September 4, 2024

Interim Joint Committee on Appropriations & Revenue

Jennifer Hays, Committee Staff Administrator

702 Capital Ave Frankfort, KY 40601

RE: **REVISED 9/4/24 -** HB 6 District Compensation Increase Reporting

Dear Co-Chairs Senator McDaniel and Representative Petrie:

This report was **REVISED** on September 4, 2024, to include compensation information for districts not included in the September 3, 2024, survey. This report is more complete and intended to replace the version and spreadsheet transmitted on September 3, 2024.

Pursuant to HB 6 (2024) the Kentucky Department of Education (KDE) is required to provide the Interim Joint Committee on Appropriations and Review with a report detailing school district certified and classified staff compensation increases for the current school year by September 1 of each school year. Please allow this letter and attachment to serve as the report. Because not all of this data has historically been reported to KDE and because of the September 1 deadline, KDE surveyed school districts to obtain the required information.

HB 6 (2024) requires the KDE to provide the Legislative Research Commission with the following:

The Kentucky Department of Education shall provide a report by September 1 of each year to the Interim Joint Committee on Appropriations and Revenue detailing certified and classified staff compensation increases for the current school year by each local school district. At a minimum, the report shall include: (a) A brief description of the type of staff compensation increases adopted, such as percentage-based or flat rate, if applicable; (b) The average percentage rate or dollar amount of the compensation increases, by classification, if applicable; (c) The effective date of the compensation increases, if applicable; (d) The manner in which the compensation increases were delineated, such as universally or by job classification, if applicable; (e) Any monetary compensation in addition to that provided through the district’s single salary schedule, such as one-time payments, if applicable; (f) The date the local board of education adopted the compensation increases, if applicable; and (g) Any changes to the local school district’s certified and/or classified staff single salary schedule(s), if applicable.

**KDE Salary Information Survey Report**

**Overview:** KDE conducted a survey to gather salary information required by HB6. A total of **169 districts** fully responded and provided answers, 1 **district** submitted partial information, and 1 **district** did not submit a response.

**Survey Questions and Responses:**

1. **Type of Compensation Increases Adopted by the Local Board:**
	* **54%** provided a percentage rate increase across the district.
	* **4%** provided a flat amount increase across the district.
	* **38%** provided a combination of percentage rate and flat amount increase.
	* **4%** provided no raises.
2. **Average Percentage Rate or Average Dollar Amount of Compensation Increases for Certified Staff:**
	* The average percentage rate increase was **4.14%**.
	* The average dollar amount increase was **$2,805**.
3. **Average Percentage Rate or Average Dollar Amount of Compensation Increases for Classified Staff:**
	* The average percentage rate increase was **3.64%**.
	* The average dollar amount increase was **$1,322**.
4. **Manner in Which Compensation Increases Were Delineated:**
	* **63%** provided a universal increase.
	* **10%** delineated increases by job classification.
	* **27%** delineated increases by a combination of universal and by job classification.
5. **Changes to the District’s Certified Staff Salary Schedule:**
	* **77%** provided a percentage rate increase.
	* **7%** provided a flat amount increase.
	* **16%** provided a combination of percentage rate and flat amount increase.
6. **Changes to the District’s Classified Staff Salary Schedule:**
	* **50%** provided a percentage rate increase.
	* **20%** provided a flat amount increase.
	* **30%** provided a combination of percentage rate and flat amount increase.

This report summarizes the findings of the KDE survey on salary information required by HB6, highlighting the types and amounts of compensation increases adopted by local boards, as well as the manner in which these increases were delineated.

Should you have any questions or if I can be of any additional assistance, please do not hesitate to contact me.

Sincerely,



Matthew T. Ross

Associate Commissioner,

Office of Finance and Operations

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Attachment