

Salaries and Benefit Information

St. Tammany Parish Public School System



SALARY SCHEDULE COMPARISON (CONTINUED)

TOP 10 ENROLLMENT DISTRICTS AND SURROUNDING DISTRICTS

MOST RECENT SALARY SCHEDULE AVAILABLE

School District Starting Pay	St. Tammany	Ascension	Bossier	Bogalusa	Tangipahoa	Washington	St. Charles	St. Bernard
BA Teacher	\$ 48,983	\$ 48,783	\$ 47,852	\$ 48,755	\$ 47,300	\$ 41,580	\$ 58,284	\$ 48,717
Bus Drivers	\$ 27,376	\$ 20,409	(1)	(1)	\$ 19,602	\$ 17,639	(1)	\$ 20,326
Bus Aides	\$ 21,402	\$ 16,982	(1)	(1)	\$ 13,336	\$ 12,628	(1)	\$ 17,326
Food Service Tech	\$ 22,961	\$ 20,047	(1)	(1)	\$ 19,177	\$ 16,450	(1)	\$ 19,826
Maintenance M-01	\$ 28,536	\$ 26,888	(1)	(1)	\$ 30,113	\$ 28,650	(1)	\$ 26,626
Custodian Level I 0 or 1	\$ 24,908	\$ 24,700	(1)	(1)	\$ 23,063	\$ 22,060	(1)	\$ 26,126
Para A-09/A-10 179 Day	\$ 24,960	\$ 20,311	(1)	(1)	\$ 19,324	\$ 16,383	(1)	\$ 19,626
Clerical 199 Day S-04	\$ 26,232	\$ 20,680	(1)	(1)	\$ 23,817	\$ 19,150	(1)	(1)
Clerical 261 Day C-02	\$ 29,983	\$ 29,182	(1)	(1)	\$ 23,055	\$ 22,450	(1)	\$ 26,126

(1) Data Unavailable

Employee Benefits – Health Insurance

- Premiums have not been raised since FY 2016
- Lafayette Parish School Board: Premium increase of 4% for FY 2024
- Calcasieu Parish School Board: Premium increase of 5.17% for FY 2024
- Office of Group Benefits (OGB): Premium increase of 4.5% as of January 1, 2023
- STPPS Premiums will not increase for FY 2024 and no changes will be made to benefits

Active Employee Health Insurance Premiums

		Employee Share	%	Employer Share	%	Total Premium
Active Employees:						
		Monthly		Monthly		Monthly
Single		87.08	11.69%	658.01	88.31%	745.09
w/ Spouse		404.30	24.50%	1245.69	75.50%	1649.99
Both Employees		99.52	6.03%	1550.47	93.97%	1649.99
w/ Child(ren)		248.80	25.94%	710.22	74.06%	959.02
Family		447.84	25.31%	1321.74	74.69%	1769.58
Both Employees		124.40	7.03%	1645.18	92.97%	1769.58

Retiree Health Insurance Premiums

Retirees:						
Retirees w/ No Medicare:						
		Retiree Share	%	Board Share	%	Total Premiums
Single		87.08	6.40%	1273.98	93.60%	1361.06
w/ Spouse		404.30	16.01%	2120.63	83.99%	2524.93
Both Employees		99.52	3.94%	2425.41	96.06%	2524.93
w/ Child(ren)		248.80	15.59%	1347.56	84.41%	1596.36
Family		447.84	17.60%	2096.68	82.40%	2544.52
Both Employees		124.40	4.89%	2420.12	95.11%	2544.52
Retirees w/ 1 Medicare Eligible						
Single		31.10	17.10%	150.82	82.90%	181.92
w/ Spouse		149.28	9.97%	1348.32	90.03%	1497.60
Both Employees		55.98	3.74%	1441.62	96.26%	1497.60
w/ Child(ren)		74.64	12.75%	510.63	87.25%	585.27
Family		248.80	11.78%	1863.77	88.22%	2112.57
Both Employees		62.20	2.94%	2050.37	97.06%	2112.57
Retirees w/ 2 Medicare Eligible						
w/ Spouse		87.08	23.93%	276.76	76.07%	363.84
Both Employees		43.54	11.97%	320.30	88.03%	363.84
Family		155.50	27.60%	407.91	72.40%	563.41
Both Employees		62.20	11.04%	501.21	88.96%	563.41

HEALTH INSURANCE COMPARISON					
SIMILAR DISTRICT AND OGB - COMPARABLE PLANS					
Monthly Premiums:					
	<u>Employee Only</u>	<u>Employee + Spouse</u>	<u>Family</u>	<u>Retiree with Medicare</u>	
St. Tammany	\$ 87.08	\$ 404.30	\$ 447.84	\$ 31.10	
Calcasieu	\$ 342.42	\$ 769.99	\$ 984.50	\$ 100.32	
OGB	\$ 213.38	\$ 693.26	\$ 742.78	\$ 129.12	
Plan Deductibles and Out of Pocket:					
	<u>Single Deductible</u>	<u>Single Out of Pocket</u>	<u>Family Deductible</u>	<u>Family Out of Pocket</u>	
St. Tammany All Networks	\$ 800	\$ 2,750	\$ 1,600	\$ 5,500	
St. Tammany Blue Connect	\$ 600	\$ 2,500	\$ 1,200	\$ 5,000	
Calcasieu PPO	\$ 750	\$ 3,000	\$ 2,250	\$ 9,000	
Calcasieu Non PPO	\$ 1,500	\$ 4,500	\$ 6,000	\$ 18,000	
OGB	\$ 900	\$ 3,500	\$ 3,500	\$ 8,500	

Employee Retirement Benefits

Teachers Retirement System of Louisiana:

Employee Contribution 8% for every dollar of payroll

Employer Contribution 24.1% for every dollar of payroll

Louisiana School Employees Retirement System:

Employee Contribution 7.5%/8% for every dollar of payroll

Employer Contribution 27.6% for every dollar of payroll

Total Employee Benefit Package

Average Teacher Salary in FY 2023	\$58,567
Retirement Contribution	\$14,115
Health Insurance Employer (Single)	\$7,896
Health Insurance Employer (Family)	\$15,861
Total Benefit Package (Single)	\$22,011 or 37.58%
Total Benefit Package (Family)	\$29,976 or 51.18%

*Additional benefits of Basic Life Insurance and Professional Liability Insurance not included in these calculations.

Pay Raise & Stipends FY 2024

- Two Permanent Steps for all employees:
 - Certificated: \$1,000
 - Support: \$700
 - 9-months+ employees receive weighted steps based on days worked

State Funded Stipends FY 2024

- One Time State Stipend
 - Certificated: \$2,000
 - Support: \$1,000
 - Payment dates not yet determined
 - Will be paid as state releases guidelines and funding
 - 9-months+ employees receive weighted step based on days worked. The weighted portion will be covered by local funds.
 - Local funds will also cover workers compensation costs and Medicare taxes on all stipends
 - The State only funds the cost of retirement on the \$2,000 and \$1,000. Local cost to district for benefits and weighting stipends is approximately \$1 million.

Teacher Demand and Effective Pay

The School Board & Federation previously approved Teacher Demand & Effectiveness Stipends/Pay:

- Working at a Targeted School: \$500 Stipend
- Teaching a Critical Subject: \$500 Stipend
- Earning an Advance Degree: \$1,000 Permanent Base Pay Increase
- Effective Rating of 3.0 or higher: \$1,000 Stipend
- Transfer to a SWE Position: \$1,000 Permanent Base Pay Increase
- Transfer to an OFAT Position: \$500 Permanent Base Pay Increase

FY 2024 Compensation by Bargaining Unit

		Avg				Average	Average
		2 step	Avg	Current	New	Total Pay Raises and	% of all
		Local Raise	% Local Raise	Avg Salary	Avg Salary	Eligible Stipends	Raise/Eligible Stipends
Bus Drivers/Aides		\$ 700	2.37%	\$ 29,589	\$ 30,289	\$ 1,700	5.75%
Clerical		\$ 852	2.49%	\$ 34,283	\$ 35,135	\$ 2,068	6.03%
Custodian		\$ 1,042	3.43%	\$ 30,383	\$ 31,425	\$ 2,531	8.33%
Maintenance		\$ 1,154	3.06%	\$ 37,746	\$ 38,900	\$ 2,802	7.42%
Para		\$ 704	2.42%	\$ 29,037	\$ 29,741	\$ 1,710	5.89%
Food Service		\$ 700	2.91%	\$ 24,095	\$ 24,795	\$ 1,700	7.06%
Teacher		\$ 1,016	1.73%	\$ 58,567	\$ 59,583	\$ 7,547	12.89%
					Eligible Teacher Possible Stipends:		
Avg State Stipends Guaranteed:				Targeted Schools	\$ 500		
Teachers	\$2,031			Critical Subject	\$ 500		
Support	\$1,000			Advanced Degree	\$ 1,000		
				Effectiveness	\$ 1,000		
				Transfer to OFAT	\$ 500		
				Transfer to SWE	\$ 1,000		

Cost of Proposed Pay Package

The cost of the pay package outlined in this presentation is approximately \$12 to \$13 million for FY 2024.



