

**TENNESSEE EDUCATION ASSOCIATION**  
**TENNESSEE SCHOOLS PROFILE AND RANKINGS**  
 UNION 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	\$ 9,229.50	45	\$ 9,374.90
State Basic Education Program Funding Per Pupil 2014-2015	\$ 6,369.87	120	\$ 6,626.11
Current Expenditures: Percent funded by Local Government 2014-2015	35.03%	43	40.34%
Current Expenditures: Percent funded by State Government 2014-2015	12.69%	66	12.28%
Current Expenditures: Percent funded by State Government 2014-2015	52.26%	99	47.38%

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

	AMOUNT	RANK	STATE
Number of Schools	3	111	1,811
Training: PhD	0.86%	88	1.32%
Training: EdS	0.86%	136	10.71%
Training: MA + 45	11.11%	17	5.81%
Training: MA	35.51%	116	40.24%
Training: BA	49.96%	25	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	1.71%	40	1.28%
Male to Female Teaching Force Ratios	1:3	4	2:7
Average Daily Membership	1,531	109	959,536
Average Daily Attendance	1,462	108	913,227

**IV. SCHOOL SYSTEM SALARY RANKINGS**

	AMOUNT	RANK	STATE
2014-2015 Average Salaries of Licensed Educators	\$ 45,654.77	97	\$ 50,463.23
2014-2015 Average Salaries of Instructional Personnel	\$ 45,062.66	102	\$ 50,175.01
2014-2015 Average Salaries of Classroom Teachers	\$ 43,094.67	103	\$ 40,670.89
2014-2015 Average Salaries of Principals	\$ 75,825.00	52	\$ 82,445.21
2014-2015 Average Salaries of Superintendents	\$ 114,695.00	53	\$ 115,077.96
2014-2015 Classroom Teacher Salaries Compared to Principal Salaries	4:7	116	4:7
2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries	3:8	104	3:7
2015-2016 BA Minimum Teacher Salary Ranking	\$ 34,470.00	96	\$ -
2015-2016 BA Step 15 Teacher Salary Ranking	\$ 44,440.00	51	\$ 44,281.19
2015-2016 BA Maximum Teacher Salary Ranking	\$ 45,255.00	81	\$ 48,136.32
2015-2016 MA Minimum Teacher Salary Ranking	\$ 37,750.00	76	\$ 38,528.84
2015-2016 MA Step 15 Teacher Salary Ranking	\$ 49,435.00	40	\$ 48,199.09
2015-2016 MA Maximum Teacher Salary Ranking	\$ 50,390.00	69	\$ 52,367.07
2015-2016 Salary Schedule Average (Median) Salary Ranking	\$ 34,539.00	89	\$ -
2015-2016 Salary Schedule Maximum Teacher Salary Ranking	\$ 34,470.00	64	\$ -
30 Year Career Earnings Potential	\$ 20,460,235.00	52	\$ 20,408,816.83
2015-2016 Substitute Teacher Salary Ranking (Daily Rate)	\$ 80.00	23	\$ 72.06
2015-2016 Bookkeeper Minimum Hourly Wage	\$ 14.66	36	\$ 13.32
2015-2016 Bookkeeper Median Hourly Wage	\$ 16.96	43	\$ 16.28
2015-2016 Bookkeeper Maximum Hourly Wage	\$ 18.90	58	\$ 19.32
2015-2016 Bus Driver Minimum Hourly Wage	\$ 20.00	9	\$ 14.19
2015-2016 Bus Driver Median Hourly Wage	\$ 20.00	17	\$ 15.69
2015-2016 Bus Driver Maximum Hourly Wage	\$ 20.00	37	\$ 19.09
2015-2016 Classroom Aide Minimum Hourly Wage	\$ 10.30	54	\$ 9.99

	AMOUNT	RANK	STATE
2015-2016 Classroom Aide Median Hourly Wage	\$ 10.33	91	\$ 11.65
2015-2016 Classroom Aide Maximum Hourly Wage	\$ 10.33	120	\$ 13.86
2015-2016 Clerical Staff Minimum Hourly Wage	\$ 9.07	108	\$ 11.44
2015-2016 Clerical Staff Median Hourly Wage	\$ 14.35	54	\$ 14.27
2015-2016 Clerical Staff Maximum Hourly Wage	\$ 18.90	37	\$ 17.74
2015-2016 Custodian Minimum Hourly Wage	\$ 10.33	28	\$ 9.79
2015-2016 Custodian Median Hourly Wage	\$ 10.33	60	\$ 11.64
2015-2016 Custodian Maximum Hourly Wage	\$ 10.33	85	\$ 13.75
2015-2016 Food Service Minimum Hourly Wage	\$ 10.33	25	\$ 9.29
2015-2016 Food Service Median Hourly Wage	\$ 10.65	70	\$ 11.55
2015-2016 Food Service Maximum Hourly Wage	\$ 11.82	96	\$ 14.98
2015-2016 School Nurse Minimum Hourly Wage	\$ 23.30	25	\$ 18.74
2015-2016 School Nurse Median Hourly Wage	\$ 23.30	45	\$ 21.71
2015-2016 School Nurse Maximum Hourly Wage	\$ 23.30	78	\$ 25.95

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

	AMOUNT	RANK	STATE
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 374.48	71	\$ 372.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED	\$ 68.90	63	\$ 88.54
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 730.51	15	\$ 596.93
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED	\$ 134.41	5	\$ 301.49
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 970.49	14	\$ 765.67
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED	\$ 178.56	3	\$ 429.03
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 614.47	21	\$ 516.69
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED	\$ 113.06	6	\$ 244.83
Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 374.48	62	\$ 357.99
Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED	\$ 68.90	57	\$ 100.96
Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 730.51	11	\$ 540.67
Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED	\$ 134.41	5	\$ 341.26
Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 970.49	12	\$ 699.72
Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED	\$ 178.56	3	\$ 489.76
Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 614.47	16	\$ 473.62
Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED	\$ 113.06	6	\$ 281.46

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

	AMOUNT	RANK	STATE
High School Football, Head Coach	\$ 8,940.00	29	\$ 7,270.67
High School Football, Asst. Coach	\$ 4,470.00	32	\$ 3,808.73
Jr. High Football, Head Coach	\$ 3,129.00	45	\$ 3,177.48
Jr. High Football, Asst. Coach	\$ 2,235.00	34	\$ 1,902.19
High School Basketball, Head Coach	\$ 8,940.00	20	\$ 6,686.47
High School Basketball, Asst. Coach	\$ 4,470.00	27	\$ 3,406.77
Jr. High School Basketball, Head Coach	\$ 3,129.00	46	\$ 2,949.94
Jr. High School Basketball, Asst. Coach	\$ 2,235.00	23	\$ 1,690.43
High School Baseball, Head Coach	\$ 4,470.00	36	\$ 3,716.00
High School Baseball, Asst. Coach	\$ 2,235.00	43	\$ 2,077.80
High School Softball, Head Coach	\$ 4,470.00	36	\$ 3,746.79
High School Softball, Asst. Coach	\$ 2,235.00	41	\$ 2,046.92
High School Soccer, Boys Head Coach	\$ 2,235.00	65	\$ 2,924.26
High School Soccer, Boys Asst. Coach	\$ 1,341.00	45	\$ 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	\$ 2,235.00	54	\$ 2,769.27
High School Track and Field, Boys Asst. Coach	\$ 1,341.00	41	\$ 2,015.53
High School Track and Field, Girls Head Coach	N/A		\$ 2,679.11
High School Track and Field, Girls Asst. Coach	N/A		\$ 1,970.98
High School Golf, Boys Head Coach	\$ 2,235.00	36	\$ 1,889.69
High School Golf, Boys Asst. Coach	N/A		\$ 1,372.01
High School Golf, Girls Head Coach	N/A		\$ 1,852.98
High School Golf, Girls Asst. Coach	N/A		\$ 1,391.18

	AMOUNT	RANK	STATE
High School Tennis, Boys Head Coach	\$ 2,235.00	37	\$ 2,100.19
High School Tennis, Boys Asst. Coach	\$ 1,341.00	13	\$ 1,634.44
High School Tennis, Girls Head Coach	N/A		\$ 2,003.02
High School Tennis, Girls Asst. Coach	N/A		\$ 1,682.34
High School Cross County, Boys Head Coach	N/A		\$ 1,973.80
High School Cross County, Boys Asst. Coach	N/A		\$ 1,535.03
High School Cross County, Girls Head Coach	N/A		\$ 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	\$ 2,235.00	54	\$ 2,667.34
High School Volleyball, Asst. Coach	\$ 1,341.00	34	\$ 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	\$ 2,500.00	51	\$ 2,443.12
Cheerleading, Asst. Coach	\$ 1,500.00	27	\$ 1,657.87
Band Director	\$ 8,940.00	10	\$ 5,162.75
Asst. Band Director	\$ 4,470.00	12	\$ 2,955.19
Yearbook Sponsor	\$ 1,500.00	28	\$ 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		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	55.0%	78	55.6%
Achievement: 3-8 Reading/Language Arts Proficient & Advanced	46.3%	82	48.3%
Achievement: 3-8 Science Proficient & Advanced	58.6%	113	64.5%
Achievement: Algebra I Proficient & Advanced	74.3%	42	65.6%
Achievement: Algebra II Proficient & Advanced	87.8%	4	54.2%
Achievement: Biology I Proficient & Advanced	74.0%	36	65.2%
Achievement: English I Proficient & Advanced	67.5%	95	71.8%
Achievement: English II Proficient & Advanced	66.7%	62	64.8%
Achievement: English III Proficient & Advanced	63.1%	10	41.7%
Achievement: Chemistry Proficient & Advanced	68.6%	9	44.2%
ACT: Composite	21.1	13	19.4
ACT: English	21.1	11	18.9
ACT: Math	19.9	15	18.9
ACT: Reading	21.4	12	19.6
ACT: Science	21.3	9	19.5
ACT: Composite 3 Year Average	20.8	11	19.4
ACT: English 3 Year Average	20.9	9	18.9
ACT: Math 3 Year Average	20.1	10	18.8
ACT: Reading 3 Year Average	21.1	11	19.5
ACT: Science 3 Year Average	20.6	11	19.2
Graduation Rate: All Students	88.8%	90	87.8%
Graduation Rate: Female Students	94.9%	43	90.5%
Graduation Rate: Male Students	84.7%	101	85.3%