



**TENNESSEE**  
STATE BOARD OF EDUCATION

**BASIC EDUCATION PROGRAM  
REVIEW COMMITTEE  
2022 ANNUAL REPORT**

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## I. 2021 BEP Review Committee Members

**Mischelle Simcox**

Director of Schools  
Johnson County Schools

**Rep. Mark White**

Chair, House Education Administration  
Committee  
Tennessee General Assembly

**David Connor**

Executive Director  
Tennessee County Services Association

**Sen. Brian Kelsey**

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Tennessee General Assembly

**Ben Torres**

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**Eddie Pruett**

Director of Schools  
Gibson County Special School District

**Chris Henson**

Chief Financial Officer  
Metro Nashville Public Schools

**Sara Morrison**

Executive Director  
Tennessee State Board of Education

**Freda Hammock**

Finance Director  
Jackson County Schools

**Penny Schwinn**

Commissioner  
Department of Education

**Butch Eley**

Commissioner  
Department of Finance and Administration

**Cliff Lippard**

Executive Director  
Tennessee Advisory Commission on  
Intergovernmental Relations (TACIR)

**Marlon Davis**

Tennessee School Systems for Equity

**Lillian Hartgrove**

Chairman  
State Board of Education

**Bob Eby**

Vice Chairman  
State Board of Education

**Michael Smith**

Chief Financial Officer  
Wilson County Schools

**Jason Mumpower**

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

**Jessica Himes**

House Budget Director  
Office of Legislative Budget Analysis

**Kurt Dronebarger**

Director of Schools  
White County Schools

## II. 2022 BEP Review Committee Members

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

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

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Mayor of Bartlett  
Tennessee Municipal League

**Jessica Himes**  
House 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.

With the passage of the [Tennessee Investment in Student Achievement Act \(TISA\)](#) in 2022, these provisions authorizing the BEP Review Committee and its work will be repealed and replaced on January 1, 2023. Because the enacting date of that portion of the act is set after November 1, 2022, the BEP Report is still required to be published on or before that date.

Over the last three decades the work of the BEP Review Committee has been extensive and thorough. The members of the committee have been vociferous advocates for the students, educators, and taxpayers of Tennessee. The members look forward to a hopeful future for education in Tennessee.

#### [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. 2022 Executive Summary**

Each year, on or before November 1, the BEP Review Committee submits a report to the governor, the Tennessee General Assembly, and the State Board of Education identifying funding formula needs. This 2022 edition of the report is the final BEP report, as the provisions authorizing the BEP Review Committee and its work will be repealed and replaced on January 1, 2023.

##### **2021 BEP Committee Priority Recommendations**

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

##### **2022 BEP Committee Priority Recommendations**

With the repeal and replacement of the BEP, the committee makes no recommendations for its alteration.

##### **2022 BEP Committee Notable Action Items**

1. Adoption of the Annual Report

##### **BEP Salary Equity Analysis**

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

## V. Update on 2021 BEP Committee Recommendations

Since 2015, the BEP Review Committee has taken a metered approach to its annual report and presented a targeted list of crucial priorities to the governor and administration officials. The 2021 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 2022-23.

### 2021 Priorities

1. Funding the number of school nurses at a level closer to national best practices
2. Funding the number of school counselors at a level closer to national best practices
3. Increased funding for RTI<sup>2</sup>
4. Continued commitment to increased teacher compensation
5. Increased funding for technology and accessibility

Each of the recommendations made by the committee to modify the BEP were obviated inasmuch as the BEP will cease to exist after the 2022-23 school year, however the strong advocacy of the members of this committee over the decades has resulted in a great many improvements in that formula and certainly formed the backdrop for the discussion leading to the adoption of TISA. An overview of TISA can be found in [Appendix D](#).



## VI. 2022 BEP Committee Recommendations

With the repeal and replacement of the BEP, the committee makes no recommendations for its alteration.

## VII. 2022 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 2022, two of the required meetings were held on June 22 and October 31. 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 F](#) and [G](#).

### [Adoption of the Annual Report](#)

The BEP Review Committee reviewed the draft of this 2022 report during the October 31 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, 2022, 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 local education agencies (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 2022 fiscal year (FY22), the BEP salary component was \$50,283, compared to an average actual statewide licensed salary of \$58,620. This represents approximately a 16.6% 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 2020-21, the average salary across all instructional positions for the U.S. Southeastern region was reported at \$55,859.<sup>1</sup> The Tennessee actual average statewide licensed salary<sup>2</sup> for the same year was \$55,917, approximately equal to the regional average. Projected data for the 2021-22 school year lists the average salary for instructional positions within the U.S. Southeastern region as \$56,344, compared to an average salary of \$58,620 for the state of Tennessee. These projections place Tennessee approximately 4% above the regional average for the 2021-22 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>FY18</b>	2017-18	\$52,075	\$53,821	+3.4%
<b>FY19</b>	2018-19	\$53,273	\$54,325	+2.0%
<b>FY20</b>	2019-20	\$55,168	\$55,554	+0.7%
<b>FY21</b>	2020-21	\$55,859	\$55,917	+0.1%
<b>FY22</b>	2021-22	\$56,344*	\$58,620	+4.0%

Table 1: National Education Association (NEA) average salary for the Southeast region vs. Tennessee average salary

\*Projected

<sup>1</sup> NEA Research, *Rankings of the States 2021 and Estimates of School Statistics 2022* (Washington, DC: National Education Association, 2022), 41, <https://www.nea.org/sites/default/files/2022-04/2022%20Rankings%20and%20Estimates%20Report.pdf>.

<sup>2</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 2014. 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 by 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 a 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 teachers with bachelor's and master's degrees in experience steps 0 through 30 by the percentage of teachers statewide in each cell. The sum of these products is the district's weighted average salary. The exclusion of salaries for master's + 30, Ed.S., and Ph.D. degrees from this methodology resulted 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*	\$ 48,170	\$ 1,036
2021*	\$ 47,837	\$ (333) <sup>3</sup>
2022*	\$ 50,254	\$ 2,417

\*Calculated using new methodology

Table 2: Weighted Average Salary

Note: In previous years, the Tennessee Education Association (TEA) compiled data on weighted average insurance paid by school districts and reported this information to the Tennessee Department of Education (TDOE). TEA did not compile this information for the 2021-22 school year.

<sup>3</sup>The decline in weighted average salary between 2020 and 2021 was due to a reduction in the percentage of teachers with high levels of experience. Because there was no increase to the BEP instructional salary component in 2020-21, the decline in average experience was not offset by increases in pay for remaining teachers.

The table below shows the weighted average salary and actual average licensed salary figures for FY22.

	2022 Weighted Average Salary		2022 Actual Average Licensed Salary	
<b>Minimum</b>	Cannon County	\$ 41,269	Grundy County	\$ 47,847
<b>Statewide Average</b>		\$ 50,254		\$ 58,620
<b>Maximum</b>	Oak Ridge City	\$ 61,350	Oak Ridge City	\$ 72,962
	Number of Systems below Average	83	Number of Systems below Average	109
	Number of Systems above Average	57	Number of Systems above Average	32

*Table 3: Distribution for FY22 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. TEA did not compile this information for the 2021-22 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 35.23% in 2008 to 41.96% in 2011. The weighted average salary disparity then remained relatively steady through 2014 before declining in 2015 and 2016. Weighted average salary disparity rose in 2019 but declined in 2020 and 2021. In 2022, the range between the highest and lowest weighted average instructional salaries for the state was \$20,081. This yields a maximum versus minimum weighted average salary disparity of approximately 48.66%. Data from previous years is provided in Table 4 below.

<b>Weighted Average Salary</b>		
<b>Year</b>	<b>Maximum vs Minimum</b>	<b>Coefficient of Variation</b>
<b>2003</b>	45.75%	0.0791
<b>2004</b>	35.07%	0.0688
<b>2005</b>	35.60%	0.0696
<b>2006</b>	35.49%	0.0703
<b>2007</b>	35.36%	0.0722
<b>2008</b>	35.23%	0.0715
<b>2009</b>	37.86%	0.0745
<b>2010</b>	40.59%	0.0748
<b>2011</b>	41.96%	0.0758
<b>2012</b>	41.90%	0.0759
<b>2013</b>	41.79%	0.0756
<b>2014*</b>	41.56%	0.0717
<b>2015*</b>	40.45%	0.0840
<b>2016*</b>	38.70%	0.0819
<b>2017*</b>	39.00%	0.0820
<b>2018*</b>	38.88%	0.0794
<b>2019*</b>	42.98%	0.0793
<b>2020*</b>	40.40%	0.0806
<b>2021*</b>	39.49%	0.0789
<b>2022*</b>	48.66%	0.1004

*\*Calculated using 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. TEA did not compile this information for the 2021-22 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 was 0.0791. The value of the CoV decreased to 0.0688 in 2004, signifying a decrease in disparity. The CoV increased in 2015, then remained relatively steady for several years. The CoV for weighted average salary in 2022 showed a sharp increase from the previous year, going from 0.0789 to 0.1004.

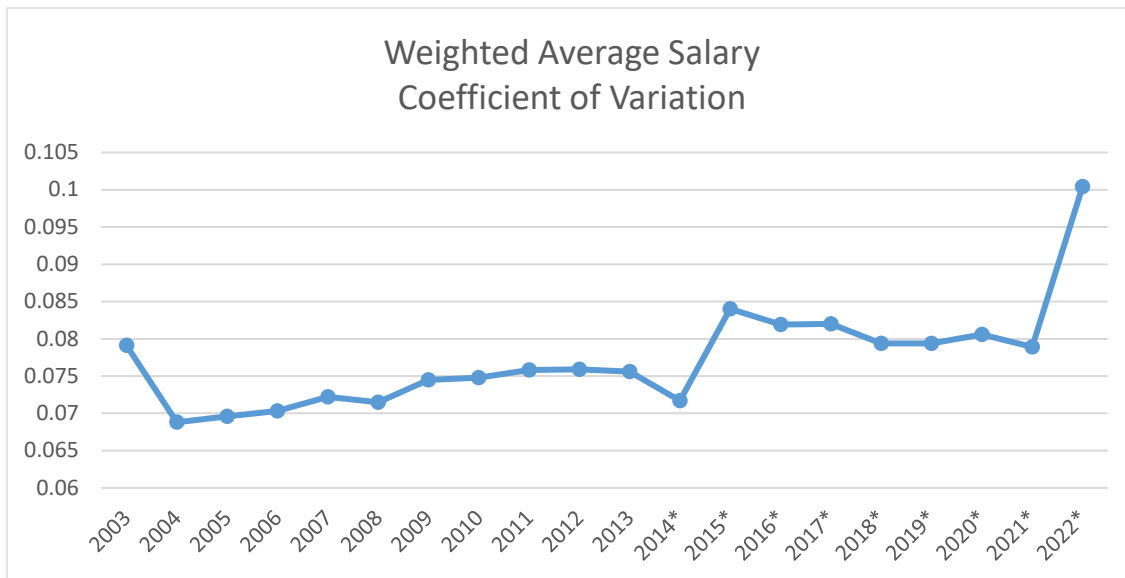


Figure 1: Coefficient of variation over time  
 \*Weighted average salary calculated using new methodology

**Analysis:** The maximum versus minimum weighted average 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. Both the maximum vs. minimum value and the CoV increased between 2021 and 2022, indicating that disparities in weighted average salary have grown.

### Review of BEP Salary Component Funding Gap

The following analysis is based on the annual statistical reports for teacher salaries, as reported by the Tennessee Department of Education (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 from the 2021-22 academic year.

See [Appendix A](#) for complete Regional Disparity 2022, 2021 – 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. TEA did not compile this information for the 2021-22 school year.

Year	BEP Instructional Salary Component	Weighted Average Salary	Actual Average Licensed Salary Paid by LEAs	Percent Gap between BEP Instructional Salary Component and Actual Average Licensed Salary
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	\$ 48,170	\$ 55,554	14.9%
2021*	\$ 48,330	\$ 47,837	\$ 55,917	15.7%
2022*	\$ 50,283	\$ 50,254	\$ 58,620	16.6%

Table 5: Salary Gap Analysis

\* Weighted average salary 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 2022, the BEP salary component was \$50,283, compared to an average statewide licensed salary of \$58,620. This represents roughly a 16.6% gap in licensed salary funding levels.

Review of Regional In-State Salary Disparity

Regional Total Compensation Disparity Summary		
Region	Immediate Trend Comparison of FY22 to FY21	General Trend (18 Years) Comparison of FY22 to FY04
Nashville	Increase	<b>Increase</b> Increase in 5 Surrounding Systems Decrease in 4 Surrounding Systems
Dyersburg	Increase	<b>Increase</b> Increase in 11 Surrounding Systems Decrease in 1 Surrounding System
Greenville	Increase	<b>Increase</b> Increase in 9 Surrounding Systems Decrease in 0 Surrounding Systems
Chattanooga	Increase	<b>Increase</b> Increase in 12 Surrounding Systems Decrease in 3 Surrounding Systems
Knoxville	Decrease	<b>Increase</b> Increase in 12 Surrounding Systems Decrease in 1 Surrounding System
Jackson	Decrease	<b>Decrease</b> Increase in 7 Surrounding Systems Decrease in 13 Surrounding Systems
Clarksville	Decrease	<b>Increase</b> Increase in 5 Surrounding Systems Decrease in 0 Surrounding Systems
Memphis	Decrease	<b>Increase</b> Increase in 6 Surrounding Systems Decrease in 4 Surrounding Systems
Cookeville	Increase	<b>Increase</b> Increase in 7 Surrounding Systems Decrease in 0 Surrounding Systems
Tri-Cities	Decrease	<b>Increase</b> Increase in 8 Surrounding Systems Decrease in 3 Surrounding Systems
Franklin	Increase	<b>Increase</b> Increase in 7 Surrounding Systems Decrease in 2 Surrounding Systems

Table 6: Regional Total Compensation Disparity Summary



<b>REGIONAL DOLLAR DISPARITY</b> <i>General Trend over 18 years</i>
<b><u>General DECREASING Trend (18 Years)</u></b> 1 Total County Region
<b><u>General INCREASING Trend (18 Years)</u></b> 10 Total County Regions
<b><u>General MIXED Trend (18 Years)</u></b> 0 Total County Regions

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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>4</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. NEA provides estimates based on regression analyses, which may vary slightly from actual state data contained in this report.

<b>Average Annual Salaries of Instructional Staff (Includes teachers, principals, and supervisors)</b>		
<b>State</b>	<b>2020-21</b>	<b>2021-22 (Estimated by NEA)</b>
Alabama	56,495	58,373
Arkansas	54,490	55,237
Florida	51,512	51,735
Georgia	63,521	64,204
Kentucky	56,912	57,457
Louisiana	55,160	52,936
Mississippi	49,282	49,880
North Carolina	53,458	53,644
South Carolina	60,608	61,438
<b>Tennessee</b>	<b>55,851</b>	<b>56,702</b>
Virginia	60,880	62,289
West Virginia	52,137	52,234
<b>Southeast</b>	<b>55,859</b>	<b>56,344</b>

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

Table 8: NEA Average Salary Summary

<sup>4</sup> NEA Research, *Rankings of the States 2021 and Estimates of School Statistics 2022*, 71.

## X. APPENDICES

Appendix A: Regional Disparity 2022, 2021 – Based on Weighted Average Salaries

Nashville	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Davidson County	\$61,060.97			Franklin SSD	\$56,127.43		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Franklin SSD	\$60,068.00	\$992.97	1.63%	Lebanon SSD	\$55,764.99	\$362.44	0.65%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Murfreesboro City	\$59,039.05	\$2,021.93	3.31%	Murfreesboro City	\$55,347.84	\$779.59	1.39%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Lebanon SSD	\$58,725.31	\$2,335.67	3.83%	Williamson County	\$53,352.54	\$2,774.88	4.94%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Rutherford County	\$56,690.24	\$4,370.74	7.16%	Davidson County	\$53,223.67	\$2,903.76	5.17%
Lebanon SSD	\$38,936.24	\$5,437.16	12.25%	Williamson County	\$53,541.20	\$7,519.78	12.32%	Rutherford County	\$52,734.57	\$3,392.86	6.04%
Sumner County	\$37,767.23	\$6,606.18	14.89%	Sumner County	\$51,095.47	\$9,965.51	16.32%	Wilson County	\$51,589.98	\$4,537.45	8.08%
Robertson County	\$36,410.19	\$7,963.21	17.95%	Robertson County	\$50,471.93	\$10,589.05	17.34%	Sumner County	\$49,660.50	\$6,466.93	11.52%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Cheatham County	\$48,943.28	\$12,117.69	19.85%	Robertson County	\$47,675.12	\$8,452.31	15.06%
Wilson County	\$36,227.50	\$8,145.91	18.36%	Wilson County	\$48,599.83	\$12,461.14	20.41%	Cheatham County	\$46,441.87	\$9,685.56	17.26%

Dyersburg	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Dyersburg City	\$40,261.04			Dyersburg City	\$52,858.41			Dyersburg City	\$50,041.37		
Alamo City	\$37,434.02	\$2,827.02	7.02%	Dyer County	\$51,577.18	\$1,281.23	2.42%	Dyer County	\$49,005.50	\$1,035.87	2.07%
Dyer County	\$37,409.86	\$2,851.18	7.08%	Union City	\$49,394.19	\$3,464.21	6.55%	Union City	\$47,445.25	\$2,596.12	5.19%
Bells City	\$37,388.85	\$2,872.19	7.13%	Obion County	\$48,780.71	\$4,077.69	7.71%	Bells City	\$46,811.70	\$3,229.68	6.45%
Union City	\$36,720.75	\$3,540.29	8.79%	Bells City	\$48,353.41	\$4,504.99	8.52%	Obion County	\$46,492.90	\$3,548.47	7.09%
Lauderdale County	\$35,991.05	\$4,269.99	10.61%	Humboldt City	\$48,302.31	\$4,556.10	8.62%	Lauderdale County	\$46,213.37	\$3,828.00	7.65%
Lake County	\$35,747.14	\$4,513.90	11.21%	Lauderdale County	\$47,872.70	\$4,985.71	9.43%	Humboldt City	\$46,033.07	\$4,008.30	8.01%
Obion County	\$35,650.10	\$4,610.94	11.45%	Alamo City	\$47,408.27	\$5,450.14	10.31%	Gibson SSD	\$45,898.96	\$4,142.41	8.28%
Gibson SSD	\$35,595.71	\$4,665.33	11.59%	Trenton SSD	\$47,309.94	\$5,548.47	10.50%	Trenton SSD	\$45,240.12	\$4,801.25	9.59%
Crockett County	\$35,380.86	\$4,880.18	12.12%	Milan SSD	\$47,140.99	\$5,717.42	10.82%	Milan SSD	\$44,859.44	\$5,181.93	10.36%
Milan SSD	\$35,252.58	\$5,008.45	12.44%	Crockett County	\$47,049.12	\$5,809.29	10.99%	Alamo City	\$44,659.56	\$5,381.82	10.75%
Trenton SSD	\$35,134.25	\$5,126.79	12.73%	Gibson County SSD	\$46,979.61	\$5,878.79	11.12%	Crockett County	\$44,384.02	\$5,657.35	11.31%
Humboldt City	\$35,055.89	\$5,205.15	12.93%	Bradford SSD	\$46,959.25	\$5,899.16	11.16%	Bradford SSD	\$44,219.01	\$5,822.37	11.64%
Bradford SSD	\$35,022.11	\$5,238.93	13.01%	Lake County	\$46,532.74	\$6,325.67	11.97%	Lake County	\$43,658.12	\$6,383.25	12.76%

Greeneville	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Johnson City	\$40,723.09			Johnson City	\$58,953.95			Johnson City	\$55,640.76		
Greeneville City	\$40,409.45	\$313.64	0.77%	Greeneville City	\$53,159.82	\$5,794.13	9.83%	Hamblen County	\$50,180.70	\$5,460.06	9.81%
Rogersville City	\$36,297.98	\$4,425.11	10.87%	Hamblen County	\$52,913.52	\$6,040.43	10.25%	Greeneville City	\$50,092.39	\$5,548.38	9.97%
Washington County	\$36,289.46	\$4,433.63	10.89%	Washington County	\$50,015.27	\$8,938.68	15.16%	Rogersville City	\$47,695.52	\$7,945.25	14.28%
Hamblen County	\$36,249.61	\$4,473.48	10.99%	Rogersville City	\$49,140.00	\$9,813.95	16.65%	Washington County	\$46,907.52	\$8,733.25	15.70%
Hawkins County	\$35,952.94	\$4,770.15	11.71%	Hawkins County	\$48,977.52	\$9,976.43	16.92%	Newport City	\$46,457.43	\$9,183.33	16.50%
Greene County	\$35,637.02	\$5,086.07	12.49%	Greene County	\$48,887.11	\$10,066.84	17.08%	Greene County	\$45,370.08	\$10,270.68	18.46%
Unicoi County	\$35,570.10	\$5,153.00	12.65%	Newport City	\$47,901.33	\$11,052.63	18.75%	Unicoi County	\$45,283.25	\$10,357.52	18.61%
Cocke County	\$35,201.50	\$5,521.59	13.56%	Cocke County	\$47,172.71	\$11,781.24	19.98%	Cocke County	\$44,064.38	\$11,576.38	20.81%
Newport City	\$35,041.05	\$5,682.05	13.95%	Unicoi County	\$46,141.45	\$12,812.51	21.73%	Hawkins County	\$43,844.83	\$11,795.93	21.20%

Chattanooga	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Athens City	\$41,173.16			Cleveland City	\$55,831.81			Hamilton County	\$52,645.89		
Hamilton County	\$40,396.67	\$776.49	1.89%	Hamilton County	\$55,762.59	\$69.21	0.12%	Cleveland City	\$52,292.79	\$353.10	0.67%
Cleveland City	\$38,672.13	\$2,501.03	6.07%	Bradley County	\$54,189.56	\$1,642.24	2.94%	Athens City	\$52,189.60	\$456.30	0.87%
Bradley County	\$37,807.51	\$3,365.65	8.17%	Athens City	\$53,806.95	\$2,024.85	3.63%	Bradley County	\$51,102.60	\$1,543.30	2.93%
McMinn County	\$37,573.16	\$3,600.00	8.74%	Etowah City	\$52,197.27	\$3,634.53	6.51%	Dayton City	\$49,449.14	\$3,196.75	6.07%
Richard City	\$37,131.71	\$4,041.45	9.82%	Dayton City	\$51,785.87	\$4,045.93	7.25%	Etowah City	\$48,906.71	\$3,739.18	7.10%
Sweetwater City	\$36,959.83	\$4,213.33	10.23%	Sweetwater City	\$50,911.32	\$4,920.48	8.81%	Polk County	\$48,638.85	\$4,007.05	7.61%
Monroe County	\$36,874.63	\$4,298.53	10.44%	Meigs County	\$50,639.27	\$5,192.53	9.30%	Sweetwater City	\$48,618.01	\$4,027.89	7.65%
Dayton City	\$36,678.30	\$4,494.86	10.92%	Polk County	\$49,901.91	\$5,929.89	10.62%	Meigs County	\$48,501.81	\$4,144.09	7.87%
Etowah City	\$36,530.00	\$4,643.16	11.28%	Bledsoe County	\$49,772.00	\$6,059.81	10.85%	Bledsoe County	\$47,289.73	\$5,356.17	10.17%
Sequatchie County	\$36,371.46	\$4,801.70	11.66%	Richard City	\$49,610.20	\$6,221.61	11.14%	McMinn County	\$47,266.88	\$5,379.01	10.22%
Rhea County	\$36,327.69	\$4,845.47	11.77%	McMinn County	\$48,914.47	\$6,917.34	12.39%	Marion County	\$45,841.41	\$6,804.48	12.93%
Meigs County	\$35,988.63	\$5,184.53	12.59%	Marion County	\$48,625.41	\$7,206.39	12.91%	Monroe County	\$45,573.31	\$7,072.58	13.43%
Marion County	\$35,209.68	\$5,963.48	14.48%	Monroe County	\$48,090.75	\$7,741.06	13.86%	Richard City	\$45,234.29	\$7,411.61	14.08%
Polk County	\$35,056.79	\$6,116.37	14.86%	Rhea County	\$44,891.89	\$10,939.92	19.59%	Sequatchie County	\$43,546.53	\$9,099.36	17.28%
Bledsoe County	\$34,970.90	\$6,202.26	15.06%	Sequatchie County	\$44,865.58	\$10,966.23	19.64%	Rhea County	\$42,705.35	\$9,940.54	18.88%

Knoxville	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Oak Ridge	\$46,068.01			Oak Ridge	\$61,350.21			Oak Ridge	\$58,585.09		
Maryville City	\$43,656.56	\$2,411.45	5.23%	Maryville City	\$60,395.79	\$954.42	1.56%	Maryville City	\$56,724.34	\$1,860.75	3.18%
Alcoa City	\$43,569.83	\$2,498.18	5.42%	Knox County	\$54,458.97	\$6,891.24	11.23%	Lenoir City	\$51,389.98	\$7,195.11	12.28%
Blount County	\$39,648.41	\$6,419.60	13.94%	Lenoir City	\$54,176.85	\$7,173.35	11.69%	Knox County	\$50,617.86	\$7,967.23	13.60%
Clinton City	\$39,175.49	\$6,892.52	14.96%	Alcoa City	\$53,493.73	\$7,856.48	12.81%	Alcoa City	\$50,098.90	\$8,486.19	14.49%
Knox County	\$38,596.06	\$7,471.95	16.22%	Clinton City	\$51,718.21	\$9,632.00	15.70%	Clinton City	\$48,800.78	\$9,784.31	16.70%
Lenoir City	\$37,667.49	\$8,400.52	18.24%	Roane County	\$51,707.21	\$9,643.00	15.72%	Loudon County	\$48,016.12	\$10,568.97	18.04%
Anderson County	\$37,412.85	\$8,655.15	18.79%	Blount County	\$51,325.34	\$10,024.87	16.34%	Roane County	\$47,693.00	\$10,892.09	18.59%
Roane County	\$37,306.73	\$8,761.28	19.02%	Sevier County	\$50,337.60	\$11,012.60	17.95%	Blount County	\$47,028.93	\$11,556.16	19.73%
Loudon County	\$37,206.34	\$8,861.66	19.24%	Loudon County	\$50,288.42	\$11,061.78	18.03%	Sevier County	\$46,583.78	\$12,001.31	20.49%
Sevier County	\$36,882.52	\$9,185.49	19.94%	Anderson County	\$49,835.34	\$11,514.86	18.77%	Anderson County	\$46,557.86	\$12,027.23	20.53%
Union County	\$35,971.25	\$10,096.76	21.92%	Union County	\$49,675.87	\$11,674.33	19.03%	Jefferson County	\$46,237.97	\$12,347.12	21.08%
Grainger County	\$35,728.15	\$10,339.86	22.44%	Grainger County	\$46,331.84	\$15,018.36	24.48%	Union County	\$45,112.94	\$13,472.15	23.00%
Jefferson County	\$35,288.18	\$10,779.82	23.40%	Jefferson County	\$46,234.64	\$15,115.56	24.64%	Grainger County	\$44,710.51	\$13,874.58	23.68%

Jackson	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Madison County	\$38,860.31			Madison County	\$50,752.38			Huntingdon SSD	\$48,839.86		
Alamo City	\$37,434.02	\$1,426.29	3.67%	Carroll County	\$50,742.27	\$10.11	0.02%	Madison County	\$48,141.52	\$698.34	1.43%
Bells City	\$37,388.85	\$1,471.46	3.79%	Huntingdon SSD	\$50,387.99	\$364.39	0.72%	Carroll County	\$47,710.69	\$1,129.17	2.31%
Hardeman County	\$36,692.35	\$2,167.96	5.58%	Henderson County	\$49,529.67	\$1,222.71	2.41%	McKenzie SSD	\$47,608.17	\$1,231.69	2.52%
Henderson County	\$35,884.23	\$2,976.08	7.66%	McKenzie SSD	\$48,812.84	\$1,939.53	3.82%	Henderson County	\$46,846.36	\$1,993.51	4.08%
Haywood County	\$35,839.81	\$3,020.49	7.77%	South Carroll SSD	\$48,628.48	\$2,123.90	4.18%	Bells City	\$46,811.70	\$2,028.17	4.15%
Lexington City	\$35,824.55	\$3,035.76	7.81%	Hardeman County	\$48,504.87	\$2,247.51	4.43%	South Carroll SSD	\$46,516.10	\$2,323.76	4.76%
Gibson SSD	\$35,595.71	\$3,264.60	8.40%	Bells City	\$48,353.41	\$2,398.97	4.73%	Chester County	\$46,278.38	\$2,561.48	5.24%
Hollow Rock Bruceton SSD	\$35,497.77	\$3,362.54	8.65%	Humboldt City	\$48,302.31	\$2,450.07	4.83%	Humboldt City	\$46,033.07	\$2,806.79	5.75%
West Carroll SSD	\$35,404.08	\$3,456.23	8.89%	Chester County	\$48,052.79	\$2,699.59	5.32%	Gibson SSD	\$45,898.96	\$2,940.90	6.02%
Crockett County	\$35,380.86	\$3,479.45	8.95%	West Carroll SSD	\$47,950.98	\$2,801.40	5.52%	Trenton SSD	\$45,240.12	\$3,599.74	7.37%
McNairy County	\$35,378.09	\$3,482.22	8.96%	McNairy County	\$47,461.21	\$3,291.17	6.48%	Hardeman County	\$45,217.30	\$3,622.57	7.42%
Chester County	\$35,331.36	\$3,528.95	9.08%	Alamo City	\$47,408.27	\$3,344.11	6.59%	Lexington City	\$45,113.34	\$3,726.52	7.63%
Huntingdon SSD	\$35,296.15	\$3,564.16	9.17%	Trenton SSD	\$47,309.94	\$3,442.44	6.78%	West Carroll SSD	\$45,002.30	\$3,837.57	7.86%
South Carroll SSD	\$35,289.42	\$3,570.88	9.19%	Milan SSD	\$47,140.99	\$3,611.39	7.12%	Hollow Rock Bruceton SSD	\$44,936.58	\$3,903.28	7.99%
McKenzie SSD	\$35,286.08	\$3,574.23	9.20%	Crockett County	\$47,049.12	\$3,703.26	7.30%	Milan SSD	\$44,859.44	\$3,980.42	8.15%
Milan SSD	\$35,252.58	\$3,607.72	9.28%	Gibson County SSD	\$46,979.61	\$3,772.76	7.43%	Alamo City	\$44,659.56	\$4,180.31	8.56%
Carroll County	\$35,246.45	\$3,613.85	9.30%	Bradford SSD	\$46,959.25	\$3,793.13	7.47%	Crockett County	\$44,384.02	\$4,455.84	9.12%
Trenton SSD	\$35,134.25	\$3,726.06	9.59%	Lexington City	\$46,912.77	\$3,839.61	7.57%	Bradford SSD	\$44,219.01	\$4,620.85	9.46%
Humboldt City	\$35,055.89	\$3,804.42	9.79%	Hollow Rock Bruceton SSD	\$46,681.35	\$4,071.03	8.02%	McNairy County	\$43,914.19	\$4,925.67	10.09%
Bradford SSD	\$35,022.11	\$3,838.20	9.88%	Haywood County	\$46,669.77	\$4,082.61	8.04%	Haywood County	\$42,443.84	\$6,396.02	13.10%

Clarksville	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Montgomery County	\$39,563.21			Montgomery County	\$55,372.00			Montgomery County	\$52,590.31		
Dickson County	\$36,424.10	\$3,139.11	7.93%	Houston County	\$50,736.53	\$4,635.46	8.37%	Robertson County	\$47,675.12	\$4,915.19	9.35%
Robertson County	\$36,410.19	\$3,153.02	7.97%	Robertson County	\$50,471.93	\$4,900.07	8.85%	Houston County	\$47,668.56	\$4,921.75	9.36%
Cheatham County	\$36,265.84	\$3,297.37	8.33%	Stewart County	\$49,855.83	\$5,516.16	9.96%	Stewart County	\$46,860.05	\$5,730.26	10.90%
Stewart County	\$35,629.43	\$3,933.78	9.94%	Cheatham County	\$48,943.28	\$6,428.72	11.61%	Cheatham County	\$46,441.87	\$6,148.44	11.69%
Houston County	\$35,625.45	\$3,937.76	9.95%	Dickson County	\$48,834.01	\$6,537.99	11.81%	Dickson County	\$46,100.83	\$6,489.48	12.34%

Memphis	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Shelby County	\$47,234.57			Arlington	\$60,358.87			Arlington City	\$58,428.46		
Memphis City	\$47,234.53	\$0.04	0.00%	Bartlett	\$59,480.55	\$878.32	1.46%	Bartlett City	\$57,604.65	\$823.81	1.41%
Tipton County	\$36,690.08	\$10,544.49	22.32%	Germantown	\$59,177.02	\$1,181.86	1.96%	Germantown City	\$57,156.09	\$1,272.37	2.18%
Fayette County	\$36,408.89	\$10,825.68	22.92%	Collierville	\$59,175.42	\$1,183.45	1.96%	Collierville City	\$57,072.97	\$1,355.49	2.32%
Lauderdale County	\$35,991.05	\$11,243.52	23.80%	Lakeland	\$58,793.99	\$1,564.89	2.59%	Lakeland City	\$56,408.35	\$2,020.11	3.46%
Haywood County	\$35,839.81	\$11,394.76	24.12%	Shelby County	\$57,661.06	\$2,697.81	4.47%	Shelby County	\$55,972.16	\$2,456.29	4.20%
				Millington	\$57,368.65	\$2,990.22	4.95%	Millington City	\$51,812.67	\$6,615.78	11.32%
				Tipton County	\$52,660.65	\$7,698.22	12.75%	Tipton County	\$49,882.15	\$8,546.31	14.63%
				Fayette County	\$48,245.58	\$12,113.30	20.07%	Fayette County	\$46,326.09	\$12,102.37	20.71%
				Lauderdale County	\$47,872.70	\$12,486.17	20.69%	Lauderdale County	\$46,213.37	\$12,215.09	20.91%
				Haywood County	\$46,669.77	\$13,689.10	22.68%	Haywood County	\$42,443.84	\$15,984.62	27.36%



Cookeville	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Putnam County	\$36,745.26			DeKalb County	\$52,932.23			White County	\$48,640.98		
DeKalb County	\$36,231.48	\$513.78	1.40%	White County	\$50,640.47	\$2,291.76	4.33%	DeKalb County	\$46,867.49	\$1,773.49	3.65%
Overton County	\$35,731.99	\$1,013.27	2.76%	Putnam County	\$47,255.92	\$5,676.31	10.72%	Putnam County	\$46,328.82	\$2,312.16	4.75%
Smith County	\$35,710.15	\$1,035.11	2.82%	Cumberland County	\$47,253.19	\$5,679.04	10.73%	Jackson County	\$45,140.77	\$3,500.21	7.20%
Jackson County	\$35,498.82	\$1,246.44	3.39%	Overton County	\$46,684.66	\$6,247.57	11.80%	Fentress County	\$44,294.27	\$4,346.71	8.94%
White County	\$35,473.35	\$1,271.91	3.46%	Fentress County	\$46,200.14	\$6,732.09	12.72%	Cumberland County	\$44,121.44	\$4,519.54	9.29%
Fentress County	\$35,253.73	\$1,491.53	4.06%	Jackson County	\$45,845.24	\$7,086.99	13.39%	Smith County	\$43,105.96	\$5,535.02	11.38%
Cumberland County	\$35,199.93	\$1,545.33	4.21%	Smith County	\$45,672.00	\$7,260.23	13.72%	Overton County	\$41,999.67	\$6,641.31	13.65%

Tri-Cities	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Kingsport City	\$43,633.38			Johnson City	\$58,953.95			Kingsport City	\$55,856.92		
Bristol City	\$41,614.28	\$2,019.10	4.63%	Kingsport City	\$57,816.18	\$1,137.78	1.93%	Johnson City	\$55,640.76	\$216.16	0.39%
Johnson City	\$40,723.09	\$2,910.28	6.67%	Bristol City	\$55,526.36	\$3,427.60	5.81%	Bristol City	\$52,998.93	\$2,857.99	5.12%
Elizabethton City	\$37,269.96	\$6,363.41	14.58%	Sullivan County	\$53,692.42	\$5,261.54	8.92%	Greeneville City	\$50,092.39	\$5,764.53	10.32%
Rogersville City	\$36,297.98	\$7,335.39	16.81%	Greeneville City	\$53,159.82	\$5,794.13	9.83%	Rogersville City	\$47,695.52	\$8,161.40	14.61%
Washington County	\$36,289.46	\$7,343.92	16.83%	Elizabethton City	\$51,059.23	\$7,894.72	13.39%	Elizabethton City	\$47,508.84	\$8,348.08	14.95%
Hawkins County	\$35,952.94	\$7,680.43	17.60%	Washington County	\$50,015.27	\$8,938.68	15.16%	Washington County	\$46,907.52	\$8,949.41	16.02%
Sullivan County	\$35,801.30	\$7,832.08	17.95%	Rogersville City	\$49,140.00	\$9,813.95	16.65%	Sullivan County	\$45,935.83	\$9,921.09	17.76%
Johnson County	\$35,679.78	\$7,953.60	18.23%	Hawkins County	\$48,977.52	\$9,976.43	16.92%	Greene County	\$45,370.08	\$10,486.84	18.77%
Greene County	\$35,637.02	\$7,996.36	18.33%	Greene County	\$48,887.11	\$10,066.84	17.08%	Unicoi County	\$45,283.25	\$10,573.67	18.93%
Unicoi County	\$35,570.10	\$8,063.28	18.48%	Unicoi County	\$46,141.45	\$12,812.51	21.73%	Hawkins County	\$43,844.83	\$12,012.09	21.51%
Carter County	\$35,492.46	\$8,140.92	18.66%	Carter County	\$45,801.57	\$13,152.38	22.31%	Carter County	\$43,801.05	\$12,055.87	21.58%
				Johnson County	\$44,247.60	\$14,706.36	24.95%	Johnson County	\$42,838.82	\$13,018.10	23.31%

Franklin	FY 04				FY 22				FY 21		
	FY 04	\$ Disparity	% Disparity		FY 22	\$ Disparity	% Disparity		FY 21	\$ Disparity	% Disparity
Davidson County	\$44,373.40			Davidson County	\$61,060.97			Franklin SSD	\$56,127.43		
Franklin SSD	\$42,839.34	\$1,534.07	3.46%	Franklin SSD	\$60,068.00	\$992.97	1.63%	Murfreesboro City	\$55,347.84	\$779.59	1.39%
Williamson County	\$41,922.59	\$2,450.81	5.52%	Murfreesboro City	\$59,039.05	\$2,021.93	3.31%	Williamson County	\$53,352.54	\$2,774.88	4.94%
Murfreesboro City	\$41,875.11	\$2,498.29	5.63%	Rutherford County	\$56,690.24	\$4,370.74	7.16%	Davidson County	\$53,223.67	\$2,903.76	5.17%
Rutherford County	\$39,782.28	\$4,591.12	10.35%	Williamson County	\$53,541.20	\$7,519.78	12.32%	Rutherford County	\$52,734.57	\$3,392.86	6.04%
Maury County	\$39,130.05	\$5,243.36	11.82%	Marshall County	\$50,424.62	\$10,636.36	17.42%	Marshall County	\$48,521.69	\$7,605.73	13.55%
Marshall County	\$37,335.50	\$7,037.90	15.86%	Maury County	\$50,179.57	\$10,881.40	17.82%	Maury County	\$47,489.50	\$8,637.93	15.39%
Hickman County	\$36,690.49	\$7,682.91	17.31%	Cheatham County	\$48,943.28	\$12,117.69	19.85%	Cheatham County	\$46,441.87	\$9,685.56	17.26%
Dickson County	\$36,424.10	\$7,949.30	17.91%	Dickson County	\$48,834.01	\$12,226.97	20.02%	Dickson County	\$46,100.83	\$10,026.60	17.86%
Cheatham County	\$36,265.84	\$8,107.56	18.27%	Hickman County	\$47,960.61	\$13,100.36	21.45%	Hickman County	\$45,877.86	\$10,249.56	18.26%

## Appendix B: Disparity Changes by Regional Rank

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

FY22 REPORT	
Nashville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	(541.09)
3	(428.89)
4	(162.63)
5	(220.39)
6	2082.62
7	3359.33
8	2625.84
9	4010.13
10	4315.23
General Trend	Increase

FY21 REPORT		
Nashville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	(1171.63)	630.54
3	(1671.23)	1242.34
4	276.59	(439.22)
5	(1687.36)	1466.98
6	(2044.30)	4126.92
7	(2068.73)	5428.06
8	(1496.28)	4122.12
9	344.75	3665.39
10	1539.65	2775.58
General Trend	Decrease	Increase

FY22 REPORT	
Dyersburg	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	(1545.79)
3	613.03
4	1205.51
5	964.70
6	286.11
7	471.81
8	839.20
9	883.14
10	837.24
11	800.83
12	752.01
13	694.01
General Trend	Increase

FY21 REPORT		
Dyersburg		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	(1791.14)	245.36
3	(255.06)	868.09
4	357.49	848.02
5	8.18	956.53
6	(441.98)	728.09
7	(505.60)	977.41
8	(468.53)	1307.73
9	135.92	747.22
10	301.75	535.49
11	373.36	427.47
12	530.56	221.44
13	617.22	76.80
General Trend	Increase	Increase

FY22 REPORT	
Greeneville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	5480.49
3	1615.32
4	4505.05
5	5340.47
6	5206.28
7	4980.77
8	5899.63
9	6259.65
10	7130.46
General Trend	Increase

FY21 REPORT		
Greeneville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	5146.42	334.07
3	1123.27	492.06
4	3511.61	993.44
5	4259.77	1,080.71
6	4413.18	793.10
7	5184.61	(203.84)
8	5204.52	695.11
9	6054.79	204.86
10	6113.89	1,016.58
General Trend	Increase	Increase

FY22 REPORT	
Chattanooga	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	(707.28)
3	(858.79)
4	(1340.80)
5	34.53
6	4.48
7	707.15
8	894.00
9	1435.04
10	1416.65
11	1419.91
12	2071.87
13	2021.86
14	1777.58
15	4823.55
16	4763.96
General Trend	Increase

FY21 REPORT		
Chattanooga		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	(423.38)	(283.89)
3	(2,044.73)	1,185.95
4	(1,822.35)	481.56
5	(403.25)	437.78
6	(302.27)	306.75
7	(206.28)	913.44
8	(270.64)	1,164.64
9	(350.77)	1,785.81
10	713.01	703.64
11	577.31	842.60
12	1,959.02	112.85
13	1,888.05	133.81
14	1,448.13	329.45
15	2,982.99	1,840.55
16	3,738.28	1,025.69
General Trend	Decrease	Increase

FY22 REPORT	
Knoxville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	(1457.04)
3	4393.06
4	753.75
5	963.96
6	2160.05
7	1242.47
8	1369.72
9	2251.32
10	2200.12
11	2329.37
12	1577.57
13	4678.51
14	4335.74
General Trend	Increase

FY21 REPORT		
Knoxville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	(550.70)	(906.34)
3	4,696.93	(303.87)
4	1,547.63	(793.88)
5	1,593.67	(629.71)
6	2,312.36	(152.31)
7	2,168.44	(925.97)
8	2,236.94	(867.22)
9	2,794.88	(543.56)
10	3,139.65	(939.53)
11	2,841.74	(512.37)
12	2,250.36	(672.79)
13	3,132.29	1,546.21
14	3,094.76	1,240.98
General Trend	Increase	Decrease

FY22 REPORT	
Jackson	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	(1416.18)
3	(1107.07)
4	(945.26)
5	(1036.54)
6	(896.59)
7	(788.25)
8	(865.63)
9	(912.47)
10	(756.64)
11	(678.05)
12	(191.05)
13	(184.84)
14	(121.72)
15	40.51
16	129.03
17	165.04
18	179.28
19	113.56
20	266.61
21	244.41
General Trend	Decrease

FY21 REPORT		
Jackson		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	(727.95)	(688.23)
3	(342.28)	(764.78)
4	(936.27)	(8.99)
5	(982.57)	(53.97)
6	(992.33)	95.74
7	(712.01)	(76.24)
8	(703.12)	(162.52)
9	(555.75)	(356.72)
10	(515.33)	(241.31)
11	120.29	(798.34)
12	140.35	(331.40)
13	197.57	(382.41)
14	273.41	(395.13)
15	332.40	(291.89)
16	406.19	(277.16)
17	572.58	(407.54)
18	841.98	(662.71)
19	894.80	(781.24)
20	1,121.25	(854.64)
21	2,557.82	(2,313.41)
General Trend	Increase	Decrease

FY22 REPORT	
Clarksville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	1496.36
3	1747.05
4	2218.80
5	2494.94
6	2600.24
General Trend	Increase

FY21 REPORT		
Clarksville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	1776.08	(279.72)
3	1768.73	(21.68)
4	2432.89	(214.10)
5	2214.66	280.28
6	2551.72	48.51
General Trend	Increase	Decrease

FY22 REPORT	
Memphis	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	878.28
3	(9362.63)
4	(9642.23)
5	(9678.63)
6	(8696.95)
7	2990.22
8	7698.22
9	12113.30
10	12486.17
11	13689.10
General Trend	Increase

FY21 REPORT		
Memphis		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	823.76	54.51
3	(9272.12)	(90.51)
4	(9470.20)	(172.03)
5	(9223.42)	(455.22)
6	(8938.46)	241.52
7	6615.78	(3625.56)
8	8546.31	(848.09)
9	12102.37	10.93
10	12215.09	271.09
11	15984.62	(2295.51)
General Trend	Increase	Decrease



FY22 REPORT	
Cookeville	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	1777.98
3	4663.04
4	4643.93
5	5001.12
6	5460.17
7	5595.46
8	5714.90
General Trend	Increase

FY21 REPORT		
Cookeville		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	1259.71	518.27
3	1298.89	3364.15
4	2465.10	2178.83
5	3100.27	1900.86
6	3247.63	2212.55
7	4043.49	1551.97
8	5095.98	618.92
General Trend	Increase	Increase

FY22 REPORT	
Tri-Cities	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	(881.32)
3	517.31
4	(1101.88)
5	(1541.26)
6	550.81
7	1258.25
8	1981.87
9	2022.83
10	2070.49
11	4749.23
12	5011.47
General Trend	Increase

FY21 REPORT		
Tri-Cities		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	(1802.94)	921.62
3	(52.29)	569.61
4	(598.88)	(502.99)
5	826.01	(2367.27)
6	1004.16	(453.36)
7	1268.97	(10.72)
8	2089.01	(107.14)
9	2533.24	(510.41)
10	2577.32	(506.83)
11	3948.81	800.42
12	3914.95	1096.51
General Trend	Increase	Decrease

FY22 REPORT	
Franklin	
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY22 to FY04)
1	
2	(541.09)
3	(428.89)
4	1872.44
5	2928.65
6	5393.00
7	3843.50
8	4434.78
9	4277.67
10	4992.80
General Trend	Increase

FY21 REPORT		
Franklin		
Regional Rank	Change in \$ Disparity, Compared to the Maximum (FY21 to FY04)	Change in \$ Disparity, Compared to Last Year (FY22 to FY21)
1		
2	(754.48)	213.39
3	324.07	(752.96)
4	405.47	1466.98
5	(1198.27)	4126.92
6	2362.38	3030.62
7	1600.03	2243.47
8	2002.65	2432.14
9	2077.30	2200.37
10	2142.00	2850.80
General Trend	Increase	Increase

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

System Number	School System	FY22 Weighted Average Salary
10	Anderson County	\$49,835.34
11	Clinton City	\$51,718.21
12	Oak Ridge	\$61,350.21
20	Bedford County	\$51,122.11
30	Benton County	\$47,473.03
40	Bledsoe County	\$49,772.00
50	Blount County	\$51,325.34
51	Alcoa City	\$53,493.73
52	Maryville City	\$60,395.79
60	Bradley County	\$54,189.56
61	Cleveland City	\$55,831.81
70	Campbell County	\$50,113.36
80	Cannon County	\$41,268.78
90	Carroll County	\$50,742.27
92	Hollow Rock-Bruceton SSD	\$46,681.35
93	Huntingdon SSD	\$50,387.99
94	McKenzie SSD	\$48,812.84
95	South Carroll SSD	\$48,628.48
97	West Carroll SSD	\$47,950.98
100	Carter County	\$45,801.57
101	Elizabethton City	\$51,059.23
110	Cheatham County	\$48,943.28
120	Chester County	\$48,052.79
130	Claiborne County	\$46,851.50
140	Clay County	\$46,999.82
150	Cocke County	\$47,172.71
151	Newport City	\$47,901.33
160	Coffee County	\$50,112.59
161	Manchester City	\$51,962.39
162	Tullahoma City	\$52,255.96
170	Crockett County	\$47,049.12
171	Alamo City	\$47,408.27
172	Bells City	\$48,353.41
180	Cumberland County	\$47,253.19
190	Davidson County	\$61,060.97
200	Decatur County	\$48,166.95
210	DeKalb County	\$52,932.23
220	Dickson County	\$48,834.01
230	Dyer County	\$51,577.18
231	Dyersburg City	\$52,858.41
240	Fayette County	\$48,245.58
250	Fentress County	\$46,200.14
260	Franklin County	\$48,326.08
271	Humboldt City	\$48,302.31
272	Milan SSD	\$47,140.99
273	Trenton SSD	\$47,309.94
274	Bradford SSD	\$46,959.25
275	Gibson SSD	\$46,979.61

System Number	School System	FY22 Weighted Average Salary
280	Giles County	\$46,043.20
290	Grainger County	\$46,331.84
300	Greene County	\$48,887.11
301	Greeneville City	\$53,159.82
310	Grundy County	\$44,431.48
320	Hamblen County	\$52,913.52
330	Hamilton County	\$55,762.59
340	Hancock County	\$45,697.68
350	Hardeman County	\$48,504.87
360	Hardin County	\$45,982.03
370	Hawkins County	\$48,977.52
371	Rogersville City	\$49,140.00
380	Haywood County	\$46,669.77
390	Henderson County	\$49,529.67
391	Lexington City	\$46,912.77
400	Henry County	\$51,885.00
401	Paris SSD	\$53,179.32
410	Hickman County	\$47,960.61
420	Houston County	\$50,736.53
430	Humphreys County	\$47,361.63
440	Jackson County	\$45,845.24
450	Jefferson County	\$46,234.64
460	Johnson County	\$44,247.60
470	Knox County	\$54,458.97
480	Lake County	\$46,532.74
490	Lauderdale County	\$47,872.70
500	Lawrence County	\$48,190.55
510	Lewis County	\$48,406.94
520	Lincoln County	\$44,934.53
521	Fayetteville City	\$53,055.20
530	Loudon County	\$50,288.42
531	Lenoir City	\$54,176.85
540	McMinn County	\$48,914.47
541	Athens City	\$53,806.95
542	Etowah City	\$52,197.27
550	McNairy County	\$47,461.21
560	Macon County	\$47,491.37
570	Madison County	\$50,752.38
580	Marion County	\$48,625.41
581	Richard City	\$49,610.20
590	Marshall County	\$50,424.62
600	Maury County	\$50,179.57
610	Meigs County	\$50,639.27
620	Monroe County	\$48,090.75
621	Sweetwater City	\$50,911.32
630	Montgomery County	\$55,372.00
640	Moore County	\$49,287.25
650	Morgan County	\$45,751.73
660	Obion County	\$48,780.71
661	Union City	\$49,394.19
670	Overton County	\$46,684.66

<b>System Number</b>	<b>School System</b>	<b>FY22 Weighted Average Salary</b>
680	Perry County	\$48,899.53
690	Pickett County	\$45,941.14
700	Polk County	\$49,901.91
710	Putnam County	\$47,255.92
720	Rhea County	\$44,891.89
721	Dayton City	\$51,785.87
730	Roane County	\$51,707.21
740	Robertson County	\$50,471.93
750	Rutherford County	\$56,690.24
751	Murfreesboro City	\$59,039.05
760	Scott County	\$46,483.67
761	Oneida SSD	\$47,616.01
770	Sequatchie County	\$44,865.58
780	Sevier County	\$50,337.60
792	Shelby County	\$57,661.06
793	Arlington City	\$60,358.87
794	Bartlett City	\$59,480.55
795	Collierville City	\$59,175.42
796	Germantown City	\$59,177.02
797	Lakeland City	\$58,793.99
798	Millington City	\$57,368.65
800	Smith County	\$45,672.00
810	Stewart County	\$49,855.83
820	Sullivan County	\$53,692.42
821	Bristol City	\$55,526.36
822	Kingsport City	\$57,816.18
830	Sumner County	\$51,095.47
840	Tipton County	\$52,660.65
850	Trousdale County	\$45,108.23
860	Unicoi County	\$46,141.45
870	Union County	\$49,675.87
880	Van Buren County	\$46,984.53
890	Warren County	\$47,544.39
900	Washington County	\$50,015.27
901	Johnson City	\$58,953.95
910	Wayne County	\$45,385.19
920	Weakley County	\$48,308.84
930	White County	\$50,640.47
940	Williamson County	\$53,541.20
941	Franklin SSD	\$60,068.00
950	Wilson County	\$48,599.83
951	Lebanon SSD	\$58,725.31
<b>STATEWIDE AVERAGE</b>		<b>\$50,253.65</b>

Appendix D: The Tennessee Investment in Student Achievement (TISA)

The slides below were presented to the BEP Review Committee on June 22, 2022.

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



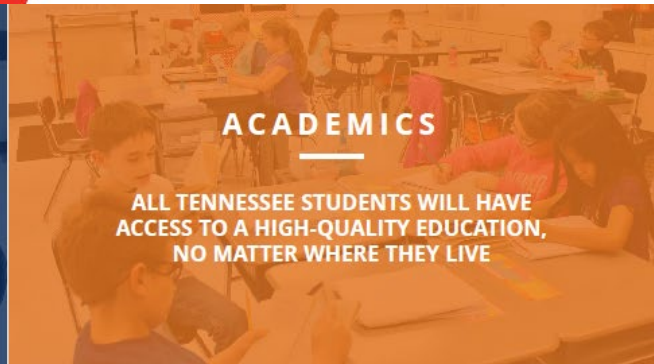
# The Tennessee Investment in Student Achievement (TISA)



**Funding for**  
**STUDENT SUCCESS**  
Tennessee Investment in Student Achievement

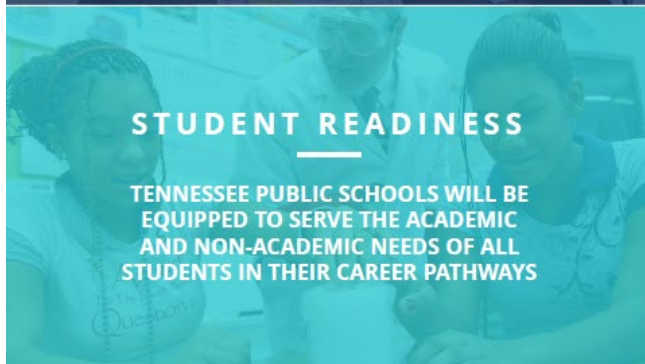


**BEST FOR ALL**  
We will set all students on a path to success.



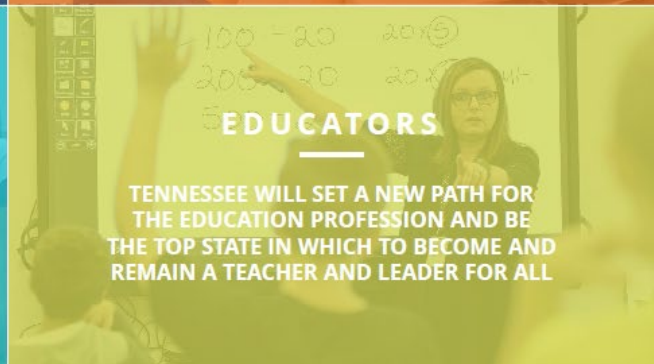
## ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE



## STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS



## EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

# 49-3-103: Tennessee Investment in Student Achievement is designed to...



Empower each student to read proficiently by third grade.



Prepare each high school graduate to succeed in the postsecondary program or career of the graduate's choice.



Provide each student with the resources needed to succeed, regardless of the student's individual circumstances.



## 49-3-103: TISA Guide

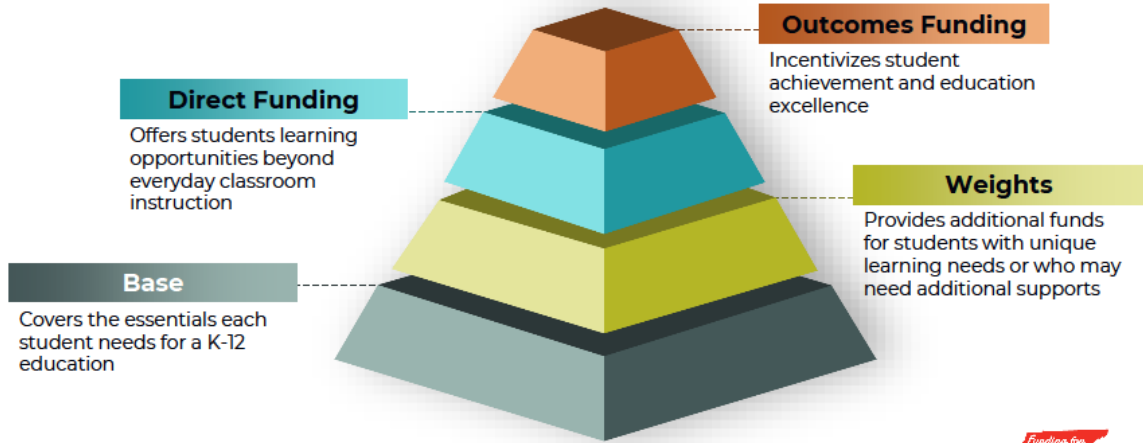
By July 1 each year, the department shall create and publish a **TISA guide** outlining the department's procedures for administering the TISA. At a minimum, the TISA guide must:

- (1) Identify the **data that the department must receive** from each LEA for purposes of administering the TISA;
- (2) Explain **how and when the data identified** must be submitted;
- (3) Explain **how an LEA may dispute** an alleged error in an allocation;
- (4) State that the comptroller shall not approve a local government budget that fails to include the local contribution; and
- (5) Identify each LEA that qualifies as a **sparse district or a small district.**



# 49-3-105: Base, Weighted, Direct

## Base + Weights + Direct + Outcomes



TISA - FY24 Projections			
Element	Amount	Students/Services	Funding
Base	\$ 6,860.00	# of eligible students	
WEIGHTS			
	Weight	Students/Services	Funding
Economically Disadvantaged	75%	# of eligible students	\$6860 x 75% x # of eligible students
Concentrated Poverty	5%	# of eligible students	\$6860 x 5% x # of eligible students
Small	5%	# of eligible students	\$6860 x 5% x # of eligible students
Sparse	5%	# of eligible students	\$6860 x 5% x # of eligible students
ULN 1	15%	# of eligible students	\$6860 x 15% x # of eligible students
ULN 2	20%	# of eligible students	\$6860 x 20% x # of eligible students
ULN 3	40%	# of eligible students	\$6860 x 40% x # of eligible students
ULN 4	60%	# of eligible students	\$6860 x 60% x # of eligible students
ULN 5	70%	# of eligible students	\$6860 x 70% x # of eligible students
ULN 6	75%	# of eligible students	\$6860 x 75% x # of eligible students
ULN 7	80%	# of eligible students	\$6860 x 80% x # of eligible students
ULN 8	100%	# of eligible students	\$6860 x 100% x # of eligible students
ULN 9	125%	# of eligible students	\$6860 x 125% x # of eligible students
ULN 10	150%	# of eligible students	\$6860 x 150% x # of eligible students
DIRECT			
K-3 Literacy	\$ 500.00	# of eligible students	\$ 500 x # of eligible students
4th Grade Tutoring	\$ 500.00	# of eligible students	\$ 500 x # of eligible students
CTE	\$ 5,000.00	# of eligible students	\$ 3,500-\$6,000 x # of eligible students
ACT	\$ 185.34	# of eligible students	\$ 185.34 x # of eligible students
Charter Facility	Existing Recurring	# of eligible students	\$22M / # of eligible students
OTHER FUNDING			
Outcomes	Varies		
Fast-Growing	Varies		
Cost Differential Factor	Varies		
Salary Equity	Varies		
<b>TOTAL</b>			

70/30 Split Each State/Local

### 49-3-105: Base, Weighted, Direct

All State





## 49-3-105: Base, Weighted, Direct

- **Rules:** Unique Learning Needs (SPED, EL, characteristics of dyslexia)
- **Rules:** CTE program (by year and value)
- **Salary Increases:**
  - A portion of any annual increase in the base funding amount may be restricted for the sole purpose of providing salary increases to existing educators
  - The state board shall increase the minimum salary based on the amount of funds restricted for salary increases



## 49-3-106: Student Outcome Incentives

- Subject to appropriations and rulemaking for what the outcomes measures will be (using prior year data)
- Commissioner must convene an advisory group:
  - 3 directors of schools (urban, suburban, rural)
  - 1 teacher
  - Chair - Education committee of the senate
  - Chair - Education administration committee of the house of representatives
  - Chair - Education instruction committee of the house of representatives
  - Chair of the state board of education
  - 1 parent of a student enrolled in a Tennessee public school
  - 1 resident of this state
  - 1 private business leader in this state
  - 1 member of a local school board.



## 49-3-107: Fast-Growing Stipends

- **Fast-Growing Student Stipend**

LEAs with current-year growth above 1.25% from the prior year will receive same-year funding for the additional students.

- **Fast-Growing Infrastructure Stipend**

LEAs with 2% growth each year for three consecutive years may also receive an infrastructure stipend with remaining funds.



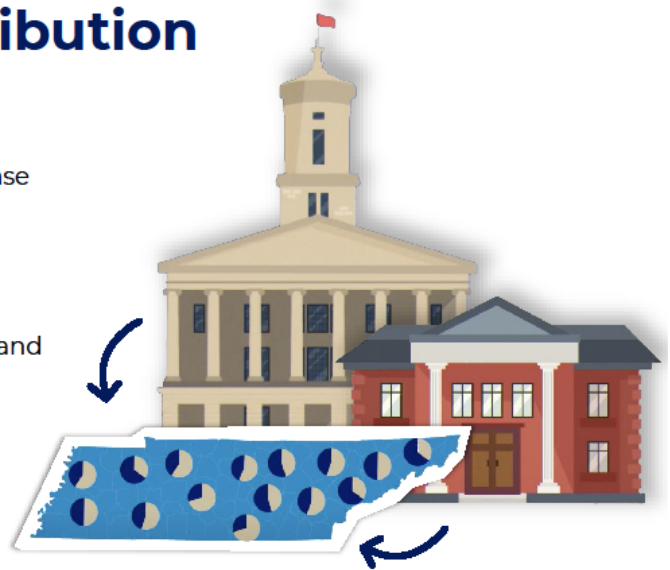
## 49-3-108: Distribution of funds

- Distribute periodically throughout the year (plan: same 10 periods).
- **LIMITED:** Districts who are not receiving more under TISA, will receive 100% of FY23 amount in Y1 of TISA, and then reduce by 25% each year (only as needed).
- LEAs may only experience a 5% decrease from the prior year, or the state will make up the difference of anything above that amount.
- Distressed or at-risk counties do not need to increase their MOE as a result of fiscal capacity. The state will cover that difference.
- Exception for Sevier County specifically because of prior legislative restrictions and an existing bond.
- Establishes a cost differential factor (CDF).



## 49-3-109 Local Contribution & Fiscal Capacity

- State and local share is split 70/30 for the base and weights only.
- The state will cover 100% of direct funding, outcomes and fast-growing.
- Fiscal capacity will be established by CBER and TACIR.
- Annually evaluated by the Comptroller and approved by the State Board of Education.



## 49-3-110: Professional Development

- **A no-cost professional development series on TISA will include training on:**
  - The TISA and TISA Guide
  - How to budget to increase achievement
  - How to connect achievement with investments
  - How to hold decision-makers accountable
- **Professional development for:**
  - Directors, state and local school board or governing board members, ED of SBE and Charter Commission, and state and local employees responsible for LEA and school budgets.
- **Optional professional development** will be provided at no cost for school employees related to maximizing investment to increase achievement



## 49-3-111: Improving Reporting

In addition to a committee, every LEA will have the opportunity to provide feedback and recommendations.

The department will produce a report each year, to include:

- An academic analysis
- Accountability report cards
- Executive summary of the feedback Reviews of experts (incl. Comptroller)

Detailed reporting on funding and spending will be publicly posted at the school and district levels, per federal requirements, and be included on the annual report cards.

Comptroller to complete in-depth study by December 31, 2024.



## 49-3-112: Transparency and Accountability

- **LEAs and School Boards**
  - Establish student achievement goals and explain how the goals can be met
  - Describe how the LEA's budget and expenditures enable the LEA to make progress (incl. return on investment of the prior year)
  - Must be presented for public comment
- **Districts and Public Charter Schools**
  - An LEA or public charter school with a D or F school may be asked to present to the State Board (or SBE committee) to discuss funding and outcomes
  - The results of that hearing may lead to the SBE asking the TDOE to: (1) take no action, (2) require a corrective action plan, or (3) require the TDOE to audit and investigate academic programming and spending.



## 49-3-112 and 49-3-114: Literacy and Progress Review Board (PRB)

- Establishes goals for student achievement, including the goal of seventy percent (70%) of the LEA's students in 3<sup>rd</sup> grade taking the ELA portion of the TCAP achieving a performance level rating of "on track" or "mastered"
- Board membership: commissioner, SBE chair, 2 members each appointed by speakers of of the senate and house (2-year terms)
- 70% is the goal and each LEA must close the gap to 70% by 15% over each 3-year period.
- Reviewed annually
- At the end of 3 years, the PRB may recommend the commissioner to require training



## 49-3-112: Accountability Requirements

- Beginning in the 2024-25 school year, an LEA, or a public charter school and its authorizer, may be required to appear for a hearing before the state board, or a committee of the state board appointed by the board chair, if the LEA or public charter school operates a school that receives a "D" or "F" letter grade pursuant to § 49-1-228.
- At the conclusion of the hearing the SBE may recommend the department impose one (1) of the following corrective actions:
  - Require the LEA or public charter school implement and submit a corrective action plan to the department for approval. Corrective action plans may include recommendations from the SBE or department. The department shall report on the LEA or public charter school's implementation of the corrective action plan to the state board.
  - Require the department to audit and investigate the LEA or public charter school's academic programming and spending. The department shall report the outcomes of the audit and investigation to the SBE.



## 49-3-113: TISA Review Committee

- Beginning in 2026, SBE shall establish a TISA review committee which includes the executive director of SBE, commissioners of education and F&A, comptroller, TACIR director, House and Senate education committee chairs, and the director of the office of legislative budget analysis, and at least 1 member from each of the following groups: teacher, school board member, director of schools, county government, municipal government that operates an LEA, finance director of an urban/suburban/rural school system.
- Meets 4x per year and shall review the base, weights, direct funding, and outcomes funding (incl. revisions, additions, or deletions)
- Provides an annual report on November 1 of each year with recommendations on TISA, as well as an analysis of instructional salary and benefits disparity among LEAs.



## TISA Rulemaking

- TISA requires the department to promulgate rules on the following components:
  - 10 categories of unique learning needs (49-3-105)
  - Direct allocation amounts (49-3-105)
  - Student-generated outcomes goals (49-3-106)
- SBE must issue a positive, neutral, or negative recommendation on any rules established by the department to effectuate TISA.
- On June 6<sup>th</sup>, the Department released the [proposed TISA rules](#) to collect public feedback.



# TISA Rulemaking Timeline

- **June 6:** Proposed TISA rules released, and public comment period begins.
  - All public comment should be submitted to [Tisa.Rules@tn.gov](mailto:Tisa.Rules@tn.gov).
- **July 21:** Department presentation at the State Board workshop on the proposed TISA rules.
- **July 28:** Public rulemaking hearing at 9:00 a.m. CT at the Ed Jones Auditorium in the Ellington Agricultural Center (416 Hogan Road, Nashville, TN 37220).
- **August 2:** Deadline to submit public comment on the proposed TISA rules.
- **August 11:** State Board special called meeting to issue a positive, neutral, or negative recommendation on the proposed TISA rules.



## Thank you & Questions

**Charlie Bufalino**

Assistant Commissioner of Policy and Legislative Affairs

[Charlie.Bufalino@tn.gov](mailto:Charlie.Bufalino@tn.gov)



### Appendix E: Implementation of Salary Transparency Act of 2019

In alignment with T.C.A. § 49-3-306, local education agencies (LEAs) 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 and included in the committee's annual report.

As of October 24, 2022, TDOE had yet to receive FY22 financial reports from all LEAs. TDOE respectfully requests to submit the Salary Transparency Report for FY22 as an addendum to the BEP Committee's annual report to ensure the report has the most accurate reflection of district fiscal operations.





**BEP Review Committee Agenda**

Date and time: Thursday, June 22<sup>nd</sup>, 2022 1:00 pm Central Daylight Time

URL: <https://tn.webex.com/tn/onstage/g.php?MTID=e622165860cb8cb6812e37d4a91daa9d2>

Event number: 2315 897 3939

Event password: Scorevalues

Phone: 1-415-655-0001

Access Code: 2315 897 3939

- |      |                                 |                                   |
|------|---------------------------------|-----------------------------------|
| I.   | Welcome                         | <b>Chairman Lillian Hartgrove</b> |
| II.  | Roll Call to Establish a Quorum | <b>Nathan James</b>               |
| III. | Statement of Necessity          | <b>Nathan James</b>               |
| IV.  | TISA Overview                   | <b>Charlie Bufalino (TDOE)</b>    |
| V.   | Next steps                      | <b>Nathan James</b>               |
| VI.  | Closing Remarks and Adjournment | <b>Chairman Lillian Hartgrove</b> |



**AGENDA**

**BEP Review Committee**

**Date and time: Monday, October 31, 2022 9:00 am Central Time**

- |      |                                  |                                       |
|------|----------------------------------|---------------------------------------|
| I.   | Welcome                          | <b>Chairman Lillian Hartgrove</b>     |
| II.  | Roll Call to Establish a Quorum  | <b>Nathan James</b>                   |
| III. | Statement of Necessity           | <b>Nathan James</b>                   |
| IV.  | Review and Edit of Annual Report | <b>Erika Leicht, Nathan James SBE</b> |
| V.   | Next Steps                       | <b>Nathan James</b>                   |
| VI.  | Closing Remarks and Adjournment  | <b>Chairman Lillian Hartgrove</b>     |

## XI. Bibliography

NEA Research. *Rankings of the States 2021 and Estimates of School Statistics 2022*. Washington, DC: National Education Association, 2022. <https://www.nea.org/sites/default/files/2022-04/2022%20Rankings%20and%20Estimates%20Report.pdf>.