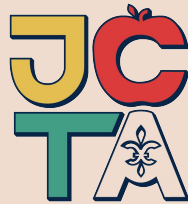
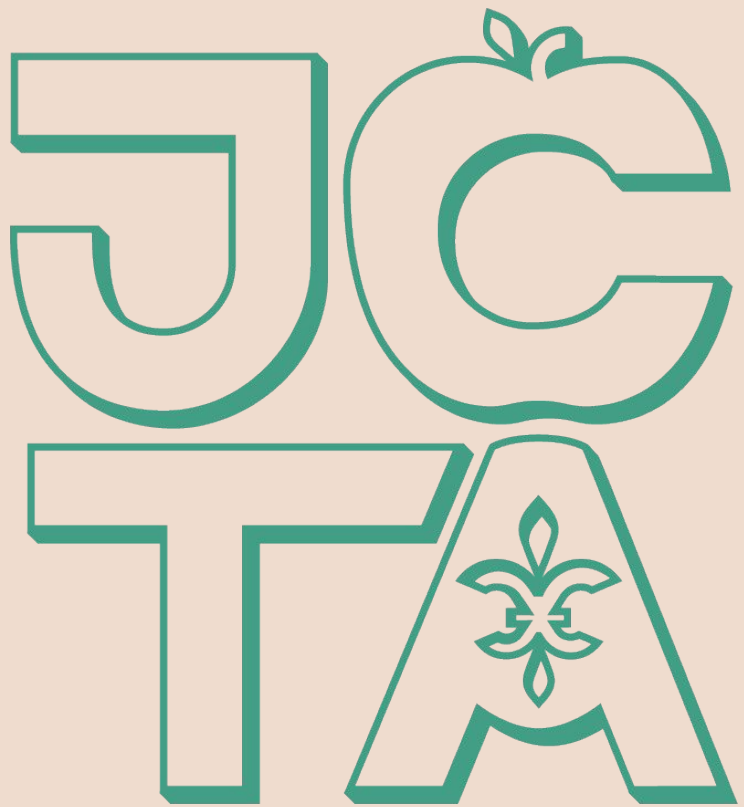


Salary Presentation Overview
Maddie Shepard, President, JCTA

Agenda

- What do we do? A Day in the Life of an Educator
 - Teacher
 - School Secretary
- What do we make?
 - Zoom In: Pay Stubs
 - Zoom Out: Salary Schedule
 - Comparisons
- What's our Buying Power?





A Day in the Life of an Educator: Teacher

A Day in the Life of an Educator: Teacher

Transitions?
Restroom?

- 8:10-8:40 Morning Duty
- 8:40-9:00
Homeroom/Morning Meeting
- 9:00-10:40 ELA
- 10:40-11:30 Related Arts
(Planning) (PLC)
- 11:30-11:50 Lunch
- 11:50-1:20 Math
- 1:20-2:00 Science/Social
Studies
- 2:00-2:25 Recess
- 2:25-3:00 Guided Reading
and Groups
- 3:00- 3:20 Read Aloud

- 3:20-3:30 Walk class to
buses
- 3:30-Mill about until busses
leave
- 4:00-5:00 Staff Meeting
- 5:00-9:00 Family/Personal
Time
- 9:00-10:30 Grading/Email

When else would
this have
occurred?

A Day in the Life of an Educator: Teacher

Transitions?
Restroom?

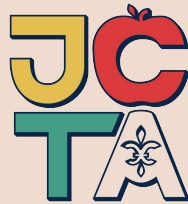
- 8:10-8:40 Morning Duty

- 8:40-9:30 1st period
- 9:30-10:20 2nd period
- 10:20-11:10 (Planning)
(PLC)
- 11:10-11:30 Lunch
- 12:00-12:50 4th period
- 12:50-1:40 5th period
- 1:40-2:30 6th period
- 2:30-3:20 7th period

Can't be required 3 preps
150 students

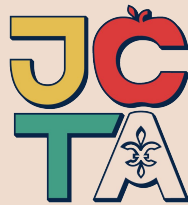
- 3:20-3:30 Walk class to
buses
- 3:30-Mill about until busses
leave
- 4:00-5:00 Practice/Club
- 5:00-9:00 Family/Personal
Time
- 9:00-10:30 Grading/Email

When else would
this have
occurred?



A Day in the Life of a School Secretary

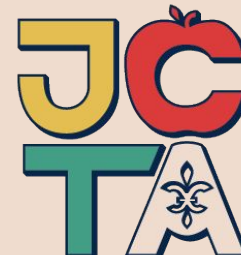
- Open School Office
- Begin collecting employee absences and preparing classroom coverages with substitutes or other staff
- Answer phone calls from parents/ staff/ administration
- Sign in late students, enroll new students and welcome families, provide bus transportation information, and schedule new students
- Work on payroll
- Lunch
- Make afternoon transportation changes
- Work on school correspondence, emails, and JCPS and/or State reports
- Help sign students out for early dismissal
- Make sure all afternoon staff duty is covered for those who are absent
- Phone calls, emails, closing of office for the day



According to the National Education Association,
Kentucky ranks 42nd in Educator Pay, with Educators
making an average of **\$58,325** a year.

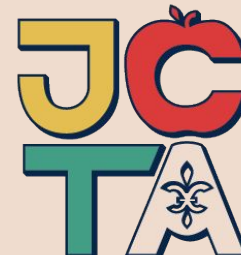
*\$54,242

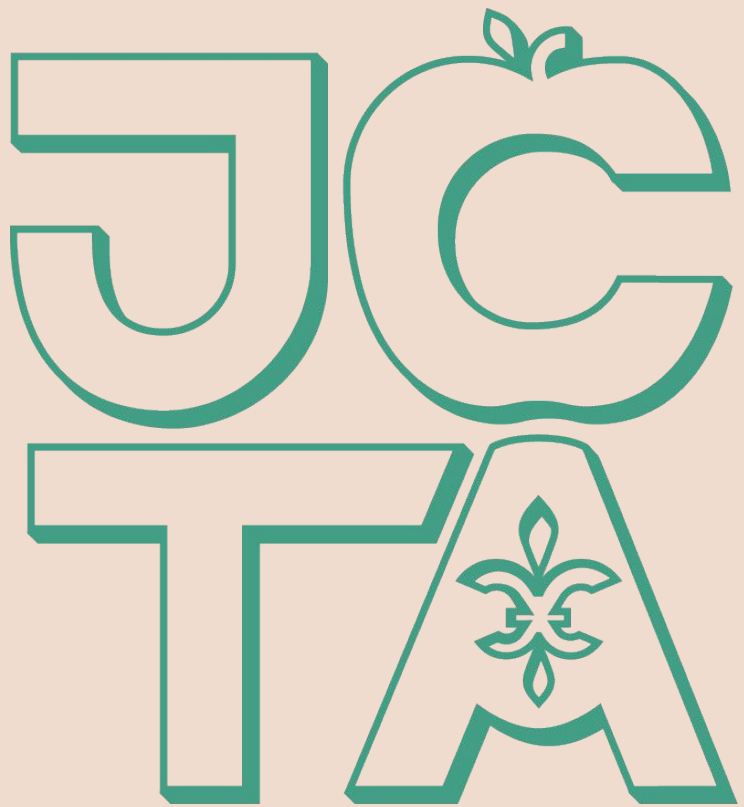
[source](#)



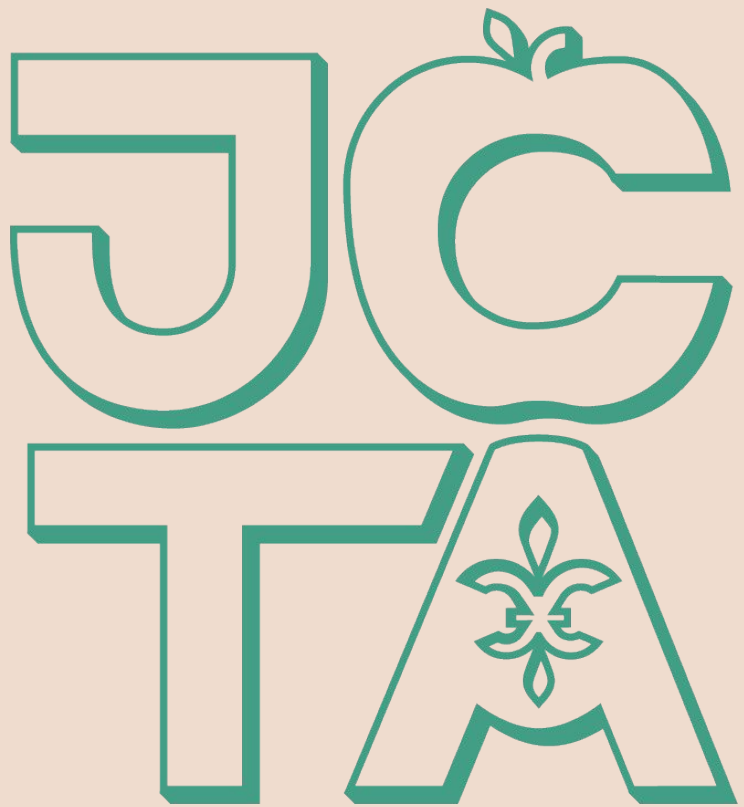
According to the National Education Association, 1 in 5 educators work second jobs to make ends meet.

1 in 3 early career educators work second jobs to make ends meet.





**A Day in the
Life of an
Educator:
School
Secretary**



**What do we
make? What's
our take home?**

Employee ID		Employee Name			Period Ending		Advice Date		Advice No.	
					11/10/2023		11/24/2023		5457452	
Pay Type	Rate	Units	Amount	YTD	Deductions	Current	YTD	Taxes	Current	YTD
BASE PAY	358.1842	9.00	2,893.05	66,322.15	HEALTH	26.73	614.79	MEDICARE	41.15	1,091.12
DEAP PANEL				1,974.00	STATE DENTAL	28.40	340.80	FEDERAL	167.93	6,316.68
EXTRA SERV				7,409.60	TRS3 NON-FED	371.90	9,731.98	KENTUCKY	105.81	4,011.31
CONTINUITY				500.00	TRS3 FED		64.28	LOU/RES	63.65	1,676.54
TOTALS			\$2,893.05	\$76,205.75	JCTA/KEA/BSK	56.70	1,002.45			
					OPTIONL LIFE	14.58	335.34			
					AFA POST-TAX	27.04	621.92			
					DIRECT DEP	\$1,989.16				
								Employer Paid Taxable Benefit		
								Type	Current	YTD

Escrow Information		Accrual Type	Current Used	Balance	Withholding Allowances			Current Pay	
					M/S	#	Extra	2,893.05	
Current Escrow	-330.61	SICK	1.000	36.500	Federal	S	0	Minus Total Deductions	903.89
YTD Escrow Balance	1,900.92	PERSONAL		3.000	State	M	0	Current Net Pay	\$1,989.16
		EMERGENCY		2.000					

Jefferson County Board of Education, Louisville, Kentucky 40232-4020

Rank 2: Master's Degree

11 Years of Experience

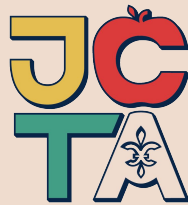
(Just under mid-career)

NET per week- \$1000

NET per paycheck-\$2000

NET per month-\$4000

NET per year - \$48,000



According to the Economic Policy Institute...

FIGURE A

Average weekly wage of public school teachers plummets in 2022

Average weekly wages of public school teachers and other college graduates (2022\$), 1979–2022

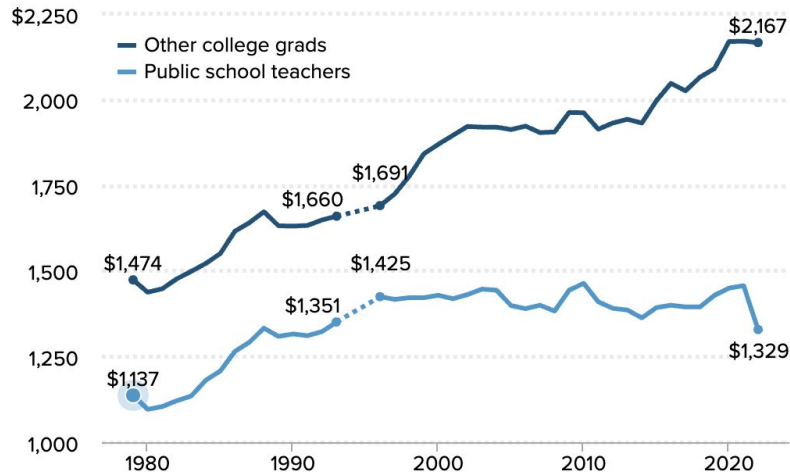


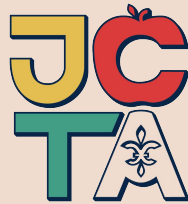
Chart Data

Economic Policy Institute

“The pay penalty for teachers—the gap between the weekly wages of teachers and college graduates working in other professions—grew to a record 26.4% in 2022, a significant increase from 6.1% in 1996. “

“Although teachers tend to receive better benefits packages than other professionals do, this advantage is not large enough to offset the growing wage penalty for teachers. “

“On average, teachers earned 73.6 cents for every dollar that other professionals made in 2022. This is much less than the 93.9 cents on the dollar they made in 1996”





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ANALYSIS

Teacher Pay Remains 20% Less Than 2008 Despite Small Gain in 2025 School Year

JEFFERSON COUNTY
TEACHERS ASSOCIATION

In addition to making less than similarly educated peers, we are NOT IMMUNE to the statewide trend, and we too, are making less than we used to, by nearly 20%.

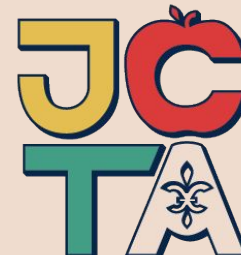
We do A LOT- more than folks realize-our jobs are hard and really stressful.

We make far less than our similarly educated peers- this makes recruiting difficult.

Our Buying Power is decreasing, FAST-this makes retention difficult.

Resources

- [NEA Today Article on National Educator Pay](#)



**JEFFERSON
COUNTY**
TEACHERS ASSOCIATION