

More Funding Needed to Fix Tennessee School Staff Shortages

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Abstract

Tennessee's school funding formula does not adequately support the state's schools. This report analyzes the impact of underfunding on staffing levels and the resulting inequities created between high- and low-income school districts. The state's school formula funding, even when supplemented by local funding above the required local share, results in lower staffing levels in poorer districts in nearly every staffing category. Our findings show: (1) Nearly all districts raise more local funds than required. (2) Wealthier districts supplement with local funds to reduce the average state student-teacher ratio of 23:1 ratio to 19-20 students per teacher, while the poorest districts average a student-teacher ratio of 24:1. (3) The English language learner to English as a second language teacher ratio is twice as high in poor districts than in wealthier districts. (4) Many districts have extremely limited access to student support staff such as social workers, counselors, and psychologists.

Acknowledgments

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Introduction

Tennessee's school funding formula – the Basic Education Program (BEP) – does not provide enough funding to adequately resource the state's schools. This has been amply documented.¹ This report builds on previous research by analyzing the impact of underfunding on staffing levels and the resulting inequities created between high- and low-income school districts.

As Tennessee faces an economic crisis and the ongoing interruption of student learning caused by the current pandemic, resources such as small class sizes, sufficient support staff, and remedial interventions will be crucial to reopen schools safely and make up for lost instructional time for returning students. This is especially true in low-income districts that were already underfunded before the pandemic. Districts need more, not less, support from the state formula right now.

The analysis presented in this report shows that in nearly every category the state's poorest districts have fewer staff serving more students than the wealthiest districts do.² BEP formula funding, even when supplemented by local funding above the required local share, results in lower staffing levels in poorer districts. Our findings show:

- Nearly all districts raise more local funds than required. Districts with the least fiscal capacity raise, on average, \$375 per pupil above the level required by the BEP formula, compared to over \$2,350 in districts with the most fiscal capacity.
- The BEP funds on average one teacher for every 23 students. Wealthier districts are able to supplement with local funds to reduce that ratio to 19-20 students per teacher, while the poorest districts average a student-teacher ratio of 24:1.
- The population of English language learners (ELL) is significantly higher in the poorest districts than in the wealthiest (10% vs. 3%); yet the ELL student to ESL teacher ratio is twice as high in poor districts than in wealthier districts.

- Of the 140 districts in the state, 111 did not have a single social worker on staff, including 15 of the poorest districts.
- Twelve districts across the state had no social worker, no psychologist and a student to counselor ratio above 600. These districts educate over 25,000 students, nearly 40% of whom are poor.

According to Education Law Center’s [Making the Grade 2019](#) report, Tennessee is one of the least fairly funded states in the nation. The state’s cost-adjusted per pupil funding ranks near the bottom (43rd) and is not fairly distributed by poverty. Low-income districts, on average, receive about the same level of funding as wealthy districts. Tennessee also makes minimal effort to fund its schools, allocating the third lowest percentage of state GDP to PK-12 education.

BEP Formula Does Not Reflect Cost of Educating At-Risk Students

The BEP formula provides funding based on the cost of the resources needed to operate schools (instructional and non-instructional staff, administration, operations, etc.). For instructional staff, districts get funding based on average salaries and the number of positions generated using a prescribed student to teacher ratio at the district level. The ratios vary based on position, by grade level, regular or special education, and subject area. For example, using a student to teacher ratio of 20:1, a district with 100 K-3 students would generate funding for 5 teachers. Districts are not tied to the ratios used in the BEP formula; the actual number of staff employed by the district may be above or below the number of positions generated by the formula.

See [the BEP Primer](#) for a detailed overview of the funding formula.

Districts require more funding [to educate lower income students](#). It is well documented that students in poverty tend to enter school less prepared than their wealthier peers and may lack other family and community resources that would further support their learning growth. In theory, the Tennessee BEP formula recognizes this need by including funding for each “at-risk” student, or student in poverty. This additional funding was \$886 per pupil in 2018-19. Once adjusted for variations in the cost of living, however, BEP funding is not higher in districts with more students in poverty.

As can be seen in Figure 1, although the very wealthiest districts are funded at the lowest level, averaging \$6,346 per pupil, there is very little variation between the remaining three wealth categories. The poorest districts do not get a notable funding advantage over the wealthier districts. Even the modest additional funding for poverty in the BEP is essentially offset by the higher cost of living in urban districts like Davidson and Shelby, where Nashville and Memphis are located.

Figure 1: State & Local Per Pupil BEP Funding, by District Poverty Level

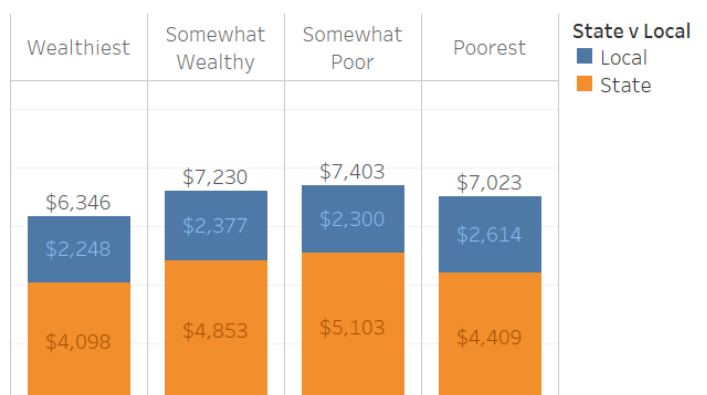


Figure 2 shows the actual amount of state and local funding districts receive. Differences between BEP funding levels and actual funding levels are largely driven by districts providing local funding above the BEP required amount (the state provides a small amount of additional funding outside the BEP formula). On average, the wealthiest districts receive \$7,833 per pupil (after adjusting for cost of living, which tends to be higher in these districts), while the moderate wealth and somewhat poor districts average about \$8,650 per pupil. The poorest districts receive an average of \$9,751 per pupil. The averages displayed in Figure 2 mask significant variation in actual funding levels within the poverty groups (see Figure 3). For example, though Dayton City and Davidson County have similar poverty rates, there is a \$4,000 gap in funding between them.³

Nearly all districts raise local funds above the BEP requirement. The ability of districts, both wealthy and poor, to increase funding is directly tied to their fiscal capacity to raise additional local funds. Districts with the lowest fiscal capacity (as measured by the formula to determine state share) raise, on average, less than \$375 per pupil above the level required by the BEP formula, compared to over \$2,350 in districts with the highest fiscal capacity.

The funding levels among Tennessee’s school districts make clear that the BEP formula is neither adequate nor equitable. The BEP does not, in theory or application, include a predictable relationship between student poverty and funding, an essential feature of an equitable school funding formula.

Figure 2: State & Local Per Pupil Actual Funding, by District Poverty Level

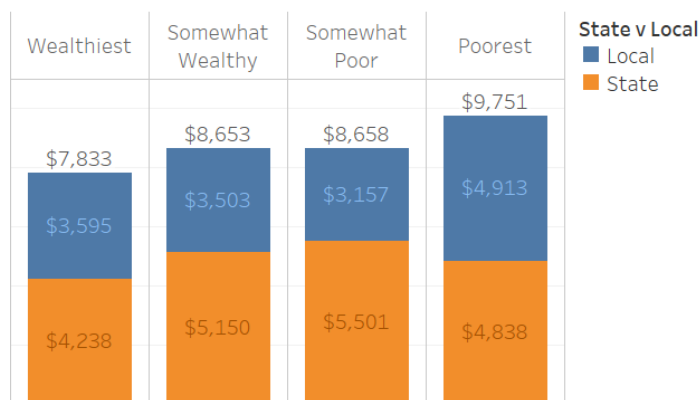
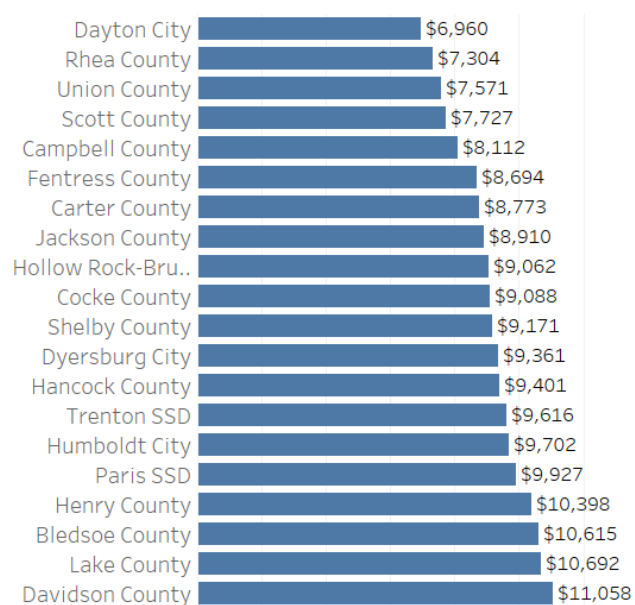


Figure 3: State & Local Per Pupil Actual Funding: Lowest Poverty Districts



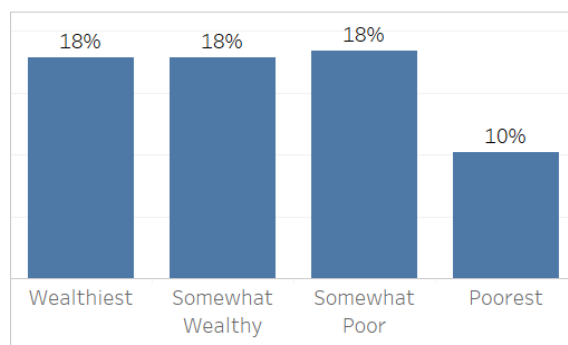
Persistent Staffing Shortages in the Poorest Districts

The BEP formula, even supplemented by local funding, results in lower staffing levels in the poorest districts than in their wealthier counterparts.⁴ As Figure 4 shows, the poorest districts hired 10% more staff than the BEP provides, while all other district types hired 18% more. Districts at all poverty levels are hiring many more staff than are covered through BEP funding, but the poorest districts tend to remain more understaffed than wealthier districts.

Teachers

Every district in the state except one (Lenoir City) hires more classroom teachers than the BEP funds. These additional hires range from just a few teachers to a 50% increase (Lake County). Twenty-nine districts across the

Figure 4: Percent Difference between Actual and Funded Licensed Staff



state, ranging from wealthy Franklin SSD to high poverty districts such as Rhea and Carter County, hired at least 25% more teachers than were funded through the BEP.

Figure 5 shows that, on average, all districts except the poorest manage to keep their student to teacher ratios lower than the BEP funded ratio with these additional hires. The BEP funds at an average rate of 23 students per teacher.⁵ Wealthier districts are able to supplement with local funds to reduce that ratio to 19-20 students per teacher, while the poorest districts average a student-teacher ratio that is higher than the funded rate at 24:1.

A closer look at student-teacher ratios in the poorest districts shows that this staffing disadvantage is especially problematic in Davidson and Shelby Counties, which educate nearly a third of all poor students in the state and have student to teacher ratios of 25:1 and 26:1, respectively. All the other “poorest” districts use some combination of local supplemental revenue and the BEP’s at-risk funding to reduce their ratios to 22:1 or lower with an average of 19:1. This still puts them at a disadvantage relative to their wealthier peers. The BEP at-risk funding is intended to help schools lower class-size ratios to 15:1 in poorer districts, but student-teacher ratios suggest this goal is well out of reach.

Student-teacher ratios for specialized teachers (art, music, P.E. teachers and librarians) are more balanced by district poverty and similar to the BEP funded ratio, as seen in Figure 6, though there are variations within poverty groupings. Some districts hired more staff than they are allotted through the BEP while others hired far fewer. Some of the poorest districts hired more than the average BEP allotted staff of 1 per 178 students. For example, Carter County has 166 students per specialized teacher, and Shelby County’s ratio is 165:1. Other districts hired fewer. For example, Dyersburg’s student to specialized teacher ratio is 231:1, and Union County’s ratio is 298:1.

Ratios of students with disabilities to Special Education teachers are well below the BEP funded ratio of 29:1 in all district poverty groupings, showing that districts are allocating a great deal of additional funding to hire Special Education staff to support their students. The wealthiest and poorest districts have the lowest average ratios at 17 students with disabilities per Special Education teacher, though there is variability in these ratios. For example, Williamson’s ratio is 10:1, and Shelby’s is 13:1; on the other end, Fentress’ ratio is 40:1, and Crockett’s is 39:1.

Figure 5: Student - Teacher Ratios by Poverty Level

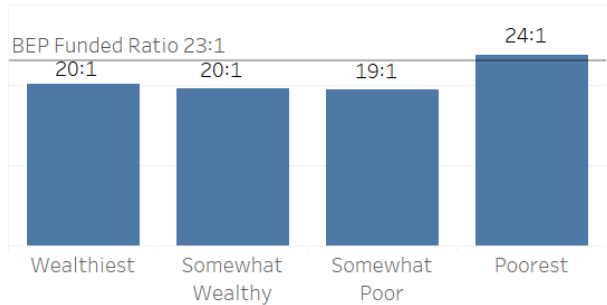


Figure 6: Student- Specialized Teacher Ratios by Poverty Level

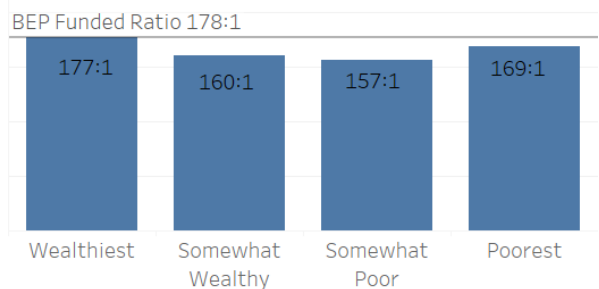
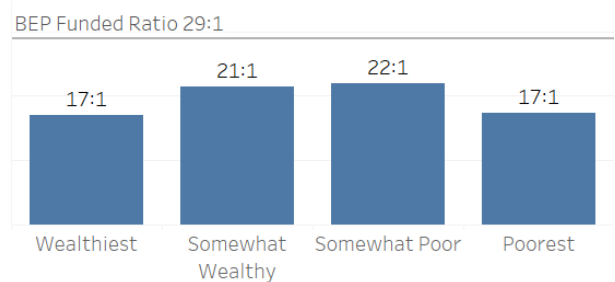


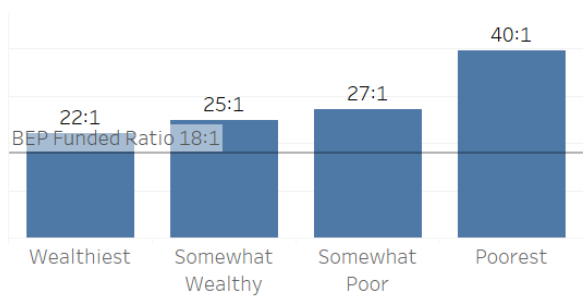
Figure 7: Student with Disabilities - Special Education Teacher Ratio by Poverty Level



Find details on specific districts’ funding and staffing levels in the Appendix and [Online Interactive Tools.](#)

ESL teachers are hired at a rate below the BEP funded rate in districts at all poverty levels, but even fewer are hired in the poorest districts, as seen in Figure 8. The wealthiest districts average a rate of 22 ELLs per ESL teacher, while the poorest districts average 40 ELLs per ESL teacher. This lack of ESL teachers in the poorest districts is more alarming when considering that 10% of students in the poorest districts are ELLs, compared to an average of only 3% in wealthier districts.

Figure 8: ELL Student- ESL Teacher Ratios by Poverty Level

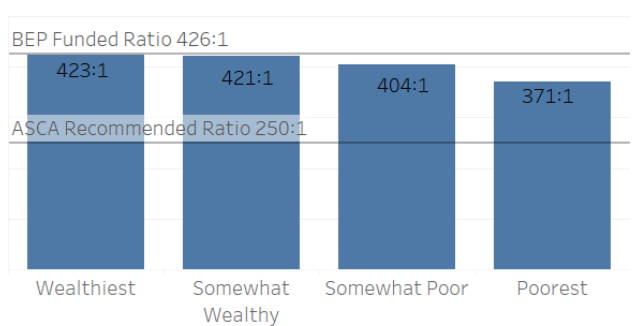


The five districts serving 67% of all ELL students in the state exemplify these ELL resource inequities. The wealthy district Rutherford serves 2,593 ELL students and has an ELL student to ESL teacher ratio of 24:1, while the somewhat wealthy district Knox has 2,727 ELL students and a ratio of 29:1. In comparison, the poor district Davidson serves 13,884 ELL students and has an ELL student to ESL teacher ratio of 47:1; the poor district Shelby serves 8,156 ELL students with a ratio of 33:1; and the somewhat poor district Hamilton serves 2,679 ELL students with a ratio of 31:1.

Counselors

The BEP provides funding for one counselor for every 426 students, which generates 2,146 positions across the state. However, districts hired 2,364 counselors, 218 more than the BEP funded amount. Student to counselor ratios are generally in line with BEP funded ratios, though poorer districts have smaller ratios, on average, as would be expected given the greater resource needs among these student populations (see Figure 9). Districts fall far from the nationally ratio recommended by the American School Counselor Association.

Figure 9: Student- Counselor Ratios by Poverty Level

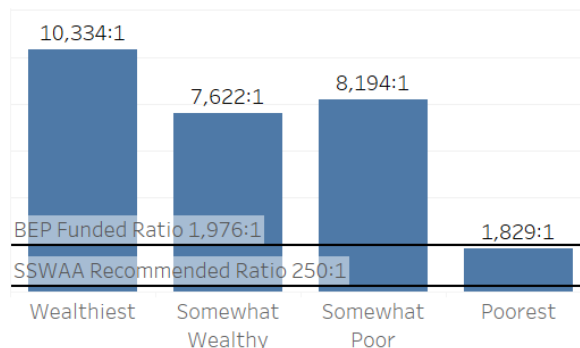


However, a closer look shows that these lower student-counselor ratios in the poorest districts are largely driven by the relatively low ratios in Shelby (351:1) and Davidson Counties (364:1), while many of the other poor districts have unacceptably high counselor caseloads. Seven of the 20 poorest districts have student to counselor ratios above 600:1 (Dayton City, Paris SSD, Union County, Lake County, Scott County, Fentress County, and Dyersburg City). Such ratios likely curtail efforts to meet students' social and emotional needs and college and career guidance that is especially crucial for low-income students.

Social Workers

The BEP funds one social worker for every 2,000 students, a ratio that is *eight times higher* than the nationally recommended level (250:1) (as recommended by the School Social Work Association of America). And yet, most districts across the state are not able to staff their schools at even this inadequate level. The ratios range from an astounding one social worker for every 10,000 students in the wealthiest districts to approximately one per 2,000 students in the poorest districts (see Figure 10). The formula generates 469 social work positions, yet there were only 211 social workers employed across the state. In fact, 111 of the 140 districts did not have a single social worker on staff.

Figure 10: Student- Social Worker Ratios by Poverty Level

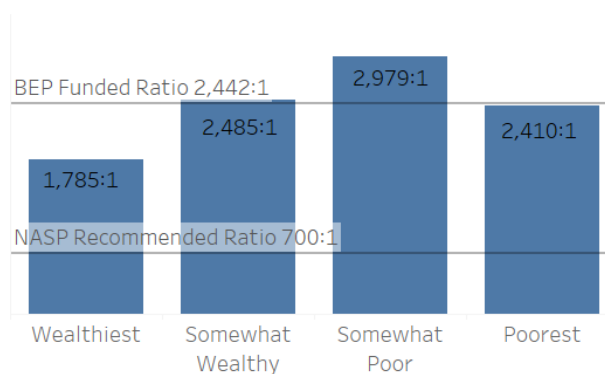


The poorest districts in the state are likely to be the most in need of the support social workers provide, and yet most students in these schools have no or limited access to such resources. Shelby and Davidson, the two largest urban districts, are outliers in that they hired more social workers than the BEP provides. Even so, their student-social worker ratios are about six times the nationally recommended level. Of the remaining 18 poorest districts, 15 have no social worker. The other three districts have one social worker each, resulting in absurdly large caseloads. The situation is no better in the 53 “somewhat poor” districts: 44 have no social worker on staff, and the other nine employ only one social worker, in some cases part-time, for the whole district. Ratios range from one full-time social worker for about 700 students in Milan SSD to one part-time (20%) social worker for over 4,000 students in Coffee County.

Psychologists

The BEP funds one psychologist for every 2,500 students, a level that is again drastically out of line with recommendations of the National Association of School Psychologists (700:1). Actual hires are quite close to the 402 positions funded by the BEP with 379 psychologists employed by districts across the state, though they are not evenly distributed (see Figure 11). The wealthiest districts hired 40% more psychologists than they are funded for and have the lowest staff to student ratio. Overall, the moderately wealthy districts hired about as many psychologists as are funded by the BEP, but some individual districts hired more (Knox County, Murfreesboro City) while 21 of the 49 districts do not have any psychologists on staff.

Figure 11: Student-Psychologist Ratios by Poverty Level



About half of the somewhat poor and poorest districts in the state also did not have a psychologist on staff. This includes some large districts, such as Hamblen County, Lawrence County, Sullivan County and Carter County, all of which have student enrollments of 5,000 or more. Shelby County hired fewer psychologists than the BEP funds, resulting in a student to psychologist ratio of over 3,600 to 1. Davidson County hired nearly twice as many psychologists as they are funded for, but that still left the district with over 1,400 students per psychologist, double the recommended level.

Students Denied Adequate Support

A handful of poor districts stand out as having gravely under-resourced schools that leave students without meaningful access to the support services that are critical to their success. Twelve districts across the state had no social worker, no psychologist and a student to counselor ratio above 600 (see Table 1).

These districts educate over 25,000 students, nearly 40% of whom are poor. Most concerning are the nine districts in the somewhat poor or poorest categories where these social and emotional supports are especially necessary, given the impact of the pandemic, to ensure that students and staff have the resources they need to succeed. In all cases, these districts had student to teacher ratios that were below BEP funded levels, suggesting that they are prioritizing smaller class sizes over support services, a choice that no district, especially one serving a high need population, should be forced to make.

Table 1. Districts without Adequate Social Supports: No Social Worker, No Psychologist, and High Student to Counselor Ratios

Poverty	District	Enrollment	At Risk %	ELL %	Students : Teacher	Students : Counselor	Students : Social Worker	Students : Psychologist
Wealthiest	Lakeland	1,736	8%	5%	22.7	868	n/a	n/a
Somewhat Wealthy	Dyer	3,790	32%	0%	20.2	758	n/a	n/a
	Polk	2,163	35%	0%	18.1	721	n/a	n/a
Somewhat Poor	Decatur	1,511	42%	1%	19.0	755	n/a	n/a
	Morgan	2,774	43%	0%	17.6	693	n/a	n/a
	Rogersville	646	36%	1%	19.0	646	n/a	n/a
	Van Buren	722	39%	0%	17.2	722	n/a	n/a
	White	3,732	38%	1%	20.2	622	n/a	n/a
Poorest	Dayton	823	46%	8%	20.8	823	n/a	n/a
	Dyersburg	2,492	49%	1%	18.3	623	n/a	n/a
	Lake	708	60%	0%	13.8	708	n/a	n/a
	Union County	4,325	46%	0%	21.5	721	n/a	n/a
Grand Total		25,422	39%	1%	19.4	706	n/a	n/a

Recommendations

Overall, our analyses match-up with findings from past reports demonstrating that Tennessee’s BEP formula funding is wholly inadequate to properly fund school districts across the state. In addition, this report presents further evidence that Tennessee’s BEP formula funding is deeply inequitable, with

“The [Tennessee Advisory Commission on Intergovernmental Relations] recommends a comprehensive review of the components be made by the BEP Review Committee or other designated state and local officials and other state holders to ensure that the BEP funding formula supports a commonly accepted basic level of education for Tennessee students.”

TACIR Report, 2020

staffing shortages in the poorest districts noticeably worse than in wealthier districts. The at-risk funding in the BEP formula is not sufficient, even with additional local funding, to bring staffing ratios in poorer districts anywhere near national averages or recommended levels.

Addressing the persistent and severe staff shortages in all districts, but particularly in higher poverty districts, requires a complete overhaul of the state's school funding formula. An independent study of the actual costs of educating Tennessee students, especially at-risk students and those in the poorest districts, is urgently needed. That study can then serve as a basis for the Legislature to jettison the BEP for an up-to-date, cost-based formula weighted for student need.

The COVID-19 pandemic shines a harsh light on the staffing shortages that already exist in poor districts. Throughout the current school year, additional staff members will be needed to address the repercussions of statewide school closures. Not only teacher shortages, but also a shortage of counselors, social workers, and nurses will make recovery more difficult. The pandemic underscores the need for the state of Tennessee to rethink its school funding formula and set the stage for long-term improvement. In the meantime, it is imperative that Tennessee maintain all financial resources currently earmarked for districts with large numbers of students in poverty and provide additional support to these districts wherever possible.

ENDNOTES

¹ For example, [the BEP Review Committee](#), the [Tennessee Advisory Commission on Intergovernmental Relations](#), the [Tennessee Comptroller of the Treasury](#) and a [BEP Task Force](#) have highlighted the state's inadequate school staff funding and the need to overhaul the BEP school funding formula.

² District poverty is based on the proportion of students in poverty. "Wealthiest" means less than 25% students in poverty (18 districts serving 200K students), 25-<35% are "Somewhat Wealthy" (49 districts, 300K students), 35-<45% are "Somewhat Poor" (53 districts, 250K students), 45% or more students in poverty are the "Poorest" districts (20 districts, 230K students).

³ The size and cost of living in districts play a role in the variation in district funding (larger districts and districts in more expensive communities must expend more to support their schools). As noted earlier, high poverty districts also require more resources to serve their students. In reviewing expenditure data for the largest districts in Tennessee, districts spending above the state average do so across all expenditure categories, (instruction, student support, instructional staff support, administration, maintenance and operations, and other).

⁴ Data used in this report come from publicly available Tennessee data files, primarily the [FY19 BEP Calculator](#) and the [TNDOE 2019 Annual Statistical Report](#), as well as 2018-19 district demographic and assessment proficiency data available from [TNDOE Data Downloads](#).

⁵ The teacher ratios in Figure 5 are reflective of regular K-12 classroom teachers and Career and Technical Education (CTE) teachers and account for the majority of instructional staff in the schools.

Tennessee District Funding and Staffing Detail, 2018-19

District Poverty	District	District Characteristics			Funding		Staffing Ratios					
		Enrollment	At-risk	ELL	Actual State & Local Funding per Pupil	Local Funding above BEP required share	Student : Teacher	ELL Student : ESL Teacher	Students with Disabilities: Spec. Ed Teacher	Student : Counselor	Student : Social Worker	Student : Psychologist
Poorest	Bledsoe County	1,611	46%	1%	\$10,615	\$766	18	22	22	537		1,611
	Campbell County	5,164	57%	1%	\$8,112	\$132	21	55	29	469	5,553	2,582
	Carter County	4,942	45%	1%	\$8,773	\$657	16	10	28	353		
	Cocke County	4,311	58%	1%	\$9,088	\$239	18	15	25	308		2,156
	Davidson County	80,815	48%	17%	\$11,058	\$3,625	25	47	19	364	1,469	1,443
	Dayton City	823	46%	8%	\$6,960	\$193	21	24	22	823		
	Dyersburg City	2,492	49%	1%	\$9,361	\$1,637	18	19	21	623		
	Fentress County	2,080	47%	0%	\$8,694	-\$321	19	19	40	693		2,080
	Hancock County	950	55%	0%	\$9,401	\$212	16		25	237		
	Henry County	2,926	45%	1%	\$10,398	\$1,489	19	11	20	366		
	Hollow Rock-Bruceton	630	47%	0%	\$9,062	\$672	17		28	315		
	Humboldt City	1,043	65%	2%	\$9,702	\$1,206	18	36	33	348		
	Jackson County	1,409	50%	0%	\$8,910	\$657	18	4	24	470		1,409
	Lake County	708	60%	0%	\$10,692	\$384	14		38	708		
	Paris SSD	1,574	46%	1%	\$9,927	\$1,630	19		40	787	1,574	
	Rhea County	4,166	46%	3%	\$7,304	\$451	18	27	23	417		2,083
	Scott County	2,782	51%	0%	\$7,727	\$107	18		24	696		2,782
	Shelby County	104,902	59%	8%	\$9,171	\$1,953	26	33	13	351	1,560	3,617
	Trenton SSD	1,287	48%	2%	\$9,616	\$1,379	20	27	30	429	1,287	
	Union County	4,325	46%	0%	\$7,571	\$137	22		24	721		
Total	228,940	54%	10%	\$9,751	\$2,299	24	40	17	371	1,829	2,410	
Somewhat Poor	Alamo City	574	38%	7%	\$8,706	\$20	19	39	41			
	Anderson County	6,198	36%	0%	\$8,270	\$1,485	19	15	20	310		3,099
	Athens City	1,582	38%	3%	\$9,583	\$1,408	21	26	238	396		
	Bedford County	8,624	42%	8%	\$8,278	-\$22	21	33	21	507	4,312	2,875
	Benton County	2,123	38%	0%	\$9,489	\$1,389	17	8	25	354		
	Bradley County	9,978	37%	1%	\$7,625	\$292	20	21	20	370		1,996
	Claiborne County	3,971	42%	0%	\$9,222	\$1,003	19	8	16	361		1,986
	Clay County	1,065	36%	0%	\$8,708	\$603	20		23	355		
	Cleveland City	5,465	44%	9%	\$8,675	\$1,033	21	28	22	390		2,732
	Coffee County	4,260	35%	2%	\$9,175	\$1,136	18	71	16	328	19,812	1,065
	Cumberland County	7,026	37%	2%	\$8,074	\$129	19	19	25	468		3,513
	Decatur County	1,511	42%	1%	\$9,175	\$475	19	13	27	755		
	DeKalb County	2,824	38%	6%	\$7,431	-\$180	20	33	17	471		2,824
	Etowah City	363	38%	1%	\$8,847	\$113	20		45	363		
	Fayette County	3,251	42%	2%	\$8,991	-\$13	20	20	20	542		
	Fayetteville City	1,328	44%	1%	\$9,039	\$898	19	17	32	443		
	Giles County	3,595	43%	1%	\$9,768	\$885	18	18	16	359		
	Grainger County	3,301	37%	2%	\$9,755	\$326	19	40	32	550		
	Hamblen County	10,203	43%	10%	\$8,729	\$515	20	36	24	510		
	Hamilton County	43,736	35%	6%	\$8,710	\$1,674	20	31	21	456	3,364	1,988
Hardeman County	3,329	43%	0%	\$9,608	\$1,118	17	9	15	277	1,664	1,664	
Hardin County	3,415	44%	0%	\$9,326	\$1,208	20	6	28	310			
Hawkins County	6,372	41%	0%	\$8,697	\$829	17	8	23	277		6,372	
Haywood County	2,701	44%	2%	\$9,228	\$640	18	30	20	450		2,701	

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	Henderson County	3,814	37%	0%	\$8,509	\$426	19	5	18	318		3,814
	Huntingdon SSD	1,278	38%	0%	\$8,754	\$963	19		24	426	2,555	
	Jefferson County	6,897	39%	4%	\$9,117	\$467	19	29	21	328		6,897
	Johnson County	1,936	42%	2%	\$8,911	\$236	19	11	34	387		
	Kingsport City	7,325	37%	1%	\$10,365	\$3,096	19	14	31	349		2,442
	Lauderdale County	3,758	36%	1%	\$9,253	\$304	19	31	17	342		3,758
	Lawrence County	6,803	36%	1%	\$7,753	\$305	20	18	32	454		
	Lexington City	807	41%	0%	\$9,778	\$1,475	20	3	21	807		807
	Macon County	3,860	36%	3%	\$7,575	\$192	19	28	24	551		3,860
	Madison County	12,069	42%	4%	\$8,117	\$495	20	29	16	377	2,194	1,724
	Manchester City	1,348	39%	8%	\$11,379	\$2,799	20	16	20	449		1,348
	McNairy County	3,988	37%	0%	\$8,429	\$144	17	5	22	443	1,994	3,988
	Meigs County	1,705	36%	0%	\$7,178	\$152	19		26	568		1,705
	Milan SSD	1,875	39%	0%	\$9,319	\$1,235	19	7	20	375	721	1,875
	Millington	2,467	43%	3%	\$8,233	\$1,690	21	21	21	352		1,234
	Morgan County	2,774	43%	0%	\$8,864	\$122	18		38	693		
	Perry County	997	36%	0%	\$9,310	\$180	17	1	16	499		997
	Putnam County	11,131	35%	6%	\$7,985	\$309	22	24	20	384		1,590
	Rogersville City	646	36%	1%	\$8,959	\$1,389	19	8	27	646		
	Sequatchie County	2,149	43%	1%	\$8,894	\$598	20	32	21	537		2,149
	Sullivan County	9,086	36%	1%	\$9,010	\$1,270	19	17	31	337		
	Sweetwater City	1,430	39%	5%	\$8,697	\$375	21	38	37	477		
	Unicoi County	2,251	40%	3%	\$8,060	\$108	18	21	26	322		
	Union City	1,564	42%	4%	\$9,076	\$1,378	19	30	33	521		
	Van Buren County	722	39%	0%	\$10,404	\$182	17	2	28	722		
	Warren County	6,260	44%	5%	\$8,508	\$413	19	20	20	391		1,565
	Weakley County	3,986	37%	0%	\$7,889	\$265	18	20	23	332	1,993	3,986
	West Carroll SSD	862	42%	0%	\$9,167	\$1,059	16		22	287		
	White County	3,732	38%	1%	\$8,205	\$30	20	21	25	622		
	Total	244,314	39%	3%	\$8,658	\$857	19	27	22	404	8,194	2,979
Somewhat Wealthy	Bells City	367	32%	7%	\$9,011	\$152	18	26	23	367		
	Blount County	10,275	27%	2%	\$8,893	\$1,263	19	24	16	447		1,712
	Bradford SSD	541	30%	0%	\$9,262	\$838	17			541	541	
	Bristol City	4,024	31%	1%	\$9,922	\$2,581	20	18	24	335		
	Cannon County	1,898	33%	0%	\$7,664	\$112	17	4	19	380		1,898
	Cheatham County	5,881	25%	1%	\$7,635	\$402	19	21	24	327		1,470
	Chester County	2,749	32%	0%	\$8,165	\$249	19	6	21	393		
	Clinton City	916	31%	1%	\$8,692	\$1,940	19	6	33	458		916
	Crockett County	1,928	34%	4%	\$8,116	\$163	20	27	39	482		
	Dickson County	8,067	30%	2%	\$8,070	\$802	19	15	24	448		2,017
	Dyer County	3,790	32%	0%	\$8,862	\$848	20	17	19	758		
	Elizabethton City	2,464	30%	0%	\$9,062	\$1,896	17		24	411		
	Franklin County	5,067	32%	2%	\$8,926	\$895	19	32	22	362		
	Greene County	6,277	33%	1%	\$8,618	\$240	18	16	31	418		2,092
	Greeneville City	2,800	27%	3%	\$10,925	\$2,717	18	25	25	311		2,800

Tennessee District Funding and Staffing Detail, 2018-19

District Poverty	District	District Characteristics			Funding		Staffing Ratios					
		Enrollment	At-risk	ELL	Actual State & Local Funding per Pupil	Local Funding above BEP required share	Student : Teacher	ELL Student : ESL Teacher	Students with Disabilities: Spec. Ed Teacher	Student : Counselor	Student : Social Worker	Student : Psychologist
	Hickman County	3,273	34%	1%	\$8,429	\$335	19	38	19	298		
	Houston County	1,299	32%	0%	\$8,929	-\$19	20		33	433		1,299
	Humphreys County	2,850	30%	1%	\$7,879	\$51	19	23	31	475		
	Johnson City	7,807	33%	5%	\$10,268	\$2,880	21	20	27	390	7,886	
	Knox County	58,683	29%	5%	\$7,947	\$1,042	20	29	20	455	1,989	1,630
	Lebanon City	3,727	33%	5%	\$9,047	\$1,847	21	17	26	466		
	Lenoir City	2,220	31%	11%	\$9,979	\$1,920	23	28	26	444		2,220
	Lewis County	1,622	31%	1%	\$8,632	\$357	19	9	17	405		1,622
	Lincoln County	3,705	27%	1%	\$8,816	\$650	20	14	28	412		3,705
	Marion County	3,927	34%	1%	\$8,391	\$265	20	41	22	436		3,927
	Marshall County	5,332	27%	3%	\$8,894	\$799	20	27	33	444		5,332
	Mauzy County	12,478	27%	3%	\$8,560	\$897	20	23	22	446		2,496
	McKenzie SSD	1,228	35%	1%	\$8,568	\$667	18		25	409		
	McMinn County	5,305	32%	1%	\$7,897	-\$85	19	20	29	408		5,305
	Monroe County	5,160	35%	1%	\$8,407	\$89	20	17	22	516		1,720
	Montgomery County	34,713	29%	2%	\$8,397	\$1,008	21	26	18	399	17,356	2,893
	Moore County	850	33%	0%	\$10,951	\$1,686	18		20	425		
	Murfreesboro City	8,423	30%	7%	\$8,506	\$1,618	19	21	22	526	8,423	1,203
	Newport City	673	35%	1%	\$9,883	\$1,135	18		31	336		
	Oak Ridge	4,468	30%	2%	\$10,519	\$4,284	18	19	21	319	4,468	1,117
	Obion County	3,143	34%	2%	\$8,775	\$591	19	21	26	393		
	Oneida SSD	1,212	31%	0%	\$8,007	\$489	18		21	303		
	Pickett County	616	27%	0%	\$8,772	\$80	16		23	308		
	Polk County	2,163	35%	0%	\$8,785	\$479	18		28	721		
	Roane County	6,311	34%	0%	\$7,911	\$1,099	20	9	22	351		1,578
	Robertson County	10,959	34%	6%	\$8,364	\$895	19	29	22	422		3,653
	Sevier County	14,179	29%	6%	\$11,124	\$2,894	18	28	18	394		2,363
	Smith County	2,914	32%	0%	\$8,801	\$342	19	7	20	486	2,914	2,914
	South Carroll SSD	331	27%	0%	\$9,482	\$1,149	16		48	331		
	Stewart County	1,993	30%	0%	\$8,673	-\$551	22	2	22	498		1,993
	Tipton County	10,423	30%	0%	\$8,126	\$433	21	26	19	496	10,423	3,474
	Trousdale County	1,254	34%	2%	\$8,115	\$391	20	20	20	627		1,254
	Tullahoma City	3,409	31%	1%	\$10,490	\$3,148	19	15	24	379		
	Wayne County	2,069	28%	0%	\$9,200	\$77	16		27	296		1,035
	Total	285,761	30%	3%	\$8,653	\$1,126	20	25	21	421	7,622	2,485
Wealthiest	Alcoa City	2,012	24%	3%	\$10,337	\$3,133	21	22	20	402	2,012	2,012
	Arlington	4,658	5%	1%	\$7,500	\$1,756	21	24	24	518	4,658	2,329
	Bartlett	8,975	14%	1%	\$7,812	\$1,887	22	19	20	427	8,975	2,992
	Collierville	8,951	7%	3%	\$7,753	\$1,839	21	19	20	344		
	Franklin SSD	3,451	15%	10%	\$13,249	\$6,346	17	25	9	431	1,725	575
	Germantown	6,024	2%	2%	\$7,778	\$2,062	21	19	15	463		2,008
	Gibson SSD	3,885	20%	0%	\$8,366	\$1,191	20	4	24	432		
	Grundy County	1,920	17%	0%	\$9,226	-\$73	19	8	17	384		1,920
	Lakeland	1,736	8%	5%	\$7,396	\$1,236	23	25	19	868		
	Loudon County	4,658	19%	3%	\$9,745	\$1,420	19	22	21	358		932

Tennessee District Funding and Staffing Detail, 2018-19

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		Enrollment	At-risk	ELL	Actual State & Local Funding per Pupil	Local Funding above BEP required share	Student : Teacher	ELL Student : ESL Teacher	Students with Disabilities: Spec. Ed Teacher	Student : Counselor	Student : Social Worker	Student : Psychologist
	Maryville City	5,292	17%	2%	\$9,771	\$2,836	22	22	17	353		1,323
	Overton County	3,032	24%	0%	\$7,610	\$323	19	8	20	303		3,032
	Richard City SSD	244	24%	1%	\$9,646	\$72	17		29	244		
	Rutherford County	45,888	21%	6%	\$7,669	\$1,168	19	24	17	459	45,888	4,172
	Sumner County	29,190	23%	2%	\$7,631	\$968	19	25	18	400		1,717
	Washington County	8,243	24%	0%	\$8,311	\$587	20	16	26	458		
	Williamson County	39,879	2%	1%	\$7,169	\$1,354	21	17	10	411	3,625	867
	Wilson County	18,314	15%	2%	\$7,406	\$673	21	24	36	470	9,157	1,831
	Total	196,351	15%	3%	\$7,833	\$1,348	20	22	17	423	10,334	1,785
Grand Total		955,365	35%	5%	\$8,749	\$1,381	21	31	20	404	4,517	2,377