MEMORANDUM OF UNDERSTANDING

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

CBA 2026-2027

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 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:

Differentiated Stipend – Critical Shortage – Special Education

A one-time critical shortage area stipend shall be paid to Special Education classroom teachers assigned to Reduced Numbers Classes (RNC), Behavior Education Classes (BEC), Multiple Abilities Classes (MAP), and Special Education Resource (SWE Resource).

To be eligible, a teacher must have received an effective performance rating for FY 2025–2026 and must be an active working employee on the date the stipend is paid. Employees on leave who return to work after the stipend is paid, but during the 2026–2027 school year, shall receive the stipend after completing 30 workdays in active status.

State differential compensation funds remaining after payment of the highly effective stipends shall be used to fund these Special Education stipends. The remaining funds shall be distributed equally among eligible teachers in the classifications identified above, after accounting for employer-paid benefits and taxes.

The estimated stipend is approximately $735 per eligible teacher. The final amount is subject to change based on completed calculations; however, the gross stipend paid to each eligible teacher shall not be less than $600, excluding employer-paid benefits and taxes.

These stipends shall be paid on November 30, 2026, except for eligible employees returning from leave after that date, who shall receive payment upon satisfying the 30-workday requirement during the 2026–2027 school year.

For the St. Tammany Federation of Teachers and Employees

Brant Osborn

Brant Osborn, President

Date: 11/12/26

For the St. Tammany Parish Public School System

Steve Alfonso

Steve Alfonso, Interim Superintendent

Date: 11/12/26

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THEREFORE, the parties agree to the following:

Coverage Stipends

A. Any bus owner/operator and bus operator will receive $20 a.m./$20 p.m. supplemental pay for the coverage of other bus routes. For bus/owner operators, this supplemental coverage pay will be in addition to the usual mileage received for covering other bus routes.

B. 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.

C. Any bus attendant will receive $10 a.m./$10 p.m. supplemental pay for the coverage of other bus routes.

D. To the greatest extent possible, coverage will be distributed equitably. This provision will be revisited during the spring reopener.

For the St. Tammany Federation of Teachers and Employees

Brant Osborn

Brant Osborn, President

Date: 11/12/26

For the St. Tammany Parish Public School System

Steve Alfonso

Steve Alfonso, Interim Superintendent

Date: 11/12/26