

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:

Salaries

- Two pay levels will be granted for all employees as previously agreed to by the Federation.
- A 3.0% across the board raise by applying 3.0% to pay level zero of each salary schedule. The employee would receive this after receiving the two-pay level increase.
- For certificated employees, the advance degree base salary adjustment will be increased from \$500 to \$1,000. Prior advance degrees awarded with the separate base pay type of \$500 will be increased to \$1,000 starting with July 1, 2022.
- 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. This stipend will be payable for FY 2022-2023 on October 31, 2022 if (1) the teacher was an active employee of the district as of June 30, 2022, (2) the teacher was still employed as of October 1, 2022, and (3) the teacher received an effective rating for FY 2021-2022 year. New hires will not be eligible for this stipend until FY 2023-2024.
- Highly effective stipends will be renamed "Effectiveness Stipends." These stipends will be increased from \$500 to \$1,000. The criteria will be revised from highly effective rating to an overall Compass rating of 3.00 or higher.

Employee Salary Reserve Fund

On July 1, 2022, a new fund will be created, the Employee Salary Reserve Fund. Starting with FY 2021-2022, once the books are finalized for the year (on or about September 10th) and if the General Fund had a surplus for the year, then the following will occur:

- a) 50% of any final surplus for the prior year will be transferred to the Employee Salary Reserve Fund.
- b) An equal one-time stipend (including benefits) will be figured for all employees who (1) were active employees as of June 30, 2022, (2) were still employed as of November 1, 2022, and (3) if employee is certificated they must have received an effective rating for the prior year.
- c) This stipend will be paid on November 15, 2022.
- d) Since this one-time stipend includes benefits, the calculation may not be exact. An overage will be carried over to the following year's stipend calculation. Any shortage will be covered by General Fund and reduce the following year's stipend calculation.
- e) If fund balance must be utilized for any year, this stipend will not be issued until the fund balance is replenished to the prior level.

Retention Incentive Plan

Retention Incentives for Current Teachers:

- Current Students with Exceptionalities (SWE) teachers will receive an additional two steps to their salary (\$1,000). This is in addition to the two step increase they will already be receiving in July. The total four steps results in a \$2,000 salary increase.
- Current teachers on OFAT, or teachers who decide to go on OFAT in the future, will receive one additional step (\$500). This is in addition to the two step increase they will already be receiving in July. The total three steps results in a \$1,500 salary increase.

Retention Incentives for Support Employees:

Current Non-Management Support Employees, will have an increase in their salary for higher education.

- Support employees with an Associate Degree will earn one additional step. This results in a \$350 salary increase.
- Support employees with a Bachelor's Degree will earn two additional steps. This results in a \$700 salary increase.
- Support employees with a Master's Degree will earn three additional steps. This results in a \$1050 salary increase.
- Support employees with a PhD will earn four additional steps. This results in a \$1400 salary increase.

Both parties agree that once HB 215 or SB 57 have been voted on in Legislative Session 2022 and signed by the governor, negotiations regarding bus owner operator operational expenses (including, but not limited to LFA) will commence no later than 3 working days after the governor signs the bill into law. If neither of the bills pass, negotiations will commence no later than June 15, 2022.

No earlier than March 1, 2023, either the Board or the Federation may give notice in writing to the other of its intent to re-open the contract for renegotiation of salaries, supplements, and benefits for the 2023-2024 school year, whereupon the parties will bargain in good faith on these subjects.


For the St. Tammany Federation of Teachers and School Employees



Brant Osborn, President

Date: May 12th, 2022

For the St. Tammany Parish Public School System



Frank J. Jabbia, Superintendent

Date: 5/12/2022