

**TENNESSEE EDUCATION ASSOCIATION**  
**TENNESSEE SCHOOLS PROFILE AND RANKINGS**  
 VAN BUREN COUNTY SCHOOLS

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

|  | AMOUNT        | RANK | STATE         |
|--|---------------|------|---------------|
| Fiscal Capacity                              | 0.03304%      | 94   |               |
| Per Pupil Fiscal Capacity                    | \$ 1,384.00   | 76   | \$ 3,185.00   |
| Per Pupil Property                           | \$ 212,489.00 | 7    | \$ 154,045.00 |
| Per Pupil Sales                              | \$ 20,213.00  | 86   | \$ 75,615.00  |
| Per Capita Income                            | \$ 28,392.00  | 68   | \$ 33,326.00  |
| Residential/Farm Assesment                   | 88.64%        | 95   | 61.23%        |
| Average Daily Membership to Total Population | 13.03%        | 12   | 14.81%        |
| Per Pupil Revenue                            | \$ 1,595.00   | 60   | \$ 3,307.00   |

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

|  | AMOUNT      | RANK | STATE       |
|--|-------------|------|-------------|
| Per Pupil Expenditure  | \$ 9,622.20 | 27   | \$ 9,374.90 |
| State Basic Education Program Funding Per Pupil 2014-2015          | \$ 7,164.84 | 6    | \$ 6,626.11 |
| Current Expenditures: Percent funded by Local Government 2014-2015 | 20.34%      | 112  | 40.34%      |
| Current Expenditures: Percent funded by State Government 2014-2015 | 12.85%      | 62   | 12.28%      |
| Current Expenditures: Percent funded by State Government 2014-2015 | 66.80%      | 26   | 47.38%      |

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

|                                      | AMOUNT | RANK | STATE   |
|--------------------------------------|--------|------|---------|
| Number of Schools                    | 2      | 127  | 1,811   |
| Training: PhD                        | 4.88%  | 3    | 1.32%   |
| Training: EdS                        | 22.73% | 20   | 10.71%  |
| Training: MA + 45                    | 3.25%  | 86   | 5.81%   |
| Training: MA                         | 43.12% | 44   | 40.24%  |
| Training: BA                         | 26.02% | 135  | 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                 | 0.00%  | 105  | 1.28%   |
| Male to Female Teaching Force Ratios | 1:3    | 4    | 2:7     |
| Average Daily Membership             | 728    | 133  | 959,536 |
| Average Daily Attendance             | 709    | 131  | 913,227 |

**IV. SCHOOL SYSTEM SALARY RANKINGS**

|  | AMOUNT           | RANK | STATE            |
|--|------------------|------|------------------|
| 2014-2015 Average Salaries of Licensed Educators                         | \$ 46,763.77     | 73   | \$ 50,463.23     |
| 2014-2015 Average Salaries of Instructional Personnel                    | \$ 46,290.00     | 70   | \$ 50,175.01     |
| 2014-2015 Average Salaries of Classroom Teachers                         | \$ 43,803.76     | 85   | \$ 40,670.89     |
| 2014-2015 Average Salaries of Principals                                 | \$ 66,009.00     | 113  | \$ 82,445.21     |
| 2014-2015 Average Salaries of Superintendents                            | \$ 80,875.00     | 132  | \$ 115,077.96    |
| 2014-2015 Classroom Teacher Salaries Compared to Principal Salaries      | 2:3              | 33   | 4:7              |
| 2014-2015 Classroom Teacher Salaries Compared to Superintendent Salaries | 1:2              | 10   | 3:7              |
| 2015-2016 BA Minimum Teacher Salary Ranking                              | \$ 31,715.00     | 139  | \$ -             |
| 2015-2016 BA Step 15 Teacher Salary Ranking                              | \$ 39,745.00     | 130  | \$ 44,281.19     |
| 2015-2016 BA Maximum Teacher Salary Ranking                              | \$ 41,965.00     | 130  | \$ 48,136.32     |
| 2015-2016 MA Minimum Teacher Salary Ranking                              | \$ 35,115.00     | 134  | \$ 38,528.84     |
| 2015-2016 MA Step 15 Teacher Salary Ranking                              | \$ 44,200.00     | 116  | \$ 48,199.09     |
| 2015-2016 MA Maximum Teacher Salary Ranking                              | \$ 46,735.00     | 120  | \$ 52,367.07     |
| 2015-2016 Salary Schedule Average (Median) Salary Ranking                | \$ 34,144.00     | 131  | \$ -             |
| 2015-2016 Salary Schedule Maximum Teacher Salary Ranking                 | \$ 31,715.00     | 60   | \$ -             |
| 30 Year Career Earnings Potential  | \$ 18,511,030.00 | 138  | \$ 20,408,816.83 |
| 2015-2016 Substitute Teacher Salary Ranking (Daily Rate)                 | \$ 75.00         | 32   | \$ 72.06         |
| 2015-2016 Bookkeeper Minimum Hourly Wage                                 | \$ 11.88         | 81   | \$ 13.32         |
| 2015-2016 Bookkeeper Median Hourly Wage                                  | \$ 12.41         | 98   | \$ 16.28         |
| 2015-2016 Bookkeeper Maximum Hourly Wage                                 | \$ 12.94         | 117  | \$ 19.32         |
| 2015-2016 Bus Driver Minimum Hourly Wage                                 | \$ 16.15         | 29   | \$ 14.19         |
| 2015-2016 Bus Driver Median Hourly Wage                                  | \$ 16.15         | 37   | \$ 15.69         |
| 2015-2016 Bus Driver Maximum Hourly Wage                                 | \$ 16.15         | 59   | \$ 19.09         |
| 2015-2016 Classroom Aide Minimum Hourly Wage                             | \$ 10.75         | 39   | \$ 9.99          |

|  | AMOUNT   | RANK | STATE    |
|--|----------|------|----------|
| 2015-2016 Classroom Aide Median Hourly Wage  | \$ 11.37 | 64   | \$ 11.65 |
| 2015-2016 Classroom Aide Maximum Hourly Wage | \$ 14.84 | 37   | \$ 13.86 |
| 2015-2016 Clerical Staff Minimum Hourly Wage | \$ 11.88 | 55   | \$ 11.44 |
| 2015-2016 Clerical Staff Median Hourly Wage  | \$ 12.41 | 84   | \$ 14.27 |
| 2015-2016 Clerical Staff Maximum Hourly Wage | \$ 12.94 | 108  | \$ 17.74 |
| 2015-2016 Custodian Minimum Hourly Wage      | \$ 9.38  | 55   | \$ 9.79  |
| 2015-2016 Custodian Median Hourly Wage       | \$ 9.38  | 75   | \$ 11.64 |
| 2015-2016 Custodian Maximum Hourly Wage      | \$ 11.46 | 65   | \$ 13.75 |
| 2015-2016 Food Service Minimum Hourly Wage   | \$ 9.38  | 50   | \$ 9.29  |
| 2015-2016 Food Service Median Hourly Wage    | \$ 12.28 | 35   | \$ 11.55 |
| 2015-2016 Food Service Maximum Hourly Wage   | \$ 15.19 | 49   | \$ 14.98 |
| 2015-2016 School Nurse Minimum Hourly Wage   | \$ 28.23 | 7    | \$ 18.74 |
| 2015-2016 School Nurse Median Hourly Wage    | \$ 28.23 | 14   | \$ 21.71 |
| 2015-2016 School Nurse Maximum Hourly Wage   | \$ 29.52 | 35   | \$ 25.95 |

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

|   | AMOUNT    | RANK | STATE     |
|---|-----------|------|-----------|
| Average DISTRICT Cost for Employee Only Insurance Plans (All)--CERTIFIED                            | \$ 221.69 | 139  | \$ 372.99 |
| Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CERTIFIED                            | \$ 221.70 | 139  | \$ 88.54  |
| Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED              | \$ 432.45 | 131  | \$ 596.93 |
| Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CERTIFIED              | \$ 432.46 | 129  | \$ 301.49 |
| Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED  | \$ 574.52 | 123  | \$ 765.67 |
| Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CERTIFIED  | \$ 574.53 | 119  | \$ 429.03 |
| Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED                    | \$ 363.76 | 129  | \$ 516.69 |
| Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CERTIFIED                    | \$ 363.77 | 122  | \$ 244.83 |
| Average DISTRICT Cost for Employee Only Insurance Plans (All)--CLASSIFIED                           | \$ 291.67 | 118  | \$ 357.99 |
| Average EMPLOYEE Cost for Employee Only Insurance Plans (All)--CLASSIFIED                           | \$ 151.72 | 109  | \$ 100.96 |
| Average DISTRICT Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED             | \$ 291.67 | 128  | \$ 540.67 |
| Average EMPLOYEE Cost for Employee + Spouse (2 Party) Insurance Plans (All)--CLASSIFIED             | \$ 573.24 | 129  | \$ 341.26 |
| Average DISTRICT Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED | \$ 291.67 | 1    | \$ 699.72 |
| Average EMPLOYEE Cost for Employee + Spouse + Child(ren) (Family) Insurance Plans (All)--CLASSIFIED | \$ 857.38 | 131  | \$ 489.76 |
| Average DISTRICT Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED                   | \$ 291.66 | 124  | \$ 473.62 |
| Average EMPLOYEE Cost for Employee + Child(ren) Insurance Plans (All)--CLASSIFIED                   | \$ 435.86 | 124  | \$ 281.46 |

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

|  | AMOUNT      | RANK | STATE       |
|--|-------------|------|-------------|
| High School Football, Head Coach               | N/A         |      | \$ 7,270.67 |
| High School Football, Asst. Coach              | N/A         |      | \$ 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             | N/A         |      | \$ 6,686.47 |
| High School Basketball, Asst. Coach            | N/A         |      | \$ 3,406.77 |
| Jr. High School Basketball, Head Coach         | \$ 2,000.00 | 91   | \$ 2,949.94 |
| Jr. High School Basketball, Asst. Coach        | \$ 1,200.00 | 63   | \$ 1,690.43 |
| High School Baseball, Head Coach               | \$ 1,000.00 | 121  | \$ 3,716.00 |
| High School Baseball, Asst. Coach              | \$ 300.00   | 108  | \$ 2,077.80 |
| High School Softball, Head Coach               | \$ 1,000.00 | 118  | \$ 3,746.79 |
| High School Softball, Asst. Coach              | \$ 500.00   | 107  | \$ 2,046.92 |
| High School Soccer, Boys Head Coach            | \$ 1,000.00 | 96   | \$ 2,924.26 |
| High School Soccer, Boys Asst. Coach           | \$ 500.00   | 63   | \$ 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   | N/A         |      | \$ 2,769.27 |
| High School Track and Field, Boys Asst. Coach  | N/A         |      | \$ 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              | \$ 500.00   | 114  | \$ 1,889.69 |
| High School Golf, Boys Asst. Coach             | N/A         |      | \$ 1,372.01 |
| High School Golf, Girls Head Coach             | \$ 500.00   | 99   | \$ 1,852.98 |
| High School Golf, Girls Asst. Coach            | \$ 250.00   | 19   | \$ 1,391.18 |

|   | AMOUNT      | RANK | STATE       |
|---|-------------|------|-------------|
| High School Tennis, Boys Head Coach         | \$ 500.00   | 95   | \$ 2,100.19 |
| High School Tennis, Boys Asst. Coach        | \$ 250.00   | 20   | \$ 1,634.44 |
| High School Tennis, Girls Head Coach        | \$ 500.00   | 85   | \$ 2,003.02 |
| High School Tennis, Girls Asst. Coach       | \$ 250.00   | 17   | \$ 1,682.34 |
| High School Cross County, Boys Head Coach   | \$ 500.00   | 89   | \$ 1,973.80 |
| High School Cross County, Boys Asst. Coach  | N/A         |      | \$ 1,535.03 |
| High School Cross County, Girls Head Coach  | \$ 500.00   | 74   | \$ 1,959.04 |
| High School Cross County, Girls Asst. Coach | \$ 250.00   | 20   | \$ 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          | \$ 1,000.00 | 81   | \$ 2,667.34 |
| High School Volleyball, Asst. Coach         | \$ 500.00   | 48   | \$ 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                    | \$ 750.00   | 124  | \$ 2,443.12 |
| Cheerleading, Asst. Coach                   | \$ 750.00   | 47   | \$ 1,657.87 |
| Band Director                               | N/A         |      | \$ 5,162.75 |
| Asst. Band Director                         | N/A         |      | \$ 2,955.19 |
| Yearbook Sponsor                            | \$ 1,000.00 | 43   | \$ 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                               |        | 4 48 | 3     |
| TVAAS Literacy Composite Scores                              |        | 3 57 | 3     |
| TVAAS Numeracy Composite Scores                              |        | 5 1  | 3     |
| TVAAS Literacy and Numeracy Composite Scores                 |        | 5 1  | 3     |
| Achievement: 3-8 Math Proficient & Advanced                  | 41.6%  | 128  | 55.6% |
| Achievement: 3-8 Reading/Language Arts Proficient & Advanced | 35.7%  | 129  | 48.3% |
| Achievement: 3-8 Science Proficient & Advanced               | 55.8%  | 121  | 64.5% |
| Achievement: Algebra I Proficient & Advanced                 | 68.3%  | 63   | 65.6% |
| Achievement: Algebra II Proficient & Advanced                | 68.5%  | 28   | 54.2% |
| Achievement: Biology I Proficient & Advanced                 | 49.2%  | 119  | 65.2% |
| Achievement: English I Proficient & Advanced                 | 62.3%  | 108  | 71.8% |
| Achievement: English II Proficient & Advanced                | 57.7%  | 98   | 64.8% |
| Achievement: English III Proficient & Advanced               | 41.9%  | 73   | 41.7% |
| Achievement: Chemistry Proficient & Advanced                 | 32.7%  | 97   | 44.2% |
| ACT: Composite   | 18.4   | 84   | 19.4  |
| ACT: English   | 17.7   | 83   | 18.9  |
| ACT: Math  | 17.6   | 95   | 18.9  |
| ACT: Reading   | 19.2   | 63   | 19.6  |
| ACT: Science   | 18.7   | 82   | 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                                     | 17.5   | 96   | 18.8  |
| ACT: Reading 3 Year Average                                  | 18.8   | 78   | 19.5  |
| ACT: Science 3 Year Average                                  | 18.5   | 81   | 19.2  |
| Graduation Rate: All Students                                | 98.5%  | 5    | 87.8% |
| Graduation Rate: Female Students                             | 100.0% | 1    | 90.5% |
| Graduation Rate: Male Students                               | 96.7%  | 12   | 85.3% |