

**TENNESSEE EDUCATION ASSOCIATION**  
**TENNESSEE SCHOOLS PROFILE AND RANKINGS**  
KINGSPORT 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	\$ 10,438.80	13	\$ 9,374.90
State Basic Education Program Funding Per Pupil 2014-2015	\$ 6,247.56	131	\$ 6,626.11
Current Expenditures: Percent funded by Local Government 2014-2015	55.12%	6	40.34%
Current Expenditures: Percent funded by State Government 2014-2015	8.56%	123	12.28%
Current Expenditures: Percent funded by State Government 2014-2015	36.31%	136	47.38%

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

	AMOUNT	RANK	STATE
Number of Schools	12	34	1,811
Training: PhD	1.99%	36	1.32%
Training: EdS	7.15%	76	10.71%
Training: MA + 45	5.29%	62	5.81%
Training: MA	53.67%	3	40.24%
Training: BA	30.91%	125	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	0.99%	77	1.28%
Male to Female Teaching Force Ratios	1:4	3	2:7
Average Daily Membership	7,038	29	959,536
Average Daily Attendance	6,638	29	913,227

**IV. SCHOOL SYSTEM SALARY RANKINGS**

	AMOUNT	RANK	STATE
2014-2015 Average Salaries of Licensed Educators	\$ 56,552.83	13	\$ 50,463.23
2014-2015 Average Salaries of Instructional Personnel	\$ 56,025.94	14	\$ 50,175.01
2014-2015 Average Salaries of Classroom Teachers	\$ 57,247.72	12	\$ 40,670.89
2014-2015 Average Salaries of Principals	\$ 88,011.08	20	\$ 82,445.21
2014-2015 Average Salaries of Superintendents	\$ 167,840.00	12	\$ 115,077.96
2014-2015 Classroom Teacher Salaries Compared to Principal Salaries		3:5	76
2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries		1:3	128
2015-2016 BA Minimum Teacher Salary Ranking	\$ 43,250.00	3	\$ -
2015-2016 BA Step 15 Teacher Salary Ranking	\$ 47,450.00	29	\$ 44,281.19
2015-2016 BA Maximum Teacher Salary Ranking	\$ 59,517.00	7	\$ 48,136.32
2015-2016 MA Minimum Teacher Salary Ranking	N/A		\$ 38,528.84
2015-2016 MA Step 15 Teacher Salary Ranking	N/A		\$ 48,199.09
2015-2016 MA Maximum Teacher Salary Ranking	N/A		\$ 52,367.07
2015-2016 Salary Schedule Average (Median) Salary Ranking	\$ 43,250.00	12	\$ -
2015-2016 Salary Schedule Maximum Teacher Salary Ranking	\$ 43,250.00	22	\$ -
30 Year Career Earnings Potential	\$ 24,660,750.00	8	\$ 20,408,816.83
2015-2016 Substitute Teacher Salary Ranking (Daily Rate)	\$ 65.00	61	\$ 72.06
2015-2016 Bookkeeper Minimum Hourly Wage	\$ 10.12	103	\$ 13.32
2015-2016 Bookkeeper Median Hourly Wage	\$ 13.50	84	\$ 16.28
2015-2016 Bookkeeper Maximum Hourly Wage	\$ 17.03	79	\$ 19.32
2015-2016 Bus Driver Minimum Hourly Wage	\$ 11.70	59	\$ 14.19
2015-2016 Bus Driver Median Hourly Wage	\$ 12.58	60	\$ 15.69
2015-2016 Bus Driver Maximum Hourly Wage	\$ 17.03	54	\$ 19.09
2015-2016 Classroom Aide Minimum Hourly Wage	\$ 10.09	56	\$ 9.99

	AMOUNT	RANK	STATE
2015-2016 Classroom Aide Median Hourly Wage	\$ 12.58	32	\$ 11.65
2015-2016 Classroom Aide Maximum Hourly Wage	\$ 15.88	29	\$ 13.86
2015-2016 Clerical Staff Minimum Hourly Wage	\$ 10.12	88	\$ 11.44
2015-2016 Clerical Staff Median Hourly Wage	\$ 13.74	68	\$ 14.27
2015-2016 Clerical Staff Maximum Hourly Wage	\$ 21.17	28	\$ 17.74
2015-2016 Custodian Minimum Hourly Wage	\$ 9.41	54	\$ 9.79
2015-2016 Custodian Median Hourly Wage	\$ 11.16	42	\$ 11.64
2015-2016 Custodian Maximum Hourly Wage	\$ 18.33	15	\$ 13.75
2015-2016 Food Service Minimum Hourly Wage	\$ 9.41	48	\$ 9.29
2015-2016 Food Service Median Hourly Wage	\$ 12.00	42	\$ 11.55
2015-2016 Food Service Maximum Hourly Wage	\$ 19.70	17	\$ 14.98
2015-2016 School Nurse Minimum Hourly Wage	\$ 18.33	60	\$ 18.74
2015-2016 School Nurse Median Hourly Wage	\$ 22.45	51	\$ 21.71
2015-2016 School Nurse Maximum Hourly Wage	\$ 32.20	23	\$ 25.95

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

	AMOUNT	RANK	STATE
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 306.17	112	\$ 372.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 131.22	101	\$ 88.54
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 529.16	100	\$ 596.93
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 262.20	58	\$ 301.49
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 716.79	85	\$ 765.67
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 351.83	39	\$ 429.03
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 443.53	100	\$ 516.69
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 198.70	54	\$ 244.83
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 306.17	105	\$ 357.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 131.22	92	\$ 100.96
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 529.16	81	\$ 540.67
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 262.20	45	\$ 341.26
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 716.79	70	\$ 699.72
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 351.83	33	\$ 489.76
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 443.53	84	\$ 473.62
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 198.70	40	\$ 281.46

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

	AMOUNT	RANK	STATE
High School Football, Head Coach	\$ 9,135.00	26	\$ 7,270.67
High School Football, Asst. Coach	\$ 5,720.90	13	\$ 3,808.73
Jr. High Football, Head Coach	\$ 2,985.00	54	\$ 3,177.48
Jr. High Football, Asst. Coach	\$ 2,258.00	33	\$ 1,902.19
High School Basketball, Head Coach	\$ 7,943.00	30	\$ 6,686.47
High School Basketball, Asst. Coach	\$ 4,540.00	23	\$ 3,406.77
Jr. High School Basketball, Head Coach	\$ 2,985.00	57	\$ 2,949.94
Jr. High School Basketball, Asst. Coach	\$ 2,258.00	22	\$ 1,690.43
High School Baseball, Head Coach	\$ 6,907.00	5	\$ 3,716.00
High School Baseball, Asst. Coach	\$ 3,951.00	4	\$ 2,077.80
High School Softball, Head Coach	\$ 6,907.00	5	\$ 3,746.79
High School Softball, Asst. Coach	\$ 3,951.00	5	\$ 2,046.92
High School Soccer, Boys Head Coach	\$ 3,435.00	28	\$ 2,924.26
High School Soccer, Boys Asst. Coach	\$ 2,599.00	16	\$ 1,933.38
High School Soccer, Girls Head Coach	\$ 3,435.00	27	\$ 2,957.71
High School Soccer, Girls Asst. Coach	\$ 2,599.00	17	\$ 1,975.24
High School Track and Field, Boys Head Coach	\$ 2,612.00	38	\$ 2,769.27
High School Track and Field, Boys Asst. Coach	\$ 1,717.00	31	\$ 2,015.53
High School Track and Field, Girls Head Coach	\$ 2,612.00	31	\$ 2,679.11
High School Track and Field, Girls Asst. Coach	\$ 1,717.00	25	\$ 1,970.98
High School Golf, Boys Head Coach	\$ 2,258.00	35	\$ 1,889.69
High School Golf, Boys Asst. Coach	\$ 1,484.00	8	\$ 1,372.01
High School Golf, Girls Head Coach	\$ 1,964.00	42	\$ 1,852.98
High School Golf, Girls Asst. Coach	N/A		\$ 1,391.18

	AMOUNT	RANK	STATE
High School Tennis, Boys Head Coach	\$ 1,492.00	67	\$ 2,100.19
High School Tennis, Boys Asst. Coach	\$ 560.00	17	\$ 1,634.44
High School Tennis, Girls Head Coach	\$ 1,492.00	57	\$ 2,003.02
High School Tennis, Girls Asst. Coach	\$ 1,129.00	13	\$ 1,682.34
High School Cross County, Boys Head Coach	\$ 1,492.00	58	\$ 1,973.80
High School Cross County, Boys Asst. Coach	\$ 1,129.00	15	\$ 1,535.03
High School Cross County, Girls Head Coach	\$ 1,492.00	46	\$ 1,959.04
High School Cross County, Girls Asst. Coach	\$ 1,129.00	14	\$ 1,630.87
High School Swimming Coach	\$ 6,005.00	1	\$ 2,815.06
High School Wrestling	\$ 5,225.00	5	\$ 3,255.91
High School Forensics	N/A		\$ 2,311.86
High School Volleyball, Head Coach	\$ 3,951.00	17	\$ 2,667.34
High School Volleyball, Asst. Coach	\$ 2,258.00	21	\$ 1,936.81
High School Newspaper	N/A		\$ 1,310.50
High School Bowling	\$ 1,964.00	13	\$ 1,789.36
High School Dance	\$ 1,500.00	21	\$ 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	\$ 5,225.00	7	\$ 2,443.12
Cheerleading, Asst. Coach	\$ 2,985.00	7	\$ 1,657.87
Band Director	\$ 6,005.00	42	\$ 5,162.75
Asst. Band Director	\$ 5,225.00	6	\$ 2,955.19
Yearbook Sponsor	\$ 1,000.00	43	\$ 1,472.62
Chorus/Show Choir Director	\$ 5,225.00	4	\$ 2,387.14
Debate/Academic Team Sponsor	\$ 500.00	23	\$ 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		1 92	3
TVAAS Literacy and Numeracy Composite Scores		1 93	3
Achievement: 3-8 Math Proficient & Advanced	69.0%	17	55.6%
Achievement: 3-8 Reading/Language Arts Proficient & Advanced	58.5%	17	48.3%
Achievement: 3-8 Science Proficient & Advanced	75.8%	26	64.5%
Achievement: Algebra I Proficient & Advanced	80.9%	18	65.6%
Achievement: Algebra II Proficient & Advanced	75.5%	21	54.2%
Achievement: Biology I Proficient & Advanced	83.9%	11	65.2%
Achievement: English I Proficient & Advanced	82.4%	16	71.8%
Achievement: English II Proficient & Advanced	77.6%	9	64.8%
Achievement: English III Proficient & Advanced	49.8%	39	41.7%
Achievement: Chemistry Proficient & Advanced	71.7%	7	44.2%
ACT: Composite	22.2	5	19.4
ACT: English	21.5	9	18.9
ACT: Math	22.3	4	18.9
ACT: Reading	22.5	5	19.6
ACT: Science	22	4	19.5
ACT: Composite 3 Year Average	22.1	4	19.4
ACT: English 3 Year Average	21.6	5	18.9
ACT: Math 3 Year Average	22.1	4	18.8
ACT: Reading 3 Year Average	22.4	4	19.5
ACT: Science 3 Year Average	21.9	4	19.2
Graduation Rate: All Students	93.7%	42	87.8%
Graduation Rate: Female Students	95.0%	41	90.5%
Graduation Rate: Male Students	92.4%	44	85.3%