



Nashville Public Education FOUNDATION

What we do: This Project

-  Advocating for Change ●

-  Promoting Excellence & Innovation

-  Supporting MNPS

-  Convening Stakeholders

What We Did:

NPEF created the following [resources](#) to educate the community on the top problems with our current school funding practices and the inequities created and perpetuated by funding policies and practices at the state and local level:

Infographic
Who Makes Decisions About Our Schools?

Infographic
How Are Our Schools Funded?

Infographic
Education Funding Glossary

Infographic
Teaching in a Fully Funded District

Infographic
How TISA Affects MNPS

Infographic
Attending School in a Fully Funded District

Brief
Funding Our Schools: How Tennessee's Funding Formula Fails to Meet the Needs of Nashville's Students

Funding Advocacy

What it is:

The Nashville Public Education Foundation (NPEF) believes teachers and school leaders are best positioned to create change in our schools. We believe we must make sure our teachers and leaders have what they need to help students succeed, and we believe it's up to all of us to ensure our students are thriving in our schools every day.

One of NPEF's four key areas of work is advocating for change, and one of the pillars of our advocacy agenda is focused on raising awareness about the inadequacy of school funding in Tennessee. NPEF has educated the community on how the state's funding formula fails to meet the needs of our students, has set a vision for what a fully funded and resourced district would look like, and advocated for an overhaul to an increase in the way we pay our teachers in Metro Nashville Public Schools (MNPS).

NPEF also worked with MNPS, the Office of Mayor John Cooper and national compensation experts Education Resource Strategies (ERS) to conduct a study and analysis of teacher pay in MNPS. The goal of the study was to determine the best path forward for adjusting teacher salaries to improve the way we pay and retain our teachers.

NPEF continues to educate on the funding policies and practices that affect our schools and students, how certain policies and practices perpetuate inequities for students, and what recommendations at the state and local level could lead to positive outcomes.



Funding Advocacy

The Impact:

NPEF's advocacy work has effectively advanced conversation on:



School funding: educating the community, policymakers, and other stakeholders on the issues, limitations, and consequences of the BEP school funding formula.



How education funding decisions are made in Nashville and the state of Tennessee.



What an increase in teacher pay could mean for our educators and students.



NPEF was a prevalent voice in the conversation about the necessary improvements for how our schools are funded, and in offering recommendations for change.



NPEF's work with MNPS, the Office of Mayor John Cooper, and ERS to conduct an analysis of teacher pay resulted in a \$49 million investment in teacher pay and made critical changes to the district's salary structure to benefit teachers. The new salary scale provides increases for every teacher every year, with an average teacher salary increase of roughly \$7,000. The proposed increase affected all MNPS teachers, librarians, counselors, social workers, and other certificated, non-administrative positions and made Nashville's teachers the best-paid teachers in the state.

Why it Matters:

Tennessee's funding formula consistently underestimates what it costs to run a school district. Teacher pay is unconscionably low considering the impact educators have on our students and our city's future. And many community members, philanthropists, businesspeople, politicians, and educators are unfamiliar with key issues around school funding that cause and perpetuate major inequities and under-resourcing for our students and schools. NPEF believes educating the community on these topics and advocating for solutions and policy change is imperative to ensuring all students can thrive in school each day.



How to Get Involved:

Visit nashvillepef.org/resources-school-funding/ to learn more about school funding in our district and state.

Write a letter to your Metro Council member advocating for increasing teacher pay or another school funding issue.