



KSBA

KENTUCKY SCHOOL BOARDS
ASSOCIATION

Co-op Report | April 2022

LEARN & EARN 2022 Webinar Series



KSBA offers convenient online board training each month.

KSBA offers monthly webinars to district leaders

KSBA's 2022 slate of "Learn and Earn" webinars is back by popular demand. The monthly series offers pertinent topics while providing school board members with required training credits. Sessions are scheduled for noon – 1 p.m. (Eastern) on the second Wednesday of each month at a cost of \$50 per session.

Pre-registration is required, and space is limited. All Learn and Earn webinars count for 1 hour of board training credit. Dates for the next three webinars are listed below. For a full schedule, complete with session descriptions and registration links, visit ksba.org/LearnandEarn.aspx.

- May 11 – Teaching certification and rank changes: finding solutions during a teacher shortage
- June 8 – What great leaders do and empowering women as educational leaders
- July 13 – Why did we get less state SEEK money this year? Why did they get more next door?

Registration open for virtual law update

KSBA's 16th Annual Federal and State Law Update will be held from 9 a.m. until noon (ET) on Thursday, June 2, 2022. This year's event will once again be held as a virtual conference, offering participants a recap, board policy/procedure updates and Open Meetings/Open Records Act (OMA/ORR) and federal law updates.



The webinar is strongly recommended for school board members and superintendents, and is also useful information for board attorneys, assistant superintendents, school/district administrators, finance officers, etc. Registration is limited to 100 viewers at a cost of \$150 per person. Participants are eligible for 3 hours of training credit – board member, CLE and EILA. (CLE and EILA approval has been requested.) The training is also good for Level 4/5 elective credit for KSBA members participating in the association's Academy of Studies.

This is the only opportunity for a full recap of the legislative session and its impact on school boards. View a full agenda and begin easy online registration for KSBA's Federal and State Law Update at [KSBA.org](https://ksba.org).



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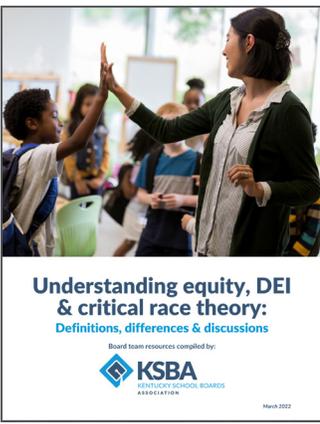


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KSBA releases DEI resources for board teams

KSBA has introduced new board team resources for managing conversations on DEI efforts within our schools. Districts have come under increased scrutiny on topics related to critical race theory (CRT) and concerns are being raised at board meetings. CRT has been a frequent subject of incomplete and incorrect public discussion and media coverage, so it is important that boards have a shared understanding of key terms that are garnering so much attention. School boards should be equipped to address the controversy without becoming a part of it. Visit [KSBA.org/equity.apsx](https://ksba.org/equity.apsx) to view/download “Understanding equity, DEI and critical race theory: Definitions, differences and discussions.”

KSBA Educational Foundation to participate in Kentucky Gives Day

KSBA will participate in Kentucky Gives Day 2022 on Tuesday, May 10, to once again benefit the KSBA Educational Foundation's First Degree college and CTE scholarship programs. #KyGives22 is an annual 24-hour online fundraising event benefiting nonprofits across the state. We last participated in Kentucky Gives Day in 2019 and raised more than \$5,000. We hope to double that total this year.

KSBA chose to pause its fall/winter fundraising campaign following December's devastating tornadoes, so this May 10 day of giving will be critical to the immediate future of KSBA's First Degree scholarships. KSBA challenges our members and friends to raise awareness and make an online gift on May 10. Stay tuned for more information.



School boards and staff salaries

There has been much discussion in Frankfort about compensation and raises for school board employees due to the legislative session and state budget, but also because it's the time of the year when boards set salary schedules. Many school boards are already examining their finances ahead of adopting tentative working budgets, which state law requires by May 30, and which must include revenue and expenditure estimates along with next year's salaries.

In fact, state law requires each board set employee compensation levels through adoption of a “single salary schedule,” setting the amounts of salary and step/rank increases. The specific rules governing the process are found in local board policies and procedures at 03.121/03.221, and 03.121 AP.1/03.221 AP.1. State law also empowers each local board to craft its own cafeteria plan of fringe benefits for employees, which is addressed in policy at 03.1213.

As a matter of local control, the salary levels, extra duty stipends, step increases and fringe benefits/optional insurance offerings vary across our 171 districts. This is not the case with state government employees, who all work for one employer in a unified personnel classification and salary scale/benefits system. The difference between local board employees and state government employees is also evident in the frequency of raises, with many boards approving annual raises even in years when the state has not provided any raises to its employees. In 10 of the last 12 years, the state did not provide salary increases to state employees, that leaves a lot of ground for them to make up for with state employees from social workers to corrections officers.

Board members may receive more questions about this than normal in the weeks ahead, so KSBA encourages board teams to work with their finance officers in the weeks ahead to proactively provide clear information to their employees about their local policies cited above, and the procedures used to adopt salary schedules and tentative working budgets.



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