

TENNESSEE EDUCATION ASSOCIATION
TENNESSEE SCHOOLS PROFILE AND RANKINGS
GERMANTOWN CITY SCHOOLS

I. COUNTY FISCAL CAPACITY INDICATORS (95 COUNTIES)

	AMOUNT	RANK	STATE
Fiscal Capacity			
Per Pupil Fiscal Capacity			\$ 3,185.00
Per Pupil Property			\$ 154,045.00
Per Pupil Sales			\$ 75,615.00
Per Capita Income			\$ 33,326.00
Residential/Farm Assesment			61.23%
Average Daily Membership to Total Population			14.81%
Per Pupil Revenue			\$ 3,307.00

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

	AMOUNT	RANK	STATE
Per Pupil Expenditure	\$ 7,930.80	130	\$ 9,374.90
State Basic Education Program Funding Per Pupil 2014-2015	\$ 6,331.07	121	\$ 6,626.11
Current Expenditures: Percent funded by Local Government 2014-2015	47.93%	15	40.34%
Current Expenditures: Percent funded by State Government 2014-2015	2.70%	141	12.28%
Current Expenditures: Percent funded by State Government 2014-2015	49.35%	109	47.38%

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

	AMOUNT	RANK	STATE
Number of Schools		5 91	1,811
Training: PhD	2.30%	20	1.32%
Training: EdS	2.64%	117	10.71%
Training: MA + 45	20.39%	6	5.81%
Training: MA	40.36%	70	40.24%
Training: BA	34.31%	109	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	0.00%	105	1.28%
Male to Female Teaching Force Ratios	2:7	4	2:7
Average Daily Membership	5,676	38	959,536
Average Daily Attendance	5,478	38	913,227

IV. SCHOOL SYSTEM SALARY RANKINGS

	AMOUNT	RANK	STATE
2014-2015 Average Salaries of Licensed Educators	\$ 60,033.62	8	\$ 50,463.23
2014-2015 Average Salaries of Instructional Personnel	\$ 59,155.09	8	\$ 50,175.01
2014-2015 Average Salaries of Classroom Teachers	\$ 58,971.25	8	\$ 40,670.89
2014-2015 Average Salaries of Principals	\$ 104,317.80	3	\$ 82,445.21
2014-2015 Average Salaries of Superintendents	\$ 160,000.00	13	\$ 115,077.96
2014-2015 Classroom Teacher Salaries Compared to Principal Salaries		5:9 128	4:7
2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries		1:3 117	3:7
2015-2016 BA Minimum Teacher Salary Ranking	\$ 42,343.00	5	\$ -
2015-2016 BA Step 15 Teacher Salary Ranking	\$ 56,272.00	4	\$ 44,281.19
2015-2016 BA Maximum Teacher Salary Ranking	\$ 59,517.00	8	\$ 48,136.32
2015-2016 MA Minimum Teacher Salary Ranking	\$ 45,778.00	2	\$ 38,528.84
2015-2016 MA Step 15 Teacher Salary Ranking	\$ 60,512.00	3	\$ 48,199.09
2015-2016 MA Maximum Teacher Salary Ranking	\$ 63,775.00	8	\$ 52,367.07
2015-2016 Salary Schedule Average (Median) Salary Ranking	\$ 42,343.00	5	\$ -
2015-2016 Salary Schedule Maximum Teacher Salary Ranking	\$ 42,343.00	14	\$ -
30 Year Career Earnings Potential	\$ 25,206,211.00	3	\$ 20,408,816.83
2015-2016 Substitute Teacher Salary Ranking (Daily Rate)	\$ 120.00	5	\$ 72.06
2015-2016 Bookkeeper Minimum Hourly Wage	\$ 17.50	16	\$ 13.32
2015-2016 Bookkeeper Median Hourly Wage	\$ 18.01	30	\$ 16.28
2015-2016 Bookkeeper Maximum Hourly Wage	\$ 18.15	63	\$ 19.32
2015-2016 Bus Driver Minimum Hourly Wage	N/A		\$ 14.19
2015-2016 Bus Driver Median Hourly Wage	N/A		\$ 15.69
2015-2016 Bus Driver Maximum Hourly Wage	N/A		\$ 19.09
2015-2016 Classroom Aide Minimum Hourly Wage	\$ 12.20	16	\$ 9.99

	AMOUNT	RANK	STATE
2015-2016 Classroom Aide Median Hourly Wage	\$ 14.26	18	\$ 11.65
2015-2016 Classroom Aide Maximum Hourly Wage	\$ 16.32	24	\$ 13.86
2015-2016 Clerical Staff Minimum Hourly Wage	\$ 15.40	11	\$ 11.44
2015-2016 Clerical Staff Median Hourly Wage	\$ 16.96	20	\$ 14.27
2015-2016 Clerical Staff Maximum Hourly Wage	\$ 18.51	42	\$ 17.74
2015-2016 Custodian Minimum Hourly Wage	\$ 22.90	1	\$ 9.79
2015-2016 Custodian Median Hourly Wage	\$ 23.50	1	\$ 11.64
2015-2016 Custodian Maximum Hourly Wage	\$ 23.50	4	\$ 13.75
2015-2016 Food Service Minimum Hourly Wage	N/A		\$ 9.29
2015-2016 Food Service Median Hourly Wage	N/A		\$ 11.55
2015-2016 Food Service Maximum Hourly Wage	N/A		\$ 14.98
2015-2016 School Nurse Minimum Hourly Wage	\$ 16.80	66	\$ 18.74
2015-2016 School Nurse Median Hourly Wage	\$ 20.60	64	\$ 21.71
2015-2016 School Nurse Maximum Hourly Wage	\$ 24.40	74	\$ 25.95

V. SCHOOL SYSTEM INSURANCE (2016 INSURANCE YEAR)

	AMOUNT	RANK	STATE
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 374.35	72	\$ 372.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 150.48	114	\$ 88.54
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 680.32	25	\$ 596.93
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 362.67	99	\$ 301.49
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 958.35	15	\$ 765.67
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 505.92	95	\$ 429.03
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 686.99	7	\$ 516.69
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 362.67	120	\$ 244.83
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 374.35	63	\$ 357.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 150.48	105	\$ 100.96
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 686.99	19	\$ 540.67
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 362.67	83	\$ 341.26
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 958.35	13	\$ 699.72
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 505.92	77	\$ 489.76
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 686.99	4	\$ 473.62
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 362.67	106	\$ 281.46

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

	AMOUNT	RANK	STATE
High School Football, Head Coach	\$ 5,880.00	74	\$ 7,270.67
High School Football, Asst. Coach	\$ 3,600.00	56	\$ 3,808.73
Jr. High Football, Head Coach	\$ 3,612.00	35	\$ 3,177.48
Jr. High Football, Asst. Coach	\$ 2,450.00	28	\$ 1,902.19
High School Basketball, Head Coach	\$ 5,880.00	66	\$ 6,686.47
High School Basketball, Asst. Coach	\$ 3,612.00	43	\$ 3,406.77
Jr. High School Basketball, Head Coach	\$ 2,450.00	78	\$ 2,949.94
Jr. High School Basketball, Asst. Coach	N/A		\$ 1,690.43
High School Baseball, Head Coach	\$ 3,612.00	59	\$ 3,716.00
High School Baseball, Asst. Coach	\$ 2,450.00	35	\$ 2,077.80
High School Softball, Head Coach	\$ 3,612.00	58	\$ 3,746.79
High School Softball, Asst. Coach	\$ 2,450.00	33	\$ 2,046.92
High School Soccer, Boys Head Coach	\$ 3,612.00	24	\$ 2,924.26
High School Soccer, Boys Asst. Coach	\$ 2,450.00	19	\$ 1,933.38
High School Soccer, Girls Head Coach	\$ 3,612.00	23	\$ 2,957.71
High School Soccer, Girls Asst. Coach	\$ 2,450.00	20	\$ 1,975.24
High School Track and Field, Boys Head Coach	\$ 3,612.00	23	\$ 2,769.27
High School Track and Field, Boys Asst. Coach	\$ 2,450.00	17	\$ 2,015.53
High School Track and Field, Girls Head Coach	\$ 2,450.00	13	\$ 2,679.11
High School Track and Field, Girls Asst. Coach	\$ 2,450.00	13	\$ 1,970.98
High School Golf, Boys Head Coach	\$ 966.00	100	\$ 1,889.69
High School Golf, Boys Asst. Coach	N/A		\$ 1,372.01
High School Golf, Girls Head Coach	\$ 966.00	86	\$ 1,852.98
High School Golf, Girls Asst. Coach	N/A		\$ 1,391.18

	AMOUNT	RANK	STATE
High School Tennis, Boys Head Coach	\$ 966.00	86	\$ 2,100.19
High School Tennis, Boys Asst. Coach	N/A		\$ 1,634.44
High School Tennis, Girls Head Coach	\$ 966.00	76	\$ 2,003.02
High School Tennis, Girls Asst. Coach	N/A		\$ 1,682.34
High School Cross County, Boys Head Coach	\$ 966.00	76	\$ 1,973.80
High School Cross County, Boys Asst. Coach	N/A		\$ 1,535.03
High School Cross County, Girls Head Coach	\$ 966.00	62	\$ 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	\$ 3,612.00	15	\$ 3,255.91
High School Forensics	N/A		\$ 2,311.86
High School Volleyball, Head Coach	\$ 3,612.00	23	\$ 2,667.34
High School Volleyball, Asst. Coach	\$ 2,450.00	17	\$ 1,936.81
High School Newspaper	N/A		\$ 1,310.50
High School Bowling	\$ 966.00	18	\$ 1,789.36
High School Dance	N/A		\$ 1,863.91
High School Asst. Dance	N/A		\$ 1,327.75
Athletic Director	\$ 3,612.00	37	\$ 4,283.99
Asst. Athletic Director	N/A		\$ 2,341.47
Cheerleading, Head Coach	\$ 2,450.00	59	\$ 2,443.12
Cheerleading, Asst. Coach	N/A		\$ 1,657.87
Band Director	\$ 5,880.00	45	\$ 5,162.75
Asst. Band Director	N/A		\$ 2,955.19
Yearbook Sponsor	N/A		\$ 1,472.62
Chorus/Show Choir Director	\$ 3,612.00	12	\$ 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		5 1	3
TVAAS Numeracy Composite Scores		3 54	3
TVAAS Literacy and Numeracy Composite Scores		4 48	3
Achievement: 3-8 Math Proficient & Advanced	76.2%	5	55.6%
Achievement: 3-8 Reading/Language Arts Proficient & Advanced	79.4%	3	48.3%
Achievement: 3-8 Science Proficient & Advanced	88.0%	4	64.5%
Achievement: Algebra I Proficient & Advanced	84.6%	11	65.6%
Achievement: Algebra II Proficient & Advanced	84.2%	9	54.2%
Achievement: Biology I Proficient & Advanced	88.9%	4	65.2%
Achievement: English I Proficient & Advanced	90.8%	3	71.8%
Achievement: English II Proficient & Advanced	87.7%	3	64.8%
Achievement: English III Proficient & Advanced	70.8%	2	41.7%
Achievement: Chemistry Proficient & Advanced	78.5%	6	44.2%
ACT: Composite	N/A		19.4
ACT: English	N/A		18.9
ACT: Math	N/A		18.9
ACT: Reading	N/A		19.6
ACT: Science	N/A		19.5
ACT: Composite 3 Year Average	N/A		19.4
ACT: English 3 Year Average	N/A		18.9
ACT: Math 3 Year Average	N/A		18.8
ACT: Reading 3 Year Average	N/A		19.5
ACT: Science 3 Year Average	N/A		19.2
Graduation Rate: All Students	89.5%	85	87.8%
Graduation Rate: Female Students	91.6%	79	90.5%
Graduation Rate: Male Students	87.6%	80	85.3%