

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

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

	AMOUNT	RANK	STATE
Fiscal Capacity	0.18285%	62	
Per Pupil Fiscal Capacity	\$ 1,449.00	75	\$ 3,185.00
Per Pupil Property	\$ 95,402.00	79	\$ 154,045.00
Per Pupil Sales	\$ 31,156.00	69	\$ 75,615.00
Per Capita Income	\$ 26,650.00	78	\$ 33,326.00
Residential/Farm Assesment	67.39%	41	61.23%
Average Daily Membership to Total Population	14.46%	37	14.81%
Per Pupil Revenue	\$ 2,040.00	41	\$ 3,307.00

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

	AMOUNT	RANK	STATE
Per Pupil Expenditure	\$ 9,820.70	23	\$ 9,374.90
State Basic Education Program Funding Per Pupil 2014-2015	\$ 6,763.68	37	\$ 6,626.11
Current Expenditures: Percent funded by Local Government 2014-2015	22.92%	92	40.34%
Current Expenditures: Percent funded by State Government 2014-2015	15.83%	23	12.28%
Current Expenditures: Percent funded by State Government 2014-2015	61.23%	60	47.38%

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

	AMOUNT	RANK	STATE
Number of Schools	9	47	1,811
Training: PhD	0.94%	83	1.32%
Training: EdS	5.66%	83	10.71%
Training: MA + 45	5.01%	67	5.81%
Training: MA	36.80%	99	40.24%
Training: BA	49.07%	30	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	2.52%	12	1.28%
Male to Female Teaching Force Ratios	1:4	3	2:7
Average Daily Membership	3,731	66	959,536
Average Daily Attendance	3,559	67	913,227

**IV. SCHOOL SYSTEM SALARY RANKINGS**

	AMOUNT	RANK	STATE
2014-2015 Average Salaries of Licensed Educators	\$ 46,389.42	80	\$ 50,463.23
2014-2015 Average Salaries of Instructional Personnel	\$ 46,044.19	75	\$ 50,175.01
2014-2015 Average Salaries of Classroom Teachers	\$ 44,590.50	73	\$ 40,670.89
2014-2015 Average Salaries of Principals	\$ 68,921.20	91	\$ 82,445.21
2014-2015 Average Salaries of Superintendents	\$ 107,005.00	67	\$ 115,077.96
2014-2015 Classroom Teacher Salaries Compared to Principal Salaries	2:3	45	4:7
2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries	2:5	79	3:7
2015-2016 BA Minimum Teacher Salary Ranking	\$ 34,500.00	94	\$ -
2015-2016 BA Step 15 Teacher Salary Ranking	\$ 43,521.00	63	\$ 44,281.19
2015-2016 BA Maximum Teacher Salary Ranking	\$ 46,834.00	69	\$ 48,136.32
2015-2016 MA Minimum Teacher Salary Ranking	\$ 36,957.00	97	\$ 38,528.84
2015-2016 MA Step 15 Teacher Salary Ranking	\$ 46,576.00	75	\$ 48,199.09
2015-2016 MA Maximum Teacher Salary Ranking	\$ 49,945.00	75	\$ 52,367.07
2015-2016 Salary Schedule Average (Median) Salary Ranking	\$ 34,921.00	101	\$ -
2015-2016 Salary Schedule Maximum Teacher Salary Ranking	\$ 27,046.00	97	\$ -
30 Year Career Earnings Potential	\$ 19,299,903.00	102	\$ 20,408,816.83
2015-2016 Substitute Teacher Salary Ranking (Daily Rate)	\$ 69.97	55	\$ 72.06
2015-2016 Bookkeeper Minimum Hourly Wage	\$ 10.72	91	\$ 13.32
2015-2016 Bookkeeper Median Hourly Wage	\$ 12.24	100	\$ 16.28
2015-2016 Bookkeeper Maximum Hourly Wage	\$ 17.15	75	\$ 19.32
2015-2016 Bus Driver Minimum Hourly Wage	\$ 14.28	44	\$ 14.19
2015-2016 Bus Driver Median Hourly Wage	\$ 14.81	48	\$ 15.69
2015-2016 Bus Driver Maximum Hourly Wage	\$ 15.33	64	\$ 19.09
2015-2016 Classroom Aide Minimum Hourly Wage	\$ 9.92	63	\$ 9.99

	AMOUNT	RANK	STATE
2015-2016 Classroom Aide Median Hourly Wage	\$ 10.50	85	\$ 11.65
2015-2016 Classroom Aide Maximum Hourly Wage	\$ 12.00	90	\$ 13.86
2015-2016 Clerical Staff Minimum Hourly Wage	\$ 10.72	74	\$ 11.44
2015-2016 Clerical Staff Median Hourly Wage	\$ 11.32	98	\$ 14.27
2015-2016 Clerical Staff Maximum Hourly Wage	\$ 17.15	60	\$ 17.74
2015-2016 Custodian Minimum Hourly Wage	N/A		\$ 9.79
2015-2016 Custodian Median Hourly Wage	N/A		\$ 11.64
2015-2016 Custodian Maximum Hourly Wage	N/A		\$ 13.75
2015-2016 Food Service Minimum Hourly Wage	\$ 8.26	95	\$ 9.29
2015-2016 Food Service Median Hourly Wage	\$ 9.72	96	\$ 11.55
2015-2016 Food Service Maximum Hourly Wage	\$ 12.40	84	\$ 14.98
2015-2016 School Nurse Minimum Hourly Wage	\$ 15.79	74	\$ 18.74
2015-2016 School Nurse Median Hourly Wage	\$ 21.00	62	\$ 21.71
2015-2016 School Nurse Maximum Hourly Wage	\$ 38.58	7	\$ 25.95

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

	AMOUNT	RANK	STATE
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 257.02	132	\$ 372.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 186.36	131	\$ 88.54
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 416.25	136	\$ 596.93
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 448.66	135	\$ 301.49
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 553.12	131	\$ 765.67
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 595.93	128	\$ 429.03
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 350.27	133	\$ 516.69
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 377.26	130	\$ 244.83
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 257.02	125	\$ 357.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 186.36	125	\$ 100.96
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 416.25	119	\$ 540.67
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 448.66	119	\$ 341.26
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 553.12	111	\$ 699.72
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 595.93	109	\$ 489.76
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 350.27	117	\$ 473.62
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 377.26	114	\$ 281.46

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

	AMOUNT	RANK	STATE
High School Football, Head Coach	\$ 11,356.00	14	\$ 7,270.67
High School Football, Asst. Coach	\$ 4,500.00	30	\$ 3,808.73
Jr. High Football, Head Coach	\$ 4,542.00	23	\$ 3,177.48
Jr. High Football, Asst. Coach	\$ 1,353.00	77	\$ 1,902.19
High School Basketball, Head Coach	\$ 11,356.00	9	\$ 6,686.47
High School Basketball, Asst. Coach	\$ 4,542.00	22	\$ 3,406.77
Jr. High School Basketball, Head Coach	\$ 2,271.00	83	\$ 2,949.94
Jr. High School Basketball, Asst. Coach	\$ 1,363.00	55	\$ 1,690.43
High School Baseball, Head Coach	\$ 4,542.00	32	\$ 3,716.00
High School Baseball, Asst. Coach	\$ 2,271.00	41	\$ 2,077.80
High School Softball, Head Coach	\$ 4,542.00	32	\$ 3,746.79
High School Softball, Asst. Coach	\$ 1,363.00	83	\$ 2,046.92
High School Soccer, Boys Head Coach	N/A		\$ 2,924.26
High School Soccer, Boys Asst. Coach	N/A		\$ 1,933.38
High School Soccer, Girls Head Coach	N/A		\$ 2,957.71
High School Soccer, Girls Asst. Coach	N/A		\$ 1,975.24
High School Track and Field, Boys Head Coach	\$ 2,725.00	36	\$ 2,769.27
High School Track and Field, Boys Asst. Coach	\$ 1,363.00	40	\$ 2,015.53
High School Track and Field, Girls Head Coach	\$ 2,725.00	29	\$ 2,679.11
High School Track and Field, Girls Asst. Coach	\$ 1,363.00	33	\$ 1,970.98
High School Golf, Boys Head Coach	\$ 2,725.00	22	\$ 1,889.69
High School Golf, Boys Asst. Coach	\$ 1,363.00	9	\$ 1,372.01
High School Golf, Girls Head Coach	\$ 2,725.00	16	\$ 1,852.98
High School Golf, Girls Asst. Coach	\$ 1,363.00	10	\$ 1,391.18

	AMOUNT	RANK	STATE
High School Tennis, Boys Head Coach	\$ 2,725.00	24	\$ 2,100.19
High School Tennis, Boys Asst. Coach	\$ 1,363.00	12	\$ 1,634.44
High School Tennis, Girls Head Coach	\$ 2,725.00	20	\$ 2,003.02
High School Tennis, Girls Asst. Coach	\$ 1,363.00	11	\$ 1,682.34
High School Cross County, Boys Head Coach	\$ 2,271.00	31	\$ 1,973.80
High School Cross County, Boys Asst. Coach	\$ 1,135.00	14	\$ 1,535.03
High School Cross County, Girls Head Coach	\$ 2,271.00	26	\$ 1,959.04
High School Cross County, Girls Asst. Coach	\$ 1,135.00	13	\$ 1,630.87
High School Swimming Coach	N/A		\$ 2,815.06
High School Wrestling	N/A		\$ 3,255.91
High School Forensics	N/A		\$ 2,311.86
High School Volleyball, Head Coach	\$ 3,725.00	20	\$ 2,667.34
High School Volleyball, Asst. Coach	\$ 1,363.00	33	\$ 1,936.81
High School Newspaper	N/A		\$ 1,310.50
High School Bowling	N/A		\$ 1,789.36
High School Dance	N/A		\$ 1,863.91
High School Asst. Dance	N/A		\$ 1,327.75
Athletic Director	N/A		\$ 4,283.99
Asst. Athletic Director	N/A		\$ 2,341.47
Cheerleading, Head Coach	\$ 2,725.00	43	\$ 2,443.12
Cheerleading, Asst. Coach	N/A		\$ 1,657.87
Band Director	\$ 9,085.00	8	\$ 5,162.75
Asst. Band Director	\$ 4,542.00	10	\$ 2,955.19
Yearbook Sponsor	N/A		\$ 1,472.62
Chorus/Show Choir Director	N/A		\$ 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		1 93	3
TVAAS Literacy Composite Scores		1 102	3
TVAAS Numeracy Composite Scores		1 92	3
TVAAS Literacy and Numeracy Composite Scores		1 93	3
Achievement: 3-8 Math Proficient & Advanced	48.0%	109	55.6%
Achievement: 3-8 Reading/Language Arts Proficient & Advanced	36.3%	128	48.3%
Achievement: 3-8 Science Proficient & Advanced	50.0%	132	64.5%
Achievement: Algebra I Proficient & Advanced	52.4%	105	65.6%
Achievement: Algebra II Proficient & Advanced	32.9%	108	54.2%
Achievement: Biology I Proficient & Advanced	47.0%	121	65.2%
Achievement: English I Proficient & Advanced	61.2%	114	71.8%
Achievement: English II Proficient & Advanced	50.8%	118	64.8%
Achievement: English III Proficient & Advanced	24.2%	120	41.7%
Achievement: Chemistry Proficient & Advanced	27.2%	109	44.2%
ACT: Composite	17.7	103	19.4
ACT: English	17	101	18.9
ACT: Math	17.3	105	18.9
ACT: Reading	17.9	103	19.6
ACT: Science	17.9	109	19.5
ACT: Composite 3 Year Average	17.2	113	19.4
ACT: English 3 Year Average	16.4	114	18.9
ACT: Math 3 Year Average	17.1	108	18.8
ACT: Reading 3 Year Average	17.5	113	19.5
ACT: Science 3 Year Average	17.4	111	19.2
Graduation Rate: All Students	89.8%	83	87.8%
Graduation Rate: Female Students	93.1%	65	90.5%
Graduation Rate: Male Students	86.2%	92	85.3%