

Proposed Collective Bargaining Salary Changes

In agreement with the St. Tammany Federation of Teachers and St. Tammany Parish Public School Staff, below is the proposed financial package relative to the proposed changes to the Collective Bargaining Agreement.

COVID19 Stipend

All employees will be given a one-time \$1,000 stipend to show appreciation for their work during the COVID19 pandemic. This stipend will not add to the employee's base salary. The employee must be employed as of December 1, 2020 to receive the stipend. Employees who work 9 months will receive \$1,000 and employees who work calendars greater than 9 months will receive a larger amount based on days worked. Administrators and Management employees will receive stipends based on the weights as outlined in the salary schedule. This stipend will be paid on December 15, 2020 by a separate direct deposit.

Step Replacement Stipend

All employees will be given a stipend to replace the pay level or "step" that they would have normally received at the beginning of this school year and one additional step. For employees who work 9 month calendars, certificated employees will receive \$1,000 and non-certificated employees will receive \$700. Certificated and non-certificated employees who work calendars greater than 9 months will receive larger amounts of the applicable stipend based on days worked. Administrators and Management employees will receive stipends based on the weights as outlined in the salary schedule. The employee must be employed as of December 1, 2020 to receive the stipend. This stipend will be paid on December 15, 2020 by a separate direct deposit.

For FY 2021-2022, one pay level or "step" will be added to employee's base pay and will be permanent. One step is \$500 for certificated employee and \$350 for non-certificated employees. Employees with calendars greater than 9 months will receive larger amounts of the applicable step based on days worked. Administrators and Management employees will receive the step based on the weights outlined in the salary schedule. Other pay increases may be approved for FY 2021-2022 at the discretion of the Board.

The Federation shall have the right to re-open negotiations on salaries for the 2022-23 and 2023-24 school years.