



Collective Bargaining Proposal Overview

St. Tammany Parish Public School System



Collective Bargaining Agreement Re-Opener Overview

ALL EMPLOYEES

- **Two pay level salary increase** as previously agreed to by the Federation
- A **3% across the board raise** by applying 3% to pay level zero of each salary schedule
- An **Employee Reserve Fund** will provide yearly stipends to employees based on final surplus in the General Fund

TEACHERS AND CERTIFICATED EMPLOYEES

PERMANENT SALARY INCREASES

- **\$1,000** Advanced degree salary increase for each education level (increased from \$500)
- **\$1,000** (2 Pay Levels) Salary increase for certified Students with Exceptionalities teachers
- **\$500** (1 Pay Level) Salary increase for teachers on an OFAT in Critical Shortage Areas

STIPENDS

- **\$1,000** Yearly Effectiveness Stipends* (increased from \$500)
- **\$500** Yearly stipend for certified teachers in Critical Shortage Areas (Not OFAT)*
- **\$500** Yearly stipend for teaching at eligible schools*

*New STPPS teachers will be eligible to receive stipends in the 2023-2024 fiscal year.

SUPPORT EMPLOYEES

- **Higher education salary increase** for current non-management support employees (Associate's Degree– 1 Pay Level) (Bachelor's Degree – 2 Pay Levels) (Master's Degree – 3 Pay Levels) (PhD – 4 Pay Levels)
- **Bus owner operator operational expenses** negotiations will begin after the legislative session

Examples

Teacher with Bachelor's Degree

- **Currently a Pay Level 5 Teacher with Bachelor's Degree**

\$48,600

- Current Pay Level 5 Salary is **\$48,600**

1) **3.0% raise** by applying 3% to Pay Level 0 of the Teacher Salary Schedule:

+\$1,383

- Teacher Pay Level 0 is \$46,100
- 3% of \$46,100 = **\$1,383**

2) **Two Pay Level increase** from base Pay Level 5:

+\$1,000

- Teacher Pay Level 5 is \$48,600 / Teacher Pay Level 7 is \$49,600
 - $\$49,600 - \$48,600 = \mathbf{\$1,000}$ increase

3) **Projected state raise:**

+\$1,500

New salary:

= \$52,483

- $\$48,600 + \$1,383 + \$1,000 + \$1,500 = \mathbf{\$52,483}$

\$3,883 Permanent Salary Increase

Additional Pay for Teachers

In addition to the 2 pay level increase incentive and 3% base pay increase, teachers have the opportunity to earn extra

SALARY INCREASES	STIPENDS
<ul style="list-style-type: none">• \$1,000 Advanced Degree Salary Increase for Each Education Level• \$1,000 (2 Pay Levels) Salary Increase for Certified Students With Exceptionalities Teachers• \$500 (1 Pay Level) Salary Increase for Teachers on an OFAT in Critical Shortage Areas	<ul style="list-style-type: none">• \$1,000 Yearly Effectiveness Stipend*• \$500 Yearly Stipend for Certified Teachers in Critical Shortage (Not OFAT)• \$500 Yearly Stipend for Teaching at Eligible Schools*• Yearly Stipend from Employee Salary Reserve Fund* <p>*New STPPS teachers will be eligible to receive stipends in the 23-24 fiscal year.</p>

Bus Driver

- **Currently a Pay Level 15 Bus Driver**

- Current Pay Level 15 Salary is **\$31,100**

\$31,100

1) **3.0% raise** by applying 3% to Pay Level 0 of the Bus Driver Salary Schedule:

- Bus Driver Pay Level 0 is \$25,850
- 3% of \$25,850 = **\$776**

+\$776

2) **Two Pay Level increase** from base Pay Level 15:

- Bus Driver Pay Level 15 is \$31,100
- Bus Driver Pay Level 17 is \$31,800
 - $\$31,800 - \$31,100 = \text{\$700 increase}$

+\$700

4) **Projected state raise:**

+\$750

New salary:

- $\$31,100 + \$776 + \$700 + \$750 = \text{\$33,326}$

= \$33,326

\$2,226 Permanent Salary Increase

Clerical

<ul style="list-style-type: none">• Currently a Pay Level 10 Clerical Worker with Bachelor's Degree<ul style="list-style-type: none">• Current Pay Level 10 Salary is \$34,365	\$34,365
<p>1) 3.0% raise by applying 3% to Pay Level 0 of the Clerical Salary Schedule:</p> <ul style="list-style-type: none">• Clerical Pay Level 0 is \$29,315• 3% of \$29,315 = \$879.45	+\$879
<p>2) Two Pay Level increase from base Pay Level 10:</p> <ul style="list-style-type: none">• Clerical Pay Level 10 is \$34,365 / Clerical Pay Level 12 is \$35,375<ul style="list-style-type: none">• $\\$35,375 - \\$34,365 = \mathbf{\\$1,010}$ increase	+\$1,010
<p>3) Two Pay Level increase for Bachelor's Degree:</p> <ul style="list-style-type: none">• Clerical Pay Level 14 is \$36,385<ul style="list-style-type: none">• $\\$36,385 - \\$35,375 = \mathbf{\\$1,010}$	+\$1,010
<p>4) Projected state raise:</p>	+\$1,081
<p>New salary:</p> <ul style="list-style-type: none">• $\\$34,365 + \\$879 + \\$1,010 + \\$1,010 + \\$1,081 = \mathbf{\\$38,345}$	= \$38,345

\$3,980 Permanent Salary Increase



MEMORANDUMS OF UNDERSTANDING OVERVIEW

MOU 1: REIMBURSEMENT OF CLASSROOM SUPPLIES

Section 6:05 - Local Reimbursement - Classroom Supplies

(a) The Board shall reimburse each certificated employee designated as a classroom teacher or librarian for supplemental teaching materials which the employee purchased and for which appropriate receipts are furnished not to exceed \$500.00 each year during the term of this Agreement. This may include, but not be limited to, bulletin board materials, instructional posters, manipulatives, etc. with Principal approval. Receipts must be submitted no later than the 15th working day preceding the end of the school year. Reimbursement payment will be made as soon as practicable thereafter.

MOU 2: TRAVEL EXPENSE MILEAGE RATE

Section 21:03 - Travel Expense

- Employees who are required to travel in their personal vehicles on school-related or School System-related business for purposes of performing routine, officially required duties shall be reimbursed at the Internal Revenue Service (IRS) standard mileage rate applicable at the time of the travel. The IRS standard mileage rate is released for the upcoming year in mid-December. The mileage rate for employee travel will be adjusted each January 1st to the annual IRS standard mileage rate.
- This MOU will go into effect on July 1, 2022. The 2022 standard mileage rate is 58.5 cents per mile, so this rate will go into effect July 1, 2022.

MOU 3: REIMBURSEMENT FOR RENEWAL OF PROFESSIONAL LICENSE OR CERTIFICATE

Any employee that is required to possess a professional License or Certificate (speech, CDL renewal, etc.) to maintain employment with the St. Tammany Parish Public School System shall be reimbursed the cost of the renewal provided the employee submits a receipt and proof of the renewal to St. Tammany Parish Public School System Finance Department.



Two-Pay Level Increase for Certified SWE Employees

- SWE Resource
- SWE Reduced Numbers Class
- SWE Managing Alternative Education
- SWE Moderate
- SWE Severe/Profound
- SWE Gifted
- Adaptive Physical Education
- Deaf and Hard of Hearing
- Educational Diagnostician
- Occupational Therapists
- PEI
- Physical Therapists
- School Psychologists
- Social Workers
- Speech Therapists
- Talented Art, Music, Theater
- Visually Impaired

One Pay-Level Increase for Teachers on OFAT

- English/Language Arts 4-12
- Mathematics 4-12
- Science 4-8
- Chemistry
- Physics
- Spanish
- French
- English as a Second Language
- Industrial Arts/Welding

Students with Exceptionalities Positions

- SWE Resource
- SWE Reduced Numbers Class
- SWE Managing Alternative Education
- SWE Moderate
- SWE Severe/Profound
- SWE Gifted
- PEI
- Adaptive Physical Education
- Deaf and Hard of Hearing
- Visually Impaired
- Talented Art, Music, Theater

\$500 Demand Stipend (UIR, UIN or Targeted Schools)

- Abita Springs Middle
- Abney Elementary
- Alton Elementary
- Bayou Lacombe Middle
- Bayou Woods Elementary
- Boyet Junior High
- Carolyn Park Middle
- Chahta-Ima Elementary
- Clearwood Junior High
- Covington Elementary
- Covington High
- Creekside Junior High
- Florida Avenue Elementary
- Folsom Junior High
- Fontainebleau Junior High
- Honey Island Elementary
- Lee Road Junior High
- Little Oak Middle
- L.P. Monteleone Junior High
- Madisonville Junior High
- Henry Mayfield Elementary
- Northshore High
- Pine View Middle
- William Pitcher Junior High
- Riverside Elementary
- Salmen High
- Slidell Junior High
- Slidell High
- St. Tammany Junior High
- Whispering Forest Elementary

\$500 Demand Stipend Critical Shortage Areas*

- English/Language Arts 4-12
- Mathematics 4-12
- Science 4-8
- Chemistry
- Physics
- Spanish
- French
- English as a Second Language
- Industrial Arts/Welding

***Only certified teachers not on OFAT are eligible for the critical shortage demand stipend**



ST. TAMMANY

PARISH PUBLIC SCHOOLS