

MEMORANDUM OF UNDERSTANDING

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

CBA 2026-2027

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

Pay Raises:

1. All employees will receive one pay-level equivalent to \$500 for certificated employees and \$350 for support employees. The \$500 and \$350 will be weighted for calendars and hours as in the past.

Retain the following:

1. The 2 pay level incentive for SWE teachers who have already started the process prior to April 30, 2025, will be allowed to receive the 2 pay level incentive pay upon completion of the process and must complete the process by July 31, 2028.
2. The 1 pay level incentive for OFAT teachers who have already started the process prior to April 30, 2025, will be allowed to receive the 1 pay level incentive pay upon completion of process and must complete the process by July 31, 2028.
3. Retain advanced degree pay at \$1,000 permanent pay for advanced degrees earned and longevity pay would remain at one pay level. Same criteria as the current salary schedule for those two items.
4. Retain the Employee Salary Reserve Fund with the same criteria for stipends to be paid.

Supplemental Pay:

1. All supplemental pay from current salary schedule will remain the same.
2. Chrome book stipend will be moved to Supplemental Pay section of salary schedule and not considered as demand pay in the salary formula.

Continue previous benefits negotiated and agreed upon:

The parties will review this MOU again no later than October 15, 2026 to discuss if a stipend or any additional permanent raise is possible.

STIPENDS

1. Change effectiveness stipends for FY 2026-2027 as follows:
 - a. VAM teachers who achieve an overall rating of 3.50 or higher will receive a \$500.00 stipend.
 - b. All non-VAM teachers who achieve an overall rating of 3.50 or higher will receive a \$250 stipend.

The effectiveness stipends listed above will only be awarded if (1) the teacher has an active status as a certificated employee as of June 30, 2026; (2) the teacher has an active status as a certificated employee as of October 31, 2026; and (3) the certificated employee must be assigned the professional activities of instructing pupils in courses in classroom situations for which daily pupil attendance figures for the school system are kept (Teachers coded to object 511200). All three criteria and the required ratings must be met for the teacher to be eligible for the effectiveness stipend. The effectiveness stipend will be paid within 30 days of receipt of evaluation scores or by October 31, 2026, whichever is earlier. New hires will not be eligible for this stipend.

2. Demand stipend for FY 2026-2027 as follows:
 - a. All other VAM teachers who achieve an overall rating of 1.50 to 3.49 will receive a \$250 stipend.

BEREAVEMENT

Bereavement Leave

- A. Employees shall be granted two (2) days of bereavement leave upon the death of an eligible family member. An additional one (1) day of bereavement leave shall be granted when travel of two hundred fifty (250) miles or more from the employee's residence is required, for a maximum of three (3) bereavement leave days. If requested, verification of the death and/or travel distance shall be provided.
- B. Bereavement leave may be used for the death of an employee's spouse, child(ren), parent(s), spouse's parent(s), grandparent(s), spouse's grandparent(s), grandchildren, and sibling(s). The Superintendent will consider all special circumstances.
- C. In cases where the funeral is not held within thirty (30) calendar days of the death, the employee may use the bereavement leave at the time of the funeral, provided the total leave used does not exceed the amount authorized under this policy.
- D. Sick and/or emergency leave earned each fiscal year may be used by an employee for additional bereavement purposes beyond the leave provided in Paragraph A.
- E. Although an employee may use his or her days of sick and/or emergency leave each year as "personal days," bereavement days will not be considered personal days.

GRIEVANCE PROCEDURES

Section 2:05 - Evaluation Results - Grievance Procedures

1. An employee who is evaluated shall have the following rights:
 - A. The right to be notified of an Ineffective evaluation result no later than ten (10) working days after the evaluation is

- complete.
 - B. The right to copies of all documentation related to the evaluation.
 - C. The right to rebut the evaluation in writing and have the rebuttal become a permanent attachment to the employee's single, official personnel file.
 - D. Upon written request within seven (7) working days of receipt of the evaluation result, the right to a reconsideration meeting with the evaluator in order to discuss the evaluation. The employee evaluated has the right to copies of all documentation related to the evaluation.
 - E. Within seven (7) working days of the receipt of the evaluation results, or within seven (7) working days of any reconsideration meeting with the evaluator should the employee request such a meeting, whichever is later, the right to grieve the evaluation score to the superintendent.
 - F. The right to union representation at any grievance hearing before the superintendent or his or designee.
2. Grievance Process:
- A. An employee who grieves his evaluation to the Superintendent must do so in writing by filing the grievance with the Associate Superintendent. The Associate Superintendent will date stamp the grievance indicating the date and time it was filed.
 - B. The grievance must set forth the specific, factual reasons why the employee considers the rating or score to be unreasonable, unfair, or an abuse of the evaluator's discretion.
 - C. Within fourteen (14) working days of receipt of a timely grievance, the superintendent or his or her designee shall conduct a formal grievance hearing at the School Board Office beginning at 4:00 PM on the specific date selected unless another time is mutually agreed upon.
 - D. The grievance hearing shall be conducted in a structured manner focused on the specific evaluation components challenged by the employee.
 - E. No later than ten (10) working days following the grievance hearing, the superintendent or his or her designee shall provide the employee and the Federation with a written decision, either affirming or reversing the score given by the evaluator.
 - F. The superintendent's decision or the decision of his or her designee shall be final and shall not be subject to the grievance process established in Article X – Grievance and Arbitration Procedure (Provisions Common to All Employees); however, an employee may grieve under Article X – Grievance and Arbitration Procedure any failure by the superintendent to follow the foregoing process.
3. Confidentiality:
- A. Copies of the evaluation results and any documentation related thereto of any school employee may be retained by the St. Tammany Parish Public School System, the BESE Board, or the State Department and, if retained, are confidential, do not constitute a public record and shall not be released or shown to any person except as provided by law.

OTHER CHANGES:

Article VII—Compensated Leave Time

1D. Principals/Supervisors shall submit accident reports immediately, [or no later than 24 hours](#), to the Risk Manager.

7. Personal Leave

- A. Each employee shall be allowed to use up to ~~three (3)~~ [four \(4\)](#) days of his sick and/or emergency leave earned each school year for purposes as may be determined by the employee.

Article IX—Working Conditions

3 - When charges of assault or battery [by a student](#) against an employee are made...

Section 2:09 - Paraprofessional Responsibilities/Teacher Substitutes

3. In the event a substitute is not procured and the paraprofessional must remain in their assigned program or setting as a substitute teacher for ~~an hour~~ [thirty \(30\) minutes](#) or more, the paraprofessional shall receive a flat stipend of ten dollars per hour in addition to their normal pay for each ~~full~~ [half](#) hour worked

Section 2:11—Professional Growth

Paraprofessionals must maintain NCI and CPR certifications. NCI [and CPR](#) is provided by the district. ~~CPR renewals are the responsibility of the paraprofessional but will be reimbursed by the district.~~

Section 2:22 – Employee Bill of Rights (New Section under Article 2 Common to All)

[A. Teachers shall be afforded all rights guaranteed by the Louisiana Teacher Bill of Rights, La. R.S. 17:416.18, as may be amended from time to time.](#)

[B. Support employees shall be afforded all rights guaranteed by the Louisiana School Employee Bill of Rights, La. R.S. 17:416.18.1, as may be amended from time to time.](#)

Section 3:09—Leave for Federation Business

Add - but with the cost of any substitutes [or Time and Effort form for Federally Funded employees](#) required to be borne by the Federation.

Section 3:11—Special Education

Add - [Regular education teachers with Students with Exceptionalities on their roster shall receive a copy of the student's IEP and BIP, if applicable, to be kept in a locked, secured location.](#)

Section 3:17—Reimbursement for Substitutes

Add to the end - [Alternatively, if the employee is federally funded and doesn't need a substitute, the Federation will reimburse Federal Programs for the cost of the employee's daily rate of pay.](#)

Section 5:04-- Additional Health and Safety for Bus Owner/Operator/Attendant
7C - Bus attendants and SWE drivers must maintain NCI certification. NCI and optional CPR certification is provided by the district.

Section 6:01—Assistance at School Events
Add - ... meet and greet whereas all certificated personnel shall attend at the base school(s) in which they service.

Section 6:30—Local Reimbursement
Each certificated employee designated as a classroom teacher, SWE employee ~~therapist~~ with a caseload,

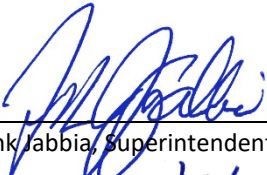
Section 9:21—Probationary Period for Support Employees
~~There will be a six (6) month probation period for the hiring of all support employees. At the end of the six (6) month probation period, the support employee's performance will be evaluated by their Supervisor. At least one Just Cause hearing should be held within the six-month period if the support employee's six-month evaluation indicates that the employee cannot perform the duties associated with the position before any separation occurs.~~

All support employees are subject to a six-month probationary period upon hire. A written evaluation will be completed by the supervisor between the second and fourth months of employment, commencing on the employee's inception date.

If at the end of the six-month mark, the evaluation indicates that the employee is not satisfactorily performing the duties of the position, including concerns related to employee discipline, employment may be terminated.

Matters related to employee conduct or discipline during the probationary period shall be governed by Article X.

Nothing in this section shall be construed to allow evaluation procedures or the probationary period to replace or circumvent the Just Cause provisions of this agreement.

For the St. Tammany Federation of Teachers and School Employees	For the St. Tammany Parish Public School System
	
_____ Brant Osborn, President	_____ Frank Jabbia, Superintendent
Date: <u>7/9/26</u>	Date: <u>7/9/24</u>

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CBA 2026-2027

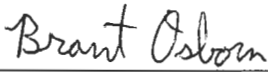
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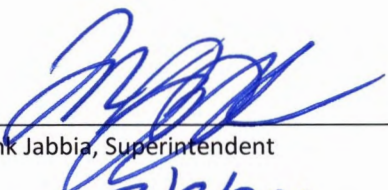
For Fiscal Year 2026-2027, the St. Tammany Parish School Board contribution to the Federation's Health and Welfare plan will be \$500,000. Future contributions, participation terms, and benefit terms will be negotiated prior to July 15th each year for the following fiscal year.

For the St. Tammany Federation of Teachers and
School Employees



Brant Osborn, President
Date: 7/9/26

For the St. Tammany Parish Public School
System



Frank Jabbia, Superintendent
Date: 7/9/24