

**2014 - 2015 ESP Ranking Report**  
**ESP Position: Classroom Aide**  
**Ranked By: Maximum Salary**  
**Compiled On: 5/6/2015**

*Districts were asked to provide the maximum hourly salary for full-time employees designated as classroom aide 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       | Henry County School District      | Henry       |            |            | \$ 68.21   |                       | 180                   |
| 2       | Achievement School District       | Shelby      | \$ 16.25   | \$ 20.16   | \$ 24.06   | 8                     | 200                   |
| 3       | Loudon County School District     | Loudon      | \$ 6.86    | \$ 15.01   | \$ 23.15   | 5                     | 178                   |
| 4       | Williamson County School District | Williamson  | \$ 11.60   | \$ 17.35   | \$ 23.11   | 7                     | 183                   |
| 5       | Sevier County School District     | Sevier      | \$ 13.28   | \$ 16.57   | \$ 21.72   | 6                     | 180                   |
| 6       | Robertson County School District  | Robertson   | \$ 9.26    |            | \$ 20.60   | 7                     | 180                   |
| 7       | Cheatham County School District   | Cheatham    | \$ 9.88    | \$ 14.94   | \$ 20.00   | 7                     | 185                   |
| 8       | Dyersburg School District         | Dyer        | \$ 12.93   | \$ 15.27   | \$ 19.77   | 7                     | 180                   |
| 9       | Montgomery County School District | Montgomery  | \$ 11.31   | \$ 15.36   | \$ 19.41   | 6                     | 196                   |
| 10      | Johnson City School District      | Washington  | \$ 12.93   |            | \$ 18.47   | 7                     | 195                   |
| 11      | Shelby County School District     | Shelby      | \$ 13.08   | \$ 14.69   | \$ 18.32   | 8                     | 207                   |
| 12      | Knox County School District       | Knox        | \$ 9.35    | \$ 13.60   | \$ 17.86   | 7.75                  | 200                   |
| 13      | Putnam County School District     | Putnam      | \$ 9.85    |            | \$ 17.24   | 7                     | 180                   |
| 14      | Chester County School District    | Chester     | \$ 2.86    | \$ 9.95    | \$ 17.05   | 7                     | 180                   |
| 15      | Campbell County School District   | Campbell    | \$ 8.72    | \$ 12.85   | \$ 16.98   | 7.5                   | 200                   |
| 16      | Blount County School District     | Blount      | \$ 7.52    |            | \$ 16.97   |                       |                       |
| 17      | Clinton School District           | Anderson    | \$ 9.44    | \$ 13.14   | \$ 16.85   | 7.5                   | 200                   |
| 18      | Hamilton County School District   | Hamilton    | \$ 1.64    | \$ 12.75   | \$ 16.80   | 7.5                   | 180                   |
| 19      | Franklin SSD                      | Williamson  | \$ 8.44    | \$ 12.56   | \$ 16.68   | 7                     | 195                   |

|                                      |            |          |          |          |      |     |
|--------------------------------------|------------|----------|----------|----------|------|-----|
| 20 Davidson County School District   | Davidson   | \$ 11.01 | \$ 13.73 | \$ 16.46 | 7.5  | 194 |
| 21 Sumner County School District     | Sumner     | \$ 7.89  | \$ 9.04  | \$ 16.39 | 7    | 180 |
| 22 Hardin County School District     | Hardin     | \$ 4.46  | \$ 10.36 | \$ 16.26 | 6.5  | 181 |
| 23 Collierville School District      | Shelby     | \$ 15.52 | \$ 15.82 | \$ 16.12 | 7    | 203 |
| 24 Germantown School District        | Shelby     | \$ 12.20 | \$ 14.10 | \$ 16.00 | 7    | 201 |
| 24 Lakeland School District          | Shelby     | \$ 12.20 |          | \$ 16.00 | 7.5  | 201 |
| 26 Hamblen County School District    | Hamblen    | \$ 14.58 |          | \$ 15.94 | 7.5  | 185 |
| 27 Monroe County School District     | Monroe     | \$ 11.09 | \$ 13.34 | \$ 15.59 | 6.75 | 183 |
| 28 McMinn County School District     | McMinn     | \$ 12.47 | \$ 13.93 | \$ 15.38 | 7    | 180 |
| 29 Jefferson County School District  | Jefferson  | \$ 8.00  | \$ 9.29  | \$ 15.21 | 6.5  | 182 |
| 30 Meigs County School District      | Meigs      | \$ 13.03 | \$ 14.11 | \$ 15.18 | 7    | 178 |
| 31 Oak Ridge School District         | Anderson   | \$ 9.57  | \$ 12.33 | \$ 15.08 | 7.5  | 191 |
| 32 Crockett County School District   | Crockett   | \$ 11.46 | \$ 13.23 | \$ 15.00 | 7    | 200 |
| 32 Oneida School District            | Scott      | \$ 6.56  | \$ 7.50  | \$ 15.00 | 5.4  | 180 |
| 34 Bradley County School District    | Bradley    | \$ 10.53 | \$ 12.74 | \$ 14.96 | 7    | 193 |
| 35 Pickett County School District    | Pickett    | \$ 9.13  | \$ 11.89 | \$ 14.65 | 7    | 180 |
| 36 Alcoa School District             | Blount     | \$ 13.37 | \$ 14.00 | \$ 14.61 | 7    | 190 |
| 37 Kingsport School District         | Sullivan   | \$ 10.01 | \$ 12.29 | \$ 14.57 | 7.5  | 174 |
| 38 Maryville School District         | Blount     | \$ 10.48 |          | \$ 14.56 | 4.93 | 187 |
| 39 Gibson Co Sp Dist                 | Gibson     | \$ 9.78  | \$ 11.38 | \$ 14.53 | 7    | 190 |
| 40 Wilson County School District     | Wilson     | \$ 9.50  | \$ 11.97 | \$ 14.45 | 7.5  | 195 |
| 41 Murfreesboro School District      | Rutherford | \$ 12.34 | \$ 13.32 | \$ 14.26 |      | 180 |
| 41 Tullahoma School District         | Coffee     | \$ 10.60 | \$ 12.17 | \$ 14.26 | 7.5  | 200 |
| 43 DeKalb County School District     | DeKalb     | \$ 9.65  |          | \$ 14.21 | 6.5  | 180 |
| 44 Dickson County School District    | Dickson    | \$ 8.55  | \$ 11.66 | \$ 14.17 | 7    | 200 |
| 44 Warren County School District     | Warren     | \$ 9.50  | \$ 11.83 | \$ 14.17 | 7.5  | 200 |
| 46 Cleveland School District         | Bradley    | \$ 9.44  | \$ 11.76 | \$ 14.07 | 7.5  | 181 |
| 47 Greeneville School District       | Greene     | \$ 10.30 |          | \$ 14.05 | 7    | 174 |
| 48 Haywood County School District    | Haywood    | \$ 9.93  | \$ 11.94 | \$ 13.95 | 7    | 200 |
| 49 Alamo School District             | Crockett   | \$ 11.62 | \$ 12.77 | \$ 13.91 | 7.5  | 195 |
| 50 Lebanon School District           | Wilson     | \$ 9.22  | \$ 11.42 | \$ 13.83 | 7.5  | 196 |
| 51 Dayton School District            | Rhea       | \$ 10.66 | \$ 12.00 | \$ 13.81 | 7.5  | 200 |
| 52 Union County School District      | Union      | \$ 7.60  | \$ 10.66 | \$ 13.73 | 7    | 180 |
| 53 Tipton County School District     | Tipton     | \$ 10.87 | \$ 12.30 | \$ 13.72 | 7.5  | 200 |
| 54 Lauderdale County School District | Lauderdale | \$ 8.00  | \$ 10.81 | \$ 13.63 | 7.5  | 200 |

|   |           |          |          |          |      |     |
|---|-----------|----------|----------|----------|------|-----|
| 55 Roane County School District           | Roane     | \$ 9.33  | \$ 11.44 | \$ 13.55 | 7.25 | 200 |
| 56 Paris School District                  | Henry     | \$ 11.34 | \$ 12.40 | \$ 13.46 | 7    | 180 |
| 56 Paris School District                  | Henry     | \$ 11.34 | \$ 12.40 | \$ 13.46 | 7    | 180 |
| 58 Stewart County School District         | Stewart   | \$ 11.07 | \$ 12.24 | \$ 13.40 | 5.5  | 156 |
| 59 Anderson County School District        | Anderson  | \$ 8.07  | \$ 10.67 | \$ 13.27 | 7    | 188 |
| 60 Franklin County School District        | Franklin  | \$ 7.53  | \$ 10.79 | \$ 13.13 | 7.3  | 179 |
| 61 Claiborne County School District       | Claiborne | \$ 8.00  | \$ 10.52 | \$ 13.03 | 7    | 180 |
| 62 Rogersville School District            | Hawkins   | \$ 9.61  | \$ 11.30 | \$ 13.00 | 7.25 | 177 |
| 63 Bells School District                  | Crockett  | \$ 4.85  | \$ 8.91  | \$ 12.98 | 7    | 200 |
| 64 Perry County School District           | Perry     | \$ 10.87 | \$ 11.84 | \$ 12.82 | 7    | 180 |
| 65 Arlington School District              | Shelby    | \$ 12.20 | \$ 12.50 | \$ 12.80 | 7    | 201 |
| 66 Henderson County School District       | Henderson | \$ 11.44 | \$ 12.09 | \$ 12.75 | 7    | 182 |
| 67 Humboldt School District               | Gibson    | \$ 8.40  |          | \$ 12.74 | 7.5  | 189 |
| 68 Lewis County School District           | Lewis     | \$ 10.35 | \$ 11.52 | \$ 12.70 | 6.5  | 178 |
| 69 Clay County School District            | Clay      | \$ 8.11  | \$ 10.39 | \$ 12.68 | 7    | 184 |
| 70 Smith County School District           | Smith     | \$ 8.34  | \$ 10.55 | \$ 12.59 | 6.5  | 180 |
| 71 Trenton School District                | Gibson    | \$ 11.57 | \$ 12.05 | \$ 12.53 | 7.5  | 190 |
| 72 Rhea County School District            | Rhea      | \$ 9.57  | \$ 11.01 | \$ 12.45 | 7.5  | 200 |
| 73 Moore County School District           | Moor      | \$ 11.70 | \$ 12.05 | \$ 12.41 | 7    | 190 |
| 74 Hollow Rock - Bruceton School District | Carroll   | \$ 7.76  | \$ 10.06 | \$ 12.37 | 7.5  | 194 |
| 75 Sweetwater School District             | Monroe    | \$ 11.40 |          | \$ 12.35 | 5    | 180 |
| 76 Etowah School District                 | McMinn    | \$ 11.80 |          | \$ 12.30 | 7    | 180 |
| 77 Coffee County School District          | Coffee    | \$ 8.04  | \$ 10.17 | \$ 12.29 | 7    | 193 |
| 77 McKenzie School District               | Carroll   | \$ 9.52  | \$ 10.91 | \$ 12.29 | 7    | 195 |
| 79 Bristol School District                | Sullivan  | \$ 9.78  | \$ 11.02 | \$ 12.26 | 5.5  | 177 |
| 80 Fayette County School District         | Fayette   | \$ 11.48 | \$ 11.85 | \$ 12.22 | 7.5  | 180 |
| 81 Humphreys County School District       | Humphreys | \$ 5.42  | \$ 8.77  | \$ 12.12 | 7    | 180 |
| 82 Dyer County School District            | Dyer      | \$ 12.02 | \$ 12.02 | \$ 12.02 | 7    | 190 |
| 83 Bedford County School District         | Bedford   | \$ 8.11  |          | \$ 11.99 | 7    | 180 |
| 84 Fayetteville School District           | Lewis     | \$ 10.40 | \$ 11.18 | \$ 11.97 | 7.5  | 182 |
| 84 Sullivan County School District        | Sullivan  | \$ 8.97  | \$ 10.47 | \$ 11.97 | 6.5  | 187 |
| 86 West Carroll Sp Dist                   | Carroll   | \$ 11.41 | \$ 11.67 | \$ 11.93 | 7    | 180 |
| 87 Van Buren County School District       | Van Buren | \$ 10.87 | \$ 11.37 | \$ 11.87 | 7    | 180 |
| 88 Elizabethton School District           | Carter    | \$ 9.64  |          | \$ 11.86 | 6    | 180 |
| 89 Macon County School District           | Macon     | \$ 7.62  |          | \$ 11.75 | 7    | 180 |

|     |                                   |            |          |          |          |     |     |
|-----|-----------------------------------|------------|----------|----------|----------|-----|-----|
| 89  | Overton County School District    | Overton    | \$ 10.00 | \$ 11.16 | \$ 11.75 | 8   | 180 |
| 91  | Hawkins County School District    | Hawkins    | \$ 8.34  | \$ 10.01 | \$ 11.68 | 7   | 180 |
| 92  | Decatur County School District    | Decatur    | \$ 10.15 | \$ 10.90 | \$ 11.65 | 7   | 190 |
| 93  | Fentress County School District   | Fentress   | \$ 7.25  |          | \$ 11.54 | 7   | 180 |
| 94  | White County School District      | White      | \$ -     | \$ 5.75  | \$ 11.50 | 7   | 186 |
| 95  | Lincoln County School District    | Lincoln    | \$ 9.46  | \$ 10.46 | \$ 11.47 | 6.5 | 180 |
| 96  | Hickman County School District    | Hickman    | \$ 8.40  | \$ 9.91  | \$ 11.43 | 8   | 200 |
| 97  | McNairy County School District    | McNairy    | \$ 9.10  | \$ 10.26 | \$ 11.42 | 6.5 | 175 |
| 98  | Morgan County School District     | Morgan     | \$ 10.05 |          | \$ 11.26 | 7.5 | 189 |
| 99  | Milan School District             | Gibson     | \$ 10.26 | \$ 10.73 | \$ 11.20 | 7   | 180 |
| 100 | Marion County School District     | Marion     | \$ 9.80  | \$ 10.47 | \$ 11.13 | 7.5 | 200 |
| 101 | Madison County School District    | Madison    | \$ 10.07 | \$ 10.98 | \$ 11.11 | 7   | 200 |
| 102 | Unicoi County School District     | Unicoi     | \$ 9.60  | \$ 10.34 | \$ 11.07 | 7.5 | 180 |
| 103 | Athens School District            | McMinn     | \$ 9.49  | \$ 10.27 | \$ 11.05 | 7   | 180 |
| 104 | Sequatchie County School District | Sequatchie | \$ 8.70  | \$ 9.83  | \$ 10.96 | 7.5 | 180 |
| 105 | Maury County School District      | Maury      | \$ 9.08  | \$ 10.01 | \$ 10.94 | 7   | 200 |
| 106 | Wayne County School District      | Wayne      | \$ 8.72  | \$ 9.76  | \$ 10.80 | 6.5 | 200 |
| 107 | Lake County School District       | Lake       | \$ 10.46 | \$ 10.59 | \$ 10.78 | 7   | 182 |
| 108 | Hardeman County School District   | Hardeman   | \$ 9.25  | \$ 10.01 | \$ 10.77 | 7.5 | 200 |
| 109 | Greene County School District     | Greene     | \$ 8.99  | \$ 9.81  | \$ 10.63 | 7   | 190 |
| 110 | Cannon County School District     | Cannon     | \$ 7.25  | \$ 8.07  | \$ 10.55 | 7   | 185 |
| 110 | Cumberland County School District | Cumberland | \$ 7.72  | \$ 9.13  | \$ 10.55 | 7   | 182 |
| 112 | Bradford School District          | Gibson     |          |          | \$ 10.46 | 7.5 | 180 |
| 113 | Giles County School District      | Giles      | \$ 9.03  | \$ 9.72  | \$ 10.41 | 8   | 200 |
| 114 | Scott County School District      | Scott      | \$ 9.62  | \$ 9.98  | \$ 10.32 | 7   | 185 |
| 115 | Houston County School District    | Houston    | \$ 7.93  | \$ 9.04  | \$ 10.14 | 7   | 200 |
| 116 | Newport School District           | Cocke      | \$ 8.75  | \$ 9.40  | \$ 10.05 | 7   | 180 |
| 117 | Huntingdon School District        | Carroll    | \$ 7.87  | \$ 8.95  | \$ 10.02 | 7.5 | 200 |
| 118 | Carroll County School District    | Carroll    | \$ 9.62  | \$ 9.62  | \$ 9.62  | 7   | 190 |
| 119 | Weakley County School District    | Weakley    | \$ 9.35  | \$ 9.35  | \$ 9.35  | 6.5 | 180 |
| 120 | Johnson County School District    | Johnson    | \$ 7.56  | \$ 8.45  | \$ 9.33  | 7.5 | 168 |
| 121 | Benton County School District     | Benton     | \$ 8.03  | \$ 8.64  | \$ 9.25  | 7   | 180 |
| 122 | Trousdale County School District  | Trousdale  | \$ 8.83  | \$ 8.83  | \$ 8.83  | 7   | 192 |
| 123 | Carter County School District     | Carter     | \$ 4.19  | \$ 6.37  | \$ 8.56  | 7   | 185 |
| 124 | Grundy County School District     | Grundy     | \$ 7.48  | \$ 7.92  | \$ 8.37  | 7.5 | 181 |

|                                   |            |         |      |     |
|-----------------------------------|------------|---------|------|-----|
| Bartlett School District          | Shelby     |         |      |     |
| Bledsoe County School District    | Bledsoe    |         |      |     |
| Cocke County School District      | Cocke      |         | 7.24 | 195 |
| Grainger County School District   | Grainger   |         |      |     |
| Hancock County School District    | Hancock    |         |      |     |
| Jackson County School District    | Jackson    |         |      |     |
| Lawrence County School District   | Lawrence   | \$ 9.40 | 7    | 200 |
| Lenoir City School District       | Loudon     |         |      |     |
| Lexington School District         | Henderson  |         |      |     |
| Manchester School District        | Coffee     |         |      |     |
| Marshall County School District   | Marshall   |         |      |     |
| Millington School District        | Shelby     |         | 7    |     |
| Obion County School District      | Obion      |         |      |     |
| Polk County School District       | Polk       |         |      |     |
| Richard City School District      | Marion     |         |      |     |
| Rutherford County School District | Rutherford |         |      |     |
| South Carroll School District     | Carroll    |         | 7.5  | 190 |
| Union City School District        | Obion      |         |      |     |
| Washington County School District | Washington |         |      |     |