

**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

The parties have previously agreed to retention, incentive, and stipend pay in the Memorandum of Understanding dated April 4, 2023; and

THEREFORE, the parties agree to the following relative to salaries, stipends, and supplemental pay for FY 2023-2024:

- Two (2) pay levels will be granted for all employees. Pay levels are \$500 for certificated employees and \$350 for support employees. Employees who work more than 181 days will receive pay level increases based on days worked.
- There will be no increase in health insurance premiums or change in benefits including co-pays, deductibles, and out-of-pockets costs for employees.
- Support employees (Not Management) who earn or have existing approved certifications/licensures from accredited institutions that benefit their current employment position will be able to submit an application with proof of certification or licensure. Their immediate Supervisor must review and sign the application if the employee meets the criteria. STPSB must be receiving a benefit for this certification/licensure. The applications will then be sent to Administration for vetting and approval. Once approved, the Administration will work with the employee's immediate Supervisor to determine appropriate pay level increases. All approved applications will be eligible for at least one pay level and the Administration may grant additional pay levels at their discretion.
- All custodians working at schools that host summer programs will be eligible for a one-time stipend of \$500 (\$500 for June and \$500 for July as applicable). This would apply to all custodians working in the applicable schools.
- Bus aides that act as a substitute on another bus and have to travel farther than their normal morning and afternoon commute will be paid mileage for any extra miles traveled beyond their established commute miles. The bus aide must submit a detailed monthly travel form to Transportation for approval of these miles beyond their normal commute.
- Flag team/Color Guard of sports teams will be added to the list of sports eligible for a 3% coaching stipend.
- Food Service employees will be paid a uniform clothing allowance of \$100 each contract year by August 31<sup>st</sup>. This allowance will be taxable compensation to the employee. STPSB will discontinue purchasing and providing uniform shirts to Food Service employees.

This MOU will expire at midnight June 30, 2024.

For the St. Tammany Federation of Teachers  
and School Employees



Brant Osborn, President

Date: 6/22/23

For the St. Tammany Parish School Board



Frank J. Jabbia, Superintendent

Date: 6/22/2023



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**BETWEEN ST. TAMMANY FEDERATION OF TEACHERS AND SCHOOL EMPLOYEES**  
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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.

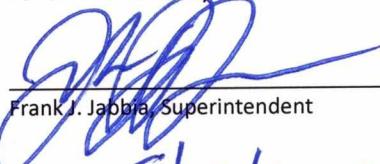
No earlier than March 1, 2023, either the Board or the Federation may give notice in writing to the other of its intent to re-open the contract for renegotiation of salaries, supplements, and benefits for the 2023-2024 school year, whereupon the parties will bargain in good faith on these subjects.

For the St. Tammany Federation of Teachers and  
School Employees



Brant Osborn, President

For the St. Tammany Parish Public School System



Frank J. Japhia, Superintendent

Date: May 12<sup>th</sup>, 2022

Date: 5/12/2022

**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

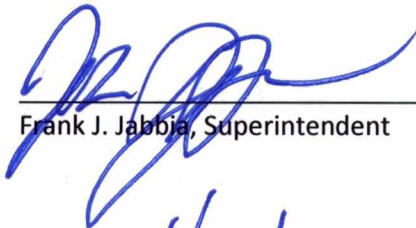


Brant Osborn, President

Date:

4/29/22

For the St. Tammany Parish Public School System



Frank J. Jabbia, Superintendent

Date:

4/29/2022



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN ST. TAMMANY FEDERATION OF TEACHERS AND SCHOOL EMPLOYEES**

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**CBA 2020-2024**

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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:

- The Supply Fee for Certificated Classroom Teachers will be increased from \$100 to \$500.

**Section 6:05 - Local Reimbursement - Classroom Supplies**

(a) The Board shall reimburse each certificated employee designated as a classroom teacher or librarian for supplemental teaching materials which the employee purchased and for which appropriate receipts are furnished not to exceed \$500.00 each year during the term of this Agreement. This may include, but not be limited to, bulletin board materials, instructional posters, manipulatives, etc. with Principal approval. Receipts must be submitted no later than the 15th working day preceding the end of the school year. Reimbursement payment will be made as soon as practicable thereafter.

For the St. Tammany Federation of Teachers and  
School Employees



Brant Osborn, President

Date: \_\_\_\_\_

4/29/22

For the St. Tammany Parish Public School System



Frank J. Jabbia, Superintendent

Date: \_\_\_\_\_

4/29/2022

**MEMORANDUM OF UNDERSTANDING**

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**CBA 2020-2024**

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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 relative to Travel Reimbursement:

**Section 21:03 - Travel Expense**

- Employees who are required to travel in their personal vehicles on school-related or School System-related business for purposes of performing routine, officially required duties shall be reimbursed at the Internal Revenue Service (IRS) standard mileage rate applicable at the time of the travel. The IRS standard mileage rate is released for the upcoming year in mid-December. The mileage rate for employee travel will be adjusted each January 1st to the annual IRS standard mileage rate.
- This MOU will go into effect on July 1, 2022. The 2022 standard mileage rate is 58.5 cents per mile, so this rate will go into effect July 1, 2022.

For the St. Tammany Federation of Teachers and  
School Employees



Brant Osborn, President

Date: 4/29/22

For the St. Tammany Parish Public School System



Frank J. Jabara, Superintendent

Date: 4/29/2022

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:  
  
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



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AND

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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