

**TENNESSEE EDUCATION ASSOCIATION**  
**TENNESSEE SCHOOLS PROFILE AND RANKINGS**  
**CUMBERLAND COUNTY SCHOOLS**

**I. COUNTY FISCAL CAPACITY INDICATORS (95 COUNTIES)**

	AMOUNT	RANK	STATE
Fiscal Capacity	0.67558%	25	
Per Pupil Fiscal Capacity	\$ 2,870.00	21	\$ 3,185.00
Per Pupil Property	\$ 197,731.00	9	\$ 154,045.00
Per Pupil Sales	\$ 74,187.00	11	\$ 75,615.00
Per Capita Income	\$ 30,778.00	52	\$ 33,326.00
Residential/Farm Assesment	72.81%	61	61.23%
Average Daily Membership to Total Population	12.56%	7	14.81%
Per Pupil Revenue	\$ 2,266.00	34	\$ 3,307.00

**II. SCHOOL SYSTEM FISCAL EFFORT INDICATORS (2014-2015)**

	AMOUNT	RANK	STATE
Per Pupil Expenditure	\$ 8,490.60	98	\$ 9,374.90
State Basic Education Program Funding Per Pupil 2014-2015	\$ 6,517.00	97	\$ 6,626.11
Current Expenditures: Percent funded by Local Government 2014-2015	32.29%	54	40.34%
Current Expenditures: Percent funded by State Government 2014-2015	13.93%	46	12.28%
Current Expenditures: Percent funded by State Government 2014-2015	53.77%	93	47.38%

**III. TENNESSEE DEPARTMENT OF EDUCATION ANNUAL STATISTICAL REPORT 2014-2015**

	AMOUNT	RANK	STATE
Number of Schools	12	34	1,811
Training: PhD	1.38%	60	1.32%
Training: EdS	11.39%	53	10.71%
Training: MA + 45	1.59%	123	5.81%
Training: MA	37.38%	94	40.24%
Training: BA	46.90%	41	40.50%
Training: 3 Years College	0.00%	2	0.00%
Training: 2 Years College	0.00%	52	0.14%
Training: 1 Year College	0.00%	6	0.01%
Training: No College	1.36%	58	1.28%
Male to Female Teaching Force Ratios	1:5	3	2:7
Average Daily Membership	7,150	28	959,536
Average Daily Attendance	6,801	28	913,227

**IV. SCHOOL SYSTEM SALARY RANKINGS**

	AMOUNT	RANK	STATE
2014-2015 Average Salaries of Licensed Educators	\$ 44,186.78	127	\$ 50,463.23
2014-2015 Average Salaries of Instructional Personnel	\$ 44,066.13	120	\$ 50,175.01
2014-2015 Average Salaries of Classroom Teachers	\$ 42,204.14	123	\$ 40,670.89
2014-2015 Average Salaries of Principals	\$ 72,059.92	70	\$ 82,445.21
2014-2015 Average Salaries of Superintendents	\$ 115,000.00	51	\$ 115,077.96
2014-2015 Classroom Teacher Salaries Compared to Principal Salaries	4:7	105	4:7
2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries	3:8	111	3:7
2015-2016 BA Minimum Teacher Salary Ranking	\$ 33,281.00	121	\$ -
2015-2016 BA Step 15 Teacher Salary Ranking	\$ 40,758.00	110	\$ 44,281.19
2015-2016 BA Maximum Teacher Salary Ranking	\$ 42,769.00	114	\$ 48,136.32
2015-2016 MA Minimum Teacher Salary Ranking	\$ 36,041.00	116	\$ 38,528.84
2015-2016 MA Step 15 Teacher Salary Ranking	\$ 45,030.00	104	\$ 48,199.09
2015-2016 MA Maximum Teacher Salary Ranking	\$ 47,717.00	105	\$ 52,367.07
2015-2016 Salary Schedule Average (Median) Salary Ranking	\$ 34,676.00	99	\$ -
2015-2016 Salary Schedule Maximum Teacher Salary Ranking	\$ 35,551.00	100	\$ -
30 Year Career Earnings Potential	\$ 19,055,706.00	109	\$ 20,408,816.83
2015-2016 Substitute Teacher Salary Ranking (Daily Rate)	\$ 70.00	46	\$ 72.06
2015-2016 Bookkeeper Minimum Hourly Wage	\$ 8.46	127	\$ 13.32
2015-2016 Bookkeeper Median Hourly Wage	\$ 12.05	101	\$ 16.28
2015-2016 Bookkeeper Maximum Hourly Wage	\$ 14.98	98	\$ 19.32
2015-2016 Bus Driver Minimum Hourly Wage	\$ 10.56	71	\$ 14.19
2015-2016 Bus Driver Median Hourly Wage	\$ 14.98	47	\$ 15.69
2015-2016 Bus Driver Maximum Hourly Wage	\$ 18.74	45	\$ 19.09
2015-2016 Classroom Aide Minimum Hourly Wage	\$ 7.88	121	\$ 9.99

	AMOUNT	RANK	STATE
2015-2016 Classroom Aide Median Hourly Wage	\$ 10.89	72	\$ 11.65
2015-2016 Classroom Aide Maximum Hourly Wage	\$ 13.97	54	\$ 13.86
2015-2016 Clerical Staff Minimum Hourly Wage	\$ 8.35	126	\$ 11.44
2015-2016 Clerical Staff Median Hourly Wage	\$ 13.14	76	\$ 14.27
2015-2016 Clerical Staff Maximum Hourly Wage	\$ 14.81	86	\$ 17.74
2015-2016 Custodian Minimum Hourly Wage	\$ 8.40	74	\$ 9.79
2015-2016 Custodian Median Hourly Wage	\$ 11.32	40	\$ 11.64
2015-2016 Custodian Maximum Hourly Wage	\$ 14.90	27	\$ 13.75
2015-2016 Food Service Minimum Hourly Wage	\$ 7.44	121	\$ 9.29
2015-2016 Food Service Median Hourly Wage	\$ 12.22	40	\$ 11.55
2015-2016 Food Service Maximum Hourly Wage	\$ 16.10	35	\$ 14.98
2015-2016 School Nurse Minimum Hourly Wage	\$ 11.04	122	\$ 18.74
2015-2016 School Nurse Median Hourly Wage	\$ 14.96	103	\$ 21.71
2015-2016 School Nurse Maximum Hourly Wage	\$ 19.56	97	\$ 25.95

#### V. SCHOOL SYSTEM INSURANCE (2016 INSURANCE YEAR)

	AMOUNT	RANK	STATE
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 437.14	29	\$ 372.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 6.25	20	\$ 88.54
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 820.72	9	\$ 596.93
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 44.19	1	\$ 301.49
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 948.58	17	\$ 765.67
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 200.47	6	\$ 429.03
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 721.28	6	\$ 516.69
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 6.25	1	\$ 244.83
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 437.14	24	\$ 357.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 6.25	17	\$ 100.96
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 437.14	114	\$ 540.67
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 420.78	106	\$ 341.26
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 437.14	125	\$ 699.72
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 711.92	125	\$ 489.76
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 437.14	89	\$ 473.62
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 290.39	77	\$ 281.46

#### VI. SUPPLEMENTS (MAXIMUM POSSIBLE--DOES NOT NECESSARILY REFLECT ACTUAL SUPPLEMENT PAID)

	AMOUNT	RANK	STATE
High School Football, Head Coach	\$ 5,100.00	85	\$ 7,270.67
High School Football, Asst. Coach	\$ 3,000.00	70	\$ 3,808.73
Jr. High Football, Head Coach	\$ 2,000.00	90	\$ 3,177.48
Jr. High Football, Asst. Coach	\$ 1,300.00	81	\$ 1,902.19
High School Basketball, Head Coach	\$ 5,100.00	82	\$ 6,686.47
High School Basketball, Asst. Coach	\$ 2,900.00	67	\$ 3,406.77
Jr. High School Basketball, Head Coach	\$ 2,000.00	91	\$ 2,949.94
Jr. High School Basketball, Asst. Coach	\$ 500.00	80	\$ 1,690.43
High School Baseball, Head Coach	\$ 3,400.00	70	\$ 3,716.00
High School Baseball, Asst. Coach	\$ 1,900.00	58	\$ 2,077.80
High School Softball, Head Coach	\$ 3,400.00	71	\$ 3,746.79
High School Softball, Asst. Coach	\$ 1,900.00	54	\$ 2,046.92
High School Soccer, Boys Head Coach	\$ 1,500.00	85	\$ 2,924.26
High School Soccer, Boys Asst. Coach	N/A		\$ 1,933.38
High School Soccer, Girls Head Coach	\$ 1,500.00	84	\$ 2,957.71
High School Soccer, Girls Asst. Coach	N/A		\$ 1,975.24
High School Track and Field, Boys Head Coach	\$ 3,400.00	26	\$ 2,769.27
High School Track and Field, Boys Asst. Coach	\$ 1,900.00	23	\$ 2,015.53
High School Track and Field, Girls Head Coach	N/A		\$ 2,679.11
High School Track and Field, Girls Asst. Coach	N/A		\$ 1,970.98
High School Golf, Boys Head Coach	\$ 1,500.00	68	\$ 1,889.69
High School Golf, Boys Asst. Coach	N/A		\$ 1,372.01
High School Golf, Girls Head Coach	\$ 1,500.00	59	\$ 1,852.98
High School Golf, Girls Asst. Coach	N/A		\$ 1,391.18

	AMOUNT	RANK	STATE
High School Tennis, Boys Head Coach	\$ 1,500.00	59	\$ 2,100.19
High School Tennis, Boys Asst. Coach	N/A		\$ 1,634.44
High School Tennis, Girls Head Coach	N/A		\$ 2,003.02
High School Tennis, Girls Asst. Coach	N/A		\$ 1,682.34
High School Cross County, Boys Head Coach	\$ 1,200.00	65	\$ 1,973.80
High School Cross County, Boys Asst. Coach	N/A		\$ 1,535.03
High School Cross County, Girls Head Coach	N/A		\$ 1,959.04
High School Cross County, Girls Asst. Coach	N/A		\$ 1,630.87
High School Swimming Coach	N/A		\$ 2,815.06
High School Wrestling	\$ 3,400.00	17	\$ 3,255.91
High School Forensics	N/A		\$ 2,311.86
High School Volleyball, Head Coach	\$ 1,500.00	70	\$ 2,667.34
High School Volleyball, Asst. Coach	\$ 600.00	46	\$ 1,936.81
High School Newspaper	N/A		\$ 1,310.50
High School Bowling	\$ 1,400.00	15	\$ 1,789.36
High School Dance	\$ 800.00	28	\$ 1,863.91
High School Asst. Dance	N/A		\$ 1,327.75
Athletic Director	\$ 18,500.00	1	\$ 4,283.99
Asst. Athletic Director	N/A		\$ 2,341.47
Cheerleading, Head Coach	\$ 3,200.00	28	\$ 2,443.12
Cheerleading, Asst. Coach	\$ 1,200.00	33	\$ 1,657.87
Band Director	\$ 3,400.00	85	\$ 5,162.75
Asst. Band Director	\$ 1,700.00	62	\$ 2,955.19
Yearbook Sponsor	\$ 1,000.00	43	\$ 1,472.62
Chorus/Show Choir Director	\$ 800.00	57	\$ 2,387.14
Debate/Academic Team Sponsor	N/A		\$ 1,391.50

#### VII. SCHOOL SYSTEM PERFORMANCE INDICATORS (2014-2015)

	AMOUNT	RANK	STATE
TVAAS Overall Composite Scores		3 54	3
TVAAS Literacy Composite Scores		3 57	3
TVAAS Numeracy Composite Scores		3 54	3
TVAAS Literacy and Numeracy Composite Scores		3 61	3
Achievement: 3-8 Math Proficient & Advanced	58.9%	57	55.6%
Achievement: 3-8 Reading/Language Arts Proficient & Advanced	52.0%	47	48.3%
Achievement: 3-8 Science Proficient & Advanced	71.2%	45	64.5%
Achievement: Algebra I Proficient & Advanced	84.3%	13	65.6%
Achievement: Algebra II Proficient & Advanced	63.5%	36	54.2%
Achievement: Biology I Proficient & Advanced	72.5%	45	65.2%
Achievement: English I Proficient & Advanced	79.7%	24	71.8%
Achievement: English II Proficient & Advanced	65.4%	69	64.8%
Achievement: English III Proficient & Advanced	54.0%	24	41.7%
Achievement: Chemistry Proficient & Advanced	52.1%	40	44.2%
ACT: Composite	19.6	36	19.4
ACT: English	18.7	46	18.9
ACT: Math	19.5	22	18.9
ACT: Reading	19.9	31	19.6
ACT: Science	19.7	39	19.5
ACT: Composite 3 Year Average	19.4	36	19.4
ACT: English 3 Year Average	18.7	45	18.9
ACT: Math 3 Year Average	19.2	25	18.8
ACT: Reading 3 Year Average	19.8	31	19.5
ACT: Science 3 Year Average	19.4	39	19.2
Graduation Rate: All Students	91.7%	60	87.8%
Graduation Rate: Female Students	94.3%	48	90.5%
Graduation Rate: Male Students	89.2%	69	85.3%