

Tulsa Public Schools / AFT 6049

2026-2027 Negotiations – Summary of Agreements

Compensation

- **Career Increments:** Eligible support employees will receive their career increments retroactive to **July 1, 2026**.
- **Cost of Living Adjustment (COLA):**
 - Hourly support staff will receive a **\$0.35/hour increase**.
 - **BG Grades 1–6** employees will receive a **1.5% increase**.
 - Increases are retroactive to **July 1, 2026**.

Collective Bargaining Agreement (CBA)

- TPS and AFT conducted a **joint, comprehensive review of the Collective Bargaining Agreement (CBA)**. The agreement was updated with current information, reorganized to improve the flow of the document, and formatted to make provisions easier to locate and reference for both employees and supervisors.

Leave Benefits

- Personal Business Days will increase from **3 days to 5 days**, aligning support staff with the leave provided for teachers.

Sick Leave Payout

- Employees leaving the district after at least **4 years of service** will receive payment for accrued sick leave based on years of service:
 - 20+ years – **100%**
 - 18–19 years – **90%**
 - 16–17 years – **75%**
 - 10–15 years – **50%**
 - 4–9 years – **25%**
- Sick leave will be paid at **\$30 per accrued day**.

Safety Shoe Program

- Annual district-provided safety shoes/boots will be expanded to include:
 - **Warehouse employees**
 - **Campus Police**
- Existing eligible groups (custodial, child nutrition, transportation, maintenance, and grounds) remain covered.

Employee Breaks

- Employees working **more than 5 hours** receive **two paid 15-minute breaks**.
- Employees working **5 hours or less** receive **one paid 15-minute break**.
- Breaks:
 - Cannot be combined or used to shorten the workday.
 - Are scheduled by the supervisor.
 - Are paid only if the employee remains on-site.

Payroll Transparency

- Employee pay statements will identify **career increments as a separate line item**, distinct from base pay.

Transfer Process

TPS will conduct a **comprehensive review** of support staff transfer practices to:

- Create separate processes for school-based/student-facing and non-student-facing employees.
 - Improve consistency, transparency, and clarity across the district.
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Overall Impact

These agreements focus on:

- Improving employee compensation and benefits.
- Expanding leave and workplace benefits.
- Increasing payroll transparency.
- Enhancing employee safety and work conditions.
- Modernizing transfer procedures and updating the Collective Bargaining Agreement for future negotiations.