

I. This compensatory time off article shall be considered as a condition of employment for all non-exempt support employees of the District.

J. For purposes of this Article, "non-exempt support employee" means any support employee who is considered to be non-exempt under the Federal Fair Labor Standards Act.

Article 16: Wages.

- A. Career increments will be given to all support employees who are beginning their 15th, 20th, 25th, 30th and 35th years of consecutive employment with the District. These career increments will be in the following amounts:
 - Seventy-one dollars (\$71) per month for all salaried employees;
 - Forty-eight cents (\$.48 per hour for all hourly employees. (12/21/07)
- B. All full-time support employees shall receive shift differential pay as follows: five percent (5%) of base salary for staff who work from 3:00 p.m. to 11:00 p.m. (2nd shift) and ten percent (10%) of base salary for staff who work from 11:00 p.m. to 7:00 a.m. (3rd shift).
- C. A tool allowance of \$85 per month, subject to all lawful withholdings, will be paid to each bus mechanic, (apprentice, craftsman, master craftsman and lead). (Revised 10/16/08)
- D. All forepersons in the maintenance department will receive differential pay of five percent (5%). This applies to the foreperson's base salary only. (Revised 8/2010)
- E. Interpreter Differential - The district will provide a \$0.50 differential for employees, who are designated by the Superintendent or his designee, to serve as a district interpreter. The person receiving the differential must be fluent in speaking and writing the required language. The differential will be allocated on an as needed basis and the interpreter function must be included in the individual's job description.
- F. Pay up to six employees an additional \$1,000 Stipend to maintain a contractor license for TPS. No more than one person per shop. The shops are: child nutrition, asbestos, electrical, electronics, plumbing, and HVAC.
- I. Pay up to five employees an additional \$.30 per hour stipend to function as Back-up Transportation Field Supervisors.
- J. Pay \$1.00 per hour for up to three designated BGSS when they are training new custodians. There will be one designated BGSS for elementary, one for middle, and one for high schools. Management will designate the employee to train the custodians and to receive the stipend.
- K. Pay 25¢ per hour for up to six employees for grounds personnel who obtain a turf and ornamental category herbicide applicator's license.
- L. Any employee, covered by this collective bargaining agreement, whose position requires him/her to be "on call", will be paid a minimum of two hours minimum when called into work. (Revised 11-7-11)

M. Police officers will be paid a minimum of two (2) hours of pay, when as part of their duty, they are required to attend court and are off contract. (11-7-11)

N. Police officers will be paid two (2) hours of pay when an event has been canceled and no one has tempted to contact them at least (1) hour prior to their report time. (11-7-11)

1. Highly Qualified Employees.

Employees required to be "Highly Qualified" under NCLB, will receive the following increases upon becoming "Highly Qualified".

A. "Highly Qualified" by Test

Teacher Assistants, Library Assistants, Library Clerks, Computer Lab Assistants, In-House Assistants, CSRD Tutors and Paraprofessionals who are "Highly Qualified" by test will be placed on hourly IS Grade 3, \$9.21 per hour. Any employee in these positions who is currently at or above the \$9.21 rate of pay will be given a 4% increase.

B. "Highly Qualified" by Education

Teacher Assistants, Library Assistants, Library Clerks, Computer Lab Assistants, In-House Assistants, CSRD Tutors and Paraprofessionals who are "Highly Qualified" by education will be placed on hourly IS Grade 6, \$10.81 per hour. Any employee in these positions who is currently at or above the \$10.81 rate of pay will be given a 4% increase. New employees who are "Highly Qualified" by education will be hired at hourly Grade 6 \$10.81 per hour.

C. MD/ED/Autism Paraprofessionals

Paraprofessionals who are assigned to MD/ED/Autism classrooms will be reclassified as MD/ED/Autism Assistants and placed on hourly IS Grade 10, \$13.11. Any Employee in these positions who is currently at or above the \$13.11 rate of pay will be given a 4% increase. New employees will be hired at hourly Grade 10, \$13.11.

When a highly qualified (by test/education) support employee is assigned to cover a MD/ED classroom for a day, they will be compensated at the MD/ED Assistant rate for that day.

2. Security/fire Alarm Technicians

A. New employees to be hired at hourly TS Grade 7.

B. Employees to be advanced to hourly TS Grade 8 when three of five criteria are met.

C. Employees to be advanced to hourly TS Grade 9 when four of five criteria are met.

Criteria for Advancement

1. Five years of alarm technician experience or ten years electronic/electrical systems experience.
2. Certified by the Oklahoma State Counsel on Law Enforcement Education and Training (CLEET).

3. Oklahoma State burglar Alarm License.
4. Oklahoma State Fire Alarm License.
5. Certified Fire Alarm Technician by Fire-Lite Academy or other approved Security/Fire Certification.

3. Child Nutrition Managers

Increase the base pay for all Child Nutrition Managers one grade and maintain steps.

Level A from grade 6 to grade 7
 Level B from grade 7 to grade 8
 Level C from grade 8 to grade 9
 Level D from grade 8 to grade 9
 Level E from grade 9 to grade 10

4. Deaf Interpreters

Adjust the hourly rate for deaf interpreters to the following scale based on their American Sign Language (ASL) certification:

Uncertified	\$7.50
Level 1	\$16.00
Level 2	\$18.00
Level 3	\$22.00
Level 4/NAD 3	\$25.00
Level 5/NAD 4	\$29.00
RID CI or RID CN/NAD 5	\$33.00
RID CSC or CI/CT	\$35.00

Article 17: Insurance.

The District will pay the following amounts or 100 percent of the premiums for each coverage listed, whichever is less:

The District will pay \$57.90 per month for single coverage medical insurance for support employees working twenty (20) to twenty-four (24) hours per week, except any support employee working on a temporary contract.

The District will pay \$115.80 per month for single coverage medical insurance for support

employees working twenty-five (25) to twenty-nine (29) hours per week, except any support employee working on a temporary contract. (8/2010)

The District will pay \$11 per month for single coverage dental insurance for support employees working twenty-five (25) hours or more per week, except any support employee working on a temporary contract.

The District will pay \$5.50 per month for single coverage dental insurance for support employees working twenty (20) to twenty-four (24) hours per week, except any support employee working on a temporary contract.

The District will pay life insurance premiums for all support employees who work at least twenty (20) hours per week, except any support employee working on a temporary contract, sufficient to purchase life insurance benefits equal to one and one-half (1 1/2) times the employee's annual (fiscal year) base salary or \$20,000, whichever is greater.

District Provided Long Term Disability for Full-time Employees (Revised 08/17/04)

- Benefit Amount: 60% of employee's salary integrated with other insurance
- Cost: District paid – no cost to employee
- Maximum Monthly Benefit Amount: \$2,500
- Minimum Monthly Benefit Amount: \$50
- Waiting Period: Payments will begin once the employee has been disabled 90 days
- Definition of Disability: will be paid up to 2 years if unable to return to work in the same type of work ("Own Occupation").
- Survivor Income Benefits: 3 times last monthly gross benefit.

Article 18: Dress Code

- A. Support staff is expected to dress in a manner appropriate for the position they occupy. Dress, including jewelry, and personal grooming, must not offend common standards of decency, contain language which refers directly or indirectly to drugs, alcohol or tobacco, contain direct or indirect sexual references, present health or safety problems, or otherwise constitute inappropriate dress or grooming for the position which the employee occupies. For all employees, large and/or obvious tattoos of any type shall be covered, to the extent possible, to prohibit their display when in the presence of children. For all office employees, school based or otherwise, large and/or obvious tattoos of any type shall be covered, to the extent possible, to prohibit their display. For all non-office school based employees large and/or obvious tattoos of any type shall be covered, to the extent possible, to prohibit their display during the school year. Employees who get large and/or obvious tattoos after January 1, 2008 must have them covered in their entirety. Visible pierced jewelry shall be limited to two piercings in the ear. All shirts shall be collared and tucked in unless hemmed for outside wear. Shirts designed for outside wear shall not be longer than the employee's finger tips. Jeans and sweatshirts (without school logos), as a general rule, are not appropriate attire for office or classroom personnel. Dresses are to be professional.

The following is not considered appropriate:

- Tank tops, or halter tops
- Sweatpants
- Cutoffs or shorts
- Gym suits or warm-up suits
- Flip flops or thong style shoes (shower shoes)
- Ripped, stained, soiled clothing or clothing which is too tight or revealing
- Caps, hoods or hats worn in the building

B. Subject to adequate funding, as annually determined by the School District on a fiscal year basis, all regular support employees, other than supervisors and clerical personnel, who hold positions in transportation, maintenance, grounds, warehouse and plant operations may be required, as determined by the District, to wear a uniform at all times while on duty. A sufficient number of seasonally appropriate uniforms will be furnished by the School District to these employees at the District's expense. Uniforms will be safe for the job to be performed by the employee. Support employees are required to launder or otherwise care for the cleaning of all uniforms assigned to them. Any such employee whose employment terminates with the District shall be required to return all uniforms received from the District in satisfactory condition, normal wear and tear excepted. Any such employee who fails to turn in all or any portion of a uniform or uniform set or turns in all or a portion of such uniforms in unsatisfactory condition, shall have the cost of replacement of such uniforms or part thereof deducted from his/her final paycheck. Further, no final paycheck will be issued to any such employee prior to receipt by the District of the uniforms in satisfactory condition.

C. Police officers and security guards, who are required to wear uniforms, will be paid a \$150 uniform allowance. Seventy-five dollars of the allowance will be paid in the first bi-weekly paycheck in September and January. (11-7-11)

D. The Director of Child Nutrition will have authority to implement a written dress code for all Child Nutrition Services employees which code shall be consistent Services support employees.

E. All support employees, working as mechanics, shall be required to wear steeled-toed shoes/boots during work hours for safety reasons. The cost of the shoes/boots will be the responsibility of the support employee. Personal safety equipment that is required by the district will be provided by the district.

Article 19: Professional Certifications

A. Any person who is previously approved, in writing, by the Chief Human Capital Officer to seek a certification listed below and who attains such certification will receive the applicable salary increase stated below, effective the first day of the month following receipt of the certification.

- B. Approved certifications:
- ◆ Microsoft Certified Systems Engineer
 - ◆ Cisco Certified Network Professional

PT grade 10 or the grade and rate of pay equal to a five percent (5%) increase in salary, whichever is

greater.

C. Elementary, Middle and High School Principals' Secretaries

Upon elementary, middle and high school principals' secretaries' receipt of the designation, "Certified Professional Secretary" will be advanced from CA Grade 8 to CA Grade 9 on the Clerical Administrative salary schedule beginning with the next pay period.

D. Health Assistants will, upon receipt of the following professional certifications, be advanced from CA Grade 4 to CA Grade 5 on the hourly salary schedule using the promotional formula beginning with the next pay period. Professional Certifications are attached.

Article 20: Hazardous Pay for Electricians

The District will pay a "hazardous pay" stipend of \$1 per hour to be paid as an additional wage to a maximum of two duly qualified District electricians, as may be deemed necessary and appropriate by the applicable District representative(s). There are two basic purposes for this payment. First, the stipend will compensate support personnel selected by the District for performing the additional hazardous duty of climbing stadium poles and maintaining stadium lights at heights above 75 feet. Second, the stipend will enable the District to perform this essential service, rather than hiring more costly non-District contractors. Any employee selected by the District to receive the stipend will be provided adequate training prior to performing the hazardous duties. Only District personnel who have applied for, been selected by the District, and have been trained to perform the hazardous duties will be permitted to do so.

Article 21: Market Wage and Benefits Survey

A. When the School District performs any market surveys or analyses related to wages and benefits, the School District will provide a copy of the results to the Union.

B. Prior to March 1 of each year, the Union may make recommendations to the Chief Human Capital Officer of specific positions to be subjected to a market survey or analyses related to wages and benefits.

Article 22: Bereavement Leave, Emergency Leave and Personal Business Days

A. The District will provide up to three paid leave days to any regular support employee for the death of any immediate family member as defined in the glossary of the Support Personnel Handbook, and five (5) paid leave days for out of state which leave is non-cumulative from year to year and will not be payable on termination. The support employee must notify his/her supervisor prior to taking bereavement leave. If additional time off is needed, emergency leave may be used prior to personal business leave being exhausted. (11-7-11)

B. Employees will have up to four days, at no loss of pay, available annually for purposes of handling emergencies. The purpose of this leave is for handling unforeseen events of an emergency nature that cannot be handled outside the normal workday. Whenever possible, approval of his/her supervisor or designee of the Superintendent, prior to taking the leave is required. (Revised 11-7-11)

C. TPS provides all support employees with three (3) non-cumulative days for personal

business upon request of the support employee. This benefit may be offered to all regular contract support employees working 20 hours or more per week and have successfully completed one year of continuous employment with TPS. All support personnel eligible for Personal Business Days may have unused days converted to their accumulated sick days, at the beginning of the next school year or employment period. A Personal Business Day will not be approved on the first or last day of a contract period or the day before or immediately following an official non-work holiday. *(Added 9/2010)*

Article 23: School Incentive Awards

The School District and Union acknowledge the positive impact of monetary awards that, when made to individual employees for joint and cooperative effort, serve as an incentive for innovation and excellence in education. The School District may, with the assistance of private donor organizations and individuals, establish a system whereby individual employees are eligible to receive performance-based awards that reflect the commitment of TPS to educational accountability, improvement, and excellence. Incentive awards, tied to overall school performance, extend to employees an opportunity to compete, as a part of a team, for recognition and monetary awards based on the School District's Accountability Plan. Any monetary awards will be equally divided among eligible school employees.

The School District will, subject to the oversight and leadership of the superintendent, determine the standards of accountability, the areas in which performance awards shall be available, and the process for competing for awards and recognition. The first incentive awards shall be paid in the 2004-2005 school year, based on performance during the 2004-2005 school year. The criteria for awards made pursuant to this item shall be based on the School Accountability Plan, and shall also include such other criteria as the Superintendent shall determine.

Article 24: Absences and Sick Days

Revised (12/21/07)

Sick day benefits are provided to all regular full-time (25-40 hours per week) regular contract employees and regular part-time (contract 20-24 hours per week) employees of TPS in an effort to offer an element of security during the time of family illness. Support personnel may earn up to twelve (12) sick days each year, and these days will begin to accrue at the rate of up to 8 hours for each calendar month depending on the number of hours per day specified in the employee's contract for regular full-time employees, and no more than 4 hours per calendar month for regular part-time employees. Twelve-month employees will begin to earn their sick days in July, and ten-month or eleven-month employees when their contract begins. A new employee must work one-half of the working days in a pay period to receive sick day credit for that pay period. Unused sick days will accumulate from year to year as long as the employee remains continuously employed by TPS. The maximum accumulated sick day credit shall be unlimited. Accumulated sick day credit will be reduced by one day for each day on which the employee is absent for reasons covered by the sick day policy. An employee is considered "absent" when he/she does not report to work or when he/she does not spend the major portion of a full day or half day at his/her work assignment.

Support personnel may use accumulated sick days for personal illness or for illness and/or death in the immediate family (see Glossary for definition). Sick days may also be used for routine dental or medical appointments with a minimum two (2) hours deducted.

The term "illness" shall include but not be limited to temporary disability resulting from pregnancy, miscarriage, childbirth and the recovery there from.

IN ORDER THAT MAXIMUM BENEFITS MAY BE PROVIDED TO ALL EMPLOYEES IN TIME OF VALID NEED, it is imperative that proper controls be used to eliminate the misuse of sick days. An employee who abuses the sick day policy is subject to dismissal or other disciplinary action. As a general rule, an average of 12 or more absences per year is considered excessive.

Any employee may be required to submit appropriate evidence concerning the cause of absence in order to qualify for sick day benefits.

Appropriate evidence will include any of the following:

1. A physician's statement endorsed by the employee
2. The employee's statement endorsed by the principal or immediate supervisor
3. Copies of claims submitted for insurance benefits
4. Any other pertinent information as may be indicated by the circumstances

Employees must submit appropriate evidence when requested by the principal, supervisor or Human Capital

1. After three days of absence
2. After any absence when the employee has had excessive absences or pattern absences in the past
3. A sick day is claimed on days of unusual or inclement weather
4. A sick day is claimed on days immediately preceding or immediately following holidays or non-work days other than weekends
5. A sick day is claimed during the last four weeks of employment

Unused Sick Days — Employees who leave the district for any reason other than resignation or termination for criminal activity after a minimum of ten (10) years of continuous service to TPS shall be paid for accrued sick days at the rate of thirty (\$30) dollars per day according to the following schedule:

Years of Consecutive Service in TPS	Percent of Accrued Sick Days to be Paid
20 or more	100%
19	90%
18	80%
17	70%
16	60%
10-15	50%

When computing payment for unused sick days, a creditable year of service shall be six (6) school months of service during the contract year. This is equivalent to one hundred twenty (120) school days. At the termination of employment for any reason — except death — prior to ten (10) years of service, all accumulated sick days shall be canceled. Such cancellation of accumulated sick days shall not apply to employees while on leaves of absence. In the event an employee's service is terminated by reason of death, the School District will pay the unused sick days

to the employee's estate, (or in such manner as the School District may deem appropriate), the employee's accrued but unused sick days credit at the rate of thirty (\$30) dollars per day.

Article 25: Vacation Guidelines and Privileges

All twelve (12) month support employees, as well as hourly and daily rate employees whose full-time regular (see definition) employment throughout the year is continuous (those completing 90% of their working days), are eligible to earn vacation time with pay. Those who have worked four (4) complete years or less will earn ten (10) vacation days a year; five (5) through eight (8) complete years, fifteen (15) vacation days and those having worked nine (9) complete years or more, twenty (20) days of annual vacation. Former support employees returning to the Tulsa School District with at least six (6) years previous employment credit will be given four (4) years of credit on the District's vacation schedule. Any vacation day(s) earned must be used within two (2) years of the date it is earned or it will be lost. When a support employee's employment terminates for any reason, the support employee will be paid for any existing and unused vacation.

A full year of service is defined as 12 months from your date of hire. On the last day of the year when he/she completes the appropriate number of years of service, an employee will be eligible for the next higher vacation step. All full years of service as a contract, full-time employee in TPS will count toward vacation increments. Ten and eleven month contracts which have been successfully completed will count as "good" years toward vacation computation for those employees who later become twelve month employees.

The Payroll Department shall interpret the monthly-accumulated earned vacation according to the following schedule:

Ten Days Per Year		Fifteen Days Per Year		Twenty Days Per Year	
Full Months of Service	Cumulative Number of Hours Earned	Full Months of Service	Cumulative Number of Hours Earned	Full Month of Service	Cumulative Number of Hours Earned
1	6.67	1	10.00	1	13.34
2	13.34	2	20.00	2	26.68
3	20.01	3	30.00	3	40.02
4	26.68	4	40.00	4	53.36
5	33.35	5	50.00	5	66.70
6	40.02	6	60.00	6	80.04
7	46.69	7	70.00	7	93.38
8	53.36	8	80.00	8	106.72
9	60.03	9	90.00	9	120.06
10	66.70	10	100.00	10	133.40
11	73.37	11	110.00	11	146.74
12	80.00	12	120.00	12	160.00

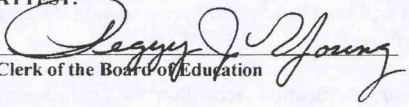
An employee must work one-half of the working days of a month to receive credit toward vacation for that month. This would refer either to a beginning or terminating employee. Also, an employee must not be on Leave of Absence more than one-half of a month if he/she is to receive vacation credit for that month.

The immediate supervisor must approve all vacation dates, and he/she is responsible for scheduling vacations at a time when substitutes will not be required.

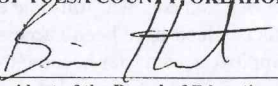
The earning of vacation time continues and is considered as time served when an employee is using his/her sick days or vacation. Vacation days will not accrue, however, for absences after the expiration of sick days or for other absences which are not covered by sick days or vacation time and which are more numerous than one-half of the working days in any one month. (Added 9/2010)

DATED this November 7, 2011

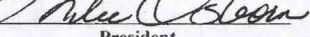
ATTEST:


Clerk of the Board of Education

**INDEPENDENT SCHOOL DISTRICT
NO. 1 OF TULSA COUNTY, OKLAHOMA**

By: 
President of the Board of Education

**AFT 6049 OKLAHOMA, OF THE AMERICAN
FEDERATION OF TEACHERS**

By: 
President
AFT NATIONAL REPRESENTATIVE

Attachment A – Hourly Salary Schedules

Clerical Administrative Instructional Support Manual Trades

Grade	Minimum	Mid	Max
A	7.81	8.84	9.87
1	8.11	9.34	10.56
2	8.46	9.77	11.07
3	8.81	10.22	11.62
4	9.21	10.71	12.20
5	9.61	11.20	12.79
6	10.06	11.74	13.42
7	10.56	12.33	14.09
8	11.06	12.92	14.78
9	11.56	13.54	15.52
10	12.11	14.20	16.28
11	12.71	14.92	17.12
12	13.31	15.64	17.96
13	13.91	16.38	18.85
14	14.61	17.20	19.79
15	15.31	18.04	20.77
16	16.06	18.93	21.80

Technical Specialized Pay Grade

Grade	Min	Mid	Max
1	10.06	11.74	13.42
2	10.56	12.32	14.09
3	11.06	12.92	14.78
4	11.56	13.54	15.52
5	12.11	14.20	16.28
6	12.71	14.92	17.12
7	13.31	15.64	17.96
8	13.91	16.38	18.85
9	14.61	17.20	19.79
10	15.31	18.04	20.77
11	16.06	18.93	21.80

The following Career Increments will be added
to the hourly rate at the beginning of:
15 years of creditable service - \$.48/hour,
20 years of creditable service - \$.48/hour
25 years of creditable service - \$.48/hour
30 years of creditable service - \$.48/hour

35 years of creditable service - \$.48/hour
40 years of creditable service - \$.48/hour

Promotion Formula: 7% for the first grade increase and 1% for each additional grade or the range minimum, whichever is greater.

Grade	Minimum	Maximum
1	\$1.00	\$1.00
2	\$1.00	\$1.00
3	\$1.00	\$1.00
4	\$1.00	\$1.00
5	\$1.00	\$1.00
6	\$1.00	\$1.00
7	\$1.00	\$1.00
8	\$1.00	\$1.00
9	\$1.00	\$1.00
10	\$1.00	\$1.00
11	\$1.00	\$1.00
12	\$1.00	\$1.00
13	\$1.00	\$1.00
14	\$1.00	\$1.00
15	\$1.00	\$1.00
16	\$1.00	\$1.00
17	\$1.00	\$1.00
18	\$1.00	\$1.00
19	\$1.00	\$1.00
20	\$1.00	\$1.00
21	\$1.00	\$1.00
22	\$1.00	\$1.00
23	\$1.00	\$1.00
24	\$1.00	\$1.00
25	\$1.00	\$1.00
26	\$1.00	\$1.00
27	\$1.00	\$1.00
28	\$1.00	\$1.00
29	\$1.00	\$1.00
30	\$1.00	\$1.00
31	\$1.00	\$1.00
32	\$1.00	\$1.00
33	\$1.00	\$1.00
34	\$1.00	\$1.00
35	\$1.00	\$1.00
36	\$1.00	\$1.00
37	\$1.00	\$1.00
38	\$1.00	\$1.00
39	\$1.00	\$1.00
40	\$1.00	\$1.00
41	\$1.00	\$1.00
42	\$1.00	\$1.00
43	\$1.00	\$1.00
44	\$1.00	\$1.00
45	\$1.00	\$1.00
46	\$1.00	\$1.00
47	\$1.00	\$1.00
48	\$1.00	\$1.00
49	\$1.00	\$1.00
50	\$1.00	\$1.00
51	\$1.00	\$1.00
52	\$1.00	\$1.00
53	\$1.00	\$1.00
54	\$1.00	\$1.00
55	\$1.00	\$1.00
56	\$1.00	\$1.00
57	\$1.00	\$1.00
58	\$1.00	\$1.00
59	\$1.00	\$1.00
60	\$1.00	\$1.00
61	\$1.00	\$1.00
62	\$1.00	\$1.00
63	\$1.00	\$1.00
64	\$1.00	\$1.00
65	\$1.00	\$1.00
66	\$1.00	\$1.00
67	\$1.00	\$1.00
68	\$1.00	\$1.00
69	\$1.00	\$1.00
70	\$1.00	\$1.00
71	\$1.00	\$1.00
72	\$1.00	\$1.00
73	\$1.00	\$1.00
74	\$1.00	\$1.00
75	\$1.00	\$1.00
76	\$1.00	\$1.00
77	\$1.00	\$1.00
78	\$1.00	\$1.00
79	\$1.00	\$1.00
80	\$1.00	\$1.00
81	\$1.00	\$1.00
82	\$1.00	\$1.00
83	\$1.00	\$1.00
84	\$1.00	\$1.00
85	\$1.00	\$1.00
86	\$1.00	\$1.00
87	\$1.00	\$1.00
88	\$1.00	\$1.00
89	\$1.00	\$1.00
90	\$1.00	\$1.00
91	\$1.00	\$1.00
92	\$1.00	\$1.00
93	\$1.00	\$1.00
94	\$1.00	\$1.00
95	\$1.00	\$1.00
96	\$1.00	\$1.00
97	\$1.00	\$1.00
98	\$1.00	\$1.00
99	\$1.00	\$1.00
100	\$1.00	\$1.00

Monetary Changes 2011- 2012:

1. 12 month hourly paid employees will receive a 1.5 % increase based on the range mid-point.
2. Hourly paid employees who work less than 12 months will work 5 fewer days and receive increases, based on the range mid-point, as follows:
 - Transportation - 2.8%
 - Child Nutrition – 2.6%
 - Before & After Care - 2.9%
 - School Based Office – 2.6%
 - School Based Classroom – 2.7%
 - School Based support services - 2.6%
 - Other – 2.6%
3. Employees above the range maximum will receive 50% of the agreed upon increase.
4. Two professional development days will be added for hourly paid employees who work less than 12 months whose contract it tied to the school year.
5. Pay Career Increments
6. Must be employed before July 1, 2011 to be eligible for an increase.

AFT 6049 OKLAHOMA, OF THE AMERICAN
FEDERATION OF TEACHERS TEAM MEMBERS

By: John Olson

By: Paul Lindsey

By: Chapman

By: William Davis

t

