

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

Districts were asked to provide the average 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	Sevier County School District	Sevier	\$ 15.15	\$ 28.45	\$ 41.65	8	210
2	Paris School District	Henry	\$ 14.34	\$ 25.03	\$ 35.71	7	200
2	Paris School District	Henry	\$ 14.34	\$ 25.03	\$ 35.71	7	200
4	Hardin County School District	Hardin	\$ 4.18	\$ 24.25	\$ 44.31	7	215
5	Achievement School District	Shelby	\$ 20.83	\$ 22.66	\$ 24.48	8	240
6	Knox County School District	Knox	\$ 10.08	\$ 22.39	\$ 34.69	7.75	221
7	Germantown School District	Shelby	\$ 13.20	\$ 21.02	\$ 28.85	7.5	220
8	Collierville School District	Shelby	\$ 23.18	\$ 20.55	\$ 17.92	8	212
9	Loudon County School District	Loudon	\$ 15.62	\$ 18.69	\$ 21.76	8	240
10	Warren County School District	Warren	\$ 7.97	\$ 18.68	\$ 29.40	7	260
11	Dyersburg School District	Dyer	\$ 14.98	\$ 18.31	\$ 20.16	8	210
12	Fayette County School District	Fayette	\$ 12.22	\$ 18.14	\$ 24.07	7.5	180
13	Hamilton County School District	Hamilton	\$ 11.45	\$ 17.85	\$ 25.69	7.5	180
14	Lewis County School District	Lewis	\$ 9.12	\$ 17.50	\$ 25.89	7	210
15	Shelby County School District	Shelby	\$ 11.99	\$ 17.45	\$ 26.84	8	207
16	Alcoa School District	Blount	\$ 13.05	\$ 17.23	\$ 19.49	8	260
17	Bells School District	Crockett	\$ 16.97	\$ 16.97	\$ 16.97	7	220
18	Arlington School District	Shelby	\$ 15.40	\$ 16.78	\$ 18.15	8	205
19	Moore County School District	Moor	\$ 11.79	\$ 16.66	\$ 21.53	8	215
20	McKenzie School District	Carroll	\$ 11.43	\$ 16.59	\$ 21.75	7	200

21	Bristol School District	Sullivan	\$ 12.15	\$ 16.01	\$ 19.87	7.5	240
22	Marion County School District	Marion	\$ 14.42	\$ 15.91	\$ 17.41	7.5	200
23	McMinn County School District	McMinn	\$ 15.04	\$ 15.83	\$ 16.61	7	200
24	Houston County School District	Houston	\$ 12.50	\$ 15.75	\$ 19.00	8	250
25	Franklin SSD	Williamson	\$ 13.92	\$ 15.72	\$ 17.52	7.5	205
26	Williamson County School District	Williamson	\$ 12.50	\$ 15.70	\$ 18.91	8	214
27	Tullahoma School District	Coffee	\$ 12.88	\$ 15.69	\$ 28.40	7.5	205
28	West Carroll Sp Dist	Carroll	\$ 13.10	\$ 15.31	\$ 17.52	7	180
29	Oak Ridge School District	Anderson	\$ 11.95	\$ 15.16	\$ 18.37	8	261
30	Davidson County School District	Davidson	\$ 12.11	\$ 15.11	\$ 18.10	8	200
31	Clinton School District	Anderson	\$ 10.54	\$ 15.10	\$ 19.65	8	255
32	Tipton County School District	Tipton	\$ 13.03	\$ 15.07	\$ 17.12	7.5	210
33	Alamo School District	Crockett	\$ 14.67	\$ 15.00	\$ 15.33	7.5	200
34	Monroe County School District	Monroe	\$ 12.65	\$ 14.90	\$ 17.15	7	198
35	Athens School District	McMinn	\$ 12.98	\$ 14.66	\$ 16.34	7.5	190
36	Unicoi County School District	Unicoi	\$ 13.96	\$ 14.59	\$ 15.21	7	261
37	Cleveland School District	Bradley	\$ 11.56	\$ 14.58	\$ 17.60	7.5	210
38	Haywood County School District	Haywood	\$ 10.28	\$ 14.40	\$ 18.51	7	230
39	Lebanon School District	Wilson	\$ 10.38	\$ 14.30	\$ 17.85	7.5	205
40	Lauderdale County School District	Lauderdale	\$ 8.26	\$ 14.03	\$ 19.80	7.5	210
41	Cumberland County School District	Cumberland	\$ 8.18	\$ 14.02	\$ 19.86	8	190
42	Franklin County School District	Franklin	\$ 8.17	\$ 13.94	\$ 20.92	7.9	223
43	Roane County School District	Roane	\$ 9.24	\$ 13.84	\$ 18.43	7.5	205
44	Hardeman County School District	Hardeman	\$ 10.00	\$ 13.83	\$ 17.67	7.5	200
45	Dyer County School District	Dyer	\$ 12.00	\$ 13.81	\$ 14.83	7	220
46	Wilson County School District	Wilson	\$ 9.50	\$ 13.77	\$ 18.05	7.5	215
47	Bradley County School District	Bradley	\$ 10.05	\$ 13.76	\$ 17.47	7	210
48	Greene County School District	Greene	\$ 12.29	\$ 13.70	\$ 15.10	7	190
48	Madison County School District	Madison	\$ 12.57	\$ 13.70	\$ 14.84	7	220
50	Carroll County School District	Carroll	\$ 13.69	\$ 13.69	\$ 13.69	7.5	240
51	Crockett County School District	Crockett	\$ 11.94	\$ 13.55	\$ 15.16	7	220
52	McNairy County School District	McNairy	\$ 8.91	\$ 13.48	\$ 18.06	7.5	240
53	Montgomery County School District	Montgomery	\$ 11.31	\$ 13.42	\$ 15.53	7.5	196
54	Murfreesboro School District	Rutherford	\$ 11.70	\$ 13.32	\$ 14.26		200
55	Sullivan County School District	Sullivan	\$ 9.62	\$ 13.20	\$ 16.77	7.25	200

56 Rhea County School District	Rhea	\$ 10.69	\$ 13.18	\$ 15.67	7.5	200
57 Johnson City School District	Washington	\$ 11.76	\$ 13.17	\$ 14.70	8	260
58 Dickson County School District	Dickson	\$ 10.23	\$ 13.16	\$ 16.80	7	200
58 Trenton School District	Gibson	\$ 10.73	\$ 13.16	\$ 15.60	8	220
60 Rogersville School District	Hawkins	\$ 8.06	\$ 13.11	\$ 18.16	8	230
61 Dayton School District	Rhea	\$ 12.06	\$ 13.00	\$ 14.38	8	200
62 White County School District	White	\$ 11.27	\$ 12.89	\$ 14.52	8	235
63 Chester County School District	Chester	\$ 12.80	\$ 12.80	\$ 12.80	7	193
64 Milan School District	Gibson	\$ 12.31	\$ 12.78	\$ 13.25	7	240
65 Weakley County School District	Weakley	\$ 12.70	\$ 12.75	\$ 13.20	8	223
66 Scott County School District	Scott	\$ 12.13	\$ 12.61	\$ 13.09	7	220
67 Fayetteville School District	Lewis	\$ 11.08	\$ 12.50	\$ 13.93	7.5	200
68 Van Buren County School District	Van Buren	\$ 11.88	\$ 12.41	\$ 12.94	8	200
69 Hawkins County School District	Hawkins	\$ 9.65	\$ 12.36	\$ 15.07	7	195
70 Oneida School District	Scott	\$ 10.80	\$ 12.34	\$ 13.89	5.8	190
71 Kingsport School District	Sullivan	\$ 10.01	\$ 12.29	\$ 14.57	7.5	218
72 Jefferson County School District	Jefferson	\$ 7.78	\$ 12.21	\$ 23.87	8	201
73 Henderson County School District	Henderson	\$ 11.44	\$ 12.09	\$ 12.75	7	182
74 Giles County School District	Giles	\$ 10.63	\$ 12.00	\$ 13.38	8	240
75 Anderson County School District	Anderson	\$ 8.43	\$ 11.98	\$ 15.53	8	215
76 Huntingdon School District	Carroll	\$ 8.66	\$ 11.91	\$ 15.15	7.5	220
77 Gibson Co Sp Dist	Gibson	\$ 9.78	\$ 11.84	\$ 12.28	7	190
78 Perry County School District	Perry	\$ 10.83	\$ 11.80	\$ 12.77	7	190
79 Coffee County School District	Coffee	\$ 8.88	\$ 11.60	\$ 14.32	7.5	208
80 Pickett County School District	Pickett	\$ 10.15	\$ 11.49	\$ 12.84	7.5	180
81 Stewart County School District	Stewart	\$ 10.93	\$ 11.43	\$ 11.92	5.5	183
82 Trousdale County School District	Trousdale	\$ 10.01	\$ 11.42	\$ 12.82	7.5	192
83 Claiborne County School District	Claiborne	\$ 6.52	\$ 10.94	\$ 15.37	7.5	206
84 Decatur County School District	Decatur	\$ 10.15	\$ 10.90	\$ 11.65	7	190
85 Maury County School District	Maury	\$ 9.77	\$ 10.87	\$ 11.96	7.5	200
86 Sumner County School District	Sumner	\$ 8.34	\$ 10.84	\$ 16.35	7	200
87 Smith County School District	Smith	\$ 8.44	\$ 10.63	\$ 12.71	7.5	180
88 Lincoln County School District	Lincoln	\$ 9.54	\$ 10.56	\$ 11.58	7.5	215
89 Lake County School District	Lake	\$ 10.46	\$ 10.46	\$ 10.78	7	200
90 Meigs County School District	Meigs	\$ 9.59	\$ 10.42	\$ 11.26	8	219

91	Humphreys County School District	Humphreys	\$ 4.00	\$ 10.29	\$ 16.58	8	220
92	Hickman County School District	Hickman	\$ 8.58	\$ 10.23	\$ 11.89	8	200
93	Newport School District	Cocke	\$ 7.98	\$ 10.15	\$ 12.33	7	220
94	Union County School District	Union	\$ 6.66	\$ 9.95	\$ 13.24	8	220
95	Sequatchie County School District	Sequatchie	\$ 8.70	\$ 9.83	\$ 10.96	7.5	180
96	Cannon County School District	Cannon	\$ 8.00	\$ 9.56	\$ 10.85	7.5	200
97	Hollow Rock - Bruceton School District	Carroll	\$ 8.11	\$ 9.36	\$ 10.61	7.5	220
98	Johnson County School District	Johnson	\$ 8.55	\$ 9.34	\$ 10.12	7.5	200
99	Clay County School District	Clay	\$ 8.15	\$ 8.65	\$ 9.15	8	183
100	Benton County School District	Benton	\$ 8.03	\$ 8.64	\$ 9.25	7	180
101	Carter County School District	Carter	\$ 8.60	\$ 8.60	\$ 8.60	7.5	200
102	Cheatham County School District	Cheatham	\$ 11.52	\$ 8.34	\$ 5.15	7	280
103	Wayne County School District	Wayne	\$ 7.76	\$ 8.09	\$ 8.42	7.5	240
104	Grundy County School District	Grundy	\$ 6.44	\$ 7.11	\$ 7.78	7.5	210
105	Richard City School District	Marion	\$ -	\$ 6.49	\$ 12.99	7	220
	Bartlett School District	Shelby					
	Bedford County School District	Bedford	\$ 8.37		\$ 15.25	7	180
	Bledsoe County School District	Bledsoe					
	Blount County School District	Blount	\$ 8.95		\$ 18.24		
	Bradford School District	Gibson			\$ 14.43	8	220
	Campbell County School District	Campbell					
	Cocke County School District	Cocke	\$ 8.95		\$ 21.65	8	
	DeKalb County School District	DeKalb	\$ 7.52		\$ 19.17	8	230
	Elizabethton School District	Carter	\$ 10.66		\$ 13.11	7.5	190
	Etowah School District	McMinn	\$ 13.40		\$ 20.00	7.5	230
	Fentress County School District	Fentress	\$ 9.00		\$ 13.45	8	180
	Grainger County School District	Grainger					
	Greeneville School District	Greene	\$ 11.80		\$ 15.80	8	260
	Hamblen County School District	Hamblen	\$ 15.84		\$ 17.20	7.5	187
	Hancock County School District	Hancock					
	Henry County School District	Henry			\$ 82.01		210
	Humboldt School District	Gibson	\$ 11.35		\$ 28.92	7.5	220
	Jackson County School District	Jackson					
	Lakeland School District	Shelby	\$ 15.40		\$ 18.15	8	215
	Lawrence County School District	Lawrence	\$ 12.58				240

Lenoir City School District	Loudon					
Lexington School District	Henderson					
Macon County School District	Macon	\$ 10.82		\$ 14.61	8	196
Manchester School District	Coffee					
Marshall County School District	Marshall					
Maryville School District	Blount	\$ 10.48		\$ 14.56	7	187
Millington School District	Shelby	\$ 17.50		\$ 18.15	8	
Morgan County School District	Morgan	\$ 10.94		\$ 11.03	8	189
Obion County School District	Obion					
Overton County School District	Overton	\$ 12.52		\$ 13.79	8	200
Polk County School District	Polk					
Putnam County School District	Putnam					
Robertson County School District	Robertson	\$ 22.36		\$ 35.17	7	180
Rutherford County School District	Rutherford					
South Carroll School District	Carroll				8	240
Sweetwater School District	Monroe	\$ 12.27		\$ 13.28	5	220
Union City School District	Obion					
Washington County School District	Washington					