

**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 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:

- 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.

For the St. Tammany Federation of Teachers and School Employees

Brant Osborn  
Brant Osborn, President

Date: 4/29/22

For the St. Tammany Parish Public School System

Frank J. Labbe  
Frank J. Labbe, Superintendent

Date: 4/29/2022