

# Kentuckians' Views of K-12 Public School Personnel, Compensation and Salary

MARCH 2022

The COVID-19 pandemic has been one of the greatest challenges for K-12 public school personnel. Employee burnout is growing and the K-12 worker shortage has reached crisis levels. Even when COVID-19 subsides, the K-12 employee shortage likely will not dissipate. **Many K-12 employees are leaving the profession earlier than expected and fewer are pursuing a career in education.**



The National Institute on Retirement Security polled Kentuckians on their views about K-12 school teachers and personnel, their salary and benefits. Here's what we learned.

## Kentuckians highly value K-12 public school teachers and personnel.

**94%**

say public school teachers and personnel are **important to their community**.

**89%**

say they **deserve more respect**.

**89%**

say their **pay should be increased**.

## Kentuckians are deeply concerned about K-12 public school teachers and personnel.

**83%**

are concerned that **fewer people are going into education**.

**86%**

are **concerned about staff burnout**.

**87%**

are **worried about staff shortages**.

## Kentuckians say the TOP FIVE WAYS to attract and retain teachers and school personnel are...



Better pay  
**92%**



More funding and resources for schools  
**91%**



More generous healthcare benefits  
**91%**



Smaller class sizes  
**91%**



More generous pension benefits  
**87%**



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## Kentuckians say healthcare and retirement benefits are magnets for attracting and retaining K-12 school personnel and these benefits should be protected.



97% of Kentuckians say **healthcare benefits are a good tool to attract and retain** teachers and school personnel.



91% agree **school personnel should have healthcare benefits** through their employer **while working and in retirement.**



92% agree **pensions help attract and retain** K-12 employees.



91% of Kentuckians say that because of inflation, K-12 employee **pensions should have a cost-of-living adjustments** similar to Social Security.



91% say **teachers and school personnel should have a pension** so they have a secure retirement after a career in education.



89% of Kentuckians agree that a **strong pension is important** because Kentucky school teachers and school personnel **do not receive Social Security.**



## Kentuckians agree that state lawmakers should properly fund the teacher's pension plan and retiree health insurance fund.

92%

92% say Kentucky **lawmakers must continue to make the catch-up contributions** to the teacher pension plan.

92%

92% agree the **state should be required to make its annual required contributions** to the pension fund on time and in full.

91%

91% agree state lawmakers must **ensure all teachers & school personnel** in Kentucky **receive the pensions they earned.**

91%

91% agree that Kentucky **lawmakers must keep their commitment to fund the healthcare insurance benefits** that were promised to teachers.

### METHODOLOGY

Conducted by Greenwald Research, information for this study was collected from online interviews in December 2021. A total of 1,005 individuals aged 25 and older completed the national survey, and 101 Kentuckians completed the survey. The final data were weighted by age, gender, and income to reflect the demographics of Americans aged 25 and older. The sample was selected using Dynata, an online sample provider. Tabulations in some of the charts may not add up to 100 due to rounding. The national polling is available at [www.nirsonline.org/research/teacherpoll](http://www.nirsonline.org/research/teacherpoll).

