

MEMORANDUM OF UNDERSTANDING
BETWEEN ST. TAMMANY FEDERATION OF TEACHERS AND SCHOOL EMPLOYEES
AND
ST. TAMMANY PARISH SCHOOL BOARD
CBA 2020-2024

The St. Tammany Federation of Teachers and School Employees ("Federation") and the St. Tammany Parish School Board ("School Board") enter into this Memorandum of Understanding on the date(s) shown below.

WHEREAS, the Federation and the School Board negotiating teams have reached Agreement on a Collective Bargaining Agreement, which was ratified by the full school board and the Federation on December 16, 2020; and

THEREFORE, the parties agree to the following relative to retention, incentive, and stipend pay for FY 2023-2024:

- Certificated employees obtaining advanced degrees/certifications (Master's, Masters+30, EDS, PHD) in FY 2022-2023 while employed by the School Board will receive a base pay increase of \$1,000 beginning in FY 2023-2024. The certificated employee is not eligible for this salary increment if they are rated ineffective by the School Board for FY 2022-2023.
- Support employees not designated as Management will receive additional pay levels for obtaining advanced degrees/certifications in FY 2022-2023 while employed by the School Board as follows:
 - (1) Associate's Degree - One additional pay level
 - (2) Bachelor's Degree - Two additional pay levels
 - (3) Master's Degree - Three additional pay levels
- Certificated employees working at a targeted school, an urgent intervention needed school (UIN), an urgent intervention required school (UIR), or a comprehensive intervention required school (CIR) will be eligible for a one-time demand stipend of \$500. The list of eligible schools will be determined as of March 31, 2023. This one-time stipend will be payable for FY 2023-2024 on October 31, 2023 if (1) the certificated employee was an active employee of the School Board as of June 30, 2023, (2) the certificated employee was still employed as of October 1, 2023, and (3) the certificated employee received an effective COMPASS rating for FY 2022-2023.
- Certificated teachers teaching a subject that has a critical hiring shortage as defined by the Administration by March 31, 2023 will be eligible for a demand stipend of \$500. This one-time stipend will be payable for FY 2023-2024 on October 31, 2023 if (1) the certificated teacher was an active employee of the School Board as of June 30, 2023, (2) the certificated teacher was still employed as of October 1, 2023, and (3) the teacher received an effective COMPASS rating for FY 2022-2023. Student with Exceptionalities (SWE) and Out-of-Field Authorization to Teach (OFAT) certificated teachers will not be eligible for this stipend.
- All certificated employees have the opportunity to earn a one-time performance stipend of \$1,000 known as an effectiveness stipend. The effectiveness stipend will be awarded if (1) the certificated employee receives a 3.00 or higher rating as defined by the COMPASS system for FY 2022-2023, (2) the certificated employee was employed by the School Board as of June 30, 2023, and (3) the certificated employee is employed as of October 1, 2023. The effectiveness stipend will be paid October 31, 2023.
- Certificated employees who were employed for FY 2022-2023 who earn new Special Education (SWE) certification in FY 2022-2023 or transfer to teach in Special Education (SWE) for FY 2023-2024 will receive an additional two pay levels for FY 2023-2024. The certificated employee must receive an effective COMPASS rating for FY 2022-2023 to receive the additional two pay levels. The employee must be certified and teaching in the area to qualify.
- Certificated employees who are not certified in Special Education (SWE) or in a critical shortage area but agree to go on an Out-of-Field Authorization to Teach (OFAT) for FY 2023-2024 will receive an additional one pay level for FY 2023-2024. The certificated employee must be employed by the School Board for FY 2022-2023 and must receive an effective COMPASS rating for FY 2022-2023 to receive the one additional pay level.
- All School Board employees will be eligible for an Employee Salary Reserve Fund stipend if the following occurs:
 - (1) Once the books are finalized for FY 2022-2023 (on or about September 10, 2023), the General Fund has a surplus for the year.
 - (2) 50% of any final surplus will be transferred to the Employee Salary Reserve Fund.
 - (3) An equal one-time stipend (including benefits) will be calculated for all employees who (a) were an active employee as of June 30, 2023, (b) were still employed as of November 1, 2023, and (c) if employee is certificated they must have received an effective COMPASS rating for FY 2022-2023.
 - (4) The 50% surplus must be large enough to calculate a minimum of \$100 stipend with benefits for all employees. If the surplus is not large enough to calculate this minimum amount, the stipend will not be paid for FY 2023-2024 and the surplus will carry over to FY 2024-2025 for distribution in a later year when the criteria is met.
 - (5) This one-time stipend if applicable will be paid on November 15, 2023.
 - (6) Since this one-time stipend includes benefits, the calculation may not be exact. An overage or deficit will be carried over to the following year's stipend calculation.
 - (7) If the fund balance for General Fund must be utilized for any year, this stipend will not be issued until the fund balance is replenished to the prior level.

Nothing in this MOU shall preclude the parties from entering salary re-opener negotiations as defined by Section 21:02 of the Collective Bargaining Agreement and the last salary re-opener MOU signed on May 12, 2022.

This MOU will expire at midnight June 30, 2024.

For the St. Tammany Federation of Teachers and School Employees

For the St. Tammany Parish School Board



Brant Osborn, President



Frank J. Jabbla, Superintendent

Date: 4/4/23

Date: 4/4/2023