

Kentucky Education Association

WHERE DO YOUR UNION DUES GO?

A LOOK AT KEA SPENDING IN FISCAL YEAR 2025 (Sept 1, 2024 – Aug 31, 2025)

The Kentucky Education Association (KEA) lost approximately 29 of its 72 paid employees between FY2018 and FY2025 — a 40% workforce contraction in seven fiscal years — even as its net assets grew 198%, from \$4.1 million to \$12.3 million. KEA represents Kentucky public-school educators, an NEA member organization, and is the largest union in the state. In FY2025 it collected \$9.4 million in revenue — \$7.6 million from member dues classified as "program service revenue" on its Form 990 — and disbursed \$8.8 million, ending the year with a \$623,628 operating surplus. The story KEA's filings tell is not one of financial distress; it is one of an organization quietly retreating while accumulating reserves.¹²³⁴

Of the \$8.8 million KEA disbursed in FY2025, \$4.7 million — 53.0% of every dollar spent — went to its own staff: \$881,979 in officer compensation, \$2.5 million in other salaries and wages, \$1 million in other employee benefits, and \$252,594 in payroll taxes. Direct benefits paid to or for the union's own rank-and-file members totaled \$771,768 (8.8%) — down from \$1.1 million in FY2018, a 32% reduction over seven years even as net assets nearly tripled. Grants and similar amounts totaled just \$452,674 (5.1%).⁵⁶⁷

KEA channels member dues into Kentucky elections through its state political action committee, the Kentucky Educators Political Action Committee (KEPAC), which reported \$3.1 million in total spending across 2017–2026 — \$1.9 million of it political. That political money flowed overwhelmingly in one direction: 76.1% to liberal ballot-issue committees, with roughly five dollars to Democratic candidates for every dollar to Republicans. KEPAC's two largest political expenditures were not individual candidates but issue committees — \$1.1 million to Kentucky Family Values, a super PAC supporting Gov. Andy Beshear, and \$300,000 to Liberty & Justice for Kentucky, a committee KEA itself helped bankroll to back Democratic-aligned candidates for the state Supreme Court. That spending placed KEA dues firmly on one side of Kentucky's most contentious gender-identity fight: Beshear vetoed Senate Bill 150 (2023) — the law banning gender-affirming medical care for transgender minors, barring classroom instruction on gender identity, restricting which restrooms transgender students may use, and permitting teachers to refuse students' pronouns — before the Republican-controlled legislature overrode his veto.⁸⁹¹⁰¹¹

KEA pays its top staff well above the rank-and-file teacher salaries it exists to advocate for. Executive Director Mary Ruble received \$254,498 in total reportable + other compensation in

FY2025 — roughly 4.6 times the approximately \$55,000 average Kentucky public-school teacher salary. Past President Eddie Lee Campbell received \$207,511 (a 37% raise from \$151,163 in FY2018); key employees Rich Mullins (\$203,438) and Edward Ishmael (\$198,965) round out the top tier. Four KEA employees collected over \$190,000 in FY2025 total compensation in an organization that purports to advocate for a workforce earning roughly a quarter of those figures.

KEA is sitting on a sizable reserve. Of the union's \$19.5 million in FY2025 total assets, \$14.6 million — 75% — is held in publicly traded investment securities. Member dues that did not get spent on representation, training, or member benefits over the last decade have not vanished; they have been redirected to a \$14.6 million investment portfolio that grows quietly in the background while KEA shrinks its workforce, shrinks its member-benefits line, and pays its senior staff well above teacher-payscale.¹²¹³

In sum, KEA has broken its promise to Kentucky's educators. A teachers' union exists for one purpose: to give educators a unified voice at the bargaining table, in grievance proceedings, and in the schoolhouse. Instead, KEA has spent seven years shrinking its workforce by 40%, reducing direct member benefits by 32%, paying its lead executive 4.6 times what the average Kentucky teacher earns, and accumulating a \$14.6 million securities portfolio funded by member dues. Members deserve a union that treats their dues as money entrusted to it for their representation — not as the capital base of an inward-facing organization that quietly grows its reserves while shrinking its commitment to the workers it represents.

FINANCIAL POSITION

KEA ended FY2025 with \$19.5 million in total assets, \$7.2 million in total liabilities, and \$12.3 million in net assets. The dominant single asset category was \$14.6 million in publicly traded investment securities — 75% of every dollar KEA owns is held in marketable equities and fixed income rather than deployed in member service. Cash and short-term investments totaled \$4.1 million, with \$521,904 in land/buildings/equipment net of depreciation.¹⁴¹⁵¹⁶

The seven-year trajectory tells the central story. KEA's net assets nearly tripled between FY2018 and FY2025, growing from \$4.1 million to \$12.3 million — a 198% increase, or roughly \$8.2 million in accumulated reserves over seven fiscal years. Over those same seven years, the union's annual revenue declined from \$11.5 million to \$9.4 million — an 18% revenue contraction. The growth in net assets did not come from expanding the membership base or growing dues; it came from cutting expenses faster than revenue dropped, year after year, and depositing the difference into the investment portfolio.¹⁷

The largest single liability on KEA's balance sheet is \$6.3 million in "other liabilities" — predominantly accrued post-employment health and retirement benefits owed to current and retired KEA staff. Roughly 88% of KEA's \$7.2 million in total liabilities is staff-related, not member-facing. Member dues are funding promises KEA has made to its own employees, present and future.¹⁸

Item	Amount
Total Assets (EOY)	\$19,472,686
Total Liabilities (EOY)	\$7,170,411
Net Assets (EOY)	\$12,302,275
Publicly Traded Securities	\$14,599,763
Cash & Short-Term Investments	\$4,146,994
Net Asset Growth, FY2018 → FY2025	+\$8,177,622 (+198%)
Operating Surplus, FY2025	\$623,628

SPENDING BREAKDOWN

KEA disbursed \$8.8 million in FY2025. The single largest spending bucket was its own staff — \$881,979 in officer/director compensation, \$2.5 million in other salaries and wages, \$1 million in other employee benefits, and \$252,594 in payroll taxes — for a combined in-house compensation total of \$4.7 million, or 53.0% of every dollar the union spent.¹⁹²⁰

Direct benefits paid to or for the union's own members totaled \$771,768 in FY2025 — 8.8% of disbursements. That figure represents a 32% reduction from the \$1.1 million KEA disbursed in member benefits in FY2018, though it rebounded from \$383,108 in FY2024. Travel disbursements were \$476,054 (5.4%) — over \$11,000 per remaining employee in a single fiscal year. Grants and similar amounts to other organizations or individuals (typically scholarships and chapter assistance) totaled \$452,674 (5.1%).²¹²²²³

KEA's Part IX schedule reports \$0 in "Fees for services – Lobbying", and \$0 in "Payments to affiliates".²⁴ Both line items would normally capture money paid to outside lobbying firms and money forwarded to parent organizations — KEA's lobbying happens entirely in-house.

Category	Amount	% of Total
Other Salaries & Wages	\$2,492,807	28.3%
Other Employee Benefits	\$1,044,840	11.9%
Pension Plan Contributions	\$1,011,533	11.5%
Compensation of Officers/Directors	\$881,979	10.0%
Benefits Paid to or for Members	\$771,768	8.8%
Travel	\$476,054	5.4%

Grants & Similar Amounts	\$452,674	5.1%
Fees for services — Other	\$274,519	3.1%
Payroll Taxes	\$252,594	2.9%
Occupancy	\$222,001	2.5%
Office Expenses	\$197,684	2.2%
Advertising and Promotion	\$185,798	2.1%
Information Technology	\$107,592	1.2%
Equipment Rental & Maintenance	\$105,663	1.2%
Dues and Subscriptions	\$76,414	0.9%
Fees for services — Investment Management	\$71,920	0.8%
Insurance	\$63,850	0.7%
Depreciation	\$61,988	0.7%
Accounting Fees	\$46,490	0.5%
Legal Fees	\$9,408	0.1%
Education & Training	\$2,289	0.0%
Miscellaneous Taxes	\$767	0.0%
Interest	\$146	0.0%
Fees for services — Lobbying	\$0	0.0%
Payments to Affiliates	\$0	0.0%
TOTAL EXPENSES	\$8,810,778	100.0%

What Do These Categories Mean?

Other Salaries & Wages: Payroll for KEA's non-officer staff. KEA employed 43 people in FY2025, down from 72 in FY2018.

Other Employee Benefits: Health insurance, post-employment health benefits, and other employer-paid benefits for KEA staff — separate from pension contributions, which are reported on Line 8.

Pension Plan Contributions: Employer contributions to KEA staff pension and retirement plans, reported separately from other employee benefits.

Compensation of Officers/Directors: Reportable compensation for KEA's Executive Director, President, Past President, key employees, and other compensated officers.

Benefits Paid to or for Members: Direct payments to or on behalf of KEA's own rank-and-file

members — strike pay, hardship grants, member-services benefits. Has declined 32% since FY2018.
Travel: Transportation, lodging, and meals for KEA staff and officers attending meetings, conferences, and union activities.
Grants & Similar Amounts: Cash or in-kind grants to other organizations or individuals — including scholarships and chapter assistance.
Fees for Services — Other: Payments to outside contractors and professional-service providers not captured by the specific fee lines (management, legal, accounting, lobbying, or investment management) — typically consultants and similar services.
Payroll Taxes: The employer's share of Social Security, Medicare, and unemployment taxes on KEA staff wages.
Occupancy: Rent, utilities, maintenance, and other costs of occupying KEA's offices and facilities.
Office Expenses: General office supplies, postage, printing, telephone, and similar day-to-day administrative costs.
Advertising and Promotion: Advertising, marketing, and promotional spending — for most teachers' unions this line captures political and membership-recruitment campaigns rather than commercial advertising.
Information Technology: Hardware, software, IT services, and data-processing costs.
Equipment Rental & Maintenance: Leasing and upkeep of office and other equipment.
Dues and Subscriptions: Membership dues KEA pays to other organizations, plus publication and database subscriptions.
Insurance: Liability, property, and other non-employee insurance premiums.
Depreciation: The non-cash allocation of the cost of KEA's buildings, equipment, and other capital assets over their useful lives.
Grants to Domestic Individuals (scholarships): Scholarships and other grants paid directly to individuals. This amount is a subset of the Grants & Similar Amounts total (Lines 1-3) above, broken out here for detail.
Accounting Fees: Payments to outside accounting and audit firms.
Fees for services — Investment Management: Fees paid to outside investment managers and advisors for managing KEA's investment portfolio.
Legal Fees: Payments to outside legal counsel.
Fees for services — Lobbying: Payments to outside lobbying firms. KEA reports \$0 here because all of its lobbying activity is conducted by in-house staff whose compensation flows through the regular salary line.
Payments to Affiliates: Per-capita assessments forwarded to parent organizations (e.g., NEA). KEA reports \$0 here because the per-capita is administered as a member-level pass-through rather than as a KEA expense.

STATE LOBBYING

KEA operates the statewide Frankfort-Capitol lobbying program for Kentucky public-school teachers — the legislative-advocacy function its local affiliates (such as JCTA in Louisville) do not directly perform at scale. KEA's lobby team is built entirely from in-house staff and elected officers: five separate registered legislative agents in 2026 and seven in 2025, every one of them a current KEA employee or officer.²⁵

Total RU-1 employer expenditures reported by KEA were \$47,304 in 2025 and \$175,208 in 2026. Of the 2026 figure, \$150,000 was allocated to "Receptions and Events for Legislators" (KLEC Category A), a category that captures food, beverage, gift, and hospitality spending the union directs at Kentucky General Assembly members and staff. Agent compensation totaled \$45,180 (2025) and \$23,895 (2026 partial), split across the team listed below.^{26,27,28}

Because KEA's lobby corps is entirely in-house — there are no contract retainers, no outside firms, no shared cross-client connections to surface, the per-(agent × employer) compensation figures KLEC publishes are bounded by what KEA's own payroll allocates to lobbying activity. KEA's IRS Form 990 reports \$0 on Part IX Line 11d ("Fees for services – Lobbying"), confirming the in-house structure.²⁹

Reporting Year	Lobbyist Compensation
2025 — Receptions & Events for Legislators (Cat A)	\$0
2025 — Legislator Expenses (Cat B)	\$500
2025 — Other Lobbying Expenses (Cat C)	\$1,624
2025 — Agent Compensation (Cat D)	\$45,180
2025 — TOTAL	\$47,304
2026 — Receptions & Events for Legislators (Cat A)	\$150,000
2026 — Legislator Expenses (Cat B)	\$500
2026 — Other Lobbying Expenses (Cat C)	\$813
2026 — Agent Compensation (Cat D)	\$23,895
2026 — TOTAL	\$175,208
TOTAL	\$222,512 (2025–2026)

PAC SPENDING

Beyond its in-house lobbying program, KEA operates a state political action committee, the Kentucky Educators Political Action Committee (KEPAC). Across 2017 through 2026, KEPAC reported \$3.1 million in total spending over 972 transactions, of which \$1.9 million — 290 transactions — was political. That political money flowed overwhelmingly in one direction: 76.1% to liberal ballot-issue committees, 20.0% to Democratic candidates and party committees, and just 3.8% to Republicans. KEPAC made no conservative issue donations over the entire period.

KEPAC's two largest recipients were not candidates but issue-advocacy committees: Kentucky Family Values (\$1.1 million) and Liberty & Justice for Kentucky (\$300,000) — together more than three-quarters of KEPAC's political spending. On the candidate side the tilt was lopsided: KEPAC gave \$377,686 to Democrats against \$72,100 to Republicans, roughly five dollars to Democrats for every dollar to Republicans.

The ideological tilt of that giving comes into sharpest focus on gender policy. KEPAC's single largest expenditure — the \$1.1 million to Kentucky Family Values — funded a super PAC dedicated to electing Gov. Andy Beshear, who in March 2023 vetoed Senate Bill 150, Kentucky's most sweeping gender-identity law. SB 150 banned gender-affirming medical care for transgender minors, barred classroom instruction on gender identity and sexual orientation, restricted which restrooms transgender students may use, and allowed teachers to decline to use students' chosen pronouns; the Republican-controlled legislature overrode the veto days later (House 76–23, Senate 29–8). Through KEPAC, Kentucky teachers' dues helped bankroll the political operation behind the official who fought hardest to keep gender-affirming care available to minors and gender-identity policy in the schools — a stance at odds with the views of many of the educators whose dues fund the committee.

Category	Amount	% of Political
Liberal Issue Donations	\$1,435,000	76.1%
Democrat Donations	\$377,686	20.0%
Republican Donations	\$72,100	3.8%
Conservative Issue Donations	\$0	0.0%
POLITICAL SUBTOTAL	\$1,884,786	100.0%

Source: Kentucky Educators Political Action Committee (KEPAC) spending records, 2017–2026.

TOP COMPENSATION

KEA's senior compensation cluster — a small handful of executives and key employees — reads like a private-sector executive package layered onto a public-sector teachers' union. Executive Director Mary Ruble received \$254,498 in total reportable + other compensation in FY2025, approximately 4.6 times the roughly \$55,000 average Kentucky public-school teacher

salary.^{30,31} Past President Eddie Lee Campbell received \$207,511; key employees Rich Mullins (\$203,438) and Edward Ishmael (\$198,965) round out the top tier. Four KEA employees collected over \$190,000 in FY2025 compensation, in an organization whose members earn roughly a quarter of those figures.³²

Officer compensation tracked between \$134,000 and \$254,000 across the top eight compensated positions. KEA's elected President Joel Wolford received \$167,930, with Past President Eddie Lee Campbell drawing the higher \$207,511 paycheck despite no longer holding the elected office — Campbell remains on the payroll in the "Past President" role even as Wolford holds the formal title.³³

The longest-tenured compensation tracking shows mixed results. Past President Eddie Lee Campbell's pay grew 37.3% between FY2018 (\$151,163) and FY2025 (\$207,511). Executive Director Mary Ruble's pay grew 10.9% over the same window (from \$229,441 to \$254,498). The other two top-of-house tenured positions, Rich Mullins (+7.4%) and Edward Ishmael (+7.5%), saw more modest growth. The narrative is not runaway raises; it is the absolute level.

Employee	Total Compensation
1. Mary Ruble — Executive Director	\$254,498
2. Eddie Lee Campbell — Past President (still compensated)	\$207,511
3. Rich Mullins — Key Employee	\$203,438
4. Edward Ishmael — Key Employee	\$198,965
5. Bridget Brown — Key Employee	\$171,736
6. Joel Wolford — President	\$167,930
7. Elana Crane — Key Employee	\$147,076
8. Paul Mortell — Former Finance Director	\$134,175
TOTAL (Top 8 Compensated Officers/Employees)	\$1,485,329

Employee	FY2018 Pay	FY2025 Pay	% Change
Eddie Lee Campbell (Past President)	\$151,163	\$207,511	+37.3%

Past President Eddie Lee Campbell's 37.3% raise was the largest of the four long-tenured top-of-house positions. Executive Director Ruble's 10.9% growth and the two key employees' ~7% growth were more modest. The structural compensation story at KEA is not about runaway pay growth — it is about the absolute level of senior staff compensation in an organization that purports to advocate for teachers earning a quarter of those figures.

Officer	Title	Total Compensation
Mary Ruble	Executive Director	\$254,498
Joel Wolford	President	\$167,930
Eddie Lee Campbell	Past President	\$207,511
TOTAL TOP OFFICERS		\$629,939

WASTEFUL SPENDING

KEA's Form 990 does not include the vendor-by-vendor payee schedule that LM-2-filing private-sector unions disclose. Even at the line-aggregate level, several categories stand out.

KEA disbursed \$476,054 on travel (Part IX Line 17) in FY2025 — over \$11,000 per remaining staff member for an organization with 43 employees.³⁴ That works out to a fleet-of-conferences-and-meetings travel budget that, in absolute dollars, exceeds KEA's combined annual spending on legal fees (\$9,408), accounting (\$46,490), advertising (\$185,798), IT (\$107,592), and insurance (\$63,850).

KEA also disbursed \$185,798 on advertising and promotion (Line 12) — a line item that for most teachers' unions captures political and membership-recruitment campaigns rather than commercial advertising. Combined with the \$222,001 in occupancy and \$197,684 in office expenses, the union's overhead-and-administrative footprint consumes a meaningful share of every dues dollar.

Vendor	Amount
Travel (Line 17)	\$476,054
Occupancy	\$222,001
Office Expenses	\$197,684
Advertising and Promotion	\$185,798
Information Technology	\$107,592
Equipment Rental & Maintenance	\$105,663
Dues and Subscriptions	\$76,414
Insurance	\$63,850
TOTAL	\$1,435,056

WORKFORCE REDUCTIONS

IRS Form 990 does not require unions to report rank-and-file member counts, so a precise membership trend for KEA is not extractable from the filings themselves. The workforce trend, however, is. KEA employed 72 people in FY2018 and 43 in FY2025 — a 29-employee reduction (40%) over seven fiscal years. Over those same seven years, total annual revenue fell from \$11.5 million to \$9.4 million — an 18% revenue contraction.³⁵³⁶

The 40% workforce reduction is the most striking single statistic in KEA's filings. The reduction far outstrips the 18% revenue decline, which means KEA cut headcount more aggressively than receipts contracted — and the difference funded the \$8.2 million increase in net assets over the same period. Member benefits (Part IX Line 4) declined 32% over the same window, from \$1.1 million in FY2018 to \$771,768 in FY2025. The arithmetic suggests a union retreating: less staff, less direct member spending, larger reserves.³⁷³⁸

FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
72 employees	70	69	59	62	55	53	43

YOUR RIGHT TO LEAVE

Following the U.S. Supreme Court's 2018 decision in *Janus v. AFSCME*, public-sector employees — including every Kentucky public-school teacher represented by Kentucky Education Association — cannot be required to pay union dues or fees as a condition of employment.

If you are a KEA member and the spending priorities documented in this report do not reflect the union you thought you were funding — if you would rather your dues go to your classroom, your students, or your own savings than to a \$254,498 Executive Director, a \$207,511 Past President, a \$14.6 million investment portfolio, and an organization whose workforce shrank 40% and whose member benefits fell 32% while it accumulated reserves — you have the legal right to resign. For information about leaving your union and the process for stopping dues deductions, visit americansforfairtreatment.org or call (833) 969-FAIR.

Data sourced from Kentucky Education Association's IRS Form 990 filings for fiscal years ending August 31, 2018 through August 31, 2025 (EIN 61-0245450), retrieved from the IRS Tax-Exempt Organization Search e-file XML repository. KEA did not file (or did not have indexed) a 990 for the FY2020 tax period (8/31/2020); all multi-year comparisons exclude FY2020. Kentucky state lobbying data sourced from the Kentucky Legislative Ethics Commission, Employer Expense (RU-1) and Legislative Agent Compensation reports, 2025–2026 (klec.ky.gov/Reports). Compensation reference data: Kentucky Department of Education and Kentucky Education Association statewide average teacher salary (approximately \$55,000 for FY2023).

NUMBERS TO HIGHLIGHT

Key statistics from KEA's FY2025 (September 2024 – August 2025) 990 filing

-40%	Workforce contraction, FY2018 → FY2025 (72 → 43 employees)
+198%	Net asset growth over the same period (\$4.12M → \$12.30M)
\$14.6M	Held in publicly traded investment securities
\$9.4M	FY2025 total revenue (down 18% from FY2018)
-32%	Reduction in direct benefits paid to members over 7 years
\$254,498	Executive Director Mary Ruble total compensation (FY2025)
4.6x	Ruble pay vs. avg. KY teacher salary (~\$55K)
4	KEA employees earning over \$190,000 in FY2025
\$150,000	Allocated to 'Receptions for Legislators' in 2026 alone
\$476,054	Travel — \$11,000 per remaining employee, single year

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- ¹ IRS Form 990 (EIN 61-0245450), FY2018 and FY2025, Part I Line 5 (Total Employees).
 - ² IRS Form 990 (EIN 61-0245450), FY2018–FY2025, Part X Line 32 (Total Net Assets) multi-year.
 - ³ IRS Form 990 (EIN 61-0245450), FY2025 (tax period ending 08/31/2025), Part I.
 - ⁴ IRS Form 990 (EIN 61-0245450), FY2025, Part VIII Line 2a (Program Service Revenue).
 - ⁵ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Statement of Functional Expenses.
 - ⁶ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Line 4 (Benefits Paid to or for Members).
 - ⁷ IRS Form 990 (EIN 61-0245450), FY2018–FY2025, Part X Line 32 (Total Net Assets) multi-year.
 - ⁸ Kentucky Legislative Ethics Commission, Form RU-1 Employer Expense filings for KY Education Association, 2025–2026 (klec.ky.gov/Reports).
 - ⁹ Kentucky Legislative Ethics Commission, Legislative Agent Compensation reports for KY Education Association, 2025–2026 (klec.ky.gov/Reports).
 - ¹⁰ Kentucky Legislative Ethics Commission, Form RU-1, Category A (Receptions and Events for Legislators), KY Education Association 2026 filings.
 - ¹¹ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Statement of Functional Expenses.
 - ¹² IRS Form 990 (EIN 61-0245450), FY2025, Part X Balance Sheet.
 - ¹³ IRS Form 990 (EIN 61-0245450), FY2025, Part X Line 11 (Investments — publicly traded securities).
 - ¹⁴ IRS Form 990 (EIN 61-0245450), FY2025, Part X Balance Sheet.
 - ¹⁵ IRS Form 990 (EIN 61-0245450), FY2025, Part X Line 11 (Investments — publicly traded securities).
 - ¹⁶ IRS Form 990 (EIN 61-0245450), FY2025, Part X Balance Sheet.
 - ¹⁷ IRS Form 990 (EIN 61-0245450), FY2018–FY2025, Part X Line 32 (Total Net Assets) multi-year.
 - ¹⁸ IRS Form 990 (EIN 61-0245450), FY2025, Part X Balance Sheet.
 - ¹⁹ IRS Form 990 (EIN 61-0245450), FY2025 (tax period ending 08/31/2025), Part I.
 - ²⁰ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Statement of Functional Expenses.
 - ²¹ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Line 4 (Benefits Paid to or for Members).
 - ²² IRS Form 990 (EIN 61-0245450), FY2018–FY2025, Part X Line 32 (Total Net Assets) multi-year.
 - ²³ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Line 17 (Travel).
 - ²⁴ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Statement of Functional Expenses.
 - ²⁵ Kentucky Legislative Ethics Commission, Legislative Agent Compensation reports for KY Education Association, 2025–2026 (klec.ky.gov/Reports).
 - ²⁶ Kentucky Legislative Ethics Commission, Form RU-1 Employer Expense filings for KY Education Association, 2025–2026 (klec.ky.gov/Reports).
 - ²⁷ Kentucky Legislative Ethics Commission, Form RU-1, Category A (Receptions and Events for Legislators), KY Education Association 2026 filings.
 - ²⁸ Kentucky Legislative Ethics Commission, Legislative Agent Compensation reports for KY Education Association, 2025–2026 (klec.ky.gov/Reports).
 - ²⁹ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Statement of Functional Expenses.
 - ³⁰ IRS Form 990 (EIN 61-0245450), FY2025, Part VII Compensation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.
 - ³¹ Kentucky Department of Education and Kentucky Education Association published salary surveys; statewide average Kentucky public-school teacher salary, approximately \$55,000 (FY2023).
 - ³² IRS Form 990 (EIN 61-0245450), FY2025, Part VII Compensation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.
 - ³³ IRS Form 990 (EIN 61-0245450), FY2025, Part VII Compensation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.
 - ³⁴ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Line 17 (Travel).
 - ³⁵ IRS Form 990 (EIN 61-0245450), FY2018 and FY2025, Part I Line 5 (Total Employees).
 - ³⁶ IRS Form 990 (EIN 61-0245450), FY2018, FY2019, and FY2021–FY2025 filings, Part I multi-year. KEA did not file (or did not have indexed) a Form 990 for the FY2020 tax period (ending 8/31/2020).
 - ³⁷ IRS Form 990 (EIN 61-0245450), FY2018–FY2025, Part X Line 32 (Total Net Assets) multi-year.
 - ³⁸ IRS Form 990 (EIN 61-0245450), FY2025, Part IX Line 4 (Benefits Paid to or for Members).