



# Financial Re-opener Breakdown

**2022-2023 School Year**

# Key Takeaways

- This is the largest single year raise negotiated by a union president and superintendent in our district since the start of the 21st century. This is true for both teachers and support employees.
- A \$1000 COVID stipend was also negotiated and paid in December outside of the re-opener. Two steps were also secured on the same MOU, and we added to that with a percentage raise in this deal.
- This result would not have been possible without our bus owner/operators and teachers showing up and advocating at the school board meetings.
- The amount of raise each employee is getting is roughly equal to more than you would get if you were getting 4 steps. Typically, local raises are limited to one to two steps per year.
- Our employees deserve the world, and we fought hard for this deal.
- We will continue to keep advocating for salaries, benefits, and better working conditions during the re-opener next year.
- Please continue to stand up and advocate for change in public education.

**Call to Action: On May 26th, LFT will be marching on the Capitol to demand higher raises from the state. We hope to see you there.**

# Raise Comparison

\*A single number means all employees got the same raise.

Year	Local Raise Certificated/Support (based off of a para)*	State	Total Raises	Stipends	Grand Total
2001-2002	1000	2060	3060		3060
2002-2003	500		500		500
2003-2004	500		500		500
2004-2005	1200	540	1740		1740
2005-2006	800/550		800/550		800/550
2006-2007	700/500		700/500		700/500
2007-2008	1000	2375	3375		3375
2008-2009	1000		1000		1000
2009-2010	1000		1000		1000
2010-2011	1000		1000		1000
2011-2012	500/250		500/250		500/250

# Raise Comparison Continued

\*A single number means all employees got the same raise.

Year	Local Raise Certificated/Support (based off of para)*	State	Total Raises	Stipends	Grand Total
2012-2013	0		0		0
2013-2014	0		0	774/662	774/662
2014-2015	0	775/400	775/400		775/400
2015-2016	775/400		775/400		775/400
2016-2017	0		0	1000/700	1000/700
2017-2018	1000/700		1000/700		1000/700
2018-2019	500/350		500/350		500/350
2019-2020	1000/700	1000/500	2000/1200		2000/1200
2020-2021	0		0	4000/3700	4000/3700
2021-2022	1000/700	800/400	1800/1100	1000	2800/2200
2022-2023	2383/1405	1500/750	3883/2155		3883/2155

# All Employees: Across the Board Pay Raise

- 3% raise based off of step 0. Note: We wanted the percentage raise to apply to your base pay, but Act 1 prevents that from happening. We will seek to amend the law next year.
- Two steps.

## All Employees: Additional Benefits

- Professional license renewal reimbursement.
- Mileage reimbursement increased from 40 cents per mile to 58.5 cents per mile and will be adjusted to the IRS rate every January 1st.
- Employee Reserve Fund—ability to receive a stipend if the General Fund has a surplus of the amount budgeted for. (50% of any surplus will be divided equally among all employees.)
- Health insurance—no raise in premiums, reduction in benefits, and there is an enhancement feature that is added to save money with Oschner doctors/partners.

Job classes	3% of step 0	2-steps	Total	Proposed State	Grand Total
Teacher 181 days Earned advanced degree 6/30/14 and prior	\$ 1,440.00	\$ 1,000.00	\$ 2,440.00	\$ 1,500.00	\$ 3,940.00
Teacher 181 days	\$ 1,383.00	\$ 1,000.00	\$ 2,383.00	\$ 1,500.00	\$ 3,883.00
Teacher 189 days	\$ 1,444.11	\$ 1,044.00	\$ 2,488.11	\$ 1,500.00	\$ 3,988.11
Teacher 194 days	\$ 1,482.33	\$ 1,072.00	\$ 2,554.33	\$ 1,500.00	\$ 4,054.33
Teacher 200 days	\$ 1,528.17	\$ 1,104.00	\$ 2,632.17	\$ 1,500.00	\$ 4,132.17
Teacher 219 days	\$ 1,673.37	\$ 1,210.00	\$ 2,883.37	\$ 1,500.00	\$ 4,383.37
Teachers 220 days	\$ 1,680.96	\$ 1,216.00	\$ 2,896.96	\$ 1,500.00	\$ 4,396.96
Teachers 240 days	\$ 1,833.81	\$ 1,326.00	\$ 3,159.81	\$ 1,500.00	\$ 4,659.81

# Teacher Incentive Program: SWE

- SWE certified—two additional steps (\$1,000)/OFAT—one additional step (\$500)
- Note: You may go to job fair even if you are in a two year contract if you will advance in salary.



# Teacher Incentive Program: High Needs Areas

- Certified teachers working at a targeted school, an urgent intervention needed school, an urgent intervention required school, or teaching a subject that has a critical hiring shortage as defined yearly by the Administration will be eligible for a demand stipend of \$500 per year. Update: We are lobbying for the high needs stipend to count, even though it does not increase base pay. We feel it serves the system to achieve its goals to lift this rule in this instance.

## Teachers: Additional Benefits

- Advanced degree lanes increased from \$500 to \$1,000.
- Classroom supply reimbursement increased from \$100 to \$500.
- Tuition reimbursement increased from \$450 to \$1,000
- Highly Effective is now Effectiveness Stipend-3.0 score or above (not rounded up) and increased from \$500 to \$1,000

# Support Staff

- Advanced degrees get a step per degree:
  - Associate's-1 step
  - Bachelor's-2 steps
  - Master's-3 steps
  - Doctorate-3 steps.

Note: Union members have access to a free online college benefit for Associate's and/or Bachelor's degrees.

- The Federation and Management will negotiate operational pay for bus owner/operators after either bus bill gets signed by the governor or defeated on the floor.

## Clerical/Para Professional Pay Grade Classifications

- A-09 - Early Childhood Aide (Instructional Para) Uncertified  
Instructional Aide  
Long Term Sub Para I (EIS)  
Study Center Alternative to Suspension Paraprofessional  
Title I Early Childhood Instructional Paraprofessional I  
Title I Instructional Paraprofessional I
- A-10 - Library Aide
- A-12 - Early Childhood Aide (Instructional Para) Certified  
Itinerant Interpreter Aide II  
Students with Exceptionalities Aide II  
Student with Exceptionalities Aide II (Itinerant)  
Title I Computer Lab Paraprofessional II  
Title I Early Childhood Instructional Paraprofessional II  
Title I Instructional Paraprofessional II
- A-13 - Itinerant Interpreter Aide III
- A-14 - Braille Transcriber I (Uncertified)  
Itinerant Interpreter Aide IV
- A-15 - Specialized Para Medical
- A-16 - Students with Exceptionalities Aide II (Rise)
- A-17 - Computer Technician Paraprofessional
- A-18 - School Security Officer
- A-19 - Computer Technician Paraprofessional
- A-20 - Drill Instructor

Job classes	3% of step 0	2-steps	Total	Proposed State	Grand Total
Clerical/para A-09/A-10	\$ 705.15	\$ 700.00	\$ 1,405.15	\$ 750.00	\$ 2,155.15
Clerical/para A-12	\$ 719.28	\$ 700.00	\$ 1,419.28	\$ 750.00	\$ 2,169.28
Clerical/para A-13	\$ 733.41	\$ 700.00	\$ 1,433.41	\$ 750.00	\$ 2,183.41
Clerical/Para A-14	\$ 747.54	\$ 700.00	\$ 1,447.54	\$ 750.00	\$ 2,197.54
Clerical/Para A-15	\$ 780.66	\$ 700.00	\$ 1,480.66	\$ 750.00	\$ 2,230.66
Clerical/Para A-16	\$ 759.15	\$ 732.00	\$ 1,491.15	\$ 750.00	\$ 2,241.15
Clerical/Para A-17	\$ 823.95	\$ 732.00	\$ 1,555.95	\$ 750.00	\$ 2,305.95
Clerical/Para A-18	\$ 918.00	\$ 700.00	\$ 1,618.00	\$ 750.00	\$ 2,368.00
Clerical/Para A-19	\$ 953.82	\$ 850.00	\$ 1,803.82	\$ 750.00	\$ 2,553.82
Clerical/Para A-20	\$ 994.23	\$ 1,154.00	\$ 2,148.23	\$ 750.00	\$ 2,898.23

## Clerical Pay Grade Classifications

<b>C-02</b>	Clerk Typist I Graphic Arts Machine Operator I		
<b>C-03</b>	Clerk Typist II Construction Clerk Typist II Federal Program School Support Clerk II Transportation Data Clerk II		
<b>C-04</b>	Clerk Typist III General Office Assistant	<b>S-04</b>	School Clerk
<b>C-05</b>	Account Clerk I Graphic Arts Machine Operator II Information Technology Software Support Clerk I Software Support Clerk I	<b>S-05</b>	Federal Program School Support Clerk II School Secretary I
<b>C-06</b>	Account Clerk II Buyer I Food Service Secretary Transportation Secretary	<b>S-06</b>	School Secretary II
<b>C-07</b>	Account Clerk III Information Technology Software Support Clerk III Information Technology Support Technician I Secretary	<b>S-07</b>	Equipment Technician
<b>C-08</b>	Accountant I Buyer II Graphics Arts Photo-Composition Operator II Insurance Clerk Senior Secretary	<b>S-08</b>	School Security Officer
<b>C-09</b>	Accountant II	<b>S-09</b>	Equipment Technician

Job classes	3% of step 0	2-steps	Total	Proposed State	Grand Total
Clerical C-02	\$ 841.80	\$ 1,010.00	\$ 1,851.80	\$ 750.00	\$ 2,601.80
Clerical C-03	\$ 860.64	\$ 1,010.00	\$ 1,870.64	\$ 750.00	\$ 2,620.64
Clerical C-04	\$ 879.45	\$ 1,010.00	\$ 1,889.45	\$ 750.00	\$ 2,639.45
Clerical C-05	\$ 898.32	\$ 1,010.00	\$ 1,908.32	\$ 750.00	\$ 2,658.32
Clerical C-06	\$ 917.16	\$ 1,010.00	\$ 1,927.16	\$ 750.00	\$ 2,677.16
Clerical C-07	\$ 954.81	\$ 1,010.00	\$ 1,964.81	\$ 750.00	\$ 2,714.81
Clerical C-08	\$ 992.70	\$ 1,010.00	\$ 2,002.70	\$ 750.00	\$ 2,752.70
Clerical C-09	\$ 1,031.16	\$ 1,010.00	\$ 2,041.16	\$ 750.00	\$ 2,791.16
Clerical S-04	\$ 740.01	\$ 770.00	\$ 1,510.01	\$ 750.00	\$ 2,260.01
Clerical S-05	\$ 755.70	\$ 770.00	\$ 1,525.70	\$ 750.00	\$ 2,275.70
Clerical S-06	\$ 802.80	\$ 770.00	\$ 1,572.80	\$ 750.00	\$ 2,322.80
Clerical S-07	\$ 879.09	\$ 774.00	\$ 1,653.09	\$ 750.00	\$ 2,403.09
Clerical S-08	\$ 1,121.19	\$ 850.00	\$ 1,971.19	\$ 750.00	\$ 2,721.19
Clerical S-09	\$ 1,252.62	\$ 1,010.00	\$ 2,262.62	\$ 750.00	\$ 3,012.62

Job classes	3% of step 0	2-steps	Total	Proposed State	Grand Total
Custodial J-07	\$ 693.99	\$ 1,010.00	\$ 1,703.99	\$ 750.00	\$ 2,453.99
Custodial J-08	\$ 793.11	\$ 1,154.00	\$ 1,947.11	\$ 750.00	\$ 2,697.11
Custodial J-09	\$ 828.00	\$ 1,154.00	\$ 1,982.00	\$ 750.00	\$ 2,732.00
Custodial J-10	\$ 724.53	\$ 1,010.00	\$ 1,734.53	\$ 750.00	\$ 2,484.53
Custodial J-11	\$ 876.00	\$ 1,154.00	\$ 2,030.00	\$ 750.00	\$ 2,780.00

Pay Level	J-07 7 Hour Level I (JJHS)	J-08 8 Hour Level I (JJIS)	J-09 8 Hour Level II Assistant and Head Custodians (JJJS)	J-10 7 Hour Level II Assistant and Head Custodians (JJKS)	J-11 8 Hour Head Custodian (JJLS)
-----------	----------------------------------	----------------------------------	--	--	--



Job classes	3% of step 0	2-steps	Total	Proposed State	Grand Total
Food Service L-12	\$ 646.92	\$ 700.00	\$ 1,346.92	\$ 750.00	\$ 2,096.92
Food Service L-13	\$ 659.58	\$ 700.00	\$ 1,359.58	\$ 750.00	\$ 2,109.58
Food Service L-14	\$ 664.59	\$ 700.00	\$ 1,364.59	\$ 750.00	\$ 2,114.59
Food Service FS-16	\$ 1,098.75	\$ 1,050.00	\$ 2,148.75	\$ 750.00	\$ 2,898.75

Pay Level	L-12 179 Day Lunch Technician (LLMS)	L-13 179 Day Assistant Managers (LLNS)	L-14 179 Day Assistant Managers (LLOS)	FS16 182 Day B-Managers (FSQS)	FS18 182 Day A-Managers (FSSS)	FS17 193 Day Assistant to Food Service Director (FSRS)

<b>Job classes</b>	<b>3% of step 0</b>	<b>2-steps</b>	<b>Total</b>	<b>Proposed State</b>	<b>Grand Total</b>
Bus Operator B-02	\$ 775.50	\$ 700.00	\$ 1,475.50	\$ 750.00	\$ 2,225.50
Bus Attendant B-03	\$ 601.50	\$ 700.00	\$ 1,301.50	\$ 750.00	\$ 2,051.50

<b>Job classes</b>	<b>3% of step 0</b>	<b>2-steps</b>	<b>Total</b>	<b>Proposed State</b>	<b>Grand Total</b>
Maintenance M-01	\$ 795.15	\$ 1,154.00	\$ 1,949.15	\$ 750.00	\$ 2,699.15
Maintenance M-02	\$ 813.81	\$ 1,154.00	\$ 1,967.81	\$ 750.00	\$ 2,717.81
Maintenance M-03	\$ 835.92	\$ 1,154.00	\$ 1,989.92	\$ 750.00	\$ 2,739.92
Maintenance M-04	\$ 903.42	\$ 1,154.00	\$ 2,057.42	\$ 750.00	\$ 2,807.42
Maintenance M-05	\$ 939.51	\$ 1,154.00	\$ 2,093.51	\$ 750.00	\$ 2,843.51
Maintenance M-06	\$ 958.14	\$ 1,154.00	\$ 2,112.14	\$ 750.00	\$ 2,862.14
Maintenance M-07	\$ 994.23	\$ 1,154.00	\$ 2,148.23	\$ 750.00	\$ 2,898.23

# Please Join Your Local Union or Encourage Others to Join

Look what we have accomplished in our first year and with only 43% membership density. Imagine what we could accomplish with a majority voice and enough staff to meet the needs, demands, and expectations of all employees.

Members, none of this would be possible without you.

Potential members, please invest in the organization that fights for you.

<http://tammany.la.aft.org/join-union>

[union@stfed.org](mailto:union@stfed.org) 641-6477