

**TENNESSEE EDUCATION ASSOCIATION**  
**TENNESSEE SCHOOLS PROFILE AND RANKINGS**  
 JACKSON-MADISON COUNTY SCHOOLS

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

	AMOUNT	RANK	STATE
Fiscal Capacity	1.81745%	13	
Per Pupil Fiscal Capacity	\$ 4,372.00	6	\$ 3,185.00
Per Pupil Property	\$ 160,827.00	19	\$ 154,045.00
Per Pupil Sales	\$ 119,656.00	4	\$ 75,615.00
Per Capita Income	\$ 36,517.00	13	\$ 33,326.00
Residential/Farm Assesment	49.57%	1	61.23%
Average Daily Membership to Total Population	12.85%	9	14.81%
Per Pupil Revenue	\$ 3,922.00	9	\$ 3,307.00

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

	AMOUNT	RANK	STATE
Per Pupil Expenditure	\$ 9,489.40	34	\$ 9,374.90
State Basic Education Program Funding Per Pupil 2014-2015	\$ 6,782.73	33	\$ 6,626.11
Current Expenditures: Percent funded by Local Government 2014-2015	44.10%	26	40.34%
Current Expenditures: Percent funded by State Government 2014-2015	14.83%	33	12.28%
Current Expenditures: Percent funded by State Government 2014-2015	41.05%	129	47.38%

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

	AMOUNT	RANK	STATE
Number of Schools	27	27	1,811
Training: PhD	1.77%	46	1.32%
Training: EdS	3.93%	104	10.71%
Training: MA + 45	6.61%	40	5.81%
Training: MA	46.37%	20	40.24%
Training: BA	39.54%	77	40.50%
Training: 3 Years College	0.00%	2	0.00%
Training: 2 Years College	0.21%	36	0.14%
Training: 1 Year College	0.00%	6	0.01%
Training: No College	1.57%	50	1.28%
Male to Female Teaching Force Ratios	1:3	11	2:7
Average Daily Membership	12,543	11	959,536
Average Daily Attendance	11,678	11	913,227

**IV. SCHOOL SYSTEM SALARY RANKINGS**

	AMOUNT	RANK	STATE
2014-2015 Average Salaries of Licensed Educators	\$ 48,761.88	44	\$ 50,463.23
2014-2015 Average Salaries of Instructional Personnel	\$ 48,491.00	43	\$ 50,175.01
2014-2015 Average Salaries of Classroom Teachers	\$ 47,191.12	43	\$ 40,670.89
2014-2015 Average Salaries of Principals	\$ 81,853.70	33	\$ 82,445.21
2014-2015 Average Salaries of Superintendents	\$ 151,500.00	18	\$ 115,077.96
2014-2015 Classroom Teacher Salaries Compared to Principal Salaries	4:7	118	4:7
2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries	1:3	131	3:7
2015-2016 BA Minimum Teacher Salary Ranking	\$ 34,888.00	75	\$ -
2015-2016 BA Step 15 Teacher Salary Ranking	\$ 45,996.00	39	\$ 44,281.19
2015-2016 BA Maximum Teacher Salary Ranking	\$ 46,870.00	68	\$ 48,136.32
2015-2016 MA Minimum Teacher Salary Ranking	\$ 36,828.00	100	\$ 38,528.84
2015-2016 MA Step 15 Teacher Salary Ranking	\$ 51,874.00	26	\$ 48,199.09
2015-2016 MA Maximum Teacher Salary Ranking	\$ 52,846.00	44	\$ 52,367.07
2015-2016 Salary Schedule Average (Median) Salary Ranking	\$ 36,000.00	103	\$ -
2015-2016 Salary Schedule Maximum Teacher Salary Ranking	\$ 34,921.00	62	\$ -
30 Year Career Earnings Potential	\$ 21,663,668.00	30	\$ 20,408,816.83
2015-2016 Substitute Teacher Salary Ranking (Daily Rate)	\$ 70.00	46	\$ 72.06
2015-2016 Bookkeeper Minimum Hourly Wage	\$ 12.57	68	\$ 13.32
2015-2016 Bookkeeper Median Hourly Wage	\$ 14.44	70	\$ 16.28
2015-2016 Bookkeeper Maximum Hourly Wage	\$ 16.31	85	\$ 19.32
2015-2016 Bus Driver Minimum Hourly Wage	\$ 13.37	52	\$ 14.19
2015-2016 Bus Driver Median Hourly Wage	\$ 14.14	54	\$ 15.69
2015-2016 Bus Driver Maximum Hourly Wage	\$ 14.90	68	\$ 19.09
2015-2016 Classroom Aide Minimum Hourly Wage	\$ 10.00	58	\$ 9.99

	AMOUNT	RANK	STATE
2015-2016 Classroom Aide Median Hourly Wage	\$ 10.98	71	\$ 11.65
2015-2016 Classroom Aide Maximum Hourly Wage	\$ 11.11	106	\$ 13.86
2015-2016 Clerical Staff Minimum Hourly Wage	\$ 12.57	39	\$ 11.44
2015-2016 Clerical Staff Median Hourly Wage	\$ 13.70	70	\$ 14.27
2015-2016 Clerical Staff Maximum Hourly Wage	\$ 14.84	85	\$ 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	\$ 7.86	109	\$ 9.29
2015-2016 Food Service Median Hourly Wage	\$ 8.93	104	\$ 11.55
2015-2016 Food Service Maximum Hourly Wage	\$ 9.99	117	\$ 14.98
2015-2016 School Nurse Minimum Hourly Wage	\$ 15.38	77	\$ 18.74
2015-2016 School Nurse Median Hourly Wage	\$ 16.61	90	\$ 21.71
2015-2016 School Nurse Maximum Hourly Wage	\$ 17.87	107	\$ 25.95

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

	AMOUNT	RANK	STATE
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 315.67	106	\$ 372.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 127.71	97	\$ 88.54
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 416.92	135	\$ 596.93
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 447.99	134	\$ 301.49
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 548.37	134	\$ 765.67
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 600.68	129	\$ 429.03
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 351.06	132	\$ 516.69
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 376.47	129	\$ 244.83
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 315.67	98	\$ 357.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 127.71	88	\$ 100.96
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 416.92	118	\$ 540.67
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 447.99	118	\$ 341.26
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 548.37	114	\$ 699.72
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 600.68	110	\$ 489.76
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 351.06	116	\$ 473.62
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 376.47	113	\$ 281.46

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

	AMOUNT	RANK	STATE
High School Football, Head Coach	\$ 10,000.00	21	\$ 7,270.67
High School Football, Asst. Coach	\$ 4,942.00	22	\$ 3,808.73
Jr. High Football, Head Coach	\$ 5,000.00	15	\$ 3,177.48
Jr. High Football, Asst. Coach	\$ 1,600.00	56	\$ 1,902.19
High School Basketball, Head Coach	\$ 8,000.00	28	\$ 6,686.47
High School Basketball, Asst. Coach	\$ 4,000.00	30	\$ 3,406.77
Jr. High School Basketball, Head Coach	\$ 4,000.00	25	\$ 2,949.94
Jr. High School Basketball, Asst. Coach	N/A		\$ 1,690.43
High School Baseball, Head Coach	\$ 3,000.00	78	\$ 3,716.00
High School Baseball, Asst. Coach	\$ 2,500.00	32	\$ 2,077.80
High School Softball, Head Coach	\$ 3,000.00	78	\$ 3,746.79
High School Softball, Asst. Coach	\$ 2,500.00	30	\$ 2,046.92
High School Soccer, Boys Head Coach	\$ 3,000.00	38	\$ 2,924.26
High School Soccer, Boys Asst. Coach	N/A		\$ 1,933.38
High School Soccer, Girls Head Coach	\$ 3,000.00	37	\$ 2,957.71
High School Soccer, Girls Asst. Coach	N/A		\$ 1,975.24
High School Track and Field, Boys Head Coach	\$ 3,000.00	30	\$ 2,769.27
High School Track and Field, Boys Asst. Coach	N/A		\$ 2,015.53
High School Track and Field, Girls Head Coach	\$ 3,000.00	25	\$ 2,679.11
High School Track and Field, Girls Asst. Coach	N/A		\$ 1,970.98
High School Golf, Boys Head Coach	\$ 3,000.00	11	\$ 1,889.69
High School Golf, Boys Asst. Coach	N/A		\$ 1,372.01
High School Golf, Girls Head Coach	\$ 3,000.00	9	\$ 1,852.98
High School Golf, Girls Asst. Coach	N/A		\$ 1,391.18

	AMOUNT	RANK	STATE
High School Tennis, Boys Head Coach	\$ 4,000.00	6	\$ 2,100.19
High School Tennis, Boys Asst. Coach	N/A		\$ 1,634.44
High School Tennis, Girls Head Coach	\$ 4,000.00	5	\$ 2,003.02
High School Tennis, Girls Asst. Coach	N/A		\$ 1,682.34
High School Cross County, Boys Head Coach	\$ 3,000.00	10	\$ 1,973.80
High School Cross County, Boys Asst. Coach	N/A		\$ 1,535.03
High School Cross County, Girls Head Coach	\$ 3,000.00	8	\$ 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	N/A		\$ 2,667.34
High School Volleyball, Asst. Coach	N/A		\$ 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	\$ 3,000.00	35	\$ 2,443.12
Cheerleading, Asst. Coach	N/A		\$ 1,657.87
Band Director	\$ 8,000.00	17	\$ 5,162.75
Asst. Band Director	\$ 4,000.00	17	\$ 2,955.19
Yearbook Sponsor	N/A		\$ 1,472.62
Chorus/Show Choir Director	\$ 1,500.00	43	\$ 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		2 82	3
TVAAS Numeracy Composite Scores		1 92	3
TVAAS Literacy and Numeracy Composite Scores		1 93	3
Achievement: 3-8 Math Proficient & Advanced	38.6%	133	55.6%
Achievement: 3-8 Reading/Language Arts Proficient & Advanced	37.8%	124	48.3%
Achievement: 3-8 Science Proficient & Advanced	46.8%	136	64.5%
Achievement: Algebra I Proficient & Advanced	53.1%	103	65.6%
Achievement: Algebra II Proficient & Advanced	35.6%	103	54.2%
Achievement: Biology I Proficient & Advanced	50.7%	117	65.2%
Achievement: English I Proficient & Advanced	57.2%	124	71.8%
Achievement: English II Proficient & Advanced	51.6%	115	64.8%
Achievement: English III Proficient & Advanced	34.8%	101	41.7%
Achievement: Chemistry Proficient & Advanced	43.3%	68	44.2%
ACT: Composite	17.3	112	19.4
ACT: English	16.3	110	18.9
ACT: Math	17.2	108	18.9
ACT: Reading	17.3	111	19.6
ACT: Science	17.8	110	19.5
ACT: Composite 3 Year Average	17.6	107	19.4
ACT: English 3 Year Average	16.9	109	18.9
ACT: Math 3 Year Average	17.3	103	18.8
ACT: Reading 3 Year Average	17.7	111	19.5
ACT: Science 3 Year Average	17.7	108	19.2
Graduation Rate: All Students	91.0%	65	87.8%
Graduation Rate: Female Students	91.5%	80	90.5%
Graduation Rate: Male Students	90.6%	61	85.3%