

PENDING BOARD APPROVAL

MEMORANDUM OF UNDERSTANDING

BETWEEN ST. TAMMANY FEDERATION OF TEACHERS AND SCHOOL EMPLOYEES
AND ST. TAMMANY PARISH SCHOOL BOARD

CBA 2024-2026

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 August 8th, 2024; and

THEREFORE, the parties agree to the following:

Pay Raises:

- 1. Add salary pay of \$2,550 for certificated and \$1,750 for support staff. This is the equivalent of 5 pay levels (plus an extra \$50 for certificated). Employees will remain on the pay level they are currently on and the total pay raises will be added to each salary schedule. Beginning pay for all salary schedules will be increased by pay raises as a result. The \$2,550 and \$1,750 will be weighted for calendars and hours as in the past.
- 2. Add a Chromebook Management stipend of \$550 per semester (\$1,100) to be paid to certificated employees who manage the chrome books at schools. Note: If more than one employee manages the Chromebook at their school, the stipend will be split between the employees.
- 3. Remove Critical Subject stipends of \$500 for FY 2025-2026.
- 4. Remove Targeted School stipends of \$500 for FY 2025-2026.
- 5. Remove 2 pay level incentive for SWE teachers for FY 2025-2026. However, employees who have already started the process prior to April 30, 2025 will be allowed the 2 pay level incentive pay upon completion of the process and must complete the process by July 31, 2028. Note: Employees who have already received this incentive will not be affected.
- 6. Remove 1 pay level incentive for OFAT teachers for FY 2025-2026. However, employees who have already started the process prior to April 30, 2025 will be allowed the 1 pay level incentive pay upon completion of process and must complete the process by July 31, 2028. Note: Employees who have already received this incentive will not be affected.
- 7. Change effectiveness stipends for FY 2025-2026 as follows:
 - a. VAM Teachers who achieve a VAM rating of 3.50 or higher will receive a \$500 stipend. VAM teachers who achieve a VAM rating of 3.0 to 3.499 will receive a \$250 stipend. Non-VAM teachers who achieve an overall performance rating of 3.50 or higher will receive a \$250 stipend. All required criteria for this stipend would remain the same as per the current salary schedule except the certificated employee must have a **full-time** class roster or a **full-time** student caseload to be eligible for the stipend.
- 8. Retain advanced degree pay at \$1,000 permanent pay for advanced degrees earned and longevity pay would remain at \$500. Same criteria as the current salary schedule for those two items.
- 9. Retain the Employee Salary Reserve Fund with the same criteria for stipends to be paid.

Other Requested Pay Changes

- 1. Reclassify the salary for existing and newly hired Licensed Clinical Social Workers (LCSWs) and Licensed Professional Counselors (LPCs) so that the District can hire more qualified licensed employees in these areas and to incentivize these employees to seek certifications. Additionally, Medicaid funding could be increased as licenses are required for this funding. Reclassifications are as follows:
 - a. Social Workers holding a Master's Degree and a licensed master social worker certification (LMSW) would be placed on Master's+30 pay scale at their current pay level since the master's degree program for social workers is a 60- hour program rather than the standard 48- hour program.
 - b. Social Workers holding the LCSW certification would be placed on the EDS Specialist pay scale at their current pay level. This would require the employee to maintain the licensure.
 - c. Counselors holding a Master's degree and a Provisional Licenses Professional Counselor (PLPC) certification would be placed on Master's+30 pay scale at their current pay level since the master's program for counselors is a 60-hour program rather than the standard 48-hour program.
 - d. Counselors holding the LPC designation would be placed on the EDS Specialists pay scale at their current pay level. The employee must maintain the licensure to remain in this classification.
- 2. Reclassify the salary for existing and newly hired Speech Therapists/Pathologists, Occupational Therapists, and Physical Therapists, so that the District can hire more qualified licensed employees in these areas as follows:
 - a. Speech Therapists/Pathologists who hold a current, valid, full (not temporary or provisional) Louisiana license with the Louisiana Board of Examiners to serve as a speech therapist/pathologist would be placed on the EDS Specialists pay scale at their current pay level.
 - b. Occupational Therapists who hold a current, valid provisional or full certificate Louisiana license to practice occupational therapy in Louisiana in compliance with R.S. 37:3001-3014, as administered by the Louisiana Board of Medical Examiners would be placed on the EDS Specialists pay scale at their current pay level.
 - c. Physical Therapists who hold a current, valid provisional or full certificate Louisiana license to practice physical therapy in compliance with R.S. 37:2401:2424, as administered by the Louisiana State Board of Physical Therapy Examiners would be placed on the EDS Specialists pay scale at their current pay level.

Supplemental Pay:

"Be a Champion" Stipend

- 1. Add a championship and playoff stipends as follows:

LHSAA Sports Covered Entire Team Only:

Football	Cross Country	Track and Field – Indoor and Outdoor
Basketball	Swimming	Bowling
Baseball	Powerlifting	Golf
Softball	Soccer	Tennis
Volleyball	Wrestling	Gymnastics

Stipends To Be Paid for Each Achievement:

- \$500 Head Coach Stipend for making the State Playoffs
- \$250 Assistant Coaches Stipend for making the State Playoffs
- \$500 Head Coach Stipend for State Championship runner up
- \$250 Assistant Coach Stipend for State Championship runner up
- \$1,000 Head Coach Stipend for State Championship Winner
- \$500 Assistant Coach Stipend for State Championship Winner

- 2. Add a Mobile Science Lab Facilitator - \$30 per hour (Part time position). This would be paid to certificated employees or any employee with a college degree that is qualified and hired. This position would be a timesheet only.

PENDING BOARD APPROVAL

- 3. Add a Certificated Curriculum Development stipend - \$30 per hour. This employee would update the Activity section to state Curriculum Development and/or Assessment Writing.
- 4. Change the A3 Virtual Academy Teachers (online teachers) for June and July sessions from Hourly rate to \$30 per hour.
- 5. Add pay for certificated employees who work duty in excess of 90 minutes per week will be paid \$15 per hour.

Health and Welfare Fund

- 1. The parties will negotiate the FY 2025-2026 contribution to the Health and Welfare Fund from July 15th to July 31st with a required completion date of July 31, 2025 once the following financial statements are received and reviewed:
 - a. Audited financial statements for 2024 which should be available by June 30, 2025 as that is the state deadline for submission;
 - b. Unaudited financial statements for January 1, 2025 to June 30, 2025 including balance sheet, profit and loss statement, and general ledger detail.
 - c. General Ledger for January 1, 2024 to December 31, 2024.
 - d. Listing of employees who are participating in the Health and Welfare plan and type of policy they have.

These financials statements should be received by the School Board no later than July 10, 2025.

Bargaining Unit Coordinators:

- 1. Remove Coordinators from the CBA based on BESE regulations and the definition of bargaining unit members in the CBA. However, Coordinators will remain on certificated coordinator salary schedules, will retain the same titles, and will not be considered as management for purposes of the salary schedule.
 - a. Revise Article XIII – Federation Health and Welfare Fund clause first paragraph to read: *The Board and the Federation will negotiate annual contributions to the Federation Health & Welfare Fund operated hereunder, in which all System employees, including Bargaining Unit employees, Administration, **Coordinators**, and Management may participate under the following terms and conditions:*

Additional Changes:

- 1. Change the wording in the CBA related to salary and benefit negotiations as follows:
 - a. *Salary and benefit negotiations should be conducted from March 1st to May 1st each year with the exception of the Health and Welfare contribution which would be negotiated from July 15th to July 31st after the School Board receives all requested financial information from the Health and Welfare fund.*
 - b. *Extensions of the May 1st deadline would be automatic when state legislation, school board elections, and other issues that may impact the next year’s budget occur and the budget impact cannot be determined by May 1st of that year. A new negotiation deadline will be determined by mutual agreement of the School Board and the Federation.*
- 2. Modify the wording under Food Service Employees Section Article II Section 2:02 Item 2 – Dress Code as follows:
 - a. *Any employee who does not wish to wear the color or style of dress on any given day worn by the group may wear a solid white or black shirt and solid pants or skirt.*
- 3. Add wording to Teachers and Other Certificated Employees Section Article VI Section 6:06 – Duty Schedule as follows:
 - a. *#9. In schools where it is difficult to provide all employees with a duty-free lunch, the duty committee may request volunteers to supervise students during lunch. Any employee who volunteers to give up their duty-free lunch shall not be assigned any additional duties.*
 - b. *#10. This section is exclusive of field trips.*
- 4. Add wording to Teachers and Other Certificated Employees Section Article VI Section 6:13 – Lunch Period as follows:
 - a. *#6. Any employee who elects to take lunch duty in lieu of another duty shall be given every consideration to receive a duty-free lunch during another part of their schedule.*
 - b. *#7. Any employee who is required to forfeit their duty-free lunch to supervise students, or who does not have a duty-free lunch built into their schedule, shall be compensated at their hourly rate of pay.*
 - c. *#8. This section is exclusive of field trips.*
- 5. Add wording to Teachers and Other Certificated Employees Section Article VI Section 6:14 – Planning Time as follows:
 - a. *#13. This section is exclusive of field trips.*
- 6. Add wording to Paraprofessionals Section Article II Section 2:04 – Duty Schedule as follows:
 - a. *#5. This section is exclusive of field trips.*

For the St. Tammany Federation of Teachers and School Employees

Brant Osborn

Brant Osborn, President

Date: 5/12/25

For the St. Tammany Parish Public School System

Frank Jabbia, Superintendent

Date: 5/12/2025