

TENNESSEE EDUCATION ASSOCIATION
TENNESSEE SCHOOLS PROFILE AND RANKINGS
HICKMAN COUNTY SCHOOLS

I. COUNTY FISCAL CAPACITY INDICATORS (95 COUNTIES)

	AMOUNT	RANK	STATE
Fiscal Capacity	0.11241%	72	
Per Pupil Fiscal Capacity	\$ 960.00	90	\$ 3,185.00
Per Pupil Property	\$ 98,887.00	75	\$ 154,045.00
Per Pupil Sales	\$ 20,756.00	85	\$ 75,615.00
Per Capita Income	\$ 24,877.00	90	\$ 33,326.00
Residential/Farm Assesment	78.01%	82	61.23%
Average Daily Membership to Total Population	14.67%	43	14.81%
Per Pupil Revenue	\$ 1,259.00	80	\$ 3,307.00

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

	AMOUNT	RANK	STATE
Per Pupil Expenditure	\$ 8,965.80	63	\$ 9,374.90
State Basic Education Program Funding Per Pupil 2014-2015	\$ 6,680.22	46	\$ 6,626.11
Current Expenditures: Percent funded by Local Government 2014-2015	17.41%	124	40.34%
Current Expenditures: Percent funded by State Government 2014-2015	12.46%	72	12.28%
Current Expenditures: Percent funded by State Government 2014-2015	70.12%	12	47.38%

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

	AMOUNT	RANK	STATE
Number of Schools	8	57	1,811
Training: PhD	0.74%	98	1.32%
Training: EdS	1.48%	132	10.71%
Training: MA + 45	2.22%	108	5.81%
Training: MA	41.34%	64	40.24%
Training: BA	50.91%	21	40.50%
Training: 3 Years College	0.00%	2	0.00%
Training: 2 Years College	0.37%	19	0.14%
Training: 1 Year College	0.00%	6	0.01%
Training: No College	2.94%	5	1.28%
Male to Female Teaching Force Ratios	1:4	3	2:7
Average Daily Membership	3,488	72	959,536
Average Daily Attendance	3,244	73	913,227

IV. SCHOOL SYSTEM SALARY RANKINGS

	AMOUNT	RANK	STATE
2014-2015 Average Salaries of Licensed Educators	\$ 43,866.68	131	\$ 50,463.23
2014-2015 Average Salaries of Instructional Personnel	\$ 43,630.18	129	\$ 50,175.01
2014-2015 Average Salaries of Classroom Teachers	\$ 42,021.95	127	\$ 40,670.89
2014-2015 Average Salaries of Principals	\$ 70,616.38	79	\$ 82,445.21
2014-2015 Average Salaries of Superintendents	\$ 116,764.00	47	\$ 115,077.96
2014-2015 Classroom Teacher Salaries Compared to Principal Salaries	3:5	95	4:7
2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries	1:3	116	3:7
2015-2016 BA Minimum Teacher Salary Ranking	\$ 36,000.00	46	\$ -
2015-2016 BA Step 15 Teacher Salary Ranking	\$ 40,750.00	112	\$ 44,281.19
2015-2016 BA Maximum Teacher Salary Ranking	\$ 42,944.00	113	\$ 48,136.32
2015-2016 MA Minimum Teacher Salary Ranking	\$ 37,500.00	86	\$ 38,528.84
2015-2016 MA Step 15 Teacher Salary Ranking	\$ 43,900.00	123	\$ 48,199.09
2015-2016 MA Maximum Teacher Salary Ranking	\$ 46,000.00	130	\$ 52,367.07
2015-2016 Salary Schedule Average (Median) Salary Ranking	\$ 33,725.00	105	\$ -
2015-2016 Salary Schedule Maximum Teacher Salary Ranking	\$ 33,434.00	120	\$ -
30 Year Career Earnings Potential	\$ 18,910,000.00	116	\$ 20,408,816.83
2015-2016 Substitute Teacher Salary Ranking (Daily Rate)	\$ 61.89	77	\$ 72.06
2015-2016 Bookkeeper Minimum Hourly Wage	\$ 8.58	124	\$ 13.32
2015-2016 Bookkeeper Median Hourly Wage	\$ 9.92	115	\$ 16.28
2015-2016 Bookkeeper Maximum Hourly Wage	\$ 11.90	125	\$ 19.32
2015-2016 Bus Driver Minimum Hourly Wage	\$ 13.91	48	\$ 14.19
2015-2016 Bus Driver Median Hourly Wage	\$ 16.25	35	\$ 15.69
2015-2016 Bus Driver Maximum Hourly Wage	\$ 18.33	48	\$ 19.09
2015-2016 Classroom Aide Minimum Hourly Wage	\$ 8.40	108	\$ 9.99

	AMOUNT	RANK	STATE
2015-2016 Classroom Aide Median Hourly Wage	\$ 9.37	111	\$ 11.65
2015-2016 Classroom Aide Maximum Hourly Wage	\$ 11.43	98	\$ 13.86
2015-2016 Clerical Staff Minimum Hourly Wage	\$ 5.58	135	\$ 11.44
2015-2016 Clerical Staff Median Hourly Wage	\$ 15.45	37	\$ 14.27
2015-2016 Clerical Staff Maximum Hourly Wage	\$ 23.72	18	\$ 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	\$ 8.20	97	\$ 9.29
2015-2016 Food Service Median Hourly Wage	\$ 8.76	108	\$ 11.55
2015-2016 Food Service Maximum Hourly Wage	\$ 14.47	55	\$ 14.98
2015-2016 School Nurse Minimum Hourly Wage	\$ 22.50	34	\$ 18.74
2015-2016 School Nurse Median Hourly Wage	\$ 26.25	25	\$ 21.71
2015-2016 School Nurse Maximum Hourly Wage	\$ 35.00	16	\$ 25.95

V. SCHOOL SYSTEM INSURANCE (2016 INSURANCE YEAR)

	AMOUNT	RANK	STATE
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 443.39	13	\$ 372.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ -	1	\$ 88.54
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 566.67	80	\$ 596.93
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 298.24	70	\$ 301.49
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 566.67	128	\$ 765.67
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 584.88	126	\$ 429.03
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 557.44	47	\$ 516.69
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 170.09	36	\$ 244.83
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 443.39	10	\$ 357.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ -	1	\$ 100.96
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 566.67	62	\$ 540.67
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 298.24	54	\$ 341.26
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 566.67	108	\$ 699.72
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 584.88	107	\$ 489.76
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 557.44	32	\$ 473.62
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 170.09	25	\$ 281.46

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

	AMOUNT	RANK	STATE
High School Football, Head Coach	\$ 4,908.00	89	\$ 7,270.67
High School Football, Asst. Coach	\$ 3,243.00	66	\$ 3,808.73
Jr. High Football, Head Coach	\$ 2,454.00	77	\$ 3,177.48
Jr. High Football, Asst. Coach	\$ 1,636.00	55	\$ 1,902.19
High School Basketball, Head Coach	\$ 4,908.00	89	\$ 6,686.47
High School Basketball, Asst. Coach	\$ 3,272.00	59	\$ 3,406.77
Jr. High School Basketball, Head Coach	\$ 2,454.00	76	\$ 2,949.94
Jr. High School Basketball, Asst. Coach	\$ 1,227.00	60	\$ 1,690.43
High School Baseball, Head Coach	\$ 4,090.00	43	\$ 3,716.00
High School Baseball, Asst. Coach	\$ 2,045.00	50	\$ 2,077.80
High School Softball, Head Coach	\$ 4,090.00	43	\$ 3,746.79
High School Softball, Asst. Coach	\$ 2,045.00	48	\$ 2,046.92
High School Soccer, Boys Head Coach	\$ 2,045.00	72	\$ 2,924.26
High School Soccer, Boys Asst. Coach	\$ 1,227.00	47	\$ 1,933.38
High School Soccer, Girls Head Coach	\$ 2,045.00	70	\$ 2,957.71
High School Soccer, Girls Asst. Coach	\$ 1,227.00	46	\$ 1,975.24
High School Track and Field, Boys Head Coach	\$ 2,045.00	61	\$ 2,769.27
High School Track and Field, Boys Asst. Coach	N/A		\$ 2,015.53
High School Track and Field, Girls Head Coach	\$ 2,045.00	53	\$ 2,679.11
High School Track and Field, Girls Asst. Coach	N/A		\$ 1,970.98
High School Golf, Boys Head Coach	\$ 2,045.00	47	\$ 1,889.69
High School Golf, Boys Asst. Coach	N/A		\$ 1,372.01
High School Golf, Girls Head Coach	\$ 2,045.00	37	\$ 1,852.98
High School Golf, Girls Asst. Coach	N/A		\$ 1,391.18

	AMOUNT	RANK	STATE
High School Tennis, Boys Head Coach	\$ 2,045.00	47	\$ 2,100.19
High School Tennis, Boys Asst. Coach	N/A		\$ 1,634.44
High School Tennis, Girls Head Coach	2045	38	\$ 2,003.02
High School Tennis, Girls Asst. Coach	N/A		\$ 1,682.34
High School Cross County, Boys Head Coach	\$ 2,045.00	40	\$ 1,973.80
High School Cross County, Boys Asst. Coach	N/A		\$ 1,535.03
High School Cross County, Girls Head Coach	\$ 2,045.00	34	\$ 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	N/A		\$ 3,255.91
High School Forensics	N/A		\$ 2,311.86
High School Volleyball, Head Coach	\$ 2,045.00	61	\$ 2,667.34
High School Volleyball, Asst. Coach	N/A		\$ 1,936.81
High School Newspaper	\$ 409.00	17	\$ 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	\$ 4,090.00	30	\$ 4,283.99
Asst. Athletic Director	N/A		\$ 2,341.47
Cheerleading, Head Coach	\$ 2,454.00	58	\$ 2,443.12
Cheerleading, Asst. Coach	N/A		\$ 1,657.87
Band Director	\$ 4,908.00	62	\$ 5,162.75
Asst. Band Director	N/A		\$ 2,955.19
Yearbook Sponsor	\$ 409.00	72	\$ 1,472.62
Chorus/Show Choir Director	\$ 1,227.00	50	\$ 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		2 85	3
TVAAS Literacy Composite Scores		3 57	3
TVAAS Numeracy Composite Scores		1 92	3
TVAAS Literacy and Numeracy Composite Scores		2 86	3
Achievement: 3-8 Math Proficient & Advanced	58.1%	60	55.6%
Achievement: 3-8 Reading/Language Arts Proficient & Advanced	48.8%	57	48.3%
Achievement: 3-8 Science Proficient & Advanced	68.0%	63	64.5%
Achievement: Algebra I Proficient & Advanced	40.2%	116	65.6%
Achievement: Algebra II Proficient & Advanced	22.5%	116	54.2%
Achievement: Biology I Proficient & Advanced	54.3%	105	65.2%
Achievement: English I Proficient & Advanced	60.3%	117	71.8%
Achievement: English II Proficient & Advanced	57.5%	101	64.8%
Achievement: English III Proficient & Advanced	31.2%	109	41.7%
Achievement: Chemistry Proficient & Advanced	45.0%	61	44.2%
ACT: Composite	18.4	84	19.4
ACT: English	17.8	79	18.9
ACT: Math	17.8	90	18.9
ACT: Reading	19.1	69	19.6
ACT: Science	18.5	90	19.5
ACT: Composite 3 Year Average	18.2	90	19.4
ACT: English 3 Year Average	17.7	86	18.9
ACT: Math 3 Year Average	17.4	100	18.8
ACT: Reading 3 Year Average	18.8	78	19.5
ACT: Science 3 Year Average	18.4	84	19.2
Graduation Rate: All Students	93.4%	43	87.8%
Graduation Rate: Female Students	93.4%	63	90.5%
Graduation Rate: Male Students	93.3%	32	85.3%