

2014 - 2015 ESP Ranking Report
ESP Position: Clerical staff (Office Secretary)
Ranked By: Minimum Salary
Compiled On: 5/6/2015

Districts were asked to provide the minimum hourly salary for full-time employees designated as secretaries including those in supervisory positions. Districts without information below either contract outside the school system for this work or did not provide the information as requested in time for publication. The information below was copied from the information provided by the school system. Please report errors to Shannon K. Bain at sbain@tnea.org.

Ranking	District Name	County Name	Min Salary	Avg Salary	Max Salary	Avg Work Day In Hours	Avg Work Year In Days
1	Collierville School District	Shelby	\$ 23.18	\$ 20.55	\$ 17.92	8	212
2	Robertson County School District	Robertson	\$ 22.36		\$ 35.17	7	180
3	Achievement School District	Shelby	\$ 20.83	\$ 22.66	\$ 24.48	8	240
4	Millington School District	Shelby	\$ 17.50		\$ 18.15	8	
5	Bells School District	Crockett	\$ 16.97	\$ 16.97	\$ 16.97	7	220
6	Hamblen County School District	Hamblen	\$ 15.84		\$ 17.20	7.5	187
7	Loudon County School District	Loudon	\$ 15.62	\$ 18.69	\$ 21.76	8	240
8	Arlington School District	Shelby	\$ 15.40	\$ 16.78	\$ 18.15	8	205
8	Lakeland School District	Shelby	\$ 15.40		\$ 18.15	8	215
10	Sevier County School District	Sevier	\$ 15.15	\$ 28.45	\$ 41.65	8	210
11	McMinn County School District	McMinn	\$ 15.04	\$ 15.83	\$ 16.61	7	200
12	Dyersburg School District	Dyer	\$ 14.98	\$ 18.31	\$ 20.16	8	210
13	Alamo School District	Crockett	\$ 14.67	\$ 15.00	\$ 15.33	7.5	200
14	Marion County School District	Marion	\$ 14.42	\$ 15.91	\$ 17.41	7.5	200
15	Paris School District	Henry	\$ 14.34	\$ 25.03	\$ 35.71	7	200
15	Paris School District	Henry	\$ 14.34	\$ 25.03	\$ 35.71	7	200
17	Unicoi County School District	Unicoi	\$ 13.96	\$ 14.59	\$ 15.21	7	261
18	Franklin SSD	Williamson	\$ 13.92	\$ 15.72	\$ 17.52	7.5	205
19	Carroll County School District	Carroll	\$ 13.69	\$ 13.69	\$ 13.69	7.5	240

20 Etowah School District	McMinn	\$ 13.40		\$ 20.00	7.5	230
21 Germantown School District	Shelby	\$ 13.20	\$ 21.02	\$ 28.85	7.5	220
22 West Carroll Sp Dist	Carroll	\$ 13.10	\$ 15.31	\$ 17.52	7	180
23 Alcoa School District	Blount	\$ 13.05	\$ 17.23	\$ 19.49	8	260
24 Tipton County School District	Tipton	\$ 13.03	\$ 15.07	\$ 17.12	7.5	210
25 Athens School District	McMinn	\$ 12.98	\$ 14.66	\$ 16.34	7.5	190
26 Tullahoma School District	Coffee	\$ 12.88	\$ 15.69	\$ 28.40	7.5	205
27 Chester County School District	Chester	\$ 12.80	\$ 12.80	\$ 12.80	7	193
28 Weakley County School District	Weakley	\$ 12.70	\$ 12.75	\$ 13.20	8	223
29 Monroe County School District	Monroe	\$ 12.65	\$ 14.90	\$ 17.15	7	198
30 Lawrence County School District	Lawrence	\$ 12.58				240
31 Madison County School District	Madison	\$ 12.57	\$ 13.70	\$ 14.84	7	220
32 Overton County School District	Overton	\$ 12.52		\$ 13.79	8	200
33 Houston County School District	Houston	\$ 12.50	\$ 15.75	\$ 19.00	8	250
33 Williamson County School District	Williamson	\$ 12.50	\$ 15.70	\$ 18.91	8	214
35 Milan School District	Gibson	\$ 12.31	\$ 12.78	\$ 13.25	7	240
36 Greene County School District	Greene	\$ 12.29	\$ 13.70	\$ 15.10	7	190
37 Sweetwater School District	Monroe	\$ 12.27		\$ 13.28	5	220
38 Fayette County School District	Fayette	\$ 12.22	\$ 18.14	\$ 24.07	7.5	180
39 Bristol School District	Sullivan	\$ 12.15	\$ 16.01	\$ 19.87	7.5	240
40 Scott County School District	Scott	\$ 12.13	\$ 12.61	\$ 13.09	7	220
41 Davidson County School District	Davidson	\$ 12.11	\$ 15.11	\$ 18.10	8	200
42 Dayton School District	Rhea	\$ 12.06	\$ 13.00	\$ 14.38	8	200
43 Dyer County School District	Dyer	\$ 12.00	\$ 13.81	\$ 14.83	7	220
44 Shelby County School District	Shelby	\$ 11.99	\$ 17.45	\$ 26.84	8	207
45 Oak Ridge School District	Anderson	\$ 11.95	\$ 15.16	\$ 18.37	8	261
46 Crockett County School District	Crockett	\$ 11.94	\$ 13.55	\$ 15.16	7	220
47 Van Buren County School District	Van Buren	\$ 11.88	\$ 12.41	\$ 12.94	8	200
48 Greeneville School District	Greene	\$ 11.80		\$ 15.80	8	260
49 Moore County School District	Moor	\$ 11.79	\$ 16.66	\$ 21.53	8	215
50 Johnson City School District	Washington	\$ 11.76	\$ 13.17	\$ 14.70	8	260
51 Murfreesboro School District	Rutherford	\$ 11.70	\$ 13.32	\$ 14.26		200
52 Cleveland School District	Bradley	\$ 11.56	\$ 14.58	\$ 17.60	7.5	210
53 Cheatham County School District	Cheatham	\$ 11.52	\$ 8.34	\$ 5.15	7	280
54 Hamilton County School District	Hamilton	\$ 11.45	\$ 17.85	\$ 25.69	7.5	180

55 Henderson County School District	Henderson	\$ 11.44	\$ 12.09	\$ 12.75	7	182
56 McKenzie School District	Carroll	\$ 11.43	\$ 16.59	\$ 21.75	7	200
57 Humboldt School District	Gibson	\$ 11.35		\$ 28.92	7.5	220
58 Montgomery County School District	Montgomery	\$ 11.31	\$ 13.42	\$ 15.53	7.5	196
59 White County School District	White	\$ 11.27	\$ 12.89	\$ 14.52	8	235
60 Fayetteville School District	Lewis	\$ 11.08	\$ 12.50	\$ 13.93	7.5	200
61 Morgan County School District	Morgan	\$ 10.94		\$ 11.03	8	189
62 Stewart County School District	Stewart	\$ 10.93	\$ 11.43	\$ 11.92	5.5	183
63 Perry County School District	Perry	\$ 10.83	\$ 11.80	\$ 12.77	7	190
64 Macon County School District	Macon	\$ 10.82		\$ 14.61	8	196
65 Oneida School District	Scott	\$ 10.80	\$ 12.34	\$ 13.89	5.8	190
66 Trenton School District	Gibson	\$ 10.73	\$ 13.16	\$ 15.60	8	220
67 Rhea County School District	Rhea	\$ 10.69	\$ 13.18	\$ 15.67	7.5	200
68 Elizabethton School District	Carter	\$ 10.66		\$ 13.11	7.5	190
69 Giles County School District	Giles	\$ 10.63	\$ 12.00	\$ 13.38	8	240
70 Clinton School District	Anderson	\$ 10.54	\$ 15.10	\$ 19.65	8	255
71 Maryville School District	Blount	\$ 10.48		\$ 14.56	7	187
72 Lake County School District	Lake	\$ 10.46	\$ 10.46	\$ 10.78	7	200
73 Lebanon School District	Wilson	\$ 10.38	\$ 14.30	\$ 17.85	7.5	205
74 Haywood County School District	Haywood	\$ 10.28	\$ 14.40	\$ 18.51	7	230
75 Dickson County School District	Dickson	\$ 10.23	\$ 13.16	\$ 16.80	7	200
76 Decatur County School District	Decatur	\$ 10.15	\$ 10.90	\$ 11.65	7	190
76 Pickett County School District	Pickett	\$ 10.15	\$ 11.49	\$ 12.84	7.5	180
78 Knox County School District	Knox	\$ 10.08	\$ 22.39	\$ 34.69	7.75	221
79 Bradley County School District	Bradley	\$ 10.05	\$ 13.76	\$ 17.47	7	210
80 Kingsport School District	Sullivan	\$ 10.01	\$ 12.29	\$ 14.57	7.5	218
80 Trousdale County School District	Trousdale	\$ 10.01	\$ 11.42	\$ 12.82	7.5	192
82 Hardeman County School District	Hardeman	\$ 10.00	\$ 13.83	\$ 17.67	7.5	200
83 Gibson Co Sp Dist	Gibson	\$ 9.78	\$ 11.84	\$ 12.28	7	190
84 Maury County School District	Maury	\$ 9.77	\$ 10.87	\$ 11.96	7.5	200
85 Hawkins County School District	Hawkins	\$ 9.65	\$ 12.36	\$ 15.07	7	195
86 Sullivan County School District	Sullivan	\$ 9.62	\$ 13.20	\$ 16.77	7.25	200
87 Meigs County School District	Meigs	\$ 9.59	\$ 10.42	\$ 11.26	8	219
88 Lincoln County School District	Lincoln	\$ 9.54	\$ 10.56	\$ 11.58	7.5	215
89 Wilson County School District	Wilson	\$ 9.50	\$ 13.77	\$ 18.05	7.5	215

90	Roane County School District	Roane	\$ 9.24	\$ 13.84	\$ 18.43	7.5	205
91	Lewis County School District	Lewis	\$ 9.12	\$ 17.50	\$ 25.89	7	210
92	Fentress County School District	Fentress	\$ 9.00		\$ 13.45	8	180
93	Blount County School District	Blount	\$ 8.95		\$ 18.24		
93	Cocke County School District	Cocke	\$ 8.95		\$ 21.65	8	
95	McNairy County School District	McNairy	\$ 8.91	\$ 13.48	\$ 18.06	7.5	240
96	Coffee County School District	Coffee	\$ 8.88	\$ 11.60	\$ 14.32	7.5	208
97	Sequatchie County School District	Sequatchie	\$ 8.70	\$ 9.83	\$ 10.96	7.5	180
98	Huntingdon School District	Carroll	\$ 8.66	\$ 11.91	\$ 15.15	7.5	220
99	Carter County School District	Carter	\$ 8.60	\$ 8.60	\$ 8.60	7.5	200
100	Hickman County School District	Hickman	\$ 8.58	\$ 10.23	\$ 11.89	8	200
101	Johnson County School District	Johnson	\$ 8.55	\$ 9.34	\$ 10.12	7.5	200
102	Smith County School District	Smith	\$ 8.44	\$ 10.63	\$ 12.71	7.5	180
103	Anderson County School District	Anderson	\$ 8.43	\$ 11.98	\$ 15.53	8	215
104	Bedford County School District	Bedford	\$ 8.37		\$ 15.25	7	180
105	Sumner County School District	Sumner	\$ 8.34	\$ 10.84	\$ 16.35	7	200
106	Lauderdale County School District	Lauderdale	\$ 8.26	\$ 14.03	\$ 19.80	7.5	210
107	Cumberland County School District	Cumberland	\$ 8.18	\$ 14.02	\$ 19.86	8	190
108	Franklin County School District	Franklin	\$ 8.17	\$ 13.94	\$ 20.92	7.9	223
109	Clay County School District	Clay	\$ 8.15	\$ 8.65	\$ 9.15	8	183
110	Hollow Rock - Bruceton School District	Carroll	\$ 8.11	\$ 9.36	\$ 10.61	7.5	220
111	Rogersville School District	Hawkins	\$ 8.06	\$ 13.11	\$ 18.16	8	230
112	Benton County School District	Benton	\$ 8.03	\$ 8.64	\$ 9.25	7	180
113	Cannon County School District	Cannon	\$ 8.00	\$ 9.56	\$ 10.85	7.5	200
114	Newport School District	Cocke	\$ 7.98	\$ 10.15	\$ 12.33	7	220
115	Warren County School District	Warren	\$ 7.97	\$ 18.68	\$ 29.40	7	260
116	Jefferson County School District	Jefferson	\$ 7.78	\$ 12.21	\$ 23.87	8	201
117	Wayne County School District	Wayne	\$ 7.76	\$ 8.09	\$ 8.42	7.5	240
118	DeKalb County School District	DeKalb	\$ 7.52		\$ 19.17	8	230
119	Union County School District	Union	\$ 6.66	\$ 9.95	\$ 13.24	8	220
120	Claiborne County School District	Claiborne	\$ 6.52	\$ 10.94	\$ 15.37	7.5	206
121	Grundy County School District	Grundy	\$ 6.44	\$ 7.11	\$ 7.78	7.5	210
122	Hardin County School District	Hardin	\$ 4.18	\$ 24.25	\$ 44.31	7	215
123	Humphreys County School District	Humphreys	\$ 4.00	\$ 10.29	\$ 16.58	8	220
124	Richard City School District	Marion	\$ -	\$ 6.49	\$ 12.99	7	220

Bartlett School District	Shelby				
Bledsoe County School District	Bledsoe				
Bradford School District	Gibson		\$ 14.43	8	220
Campbell County School District	Campbell				
Grainger County School District	Grainger				
Hancock County School District	Hancock				
Henry County School District	Henry		\$ 82.01		210
Jackson County School District	Jackson				
Lenoir City School District	Loudon				
Lexington School District	Henderson				
Manchester School District	Coffee				
Marshall County School District	Marshall				
Obion County School District	Obion				
Polk County School District	Polk				
Putnam County School District	Putnam				
Rutherford County School District	Rutherford				
South Carroll School District	Carroll			8	240
Union City School District	Obion				
Washington County School District	Washington				