	12,958,000	50,000	1.00	1.94	0.94
171	Alamo City	4,088,000	4,087,000	(1,000)	1.00	1.00	0.00
172	Bells City	2,608,000	2,608,000	0	1.00	1.00	0.00
180	Cumberland County	34,511,000	34,714,000	203,000	2.55	7.01	4.46
190	Davidson County	300,980,000	301,189,000	209,000	29.95	82.36	52.41
200	Decatur County	9,249,000	9,269,000	20,000	1.00	1.50	0.50
210	DeKalb County	17,023,000	17,113,000	90,000	1.01	2.77	1.76
220	Dickson County	41,130,000	41,374,000	244,000	2.90	7.98	5.08
230	Dyer County	21,370,000	21,489,000	119,000	1.35	3.71	2.36
231	Dyersburg City	13,637,000	13,711,000	74,000	1.00	2.45	1.45
240	Fayette County	16,821,000	16,833,000	12,000	1.17	3.21	2.05
250	Fentress County	12,693,000	12,745,000	52,000	1.00	2.09	1.09
260	Franklin County	26,768,000	26,921,000	153,000	1.82	5.01	3.19
271	Humboldt City	7,084,000	7,085,000	1,000	1.00	1.07	0.07
272	Milan SSD	12,004,000	12,049,000	45,000	1.00	1.89	0.89
273	Trenton SSD	7,981,000	7,993,000	12,000	1.00	1.26	0.26
274	Bradford SSD	3,713,000	3,712,000	(1,000)	1.00	1.00	0.00
275	Gibson County SSD	23,062,000	23,190,000	128,000	1.42	3.90	2.48
280	Giles County	18,886,000	18,997,000	111,000	1.31	3.61	2.30
290	Grainger County	21,546,000	21,661,000	115,000	1.17	3.21	2.04
300	Greene County	33,440,000	33,633,000	193,000	2.22	6.12	3.89
301	Greeneville City	15,660,000	15,750,000	90,000	1.03	2.83	1.80
310	Grundy County	12,357,000	12,375,000	18,000	1.00	1.78	0.78

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance<sup>40</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance</u>
		<u>1:2750</u>	<u>1:1000</u>		<u>1:2750 (min 1)</u>	<u>1:1000 (min 1)</u>	
320	Hamblen County	56,527,000	56,837,000	310,000	3.70	10.17	6.47
330	Hamilton County	173,759,000	174,855,000	1,096,000	16.02	44.06	28.04
340	Hancock County	7,168,000	7,165,000	(3,000)	1.00	1.00	0.00
350	Hardeman County	20,836,000	20,950,000	114,000	1.19	3.28	2.09
360	Hardin County	16,612,000	16,709,000	97,000	1.23	3.39	2.16
370	Hawkins County	37,361,000	37,568,000	207,000	2.31	6.35	4.04
371	Rogersville City	3,736,000	3,736,000	0	1.00	1.00	0.00
380	Haywood County	16,479,000	16,565,000	86,000	1.00	2.65	1.65
390	Henderson County	23,490,000	23,620,000	130,000	1.40	3.85	2.45
391	Lexington City	5,049,000	5,048,000	(1,000)	1.00	1.00	0.00
400	Henry County	16,383,000	16,471,000	88,000	1.06	2.92	1.86
401	Paris SSD	8,874,000	8,900,000	26,000	1.00	1.56	0.56
410	Hickman County	22,301,000	22,318,000	17,000	1.18	3.26	2.07
420	Houston County	8,865,000	8,876,000	11,000	1.00	1.28	0.28
430	Humphreys County	15,410,000	15,498,000	88,000	1.03	2.83	1.80
440	Jackson County	9,941,000	9,957,000	16,000	1.00	1.38	0.38
450	Jefferson County	38,406,000	38,628,000	222,000	2.53	6.94	4.42
460	Johnson County	13,352,000	13,359,000	7,000	1.00	1.98	0.98
470	Knox County	236,373,000	237,892,000	1,519,000	21.67	59.60	37.93
480	Lake County	5,146,000	5,142,000	(4,000)	1.00	1.00	0.00
490	Lauderdale County	24,476,000	24,607,000	131,000	1.35	3.70	2.36
500	Lawrence County	38,602,000	38,826,000	224,000	2.40	6.59	4.19
510	Lewis County	10,095,000	10,099,000	4,000	1.00	1.62	0.62
520	Lincoln County	21,793,000	21,912,000	119,000	1.36	3.73	2.38
521	Fayetteville City	7,798,000	7,813,000	15,000	1.00	1.30	0.30
530	Loudon County	21,692,000	21,711,000	19,000	1.68	4.63	2.95
531	Lenoir City	11,357,000	11,415,000	58,000	1.00	2.32	1.32
540	McMinn County	26,804,000	26,956,000	152,000	1.89	5.21	3.31

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance<sup>10</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance</u>
		<u>1:2750</u>	<u>1:1000</u>		<u>1:2750 (min 1)</u>	<u>1:1000 (min 1)</u>	
541	Athens City	8,636,000	8,664,000	28,000	1.00	1.64	0.64
542	Etowah City	2,008,000	2,008,000	0	1.00	1.00	0.00
550	McNairy County	24,695,000	24,831,000	136,000	1.42	3.91	2.49
560	Macon County	24,985,000	25,122,000	137,000	1.41	3.88	2.47
570	Madison County	51,637,000	51,941,000	304,000	4.35	11.97	7.62
580	Marion County	20,690,000	20,807,000	117,000	1.40	3.86	2.45
581	Richard City SSD	1,422,000	1,422,000	0	1.00	1.00	0.00
590	Marshall County	29,638,000	29,813,000	175,000	1.94	5.34	3.40
600	Maury County	59,242,000	59,603,000	361,000	4.57	12.56	7.99
610	Meigs County	11,108,000	11,141,000	33,000	1.00	1.67	0.67
620	Monroe County	29,189,000	29,348,000	159,000	1.86	5.10	3.25
621	Sweetwater City	8,149,000	8,170,000	21,000	1.00	1.41	0.41
630	Montgomery County	199,145,000	200,319,000	1,174,000	13.03	35.83	22.80
640	Moore County	4,873,000	4,871,000	(2,000)	1.00	1.00	0.00
650	Morgan County	18,377,000	18,476,000	99,000	1.00	2.71	1.71
660	Obion County	18,088,000	18,185,000	97,000	1.14	3.14	2.00
661	Union City	8,691,000	8,716,000	25,000	1.00	1.53	0.53
670	Overton County	19,211,000	19,318,000	107,000	1.11	3.07	1.95
680	Perry County	6,770,000	6,762,000	(8,000)	1.00	1.00	0.00
690	Pickett County	3,903,000	3,903,000	0	1.00	1.00	0.00
700	Polk County	13,857,000	13,917,000	60,000	1.00	2.14	1.14
710	Putnam County	56,224,000	56,555,000	331,000	4.14	11.38	7.24
720	Rhea County	24,321,000	24,452,000	131,000	1.50	4.12	2.62
721	Dayton City	4,917,000	4,917,000	0	1.00	1.00	0.00
730	Roane County	32,229,000	32,414,000	185,000	2.28	6.28	4.00
740	Robertson County	71,121,000	71,532,000	411,000	4.53	12.46	7.93
750	Rutherford County	232,612,000	234,046,000	1,434,000	17.07	46.93	29.86
751	Murfreesboro City	46,795,000	47,061,000	266,000	3.17	8.71	5.54

		<u>Allocation</u>			<u>Number of Positions</u>		
		<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance<sup>10</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance</u>
		<u>1:2750</u>	<u>1:1000</u>		<u>1:2750 (min 1)</u>	<u>1:1000 (min 1)</u>	
760	Scott County	18,135,000	18,232,000	97,000	1.01	2.77	1.77
761	Oneida SSD	7,753,000	7,763,000	10,000	1.00	1.21	0.21
770	Sequatchie County	13,073,000	13,129,000	56,000	1.00	2.11	1.11
780	Sevier County	43,278,000	43,316,000	38,000	5.21	14.32	9.11
792	Shelby County	650,329,000	653,975,000	3,646,000	42.40	116.59	74.19
793	Arlington City	23,198,000	23,347,000	149,000	1.74	4.77	3.04
794	Bartlett City	44,528,000	44,807,000	279,000	3.24	8.91	5.67
795	Collierville City	45,303,000	45,588,000	285,000	3.30	9.06	5.77
796	Germantown City	29,632,000	29,821,000	189,000	2.21	6.08	3.87
797	Lakeland City	9,726,000	9,766,000	40,000	1.00	1.83	0.83
798	Millington City	13,313,000	13,388,000	75,000	1.00	2.51	1.51
800	Smith County	17,543,000	17,641,000	98,000	1.07	2.95	1.88
810	Stewart County	12,337,000	12,388,000	51,000	1.00	2.00	1.00
820	Sullivan County	39,669,000	39,919,000	250,000	3.25	8.94	5.69
821	Bristol City	16,885,000	16,994,000	109,000	1.42	3.90	2.48
822	Kingsport City	32,369,000	32,572,000	203,000	2.67	7.35	4.68
830	Sumner County	153,854,000	154,781,000	927,000	10.86	29.86	19.00
840	Tipton County	61,993,000	62,356,000	363,000	3.74	10.29	6.55
850	Trousdale County	7,930,000	7,940,000	10,000	1.00	1.29	0.29
860	Unicoi County	13,128,000	13,187,000	59,000	1.00	2.18	1.18
870	Union County	31,275,000	31,449,000	174,000	1.67	4.59	2.92
880	Van Buren County	5,062,000	5,061,000	(1,000)	1.00	1.00	0.00
890	Warren County	36,436,000	36,645,000	209,000	2.27	6.25	3.98
900	Washington County	36,511,000	36,743,000	232,000	3.05	8.38	5.33
901	Johnson City	34,407,000	34,625,000	218,000	2.86	7.87	5.01
910	Wayne County	14,410,000	14,418,000	8,000	1.00	2.05	1.05
920	Weakley County	22,665,000	22,795,000	130,000	1.43	3.95	2.51
930	White County	22,848,000	22,976,000	128,000	1.37	3.76	2.39

	<u>Allocation</u>			<u>Number of Positions</u>		
	<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance<sup>10</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>FY21 July Final RTI<sup>2</sup></u>	<u>Variance</u>
	<u>1:2750</u>	<u>1:1000</u>		<u>1:2750 (min 1)</u>	<u>1:1000 (min 1)</u>	
940 Williamson County	139,768,000	140,808,000	1,040,000	14.83	40.79	25.96
941 Franklin SSD	14,845,000	14,858,000	13,000	1.26	3.46	2.20
950 Wilson County	85,901,000	86,446,000	545,000	6.79	18.67	11.88
951 Lebanon SSD	18,390,000	18,501,000	111,000	1.39	3.81	2.43
970 Dept. of Children Services	10,856,000	10,856,000	0	1.00	1.23	0.23
<b>TOTAL</b>	<b>4,905,781,000</b>	<b>4,930,746,000</b>	<b>24,965,000</b>	<b>384.88</b>	<b>984.02</b>	<b>599.13</b>

## Appendix I: Effect in BEP Allocations of Floors in All Categories

		Allocation		
		FY21 July Final	FY21 July Final with Floors	Variance
10	Anderson County	32,990,000	32,990,000	0
11	Clinton City	4,962,000	4,962,000	0
12	Oak Ridge City	23,105,000	23,105,000	0
20	Bedford County	52,444,000	52,444,000	0
30	Benton County	12,652,000	12,652,000	0
40	Bledsoe County	12,061,000	12,061,000	0
50	Blount County	48,556,000	48,556,000	0
51	Alcoa City	9,395,000	9,395,000	0
52	Maryville City	23,744,000	23,744,000	0
60	Bradley County	51,614,000	51,614,000	0
61	Cleveland City	30,278,000	30,278,000	0
70	Campbell County	29,936,000	29,936,000	0
80	Cannon County	12,115,000	12,115,000	0
90	Carroll County	2,041,000	2,041,000	0
92	H Rock-Bruceton SSD	4,008,000	4,008,000	0
93	Huntingdon SSD	7,531,000	7,531,000	0
94	McKenzie SSD	7,435,000	7,435,000	0
95	South Carroll Co SSD	2,098,000	2,098,000	0
97	West Carroll Co SSD	5,554,000	5,554,000	0
100	Carter County	29,517,000	29,517,000	0
101	Elizabethton City	14,314,000	14,314,000	0
110	Cheatham County	33,299,000	33,299,000	0
120	Chester County	18,162,000	18,162,000	0
130	Claiborne County	24,506,000	24,506,000	0
140	Clay County	7,171,000	7,171,000	0
150	Cocke County	26,073,000	26,073,000	0
151	Newport City	3,709,000	3,709,000	0
160	Coffee County	22,862,000	22,862,000	0
161	Manchester City	7,853,000	7,853,000	0
162	Tullahoma City	17,709,000	17,709,000	0
170	Crockett County	12,908,000	12,908,000	0
171	Alamo City	4,088,000	4,088,000	0
172	Bells City	2,608,000	2,608,000	0
180	Cumberland County	34,511,000	34,511,000	0
190	Davidson County	300,980,000	316,687,000	15,707,000
200	Decatur County	9,249,000	9,249,000	0
210	DeKalb County	17,023,000	17,023,000	0
220	Dickson County	41,130,000	41,130,000	0
230	Dyer County	21,370,000	21,370,000	0
231	Dyersburg City	13,637,000	13,637,000	0
240	Fayette County	16,821,000	16,821,000	0
250	Fentress County	12,693,000	12,693,000	0



**Allocation**

	<u>FY21 July Final</u>	<u>FY21 July Final with Floors</u>	<u>Variance</u>
260 Franklin County	26,768,000	26,768,000	0
271 Humboldt City	7,084,000	7,084,000	0
272 Milan SSD	12,004,000	12,004,000	0
273 Trenton SSD	7,981,000	7,981,000	0
274 Bradford SSD	3,713,000	3,713,000	0
275 Gibson County SSD	23,062,000	23,062,000	0
280 Giles County	18,886,000	18,886,000	0
290 Grainger County	21,546,000	21,546,000	0
300 Greene County	33,440,000	33,440,000	0
301 Greeneville City	15,660,000	15,660,000	0
310 Grundy County	12,357,000	12,357,000	0
320 Hamblen County	56,527,000	56,527,000	0
330 Hamilton County	173,759,000	173,759,000	0
340 Hancock County	7,168,000	7,168,000	0
350 Hardeman County	20,836,000	20,836,000	0
360 Hardin County	16,612,000	16,612,000	0
370 Hawkins County	37,361,000	37,361,000	0
371 Rogersville City	3,736,000	3,736,000	0
380 Haywood County	16,479,000	16,479,000	0
390 Henderson County	23,490,000	23,490,000	0
391 Lexington City	5,049,000	5,049,000	0
400 Henry County	16,383,000	16,383,000	0
401 Paris SSD	8,874,000	8,874,000	0
410 Hickman County	22,301,000	22,301,000	0
420 Houston County	8,865,000	8,865,000	0
430 Humphreys County	15,410,000	15,410,000	0
440 Jackson County	9,941,000	9,941,000	0
450 Jefferson County	38,406,000	38,406,000	0
460 Johnson County	13,352,000	13,352,000	0
470 Knox County	236,373,000	236,373,000	0
480 Lake County	5,146,000	5,146,000	0
490 Lauderdale County	24,476,000	24,476,000	0
500 Lawrence County	38,602,000	38,602,000	0
510 Lewis County	10,095,000	10,095,000	0
520 Lincoln County	21,793,000	21,793,000	0
521 Fayetteville City	7,798,000	7,798,000	0
530 Loudon County	21,692,000	21,692,000	0
531 Lenoir City	11,357,000	11,357,000	0
540 McMinn County	26,804,000	26,804,000	0
541 Athens City	8,636,000	8,636,000	0
542 Etowah City	2,008,000	2,008,000	0
550 McNairy County	24,695,000	24,695,000	0
560 Macon County	24,985,000	24,985,000	0

**Allocation**

	<u>FY21 July Final</u>	<u>FY21 July Final with Floors</u>	<u>Variance</u>
570 Madison County	51,637,000	51,637,000	0
580 Marion County	20,690,000	20,690,000	0
581 Richard City SSD	1,422,000	1,422,000	0
590 Marshall County	29,638,000	29,638,000	0
600 Maury County	59,242,000	59,242,000	0
610 Meigs County	11,108,000	11,108,000	0
620 Monroe County	29,189,000	29,189,000	0
621 Sweetwater City	8,149,000	8,149,000	0
630 Montgomery County	199,145,000	199,145,000	0
640 Moore County	4,873,000	4,873,000	0
650 Morgan County	18,377,000	18,377,000	0
660 Obion County	18,088,000	18,088,000	0
661 Union City	8,691,000	8,691,000	0
670 Overton County	19,211,000	19,211,000	0
680 Perry County	6,770,000	6,770,000	0
690 Pickett County	3,903,000	3,903,000	0
700 Polk County	13,857,000	13,857,000	0
710 Putnam County	56,224,000	56,224,000	0
720 Rhea County	24,321,000	24,321,000	0
721 Dayton City	4,917,000	4,917,000	0
730 Roane County	32,229,000	32,229,000	0
740 Robertson County	71,121,000	71,121,000	0
750 Rutherford County	232,612,000	232,612,000	0
751 Murfreesboro City	46,795,000	46,795,000	0
760 Scott County	18,135,000	18,135,000	0
761 Oneida SSD	7,753,000	7,753,000	0
770 Sequatchie County	13,073,000	13,073,000	0
780 Sevier County	43,278,000	48,175,000	4,897,000
792 Shelby County	650,329,000	650,329,000	0
793 Arlington City	23,198,000	23,198,000	0
794 Bartlett City	44,528,000	44,528,000	0
795 Collierville City	45,303,000	45,303,000	0
796 Germantown City	29,632,000	29,632,000	0
797 Lakeland City	9,726,000	9,726,000	0
798 Millington City	13,313,000	13,313,000	0
800 Smith County	17,543,000	17,543,000	0
810 Stewart County	12,337,000	12,337,000	0
820 Sullivan County	39,669,000	39,669,000	0
821 Bristol City	16,885,000	16,885,000	0
822 Kingsport City	32,369,000	32,369,000	0
830 Sumner County	153,854,000	153,854,000	0
840 Tipton County	61,993,000	61,993,000	0
850 Trousdale County	7,930,000	7,930,000	0

**Allocation**

	<u>FY21 July Final</u>	<u>FY21 July Final with Floors</u>	<u>Variance</u>
860 Unicoi County	13,128,000	13,128,000	0
870 Union County	31,275,000	31,275,000	0
880 Van Buren County	5,062,000	5,062,000	0
890 Warren County	36,436,000	36,436,000	0
900 Washington County	36,511,000	36,511,000	0
901 Johnson City	34,407,000	34,407,000	0
910 Wayne County	14,410,000	14,410,000	0
920 Weakley County	22,665,000	22,665,000	0
930 White County	22,848,000	22,848,000	0
940 Williamson County	139,768,000	139,768,000	0
941 Franklin SSD	14,845,000	14,845,000	0
950 Wilson County	85,901,000	85,901,000	0
951 Lebanon SSD	18,390,000	18,390,000	0
<b>TOTAL</b>	<b>4,894,925,000</b>	<b>4,915,529,000</b>	<b>20,604,000</b>

Appendix J: TACIR Memo and AG Opinion

The slides below were presented to the BEP Review Committee on June 18, 2020.

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



# TACIR Memo and AG Opinion

Presentation to the Basic Education Review Committee  
June 18, 2020  
Cliff Lippard  
Executive Director, TACIR

[www.tn.gov/tacir](http://www.tn.gov/tacir)



## Attorney General Opinion 20-01

*Changes to the data sources in the Tennessee Advisory Commission on Intergovernmental Relations fiscal-capacity model must be adopted by the State Board of Education and approved by the Commissioners of Education and Finance and Administration. Legislative approval is not required for such changes, nor is approval of the BEP Review Committee.*

**TACIR**



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## The Question


*Whose approval is required for changing the data sources in the Tennessee Advisory Commission on Intergovernmental Relations fiscal-capacity model used to equalize funding through the Basic Education Program funding formula?*

**TACIR**



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## Four Steps in Determining BEP Funding

- 1. Basic Education Program Funding Formula:** Establishes total amount needed by each school system
- 2. Local Share, State Share:** Set by law to divide responsibility between the state and local governments
  - **Instructional salary and wages costs:** 30% local, 70% state
  - **Instructional benefit costs:** 30% local, 70% state
  - **Other classroom costs:** 25% local, 75% state
  - **Non-classroom costs:** 50% local, 50% state
    - School system will receive no less than a 25% state share in non-classroom components (Davidson and Sevier receive a 25% state share in non-classroom because of this provision)
- 3. Fiscal Capacity:** Used to allocate local share among counties 
- 4. State makes up the difference:** Total cost of the BEP minus the local share for each school system

TACIR



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## Factors Used in TACIR's Fiscal Capacity Regression

- **Own-Source Revenue Per Student:** The actual amount of money local governments raise to fund their schools divided by enrollment (average daily membership (ADM)), the control factor that keeps the estimates within the bounds of what local governments actually do.
- **Sales Tax Base Per Student:** The locally taxable sales for the county-area divided by ADM. This is a measure of the local ability to raise revenue.
- **Equalized Property Assessment Per Student:** The total assessed property value for the county-area, equalized across counties using appraisal-to-sales ratios, and then divided by ADM. This is also a measure of the local ability to raise revenue.

TACIR



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## Factors Used in TACIR's Fiscal Capacity Regression (cont.)

- **Equalized Residential and Farm Assessment Divided by Total Equalized Assessment (Tax Burden):** A proxy for a county's potential ability to export taxes through business activity—the higher this number, the lower the level of business activity and the higher the risk of heavy tax burdens on county residents.
- **Per Capita Income:** A proxy for county residents' ability to pay for education and for all other local revenue not accounted for by property or sales taxes.
- **ADM Divided by Population (Service Burden):** A reflection of spending needs. The larger the number of public school students per 100 residents, the greater the fiscal burden for each taxpayer.

TACIR



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## Tax Equivalency Payments

- The estimated value of property subject to payment-in-lieu-of-tax (PILOT) agreements, also called tax equivalency payments, is included in the Equalized Property Assessment Per Student variable.
- Calculated by dividing the reported tax equivalency payments by the equalized property tax rate.
- May be more or less than the taxes that could have otherwise been collected as property tax (typically PILOTs are a lot less; e.g., in 2016, PILOTs were about 47% of the amount that could have been collected otherwise).

TACIR



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## Tax Equivalency Payments (contd.)

- Including TEPs increases equity by helping ensure that no reduction in the property tax base is made based on “agreements entered into by the local jurisdiction that result in payments in lieu of taxes being made to the local jurisdiction.” See Tenn. Code Ann. § 49-3-307(a)(10).
- TEPs data was produced by the Comptroller’s Division of Local Finance as part of its County and Municipal Finances report, which was discontinued in 1995.

TACIR



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## IDB Assessment Data

- The Comptroller started collecting industrial development boards (IDB) assessment data in 2007.
- The data tells us the market values of government-owned properties, which can be used to determine, given a property tax rate, the tax revenue that could potentially be generated if these properties were sold to entities that are required to pay property taxes.
- IDB assessment data is used in the fiscal capacity formula produced by UT-CBER.

TACIR



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## TACIR Recommended Changing Variable

- In a 2005 presentation to the BEP Review Committee, before the IDB data was available, TACIR staff recommended removing outdated tax-equivalency-payment data from the property tax calculation used in the model.
- The issue was raised again as part of the discussions during Governor Haslam's 2014 Task Force on Education Funding, with TACIR staff recommending that more current payment-in-lieu-of-tax data be substituted for the outdated tax-equivalency-payment data.

**TACIR**



## January 2018 TACIR Report

- In *Encouraging More Cooperation and Accountability in Payment in Lieu of Tax Agreements*, TACIR's members recommended updating its fiscal capacity calculation to include the new IDB assessment data, rather than continuing to use the 1993-1995 tax equivalency data.
- The report said that doing so would require a change in state law or a recommendation by the BEP Review Committee and approval by the General Assembly.

**TACIR**



## 2018 TACIR Memo

- On May 23, 2018, I sent a memo to the executive director of the Tennessee State Board of Education and to the Commissioner of Education to respectfully request that the BEP Review Committee consider our recommendation.
- My memo noted that the change would result in some counties seeing an increase in their percentage of state funding, and others seeing a decrease. At the time, the DOE estimated the substitutions would result in changes in state share funding ranging from a \$433,000 decrease in Montgomery County to a \$583,000 increase in Knox County.

**TACIR**



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## Effect of Replacing TEP with IDB

- Updated estimates show the average of absolute change in percent of total fiscal capacity across counties from the substitution would be 1.7893%. See Table 1 for each county area's change.
- Largest increase would be Bradley County (9.9421%).
- Largest decrease would be Trousdale County (-3.3872%).
- The Department of Education will be providing estimates of the effect on state funding shares following my presentation.

**TACIR**



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## Response from DOE and SBE

- On August 16, 2019, they responded:
  - They agreed that “using the current IDB assessment amounts in the TACIR fiscal capacity model would reflect the most current data available, and would be more consistent with the data used in the CBER fiscal capacity model.”
  - They added that in their view, the BEPRC’s authority to “regularly review the BEP components, as well as identify needed revisions, additions or deletions to the formula” does not cover changes to data sources in TACIR’s fiscal capacity model.
  - They suggested that TACIR has authority to unilaterally make these changes without the approval of the BEPRC and proposed that TACIR seek passage of a law authorizing it to do so if it does not believe it has such authority.

**TACIR**



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## Request for Attorney General Opinion

- After discussing these issues at TACIR’s September 5, 2019, commission meeting, members voted to seek an attorney general’s opinion to help clarify them.
- In a request dated October 28, 2019, TACIR Chairman Mike Carter asked Attorney General Herbert H. Slatery III for an opinion on the following question:

*Whose approval is required for changing the data sources in the Tennessee Advisory Commission on Intergovernmental Relations fiscal-capacity model used to equalize funding through the Basic Education Program funding formula?*

**TACIR**



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## Key Points from Opinion 20-01

- The Tennessee Code does not directly address the process for changing the data sources in TACIR's fiscal-capacity model. However, the Tennessee Code does specify that the State Board of Education must adopt and the Commissioners of Education and Finance and Administration must approve the BEP formula, which includes its fiscal-capacity models.
- The requirements of Tenn. Code Ann. §49-3-356(a) are ongoing such that the equalization formula, in its current form, must have been adopted by the State Board and approved by the Commissioners of Education and Finance and Administration. This necessarily means that any changes to the equalization formula must be adopted by the State Board and approved by the Commissioners.

TACIR



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## Key Points from Opinion 20-01

- Because the TACIR model is part of the equalization formula, under Tenn. Code Ann. §49-3-356(a), any changes to the model must be adopted by the State Board and approved by the Commissioners of Education and Finance and Administration.
- Moreover, the data sources used in the TACIR model should be considered part of the equalization formula for purposes of Tenn. Code Ann. §49-3-356(a). And because data sources are part of the equalization formula under Tenn. Code Ann. §49-3-356(a), any changes to the data sources must be adopted by the State Board and approved by the Commissioners of Education and Finance and Administration.

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## Key Points from Opinion 20-01

- Legislative approval is needed for changes to BEP “components” under Tenn. Code Ann. §49-3-351(a)(3). “Components” in §49-3-351(a)(3) refers to the cost components that generate funding under the BEP formula; it does not refer to the fiscal-capacity models used in distributing those funds. Since the data sources in the TACIR model are not “components” within the BEP formula, this provision for legislative approval is not applicable to changes in data sources.
- The BEP Review Committee has the responsibility for reviewing the BEP formula and proposing changes to the formula, see Tenn. Code Ann. §49-1-302(a)(4)(B), but its approval is not required for actually making changes to the formula, including a change in data sources.

TACIR



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## Attorney General Opinion 20-01

*Changes to the data sources in the Tennessee Advisory Commission on Intergovernmental Relations fiscal-capacity model must be adopted by the State Board of Education and approved by the Commissioners of Education and Finance and Administration. Legislative approval is not required for such changes, nor is approval of the BEP Review Committee.*

TACIR



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# Questions?

**TACIR**



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## Appendix K: Comparison of TACIR Models

The table below shows the estimated impact on state funding for each school system if TACIR were to adopt the revised fiscal capacity model described in [Appendix J](#).

		<u>FY21 June Estimate</u> – no salary increase – current model	<u>FY21 June Estimate</u> – no salary increase – revised model	<u>Variance</u>	<u>Increases</u>		<u>Decreases</u>	
10	Anderson County	\$32,790,000	\$32,736,000	(\$54,000)			(\$54,000)	-0.16%
11	Clinton City	\$4,957,000	\$4,950,000	(\$7,000)			(\$7,000)	-0.14%
12	Oak Ridge City	\$23,074,000	\$23,038,000	(\$36,000)			(\$36,000)	-0.16%
20	Bedford County	\$52,424,000	\$52,452,000	\$28,000	\$28,000	0.05%		
30	Benton County	\$12,653,000	\$12,674,000	\$21,000	\$21,000	0.17%		
40	Bledsoe County	\$12,061,000	\$12,067,000	\$6,000	\$6,000	0.05%		
50	Blount County	\$48,560,000	\$48,557,000	(\$3,000)			(\$3,000)	-0.01%
51	Alcoa City	\$9,393,000	\$9,384,000	(\$9,000)			(\$9,000)	-0.10%
52	Maryville City	\$23,750,000	\$23,726,000	(\$24,000)			(\$24,000)	-0.10%
60	Bradley County	\$51,617,000	\$50,546,000	(\$1,071,000)			(\$1,071,000)	-2.07%
61	Cleveland City	\$30,282,000	\$29,671,000	(\$611,000)			(\$611,000)	-2.02%
70	Campbell County	\$29,939,000	\$30,010,000	\$71,000	\$71,000	0.24%		
80	Cannon County	\$12,077,000	\$12,086,000	\$9,000	\$9,000	0.07%		
90	Carroll County	\$2,043,000	\$2,042,000	(\$1,000)			(\$1,000)	-0.05%
92	H Rock-Bruceton SSD	\$4,005,000	\$3,979,000	(\$26,000)			(\$26,000)	-0.65%
93	Huntingdon SSD	\$7,520,000	\$7,470,000	(\$50,000)			(\$50,000)	-0.66%
94	McKenzie SSD	\$7,438,000	\$7,388,000	(\$50,000)			(\$50,000)	-0.67%
95	South Carroll Co SSD	\$2,100,000	\$2,087,000	(\$13,000)			(\$13,000)	-0.62%
97	West Carroll Co SSD	\$5,491,000	\$5,454,000	(\$37,000)			(\$37,000)	-0.67%
100	Carter County	\$29,505,000	\$29,563,000	\$58,000	\$58,000	0.20%		
101	Elizabethton City	\$14,311,000	\$14,339,000	\$28,000	\$28,000	0.20%		
110	Cheatham County	\$33,302,000	\$33,361,000	\$59,000	\$59,000	0.18%		
120	Chester County	\$18,167,000	\$18,149,000	(\$18,000)			(\$18,000)	-0.10%
130	Claiborne County	\$24,539,000	\$24,538,000	(\$1,000)			(\$1,000)	0.00%
140	Clay County	\$7,173,000	\$7,188,000	\$15,000	\$15,000	0.21%		
150	Cocke County	\$26,084,000	\$26,129,000	\$45,000	\$45,000	0.17%		

		<u>FY21 June Estimate</u> <u>– no salary increase</u> <u>– current model</u>	<u>FY21 June Estimate</u> <u>– no salary increase</u> <u>– revised model</u>	<u>Variance</u>	<u>Increases</u>		<u>Decreases</u>	
151	Newport City	\$3,709,000	\$3,714,000	\$5,000	\$5,000	0.13%		
160	Coffee County	\$22,873,000	\$22,845,000	(\$28,000)			(\$28,000)	-0.12%
161	Manchester City	\$7,855,000	\$7,847,000	(\$8,000)			(\$8,000)	-0.10%
162	Tulahoma City	\$17,709,000	\$17,690,000	(\$19,000)			(\$19,000)	-0.11%
170	Crockett County	\$12,912,000	\$12,940,000	\$28,000	\$28,000	0.22%		
171	Alamo City	\$4,088,000	\$4,096,000	\$8,000	\$8,000	0.20%		
172	Bells City	\$2,608,000	\$2,615,000	\$7,000	\$7,000	0.27%		
180	Cumberland County	\$34,547,000	\$34,539,000	(\$8,000)			(\$8,000)	-0.02%
190	Davidson County	\$300,986,000	\$301,100,000	\$114,000	\$114,000	0.04%		
200	Decatur County	\$9,321,000	\$9,344,000	\$23,000	\$23,000	0.25%		
210	DeKalb County	\$17,026,000	\$17,067,000	\$41,000	\$41,000	0.24%		
220	Dickson County	\$41,070,000	\$41,042,000	(\$28,000)			(\$28,000)	-0.07%
230	Dyer County	\$21,369,000	\$21,260,000	(\$109,000)			(\$109,000)	-0.51%
231	Dyersburg City	\$13,627,000	\$13,561,000	(\$66,000)			(\$66,000)	-0.48%
240	Fayette County	\$16,822,000	\$16,816,000	(\$6,000)			(\$6,000)	-0.04%
250	Fentress County	\$12,694,000	\$12,705,000	\$11,000	\$11,000	0.09%		
260	Franklin County	\$26,723,000	\$26,566,000	(\$157,000)			(\$157,000)	-0.59%
271	Humboldt City	\$7,086,000	\$7,089,000	\$3,000	\$3,000	0.04%		
272	Milan SSD	\$12,012,000	\$12,018,000	\$6,000	\$6,000	0.05%		
273	Trenton SSD	\$7,982,000	\$7,985,000	\$3,000	\$3,000	0.04%		
274	Bradford SSD	\$3,714,000	\$3,715,000	\$1,000	\$1,000	0.03%		
275	Gibson County SSD	\$23,064,000	\$23,078,000	\$14,000	\$14,000	0.06%		
280	Giles County	\$18,888,000	\$18,880,000	(\$8,000)			(\$8,000)	-0.04%
290	Grainger County	\$21,535,000	\$21,540,000	\$5,000	\$5,000	0.02%		
300	Greene County	\$33,443,000	\$33,248,000	(\$195,000)			(\$195,000)	-0.58%
301	Greeneville City	\$15,656,000	\$15,566,000	(\$90,000)			(\$90,000)	-0.57%
310	Grundy County	\$12,158,000	\$12,158,000	\$0				
320	Hamblen County	\$56,503,000	\$56,740,000	\$237,000	\$237,000	0.42%		
330	Hamilton County	\$173,828,000	\$173,307,000	(\$521,000)			(\$521,000)	-0.30%



	<u>FY21 June Estimate</u> <u>– no salary increase</u> <u>– current model</u>	<u>FY21 June Estimate</u> <u>– no salary increase</u> <u>– revised model</u>	<u>Variance</u>	<u>Increases</u>		<u>Decreases</u>	
340 Hancock County	\$7,170,000	\$7,176,000	\$6,000	\$6,000	0.08%		
350 Hardeman County	\$20,838,000	\$20,761,000	(\$77,000)			(\$77,000)	-0.37%
360 Hardin County	\$16,614,000	\$16,656,000	\$42,000	\$42,000	0.25%		
370 Hawkins County	\$37,380,000	\$37,424,000	\$44,000	\$44,000	0.12%		
371 Rogersville City	\$3,736,000	\$3,741,000	\$5,000	\$5,000	0.13%		
380 Haywood County	\$16,487,000	\$16,506,000	\$19,000	\$19,000	0.12%		
390 Henderson County	\$23,506,000	\$23,560,000	\$54,000	\$54,000	0.23%		
391 Lexington City	\$5,045,000	\$5,057,000	\$12,000	\$12,000	0.24%		
400 Henry County	\$16,386,000	\$16,424,000	\$38,000	\$38,000	0.23%		
401 Paris SSD	\$8,876,000	\$8,895,000	\$19,000	\$19,000	0.21%		
410 Hickman County	\$22,302,000	\$22,304,000	\$2,000	\$2,000	0.01%		
420 Houston County	\$8,877,000	\$8,886,000	\$9,000	\$9,000	0.10%		
430 Humphreys County	\$15,396,000	\$15,314,000	(\$82,000)			(\$82,000)	-0.53%
440 Jackson County	\$9,936,000	\$9,941,000	\$5,000	\$5,000	0.05%		
450 Jefferson County	\$38,349,000	\$38,405,000	\$56,000	\$56,000	0.15%		
460 Johnson County	\$13,352,000	\$13,347,000	(\$5,000)			(\$5,000)	-0.04%
470 Knox County	\$236,209,000	\$237,311,000	\$1,102,000	\$1,102,000	0.47%		
480 Lake County	\$5,146,000	\$5,157,000	\$11,000	\$11,000	0.21%		
490 Lauderdale County	\$24,478,000	\$24,531,000	\$53,000	\$53,000	0.22%		
500 Lawrence County	\$38,055,000	\$38,145,000	\$90,000	\$90,000	0.24%		
510 Lewis County	\$10,069,000	\$10,070,000	\$1,000	\$1,000	0.01%		
520 Lincoln County	\$21,800,000	\$21,703,000	(\$97,000)			(\$97,000)	-0.44%
521 Fayetteville City	\$7,799,000	\$7,765,000	(\$34,000)			(\$34,000)	-0.44%
530 Loudon County	\$21,692,000	\$21,681,000	(\$11,000)			(\$11,000)	-0.05%
531 Lenoir City	\$11,360,000	\$11,275,000	(\$85,000)			(\$85,000)	-0.75%
540 McMinn County	\$26,808,000	\$26,754,000	(\$54,000)			(\$54,000)	-0.20%
541 Athens City	\$8,636,000	\$8,619,000	(\$17,000)			(\$17,000)	-0.20%
542 Etowah City	\$2,008,000	\$2,005,000	(\$3,000)			(\$3,000)	-0.15%
550 McNairy County	\$24,676,000	\$24,705,000	\$29,000	\$29,000	0.12%		

	<u>FY21 June Estimate</u> <u>– no salary increase</u> <u>– current model</u>	<u>FY21 June Estimate</u> <u>– no salary increase</u> <u>– revised model</u>	<u>Variance</u>	<u>Increases</u>		<u>Decreases</u>	
560	Macon County	\$24,986,000	\$25,032,000	\$46,000	\$46,000	0.18%	
570	Madison County	\$51,609,000	\$51,549,000	(\$60,000)			(\$60,000) -0.12%
580	Marion County	\$20,678,000	\$20,704,000	\$26,000	\$26,000	0.13%	
581	Richard City SSD	\$1,422,000	\$1,422,000	\$0			
590	Marshall County	\$29,641,000	\$29,590,000	(\$51,000)			(\$51,000) -0.17%
600	Maury County	\$59,172,000	\$58,297,000	(\$875,000)			(\$875,000) -1.48%
610	Meigs County	\$11,079,000	\$11,089,000	\$10,000	\$10,000	0.09%	
620	Monroe County	\$29,194,000	\$29,289,000	\$95,000	\$95,000	0.33%	
621	Sweetwater City	\$8,150,000	\$8,175,000	\$25,000	\$25,000	0.31%	
630	Montgomery County	\$198,959,000	\$198,556,000	(\$403,000)			(\$403,000) -0.20%
640	Moore County	\$4,873,000	\$4,874,000	\$1,000	\$1,000	0.02%	
650	Morgan County	\$18,393,000	\$18,412,000	\$19,000	\$19,000	0.10%	
660	Obion County	\$18,091,000	\$18,119,000	\$28,000	\$28,000	0.15%	
661	Union City	\$8,692,000	\$8,706,000	\$14,000	\$14,000	0.16%	
670	Overton County	\$19,214,000	\$19,248,000	\$34,000	\$34,000	0.18%	
680	Perry County	\$6,771,000	\$6,771,000	\$0			
690	Pickett County	\$3,903,000	\$3,904,000	\$1,000	\$1,000	0.03%	
700	Polk County	\$13,817,000	\$13,839,000	\$22,000	\$22,000	0.16%	
710	Putnam County	\$56,280,000	\$56,189,000	(\$91,000)			(\$91,000) -0.16%
720	Rhea County	\$24,283,000	\$24,312,000	\$29,000	\$29,000	0.12%	
721	Dayton City	\$4,915,000	\$4,920,000	\$5,000	\$5,000	0.10%	
730	Roane County	\$32,234,000	\$32,204,000	(\$30,000)			(\$30,000) -0.09%
740	Robertson County	\$71,056,000	\$70,849,000	(\$207,000)			(\$207,000) -0.29%
750	Rutherford County	\$232,459,000	\$232,027,000	(\$432,000)			(\$432,000) -0.19%
751	Murfreesboro City	\$46,679,000	\$46,596,000	(\$83,000)			(\$83,000) -0.18%
760	Scott County	\$18,138,000	\$18,159,000	\$21,000	\$21,000	0.12%	
761	Oneida SSD	\$7,754,000	\$7,763,000	\$9,000	\$9,000	0.12%	
770	Sequatchie County	\$13,074,000	\$13,040,000	(\$34,000)			(\$34,000) -0.26%
780	Sevier County	\$43,284,000	\$43,298,000	\$14,000	\$14,000	0.03%	

	<u>FY21 June Estimate</u> <u>– no salary increase</u> <u>– current model</u>	<u>FY21 June Estimate</u> <u>– no salary increase</u> <u>– revised model</u>	<u>Variance</u>	<u>Increases</u>	<u>Decreases</u>	
792 Shelby County	\$650,177,000	\$650,869,000	\$692,000	\$692,000		0.11%
793 Arlington City	\$23,200,000	\$23,227,000	\$27,000	\$27,000		0.12%
794 Bartlett City	\$44,533,000	\$44,582,000	\$49,000	\$49,000		0.11%
795 Collierville City	\$45,308,000	\$45,357,000	\$49,000	\$49,000		0.11%
796 Germantown City	\$29,633,000	\$29,666,000	\$33,000	\$33,000		0.11%
797 Lakeland City	\$9,727,000	\$9,737,000	\$10,000	\$10,000		0.10%
798 Millington City	\$13,309,000	\$13,323,000	\$14,000	\$14,000		0.11%
800 Smith County	\$17,543,000	\$17,593,000	\$50,000	\$50,000		0.29%
810 Stewart County	\$12,339,000	\$12,361,000	\$22,000	\$22,000		0.18%
820 Sullivan County	\$39,678,000	\$39,601,000	(\$77,000)		(\$77,000)	-0.19%
821 Bristol City	\$16,889,000	\$16,857,000	(\$32,000)		(\$32,000)	-0.19%
822 Kingsport City	\$32,378,000	\$32,317,000	(\$61,000)		(\$61,000)	-0.19%
830 Sumner County	\$153,861,000	\$154,261,000	\$400,000	\$400,000		0.26%
840 Tipton County	\$62,001,000	\$61,539,000	(\$462,000)		(\$462,000)	-0.75%
850 Trousdale County	\$7,930,000	\$7,965,000	\$35,000	\$35,000		0.44%
860 Unicoi County	\$13,132,000	\$13,179,000	\$47,000	\$47,000		0.36%
870 Union County	\$31,280,000	\$31,303,000	\$23,000	\$23,000		0.07%
880 Van Buren County	\$5,062,000	\$5,061,000	(\$1,000)		(\$1,000)	-0.02%
890 Warren County	\$36,440,000	\$36,155,000	(\$285,000)		(\$285,000)	-0.78%
900 Washington County	\$36,521,000	\$36,670,000	\$149,000	\$149,000		0.41%
901 Johnson City	\$34,415,000	\$34,552,000	\$137,000	\$137,000		0.40%
910 Wayne County	\$14,411,000	\$14,411,000	\$0			
920 Weakley County	\$22,669,000	\$22,743,000	\$74,000	\$74,000		0.33%
930 White County	\$22,850,000	\$22,741,000	(\$109,000)		(\$109,000)	-0.48%
940 Williamson County	\$139,801,000	\$140,551,000	\$750,000	\$750,000		0.54%
941 Franklin SSD	\$14,845,000	\$14,850,000	\$5,000	\$5,000		0.03%
950 Wilson County	\$85,937,000	\$86,087,000	\$150,000	\$150,000		0.17%
951 Lebanon SSD	\$18,388,000	\$18,419,000	\$31,000	\$31,000		0.17%
<b>TOTAL</b>	<b>\$4,893,106,000</b>	<b>\$4,891,683,000</b>	<b>(\$1,423,000)</b>	<b>\$5,589,000</b>	<b>(\$7,012,000)</b>	<b>-0.14%</b>

## Appendix L: Proposed BEP Floor

The slides below were presented to the BEP Review Committee on August 14, 2020.

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



# Proposed BEP Floor

Karen King – Assistant Superintendent, Sevier County Schools



## The Problem:

Equitable Funding for Outliers



# Equity for Every Student A Simple Solution:

A Floor in the Components

## Current Formula

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




# Proposed Formula Change

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




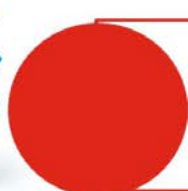
## Currently Impacted



- 

**Sevier County**

  - Instructional Salaries
  - And Benefits
  - 42.18%
- 

**Sevier County**  
Classroom 47.68%  
Total \$4,897,000
- 

**Davidson County**

  - Instructional Salaries and Benefits 46.22%
  - Total \$15,707,000

## Other Districts Who May Be Impacted in the Future Are:

- Williamson County Classroom Component currently 51.25%
- Franklin Special Classroom Component currently 51.25%
- Davidson County Classroom Component currently 53.02 %



## What this change accomplishes:

- Safety Mechanism for every System
- Guarantees more Equitable Share of State Funding for Every Student
- No impact on any other LEAs





*State of Tennessee*

**PUBLIC CHAPTER NO. 153**

**SENATE BILL NO. 802**

**By Johnson, Bowling**

Substituted for: House Bill No. 946

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

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

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

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

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


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



SENATE BILL NO. 802

PASSED: April 4, 2019

  
RANDY McNALLY  
SPEAKER OF THE SENATE

  
GLEN CASADA, SPEAKER  
HOUSE OF REPRESENTATIVES

APPROVED this 18<sup>th</sup> day of April 2019

  
BILL LEE, GOVERNOR



# MEMO

TO: Nathan James, director of legislative and external affairs  
FROM: Maryanne Durski, senior director, local finance  
DATE: October 21, 2020  
**SUBJECT: Implementation of Salary Transparency Act of 2019**

In alignment with Tennessee Code Annotated 49-3-306, local education agencies (LEA) are to report to the Tennessee Department of Education (TDOE) how any increases in state funding for instructional salaries and wages were utilized. This information is then to be reported to the BEP review committee to be included in the committee's annual report. In order to provide an accurate report on how new instructional salary funding was used by districts each year, districts must close their accounting out for the fiscal year and complete their final financial statements.

Due to COVID-19 and the resulting school closures, many districts experienced delays in submitting their final financial reports to the state for FY2019-2020. This year, more districts submitted their reports later in the fall than in previous years, with TDOE receiving the final district report on October 21, 2020. Several districts, particularly smaller districts, closed their central offices when an employee tested positive and were not well-positioned to have staff work remotely.

The timing of these reports now leaves a very short window in which to respond with actual data to the BEP Review Committee's annual report. An earlier preparation of the report would have relied on budget information, which particularly this past year, may not have provided an accurate picture of how the additional salary funding was utilized in the districts. With the final expenditure reports now completed, TDOE is preparing a short survey to be sent to districts and expects to have the survey results ready to share by December 15. TDOE respectfully requests to submit the Salary Transparency Report for FY2019-2020 as an addendum to the BEP Committee's annual report to ensure the report has the most accurate reflection of district fiscal operations.

Please let me know if you, or members of the BEP Review Committee, have any questions regarding this report.



**BILL LEE**  
GOVERNOR

TENNESSEE  
**STATE BOARD OF EDUCATION**  
5<sup>th</sup> FLOOR, DAVY CROCKETT TOWER  
500 JAMES ROBERTSON PARKWAY  
NASHVILLE, TN 37243  
615-741-2966  
[www.tn.gov/sbe](http://www.tn.gov/sbe)

**SARA H. MORRISON**  
EXECUTIVE DIRECTOR

BEP Review Committee

August 19, 2020

Hon. Bill Lee  
Governor of the State of Tennessee  
Messenger Mail and E-Mail

Dear Governor Lee,

On behalf of the BEP Review Committee, thank you for your commitment to improving education in Tennessee. Since 2015 the committee has presented a targeted list of crucial priorities to the Governor and administration officials. We certainly recognize the extraordinary challenges facing the state in general, and education specifically. The COVID-19 pandemic and the related closures have created tremendous challenges in education, and education funding and our priority list reflects this situation.

The BEP Review Committee members were surveyed and the top priorities were identified. As chairman it is my duty to transmit to you this list of the 2020 priorities for funding in the upcoming budget cycle. The committee recognizes that our annual report in November comes too late to be an effective tool for you and your cabinet during the creation of the state budget, whereas a simple priority list, provided below, can be informative and useful in the budget creation process. The priorities, in order are:

1. Hold LEA funding harmless \*
2. Continued commitment to increased teacher compensation
3. Increased funding for technology and accessibility
4. Funding the number of school counselors at a level closer to national best practices
5. Funding the number of school nurses at a level closer to the national best practices
6. Increased funding for Response to Intervention and Instruction (RTI2)

At the meeting of the BEP Review Committee on August 14, 2020, the committee adopted the following statement of acknowledgement regarding funding floors in the BEP formula:

“The BEP Review Committee recommends adding a 50% “floor” for the classroom, instructional benefits, and instructional salaries components of the BEP funding formula to ensure no school system will receive less than 50% state funding in those categories. By recommending these new floors, the BEP Review Committee further recognizes that as a result of TCA 49-3-307 (a) (12) which includes a floor of 25% for non-

classroom components, this recommendation could only be enacted through legislation. We further recognize that no school system could be adversely affected by the establishment of these floors.”

While every member of the committee recognizes the extraordinarily difficult fiscal environment, it is our sincere hope that this priority list will be considered as your team prepares the budget document for 2021-22.

Sincerely,



Lillian Hartgrove  
Chairman, Tennessee State Board of Education

CC. Commissioner Butch Eley Tennessee Department of Finance & Administration  
CC. Commissioner Penny Schwinn Tennessee Department of Education

\*" The Committee requests that no LEA shall experience a reduction in the calculation of 2021-2022 BEP funding as a result of a reduction in overall student membership in academic year 2020-2021 or a reduction in specific categories of student enrollment such as special education, English language learners, at-risk students, etc. School systems that experience growth in ADM for school year 2020-2021 shall have that growth included in the calculations of their funding."



**AGENDA**  
**BEP Review Committee**  
**Thursday June 18th, 2020 2:00 P.M. CDT**

**Date and time: Thursday, June 18, 2020 2:00 pm, Central Daylight Time (Chicago, GMT-05:00)**  
**Duration: 1 hour 30 minutes**

**URL for the**  
**public: <https://tngov.webex.com/tngov/onstage/g.php?MTID=e96b213057de090d7254027ce93dbb1ab>**

- |              |  |                                   |
|--------------|--|-----------------------------------|
| <b>I.</b>    | Welcome                                      | <b>Chairman Lillian Hartgrove</b> |
| <b>II.</b>   | Roll Call to Establish a Quorum              | <b>Nathan James</b>               |
| <b>III.</b>  | Statement of Necessity                       | <b>Nathan James</b>               |
| <b>IV.</b>   | Legislative Update                           | <b>Nathan James</b>               |
| <b>V.</b>    | Budget Update                                | <b>Greg Turner F&amp;A</b>        |
| <b>VI.</b>   | TACIR Memo and AG Opinion                    | <b>Dr. Cliff Lippard TACIR</b>    |
| <b>VII.</b>  | Review of Available Data on the TACIR change | <b>Maryanne Durski TDOE</b>       |
| <b>VIII.</b> | Discussion of potential priorities           | <b>Nathan James</b>               |
| <b>IX.</b>   | Process Discussion for Ensuing Year          | <b>Nathan James</b>               |
| <b>X.</b>    | Closing Remarks and Adjournment              | <b>Chairman Lillian Hartgrove</b> |



**AGENDA**  
**BEP Review Committee**  
**Friday August 14th, 2020 2:00 P.M. CDT**

**BEP Review Committee Meeting:**  
**Date and time: Friday, August 14, 2020, 2:00 pm Central Daylight Time (Chicago, GMT-05:00)**  
**Duration: 1 hour 30 minutes**  
**Event password: 5scorevalues**  
**Audio conference: 415-655-0003**  
**Access code: 161 143 1248**

**Event address for the**  
**public: <https://tngov.webex.com/tngov/onstage/g.php?MTID=eeb0aa45822b42bcb79a91078b7e93307>**

- |             |  |                                      |
|-------------|--|--------------------------------------|
| <b>I.</b>   | Welcome  | <b>Chairman Lillian Hartgrove</b>    |
| <b>II.</b>  | Roll Call to Establish a Quorum                  | <b>Nathan James</b>                  |
| <b>III.</b> | Statement of Necessity                           | <b>Nathan James</b>                  |
| <b>IV.</b>  | Priority Discussion                              | <b>Nathan James</b>                  |
| <b>V.</b>   | Discussion of Funding Floors                     | <b>Karen King Sevier Co. Schools</b> |
| <b>VI.</b>  | BEP Review Committee Statement on Funding Floors | <b>Nathan James</b>                  |
| <b>VII.</b> | Closing Remarks and Adjournment                  | <b>Chairman Lillian Hartgrove</b>    |



**AGENDA**  
**BEP Review Committee**  
**Tuesday October 27th, 2020 1:00 P.M. CDT**

**Event address for the public:**

**<https://tngov.webex.com/tngov/onstage/g.php?MTID=ec67c647851204d20e5d81f13e5ecd9ca>**

**Duration: 2 hours**  
**Event number: 171 991 5427**  
**Event password: 5scorevalues**

- |             |   |                                   |
|-------------|---|-----------------------------------|
| <b>I.</b>   | Welcome                                 | <b>Chairman Lillian Hartgrove</b> |
| <b>II.</b>  | Roll Call to Establish a Quorum         | <b>Nathan James</b>               |
| <b>III.</b> | Statement of Necessity                  | <b>Nathan James</b>               |
| <b>IV.</b>  | Discussion & Final Vote on BEP Report   | <b>All</b>                        |
| <b>V.</b>   | Process Discussion for December Meeting | <b>Nathan James</b>               |
| <b>VI.</b>  | Closing Remarks and Adjournment         | <b>Chairman Lillian Hartgrove</b> |

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