

Budget 2026-27

Kentucky Education Association

**DRAFT BUDGET
2026–2027**



www.kea.org

401 Capital Avenue, Frankfort KY 40601

Budget 2026-27

NOTES

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Budget 2026-27

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PROGRAM BUDGET AND EXECUTIVE COMMITTEES

Kentucky Education Association

The Kentucky Education Association is the Commonwealth’s largest professional employee organization, representing more than 39,000 public school P-12 teachers, education support professionals, school administrators, retired educators, and students preparing to become teachers.

KEA Executive Committee

Joel Wolford, <i>President</i>	Jessica Hiler, <i>Vice President</i>
Tyler Murphy, <i>NEA Director</i>	Audrey Gilbert, <i>NEA AE Director</i>
Natalie Rashad, <i>Senior KEA Ethnic Minority Director at Large</i>	

KEA Executive Staff

Rich Mullins, Executive Director

Address inquiries to:

KEA Executive Office, 401 Capital Avenue, Frankfort, KY 40601
Telephone: 800.231.4532; Fax: 502.227.9002

KEA PROGRAM & BUDGET COMMITTEE

Jessica Hiler, Chair.....	KEA Vice President
Luke English.....	First District
Larissa Lloyd.....	Second District
Amy Gibson.....	Third District
Melody Mingus.....	Fourth District
Kimberly Fessel.....	Fifth District
Donovan Kerns.....	KEA-Central
Eliot Jacobs.....	EKEA
Erica Grossberg.....	JCTA
Stephanie Cook.....	KESPA
Holli Pierce.....	MCEA
Shonda Justus.....	NKEA
Veronica Carmical.....	UCEA
Rhonda Triplett.....	UKREA
Kiah Randall.....	Aspiring Educator Program
Patricia Hackworth.....	KEA-Retired
Matt Wells.....	Director of Finance

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Vision, Mission, and Values (Adopted at the 2009 Delegate Assembly)

Vision

KEA is the preeminent voice for quality public education.

Mission Statement

We unite, organize, and empower our members to advocate for themselves and to ensure a quality public education for every Kentucky student.

Values

KEA is committed to:

- *Professionalism*: Modeling expertise directed by sound judgment, empathy, and high standards
- *Unity*: Laying the foundation for a strong association through shared vision
- *Advocacy*: Using effective, meaningful communication and action to promote the interests of school employees and public education
- *Respect*: Consistently valuing individuals and their contributions
- *Integrity*: Demonstrating sincerity, trustworthiness and reliability
- *Collective Action*: Working together to achieve common goals

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KEA Dues Calculation (per the KEA Constitution):

Article II, Section 3, - B-2.4 - Membership Dues

Annual dues of Active members who are either engaged in or on limited leave of absence from professional education employment shall be an amount computed by multiplying by .007 the previous year's statewide average annual salary for classroom teachers, as determined by the State Department of Education. Notwithstanding the results of the foregoing computations, the annual dues of Active members for any membership year shall not be less than they were for the preceding membership year, unless the Delegate Assembly directs otherwise.

Annual dues of Active members who are either employed in or on limited leave of absence from educational support positions shall be an amount computed by multiplying .0035 by the previous year's statewide average annual salary for classroom teachers, as determined by the State Department of Education. Notwithstanding the results of the foregoing computations, the annual dues of Active members for any membership year shall not be less than they were for the preceding membership year, unless the Delegate Assembly directs otherwise.

	<u>KDE Average Teacher's Salaries</u>
Years:	
2021-22	\$55,016
2022-23	\$ 56,375
2023-24	\$ 58,788
2024-25	\$ 56,153*
2025-26	\$ 59,855

*Calculation method changed by KDE

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	2026-2027	2026-2027	2024-2025	2025-2026	2026-2027	2025-26 v 2026-27
REVENUE	BUDGETED FTE MEMBERSHIP	ANNUAL DUES AMOUNT	ACTUAL	BUDGET	BUDGET	Change in Budget
DUES:						
-ACTIVE CERTIFIED*	17,500	\$ 419.00	\$ 7,046,187	7,119,821	7,240,744	120,923
-ACTIVE ESP	1,700	\$ 209.50	362,354	350,200	356,150	5,950
-RETIRED ANNUAL	750	\$ 35.00	26,775	28,875	26,250	(2,625)
-TECHNOLOGY CHALLENGE	19,200	\$ 7.00	133,802	134,400	134,400	-
TOTAL DUES			7,569,118	7,633,296	7,757,544	124,248
Investment Income			1,477,185	701,365	863,743	162,378
NEA FUNDING:						
-UNISERV FUNDING			579,194	579,192	586,464	7,272
-LEGAL ASSISTANCE/REIMBURSEMENT			281,422	210,000	235,000	25,000
-SPECIAL PROJECTS/GRANTS			192,876	230,000	230,000	-
-NEA MEMBER BENEFITS			23,633	-	20,000	20,000
TOTAL NEA FUNDING			1,077,125	1,019,192	1,071,464	52,272
SERVICE FEES & REIMBURSEMENTS:						
-KEPAC SERVICE FEE AGREEMENT			75,000	75,000	75,000	-
-INSURANCE COMPANIES			2,736	-	-	-
TOAL SERVICE FEES			77,736	75,000	75,000	-
OTHER INCOME:						
-CONFERENCE AND TRAINING FEES			59,465	-	50,000	50,000
-ATTORNEY FEES RECOVERY			-	20,000	-	(20,000)
-GAIN ON SALE OF ASSETS			2,945	-	-	-
-MISCELLANEOUS INCOME			33,967	2,500	2,000	(500)
			96,377	22,500	52,000	29,500
TOTAL REVENUE			10,297,541	9,451,353	9,819,751	368,398
TOTAL EXPENDITURES			(9,003,087)	(9,027,147)	(9,282,343)	(255,196)
Contingency Reserve			(7,036)	(55,383)	(40,000)	15,383
Actuarial Adjustments			300,652	(368,823)	(497,408)	(128,585)
BUDGETED SURPLUS/(DEFICIT) for the YEAR			\$ 1,588,070	-	(0)	(0)
*Active Certified total dues excludes District Dues for JCTA which are collected directly by JCTA						

Budget 2026-27

EXPENDITURES DETAIL:		2024-25	2025-2026	2026-2027	2025-26 v. 2026-27
		ACTUAL	BUDGET	BUDGET	BUDGET
PERSONNEL COSTS:					
Officers		407,299	405,443	422,654	17,211
HQ and Administration		2,418,530	2,667,351	2,791,882	124,531
Field Support		2,213,451	2,339,948	2,322,360	(17,588)
JCTA		538,740	572,487	531,196	(41,291)
	Total Personnel Costs	5,578,020	5,985,229	6,068,092	82,863
TRAVEL COSTS:					
Officers		46,421	41,000	48,000	7,000
HQ and Administration		43,088	44,600	48,000	3,400
Field Support		132,766	147,600	142,000	(5,600)
JCTA		9,137	7,500	10,000	2,500
	Total Travel Costs	231,412	240,700	248,000	7,300
RETIREE BENEFITS:					
Sick/Vacation Payouts		100,279	74,461	72,374	(2,087)
Retired Employee Insurance Costs		289,937	206,205	297,022	90,817
	Total Retiree Benefits	390,216	280,666	369,396	88,730
OPERATIONS COSTS:					
Technology Costs		211,472	149,100	167,900	18,800
Equipment Leasing		18,612	18,417	21,300	2,883
Office Supplies		12,721	25,775	15,000	(10,775)
Data & Online		24,445	18,357	26,500	8,143
Cell Phone Costs		25,335	21,600	31,021	9,421
Postage and Mailing		9,062	13,200	10,900	(2,300)
Design and Printing		1,649	500	1,000	500
Marketing & Promotional Materials		17,462	18,000	18,500	500
Insurance		36,861	39,392	40,250	858
Professional Services		139,099	-	15,500	15,500
Audit/Tax Fees		46,490	33,000	36,000	3,000
Actuarial Services		20,763	22,000	23,000	1,000
Corporate Legal Services		9,408	15,000	10,000	(5,000)
Bank/Credit Card Fees		24,889	25,000	27,000	2,000
Dues - Other Organizations		3,746	4,100	4,100	-
Employee Recognition		-	10,000	5,000	(5,000)
Miscellaneous		5,052	3,000	1,700	(1,300)
	Total Operations Costs	607,065	416,441	454,671	38,230
HEADQUARTER COSTS					
Building Maintenance		73,085	50,000	60,000	10,000
Depreciation		39,844	51,684	40,200	(11,484)
Property Taxes		15,495	20,466	20,400	(66)
Utilities		25,734	25,000	28,000	3,000
Office Cleaning		23,973	22,943	25,000	2,057
	Total HQ Costs	178,131	170,093	173,600	3,507

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EXPENDITURES DETAIL (CONTINUED):	2024-25	2025-2026	2026-2027	2025-26 v. 2026-27
	ACTUAL	BUDGET	BUDGET	BUDGET
JCTA Operating Support:				
Rent	89,050	90,850	100,000	9,150
Office Utilities	65,514	10,497	25,000	14,503
Office Supplies	4,640	5,000	5,250	250
Data & Online	4,923	3,000	3,250	250
Cell Phone Costs	2,713	2,400	2,800	400
Postage and Mailing	1,000	1,000	1,000	-
Arbitration Costs	6,830	-	8,000	8,000
Security	403	-	500	500
Equipment Leasing	2,893	-	3,000	3,000
Total JCTA Operating Support	177,967	112,747	148,800	36,053
KEA Board of Directors Expenses	34,903	46,500	49,000	2,500
KEA COMMITTEE EXPENSES				
Executive Committee	525	1,500	1,500	-
Program and Budget	416	4,000	2,000	(2,000)
Compliance/Constitution	5,798	4,000	6,000	2,000
Diversity	1,803	7,000	2,000	(5,000)
Government Relations	510	4,000	2,000	(2,000)
MOVE	2,381	4,000	2,000	(2,000)
Teaching and Learning Committee	28	4,000	2,000	(2,000)
Total KEA Committee Expenses	11,461	28,500	17,500	(11,000)
ACTIVE MEMBER PROGRAMS				
Member Legal Services	590,091	463,000	505,500	42,500
District Dues	199,060	196,677	200,000	3,323
KRAA	-	32,500	32,500	-
KEA PD Opportunities	-	6,500	-	(6,500)
NBPTS Support/Assistance	6,318	5,000	5,000	-
T-2 Program	1,484	7,500	7,500	-
Minority Teacher Recruitment	8,000	10,000	10,000	-
Teacher and ESP of the Year Awards	1,000	3,500	3,500	-
NEA Human and Civil Rights Awards	85	3,000	3,000	-
NEA LGBTQ+ Awards	-	3,000	3,000	-
Total Active Member Programs	806,037	730,677	770,000	39,323
KEA RETIRED SUPPORT				
Lifetime Retired Membership Costs	192,190	157,828	123,784	(34,044)
KEA Retired Program	150,924	140,266	140,500	-
Total KEA Retired Support	343,114	298,094	264,284	(34,044)
KEA ASPIRING EDUCATORS PROGRAM				
AE Program Costs	16,093	32,100	32,100	-
NEA Dues	17,955	18,000	18,000	-
Total KEA AE Program	34,048	50,100	50,100	-

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EXPENDITURES DETAIL (CONTINUED):	2024-25	2025-2026	2026-2027	2025-26 v. 2026-27
	ACTUAL	BUDGET	BUDGET	BUDGET
LEADERSHIP DEVELOPMENT				
KEA Leadership Conference	-	60,000	30,000	(30,000)
NEA Leadership Summit	4,382	4,000	4,000	-
District President Meetings	1,692	1,000	1,000	-
KEA Fellows	9,503	15,000	15,000	-
Leadership Training for Minorities and Women	-	6,000	6,000	-
Total Leadership Development	15,577	86,000	56,000	(30,000)
CONVENTIONS/CONFERENCES				
KEA Delegate Assembly	123,655	150,000	150,000	-
NEA Convention (RA)	53,265	52,000	55,000	3,000
NEA ESP Conference	7,452	8,000	6,500	(1,500)
NEA Foundation Gala	3,121	3,000	3,000	-
Other Conferences	250	5,500	5,500	-
Total Conventions/Conferences	187,743	218,500	220,000	1,500
MARKETING/PROMOTIONAL				
Membership Marketing	35,793	44,400	44,400	-
KEA News	33,314	40,000	38,000	(2,000)
Total Marketing/Promotional	69,107	84,400	82,400	(2,000)
SCHOLARSHIPS				
Dodson-Perkins Scholarships	3,000	6,500	6,500	-
Rank I, NBC, ESP to Teacher Scholarships	6,500	7,000	7,000	-
KEA Rank II Scholarships	18,995	20,000	20,000	-
Total Scholarships	28,495	33,500	33,500	-
COMMUNITY SERVICE				
Read Across America	4,994	10,000	8,000	(2,000)
Contributions	30,236	-	30,000	30,000
Total Community Service	35,230	10,000	38,000	28,000
LEGISLATIVE AND LOBBYING SUPPORT				
Lobby Team	762	4,000	8,000	4,000
Member contact with Legislators	-	1,000	1,000	-
Total Legislative and Lobbying	762	5,000	9,000	4,000
Grant Funded Expenses				
Teacher Quality	11,179	30,000	30,000	-
Member to Member Political Advocacy	7,047	-	-	-
State Media Assistance	83,701	-	-	-
rESpect Grant	500	-	-	-
YRO	113,016	80,000	80,000	-
NEA Legislative Engagement	3,467	-	-	-
NEA Legislative Crisis Grant	54,889	120,000	120,000	-
Total Grant Funded Expenses	273,799	230,000	230,000	-
TOTALS	9,003,087	9,027,147	9,282,343	254,962

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Officers and Governance Expenses - Personnel and Travel Costs	2024-25	2025-2026	2026-2027	2025-26 v. 2026-27
	ACTUAL	BUDGET	BUDGET	BUDGET
Number of Staff	2	2	2	-
	\$	\$	\$	\$
Personnel Costs:				
SALARIES	259,579	253,516	253,516	-
EMPLOYER TAXES	20,219	19,647	19,647	0
HEALTH INS BENEFITS - CURR EE	63,058	68,318	85,610	17,292
RETIREMENT COST - CURRENT EE	63,393	62,993	62,993	(0)
WORKERS COMP	1,050	969	888	(81)
Total Personnel Costs	407,299	405,443	422,654	17,211
Travel Expenses:				
Staff	24,506	35,000	40,000	5,000
Officer Car Running Costs	7,662	5,500	8,000	2,500
Others/Officers	14,253	500	-	(500)
Total Travel Exp	46,421	41,000	48,000	7,000

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Headquarters and Administration Costs - Personnel and Travel Costs	2024-25	2025-2026	2026-2027	2025-26 v. 2026-27
	ACTUAL	BUDGET	BUDGET	BUDGET
Number of Staff	18	18	18	-
	\$	\$	\$	\$
Personnel Costs:				
SALARIES	1,403,394	1,509,921	1,564,997	55,076
EMPLOYER TAXES	107,131	117,019	121,287	4,268
HEALTH INS BENEFITS - CURR EE	464,684	541,539	528,779	(12,760)
PROFESSIONAL SUBSCRIPTIONS-EE	1,777	4,699	1,850	(2,849)
RETIREMENT COST - CURRENT EE	431,695	483,598	564,973	81,375
WORKERS COMP	9,184	8,722	7,996	(726)
TRAINING-EMPLOYEE	663	1,853	2,000	147
Total Personnel Costs	2,418,530	2,667,351	2,791,882	124,531
Travel Expenses:				
Staff	37,398	44,600	48,000	3,400
Others/Officers	5,690	-	-	-
Total Travel Exp	43,088	44,600	48,000	3,400

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Field Support - Personnel and Travel Costs	2024-25	2025-2026	2026-2027	2025-26 v. 2026-27
	ACTUAL	BUDGET	BUDGET	BUDGET
Number of Staff	15	15	15	-
	\$	\$	\$	\$
Personnel Costs:				
SALARIES	1,303,660	1,347,296	1,312,420	(34,876)
EMPLOYER TAXES	100,184	104,415	101,713	(2,702)
HEALTH INS BENEFITS - CURR EE	391,090	452,670	431,571	(21,099)
RETIREMENT COST - CURRENT EE	409,871	427,815	469,993	42,178
WORKERS COMP	8,647	7,752	6,663	(1,089)
				-
Total Personnel Costs	2,213,451	2,339,948	2,322,360	(17,588)
Travel Expenses:				
Staff	122,063	147,600	142,000	(5,600)
Others	10,703	-	-	-
Total Travel Exp	132,766	147,600	142,000	(5,600)

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JCTA - Personnel and Travel Costs	2024-25	2025-2026	2026-2027	2025-26 v. 2026-27
	ACTUAL	BUDGET	BUDGET	BUDGET
Number of Staff	4	4	4	-
	\$	\$	\$	\$
Personnel Costs:				
SALARIES	327,653	327,374	297,289	(30,085)
EMPLOYER TAXES	25,060	25,371	23,040	(2,331)
HEALTH INS BENEFITS - CURR EE	77,352	113,773	102,368	(11,405)
PROFESSIONAL SUBSCRIPTIONS-EE	-	-	-	-
RETIREMENT COST - CURRENT EE	106,575	104,031	106,722	2,691
WORKERS COMP	2,101	1,938	1,777	(161)
				-
Total Personnel Costs	538,740	572,487	531,196	(41,291)
Travel Expenses:				
Staff	9,094	7,500	10,000	2,500
Others	43	-	-	-
Total Travel Exp	9,137	7,500	10,000	2,500

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NBI 5 (1991) requires that the salary and benefits of every management and leadership position be shown. A later **NBI** requires that everyone in the Executive Director’s office have their specific salaries shown.

SALARIES: 2025-2026

POSITION	SALARY
President	\$123,455
Vice President	\$94,061
Executive Director	\$180,000
Assistant Executive Director for Finance	\$135,000
Assistant Executive Director for Affiliate Relations	\$136,456
Assistant Executive Director for Affiliate Relations	\$120,000
Senior Accountant	\$65,000
Confidential Secretary to the Executive Director	\$62,200
Confidential Secretary to the Officers	\$69,585
Confidential Associate Human Relations and Payroll	\$82,500

BENEFITS for 2024-25:

Benefit	Bargaining Unit Staff, Managers, Confidential Secretaries	President and Vice President
Insurance	Family health, dental, vision, prescription drug; AD&D up to \$200,000 for employees who travel for KEA; long-term disability; life insurance three times salary	Same as bargaining unit staff
Leave	Per month; sick—1.5 sick days; vacation—1.5; after 3 years, 1.67; after 5 years, 2 days; after 7 years 2.33 days; after 10 years, 2.67 days; jury duty/subpoena leave; accumulate vacation up to 35 days; personal—5 per year	1 day sick leave per month; 30% unused sick leave redeemed at end of term; 12 days paid vacation per year, all credited on 9/1, with no rollover at end of year and no payout on leaving office; 5 days personal leave per year, unused forfeited at end of year
Retirement	NEA retirement plan; contribution paid by KEA	KTRS contribution paid by KEA

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Appendix A – Collective Bargaining Agreement Salary Schedule

The current Collective Bargaining Agreement went into effect on 9/1/2024 and will expire on 8/31/2027. The recently negotiated CBA compressed the Associate salary schedule to 9 steps as indicated below:

	Professional	Associate (compressed schedule effective 09/01/2024)
Step 1	\$63,634	\$39,343
Step 2	\$67,519	\$41,593
Step 3	\$71,405	\$43,843
Step 4	\$75,291	\$46,092
Step 5	\$79,176	\$48,342
Step 6	\$83,062	\$50,490
Step 7	\$86,948	\$52,832
Step 8	\$90,834	\$55,148
Step 9	\$94,719	\$57,148
Step 10	\$97,537	
Step 11	\$99,591	
Step 12	\$102,918	

Steps on the salary schedule are not equivalent to years of experience with KEA.

Initial placement for new employees:

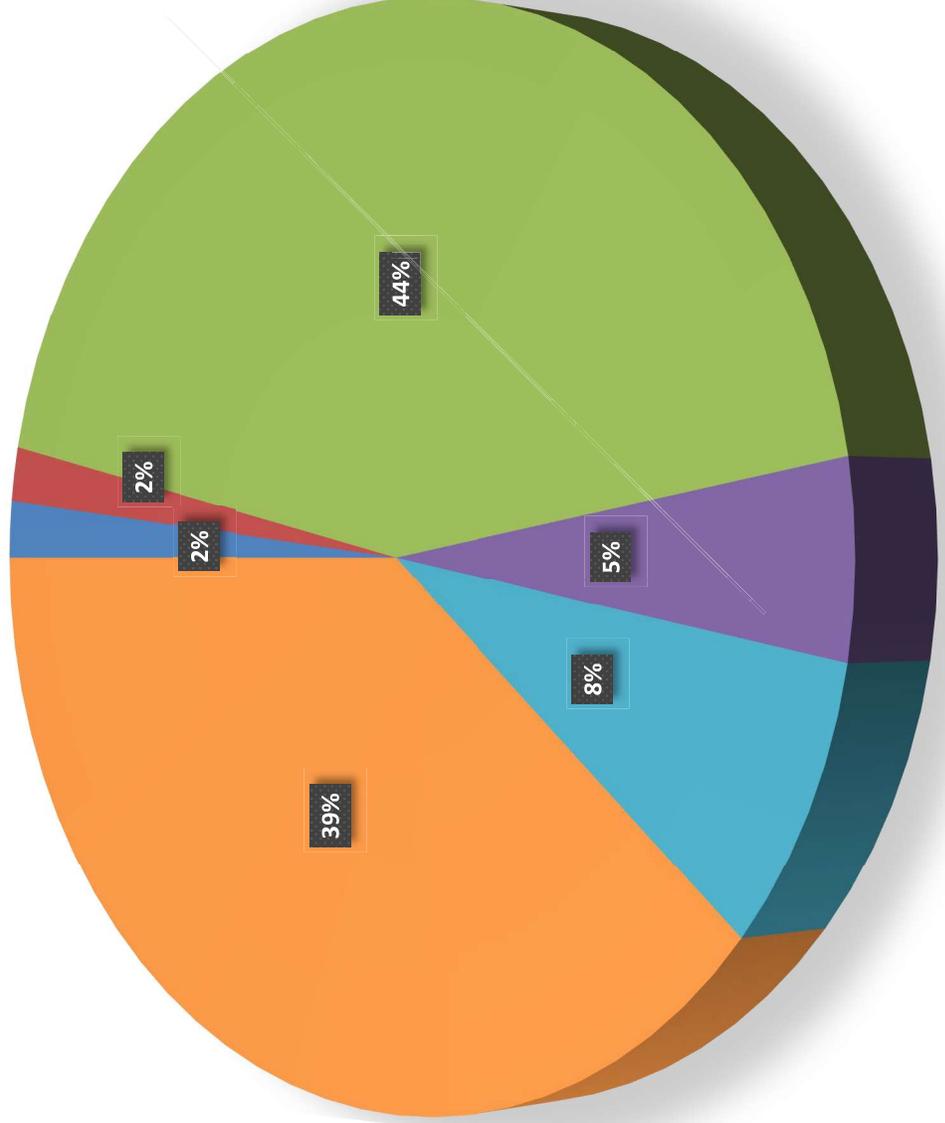
Each full-time employee shall, at the time of his/her initial employment, be placed on the salary schedule. Initial placement for full-time employees with no comparable experience shall be at Step 1. The highest initial placement possible shall be Step 5 for professionals, Step 3 for associates.

New full-time employees with comparable work experience shall be placed on a step no higher than current employees with an equal number of years' experience. Initial salary placement for comparable work shall be:

- a. Full-time employment with a local, state, or national education association;
- b. Full-time employment where the employment experience is similar to the KEA job responsibilities assigned to the new employee;
- c. Service as a full-time released leader of a local, state, or national education association.

Appendix B – How Your 2026-27 Dues Dollars Are Allocated

How Member Dues are allocated in the budget Certified \$419.00 and ESP \$209.50



■ Professional Excellence \$7.36/\$3.68(2%) Provide initiatives that enhance the practice of all members, develop ways to enhance compensation, and advocate for continuing professional development for active, student and retired members.

■ Leadership Development \$7.01/\$3.51(2%) Provide current and prospective KEA members with an understanding of KEA and its potential as the resource for meeting their needs, contributing to the success of their professional careers, and promoting equality in education for all students.

■ Member Support and Services \$183.99/\$91.99(44%) Support KEA field staff from within communities where our members live and work. Provide member support through member benefit programs, and advocacy for enhanced compensation, health care benefits, and safety issues in our public schools.

■ Legal Support \$22.82/\$11.41(5%) Implement legal support to members through the Unified Legal Services Program (ULSP).

■ Governance \$34.53/\$17.26(8%) Implement an inclusive, engaged governance process that fosters member participation and democratic decision-making through such governing bodies as the Delegate Assembly, Executive Committee, Board of Directors, and KEA committees.

■ Business Operations \$163.29/\$81.65(39%) Provide organizational effectiveness through technology infrastructure, financial and membership services, facilities, and human resources to meet the objectives of the association for the benefit of association members.