

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:

A payment plan for the differential compensation funding received from the State of Louisiana as follows:

- (1) A critical shortage area stipend of \$500 for Special Education classroom teachers for Reduced Numbers Classes (RNC), Behavior Education Classes (BEC), Multiple Abilities Classes (MAP), and SWE Resource teachers. This is a one-time payment, and the teacher must receive an effective performance rating for Fy 2024-2025 to receive the stipend. These stipends will be paid October 31, 2025.
- (2) The School Board will also utilize differential compensation funds to fund some of the effectiveness stipends previously approved by the School Board as follows:
 - a. Value Added Model (VAM) teachers who achieve a VAM rating of 3.50 or higher will receive a \$500 stipend from the School Board as previously agreed upon. The School Board will utilize the differential compensation funding for payment of these stipends for VAM teachers who have an "overall" performance rating of 3.50 or higher (highly effective) and receive a \$500 stipend.
 - b. VAM teachers who achieve a VAM rating of 3.0 to 3.499 will receive a \$250 stipend from the School Board as previously agreed upon. The School Board will utilize the differential compensation funding for payment of these stipends for VAM teachers who have an "overall" performance rating of 3.50 or higher (highly effective) and receive a \$250 stipend.
 - c. Non-VAM teachers who achieve an overall performance rating of 3.50 or higher (highly effective) will receive a \$250 stipend from the School Board as previously agreed upon. The School Board will utilize the differential compensation funding for payment of the stipends.
 - d. For items a., b., and c., the differential compensation funding may only be utilized if the teacher is accounted for under accounting code function 1000 to 2200 with object code of 112.
- (3) Any remaining differential compensation funding after payment of the stipends listed above will be (1) negotiated in March 2026 for further payment to employees, or (2) carried over to next school year if the amount is too small to distribute to employees. The General Fund will cover any potential shortage of funding.

For the St. Tammany Federation of Teachers and
School Employees



Brant Osborn, President

Date: 10/9/2025

For the St. Tammany Parish Public School Board



Frank Jabbia, Superintendent

Date: 10/9/2025