

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

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

	AMOUNT	RANK	STATE
Fiscal Capacity	2.94852%	7	
Per Pupil Fiscal Capacity	\$ 2,981.00	16	\$ 3,185.00
Per Pupil Property	\$ 111,146.00	59	\$ 154,045.00
Per Pupil Sales	\$ 64,186.00	21	\$ 75,615.00
Per Capita Income	\$ 41,278.00	4	\$ 33,326.00
Residential/Farm Assesment	60.04%	17	61.23%
Average Daily Membership to Total Population	16.54%	80	14.81%
Per Pupil Revenue	\$ 2,564.00	25	\$ 3,307.00

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

	AMOUNT	RANK	STATE
Per Pupil Expenditure	\$ 8,675.50	86	\$ 9,374.90
State Basic Education Program Funding Per Pupil 2014-2015	\$ 6,390.91	116	\$ 6,626.11
Current Expenditures: Percent funded by Local Government 2014-2015	33.50%	50	40.34%
Current Expenditures: Percent funded by State Government 2014-2015	12.95%	60	12.28%
Current Expenditures: Percent funded by State Government 2014-2015	53.54%	94	47.38%

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

	AMOUNT	RANK	STATE
Number of Schools	38	8	1,811
Training: PhD	1.53%	52	1.32%
Training: EdS	2.05%	123	10.71%
Training: MA + 45	3.90%	79	5.81%
Training: MA	51.61%	5	40.24%
Training: BA	39.88%	74	40.50%
Training: 3 Years College	0.00%	2	0.00%
Training: 2 Years College	0.09%	47	0.14%
Training: 1 Year College	0.05%	4	0.01%
Training: No College	0.89%	84	1.28%
Male to Female Teaching Force Ratios	2:5	12	2:7
Average Daily Membership	31,384	7	959,536
Average Daily Attendance	30,095	7	913,227

**IV. SCHOOL SYSTEM SALARY RANKINGS**

	AMOUNT	RANK	STATE
2014-2015 Average Salaries of Licensed Educators	\$ 51,109.08	25	\$ 50,463.23
2014-2015 Average Salaries of Instructional Personnel	\$ 51,007.83	24	\$ 50,175.01
2014-2015 Average Salaries of Classroom Teachers	\$ 48,848.13	29	\$ 40,670.89
2014-2015 Average Salaries of Principals	\$ 90,347.95	17	\$ 82,445.21
2014-2015 Average Salaries of Superintendents	\$ 158,654.00	15	\$ 115,077.96
2014-2015 Classroom Teacher Salaries Compared to Principal Salaries	1:2	132	4:7
2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries	1:3	132	3:7
2015-2016 BA Minimum Teacher Salary Ranking	\$ 36,924.00	29	\$ -
2015-2016 BA Step 15 Teacher Salary Ranking	\$ 48,200.00	25	\$ 44,281.19
2015-2016 BA Maximum Teacher Salary Ranking	\$ 56,100.00	17	\$ 48,136.32
2015-2016 MA Minimum Teacher Salary Ranking	\$ 41,000.00	26	\$ 38,528.84
2015-2016 MA Step 15 Teacher Salary Ranking	\$ 52,200.00	24	\$ 48,199.09
2015-2016 MA Maximum Teacher Salary Ranking	\$ 61,000.00	17	\$ 52,367.07
2015-2016 Salary Schedule Average (Median) Salary Ranking	\$ 37,000.00	24	\$ -
2015-2016 Salary Schedule Maximum Teacher Salary Ranking	\$ 37,000.00	26	\$ -
30 Year Career Earnings Potential	\$ 22,114,200.00	21	\$ 20,408,816.83
2015-2016 Substitute Teacher Salary Ranking (Daily Rate)	\$ 95.25	12	\$ 72.06
2015-2016 Bookkeeper Minimum Hourly Wage	\$ 16.10	24	\$ 13.32
2015-2016 Bookkeeper Median Hourly Wage	\$ 20.54	16	\$ 16.28
2015-2016 Bookkeeper Maximum Hourly Wage	\$ 25.38	18	\$ 19.32
2015-2016 Bus Driver Minimum Hourly Wage	\$ 10.06	76	\$ 14.19
2015-2016 Bus Driver Median Hourly Wage	\$ 12.03	65	\$ 15.69
2015-2016 Bus Driver Maximum Hourly Wage	\$ 20.06	36	\$ 19.09
2015-2016 Classroom Aide Minimum Hourly Wage	\$ 11.07	34	\$ 9.99

	AMOUNT	RANK	STATE
2015-2016 Classroom Aide Median Hourly Wage	\$ 14.43	14	\$ 11.65
2015-2016 Classroom Aide Maximum Hourly Wage	\$ 17.84	13	\$ 13.86
2015-2016 Clerical Staff Minimum Hourly Wage	\$ 11.31	64	\$ 11.44
2015-2016 Clerical Staff Median Hourly Wage	\$ 16.59	26	\$ 14.27
2015-2016 Clerical Staff Maximum Hourly Wage	\$ 22.54	21	\$ 17.74
2015-2016 Custodian Minimum Hourly Wage	\$ 10.06	38	\$ 9.79
2015-2016 Custodian Median Hourly Wage	\$ 14.85	11	\$ 11.64
2015-2016 Custodian Maximum Hourly Wage	\$ 20.06	10	\$ 13.75
2015-2016 Food Service Minimum Hourly Wage	\$ 8.93	71	\$ 9.29
2015-2016 Food Service Median Hourly Wage	\$ 16.24	4	\$ 11.55
2015-2016 Food Service Maximum Hourly Wage	\$ 25.38	8	\$ 14.98
2015-2016 School Nurse Minimum Hourly Wage	\$ 14.32	96	\$ 18.74
2015-2016 School Nurse Median Hourly Wage	\$ 22.82	49	\$ 21.71
2015-2016 School Nurse Maximum Hourly Wage	\$ 36.12	12	\$ 25.95

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

	AMOUNT	RANK	STATE
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 493.39	9	\$ 372.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 87.07	74	\$ 88.54
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 967.34	5	\$ 596.93
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 170.73	13	\$ 301.49
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 1,158.27	7	\$ 765.67
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 204.42	7	\$ 429.03
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	N/A		\$ 516.69
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	N/A		\$ 244.83
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 464.37	9	\$ 357.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 116.09	83	\$ 100.96
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 910.44	3	\$ 540.67
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 227.63	29	\$ 341.26
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 1,090.15	6	\$ 699.72
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 272.54	19	\$ 489.76
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	N/A		\$ 473.62
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	N/A		\$ 281.46

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

	AMOUNT	RANK	STATE
High School Football, Head Coach	\$ 5,150.00	82	\$ 7,270.67
High School Football, Asst. Coach	\$ 3,950.00	43	\$ 3,808.73
Jr. High Football, Head Coach	N/A		\$ 3,177.48
Jr. High Football, Asst. Coach	N/A		\$ 1,902.19
High School Basketball, Head Coach	\$ 5,150.00	80	\$ 6,686.47
High School Basketball, Asst. Coach	\$ 3,950.00	34	\$ 3,406.77
Jr. High School Basketball, Head Coach	\$ 2,705.00	63	\$ 2,949.94
Jr. High School Basketball, Asst. Coach	N/A		\$ 1,690.43
High School Baseball, Head Coach	\$ 3,950.00	49	\$ 3,716.00
High School Baseball, Asst. Coach	\$ 2,705.00	27	\$ 2,077.80
High School Softball, Head Coach	\$ 3,950.00	49	\$ 3,746.79
High School Softball, Asst. Coach	\$ 2,750.00	24	\$ 2,046.92
High School Soccer, Boys Head Coach	\$ 3,950.00	20	\$ 2,924.26
High School Soccer, Boys Asst. Coach	\$ 2,705.00	14	\$ 1,933.38
High School Soccer, Girls Head Coach	\$ 3,950.00	20	\$ 2,957.71
High School Soccer, Girls Asst. Coach	\$ 2,705.00	15	\$ 1,975.24
High School Track and Field, Boys Head Coach	\$ 3,950.00	17	\$ 2,769.27
High School Track and Field, Boys Asst. Coach	\$ 2,705.00	13	\$ 2,015.53
High School Track and Field, Girls Head Coach	\$ 3,950.00	14	\$ 2,679.11
High School Track and Field, Girls Asst. Coach	\$ 2,705.00	10	\$ 1,970.98
High School Golf, Boys Head Coach	\$ 3,015.00	10	\$ 1,889.69
High School Golf, Boys Asst. Coach	N/A		\$ 1,372.01
High School Golf, Girls Head Coach	\$ 3,015.00	8	\$ 1,852.98
High School Golf, Girls Asst. Coach	N/A		\$ 1,391.18

	AMOUNT	RANK	STATE
High School Tennis, Boys Head Coach	\$ 3,015.00	13	\$ 2,100.19
High School Tennis, Boys Asst. Coach	\$ 2,705.00	3	\$ 1,634.44
High School Tennis, Girls Head Coach	\$ 3,015.00	11	\$ 2,003.02
High School Tennis, Girls Asst. Coach	\$ 2,705.00	3	\$ 1,682.34
High School Cross County, Boys Head Coach	\$ 2,705.00	20	\$ 1,973.80
High School Cross County, Boys Asst. Coach	N/A		\$ 1,535.03
High School Cross County, Girls Head Coach	\$ 2,705.00	16	\$ 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	\$ 3,950.00	12	\$ 3,255.91
High School Forensics	N/A		\$ 2,311.86
High School Volleyball, Head Coach	\$ 2,705.00	37	\$ 2,667.34
High School Volleyball, Asst. Coach	\$ 2,385.00	20	\$ 1,936.81
High School Newspaper	\$ 2,705.00	2	\$ 1,310.50
High School Bowling	N/A		\$ 1,789.36
High School Dance	\$ 3,015.00	5	\$ 1,863.91
High School Asst. Dance	\$ 2,385.00	1	\$ 1,327.75
Athletic Director	\$ 5,000.00	22	\$ 4,283.99
Asst. Athletic Director	N/A		\$ 2,341.47
Cheerleading, Head Coach	\$ 3,950.00	16	\$ 2,443.12
Cheerleading, Asst. Coach	\$ 2,385.00	12	\$ 1,657.87
Band Director	\$ 5,150.00	56	\$ 5,162.75
Asst. Band Director	\$ 2,385.00	41	\$ 2,955.19
Yearbook Sponsor	\$ 3,950.00	3	\$ 1,472.62
Chorus/Show Choir Director	\$ 3,015.00	16	\$ 2,387.14
Debate/Academic Team Sponsor	\$ 3,015.00	2	\$ 1,391.50

#### VII. SCHOOL SYSTEM PERFORMANCE INDICATORS (2014-2015)

	AMOUNT	RANK	STATE
TVAAS Overall Composite Scores		5 1	3
TVAAS Literacy Composite Scores		5 1	3
TVAAS Numeracy Composite Scores		5 1	3
TVAAS Literacy and Numeracy Composite Scores		5 1	3
Achievement: 3-8 Math Proficient & Advanced	64.1%	33	55.6%
Achievement: 3-8 Reading/Language Arts Proficient & Advanced	55.5%	28	48.3%
Achievement: 3-8 Science Proficient & Advanced	78.2%	17	64.5%
Achievement: Algebra I Proficient & Advanced	71.2%	51	65.6%
Achievement: Algebra II Proficient & Advanced	67.9%	31	54.2%
Achievement: Biology I Proficient & Advanced	76.8%	27	65.2%
Achievement: English I Proficient & Advanced	77.2%	34	71.8%
Achievement: English II Proficient & Advanced	70.6%	36	64.8%
Achievement: English III Proficient & Advanced	48.0%	51	41.7%
Achievement: Chemistry Proficient & Advanced	52.8%	37	44.2%
ACT: Composite	19.4	42	19.4
ACT: English	18.7	46	18.9
ACT: Math	18.7	47	18.9
ACT: Reading	19.6	45	19.6
ACT: Science	20	26	19.5
ACT: Composite 3 Year Average	19.5	34	19.4
ACT: English 3 Year Average	18.9	40	18.9
ACT: Math 3 Year Average	18.9	39	18.8
ACT: Reading 3 Year Average	19.8	31	19.5
ACT: Science 3 Year Average	19.9	22	19.2
Graduation Rate: All Students	96.5%	12	87.8%
Graduation Rate: Female Students	96.8%	23	90.5%
Graduation Rate: Male Students	96.3%	15	85.3%