

MEMORANDUM OF UNDERSTANDING

BETWEEN ST. TAMMANY FEDERATION OF TEACHERS AND SCHOOL EMPLOYEES AND  
ST. TAMMANY PARISH SCHOOL BOARD

CBA 2020-2024

The St. Tammany Parish Federation of Teachers and School Employees ("Federation") and the St. Tammany Parish School Board ("School Board") enter into this Memorandum of Understanding on the dates 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:

1. A State Operational Allowance for all bus owner/operators equal to 1.756 per mile for all buses regardless of passenger size. The 1.756 per mile is for buses that hold greater than 48 passengers as required by SB 57 and HB 215. The School Board will apply this higher rate to all buses regardless of passenger size.
2. A Local Operational Allowance for all bus owner/operators equal to .244 per mile regardless of passenger size. This additional local operational allowance will bring the total Operational Allowance to 2.0 per mile.
3. The 2.00 per mile will be paid for 180 days regardless of school closures (i.e. hurricanes).
4. Each bus owner/operator will be provided with a fleet fuel card. The School Board will pay for fuel for their bus based on the mileage of the driver's daily route, including but not limited to the mileage traveled for picking-up/dropping-off aides, coverage, mid-day runs, athletic, or other field/school activity trips. The bus owner/operator will be required to complete certification for the use of the card, turn in all receipts, and agree to all School Board policies and procedures related to fuel cards.
5. The monthly fuel allotment for bus owner/operators will be calculated using the following formula:  
$$\text{Total route miles (including in-between deadhead miles) multiplied by the number of working days in the month plus any additional mileage driven for work (i.e. the mileage traveled for coverage, mid-day runs, athletic, or other field/school activity trips) divided by 6.5 (representing mpg) = the number of gallons allotted for that month (rounded to the nearest tenth).}$$
  
Example: (60 total miles X 18 working days in August + 50 additional approved miles)/6.5 (mpg) = 173.8462 (173.8 rounded to the nearest tenth)
6. Each bus owner/operator accepting a field trip shall be paid the greater of \$100 minimum salary (no miles) or \$20.00 per hour plus round-trip miles at \$2.50 per mile. The school system's fuel card shall pay for the fuel. The school system will get reimbursed for the fuel expense from the school building's fund, not the owner/operator.
7. The bus owner/operator and school building designee will negotiate the salary/mileage reimbursement for any trips that take place outside of the school day. No minimum and no set amounts required.
8. Bus owner/operators shall be paid \$75 plus \$2.00 per mile for round trip mid-day runs. If it is one way, \$45 plus \$2.00 per mile. If a bus attendant needs to be picked up or dropped off for a mid-day run, that mileage is included in the allotment amount. Bus owner/operators have the right of first refusal before bus operators can be offered a mid-day run.
9. Bus owner/operators shall be paid mileage for all coverage routes that are performed. Coverage is defined as any mileage driven due to additional stops or pick-ups not normally on an owner/operator's daily route.
10. Bus owner/operators who exceed the allotment of fuel from their daily routes, including but not limited to the approved mileage for picking-up/dropping-off aides, coverage, mid-day runs, athletic, or other field/school activity trips shall reimburse the school system. Reimbursement to the system will be based on the average one-gallon rate that the school board pays for the month, not the pump rate, for fuel on each 6.5 miles driven over the allotment. Bus owner/operators shall see this deduction on the last paycheck of the next month after being notified in writing via email of the amount of the overage, expressed in both gallons and cost.
11. SB 57 and HB 215 both specify that mileage begins with the first pick up of a student. In order to minimize the resulting "deadhead" miles, the Transportation department shall work diligently with any bus owner/ operators who request assistance to provide safe parking for their buses near their routes.
12. Each bus owner/operator will continue to receive the local operational stipend of \$100 per month or \$1,200 a year.
13. Each bus owner/operator that the School Board requires to have air conditioning and lifts for their bus will receive a supplemental payment of \$75 per month or \$900 a year. This supplemental payment is required by SB 57 and HB 215. This supplemental payment will be known as "Student with Exceptionalities Bus Supplemental Payment."
14. This proposal will not go into effect until fuel cards are distributed and activated. This means the current operational pay/Local Fuel Allowance will remain as is until fuel cards are distributed and activated. Any owner/operator driving in July without a fuel card will get paid the current rate as stated in the CBA.
15. Any current bus owner/operator working in the system shall be allowed to purchase and replace their school bus as desired or needed.

Nothing in this MOU is in conjunction with the 2023-2024 financial re-opener negotiations as stated on the MOU between the School Board and the Federation that was signed on May 12, 2022.

For the St. Tammany Federation of Teachers  
and School Employees



Brant Osborn, President

Date:

7/21/2022

For the St. Tammany Parish Public School System

  
Frank Jabbia, Superintendent

Date:

7/21/2022