Winthrop Teachers Association
Wage & Salary Proposal
September 29, 2025

Teacher Unit

Current Status

In an effort to choose an objective set of school districts which are competing in the same labor market as Winthrop Public Schools, the WTA compared WPS teacher salaries to those of other similar school districts - a combination of geographic proximity and those in the Northeast Conference.

When attempting compare the compensation of these school districts comprehensively, WTA chose not to compare just a single point on the respective salary scales, but instead a series of points which are representative for our members:

1. Lowest salary on the scale
2. A point representative of new teachers (Masters, Step 1)
3. A point representative of mid-career teachers (Masters+15, Step 6)
4. A point representative of veteran teachers (Masters+30, Top Step)
5. Highest salary on the scale

In doing this, we were able to draw several conclusions. First, Winthriplic Schools falls behind the regional labor market in teacher salaries, across the board. Second, the gap between Winthrop Public Schools and the rest of the regional labor market increases for veteran teachers and teachers with increased educational credentials.

Projecting Forward

The members of the Winthrop do not just want to make a dent in the regional labor market during the life of this CBA only to see other districts continue to pull ahead over the next three years. We must project forward and strive to reach the top of the regional labor market by the end of this CBA.

When projecting forward three years, our research shows that early career teachers will be 14.86% behind the median of the regional labor market (Masters, Step 1) and veteran teachers will be 19.23% below the top of the regional labor market. When looking towards a goal which would put Winthrop Public Schools on par with the top of the regional labor market, it is of note that teachers in Winthrop could earn upwards of 40% more in nearby districts.

Proposal

The Winthrop Teachers Association proposes that over the life of the three year contract, the first step of the salary scale be increased by 14.86% and the top step of the salary scale be increased by 19.23%. Under the WTA proposal, the gaps between all steps would be equal, and the General Wage Increases to get us there would be equal. The proposed salary scales are below:

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Year 1	B	B+15	M	M+15	M+30	M+45	MM/CAGS	M+60	Dr
1	$55,816.28	$57,348.60	$59,868.53	$61,212.98	$62,574.23	$64,216.75	$65,054.27	$65,890.75	$67,285.58
2	$61,310.70	$62,873.07	$65,432.53	$66,795.04	$68,111.91	$69,759.14	$70,597.60	$71,435.13	$72,834.67
3	$65,260.45	$66,847.54	$69,465.20	$70,849.09	$72,112.93	$73,763.53	$74,604.93	$75,444.84	$76,844.42
4	$69,162.19	$70,769.34	$73,440.54	$74,837.14	$76,061.95	$77,716.58	$78,556.92	$79,399.21	$80,802.17
5	$75,575.94	$77,198.48	$79,869.21	$81,269.87	$82,466.30	$84,122.97	$84,966.91	$85,810.25	$87,215.92
6	$82,145.02	$83,858.95	$86,566.54	$87,775.92	$88,709.99	$90,415.36	$91,259.58	$92,104.63	$93,513.00
7			$91,008.55	$92,513.97	$92,872.34	$94,536.42	$95,383.57	$96,231.01	$97,642.09
8					$99,432.70	$101,100.14	$101,948.23	$102,797.38	$104,210.51

Year 2	B	B+15	M	M+15	M+30	M+45	MM/CAGS	M+60	Dr
1	$58,450.56	$60,055.20	$62,694.06	$64,101.96	$65,527.45	$67,247.49	$68,124.55	$69,000.50	$70,461.16
2	$64,194.39	$65,844.14	$68,583.07	$70,022.07	$71,362.83	$73,090.27	$73,970.20	$74,849.26	$76,316.33
3	$69,165.89	$70,858.08	$73,706.40	$75,178.18	$76,429.86	$78,164.05	$79,047.86	$79,930.67	$81,401.83
4	$74,113.39	$75,845.68	$78,801.08	$80,301.29	$81,470.90	$83,212.16	$84,097.84	$84,984.42	$86,461.34
5	$80,316.88	$82,086.96	$85,122.42	$86,646.73	$87,739.61	$89,486.94	$90,376.83	$91,266.51	$92,748.84
6	$86,598.05	$88,443.90	$91,578.09	$93,028.84	$93,927.98	$95,704.72	$96,597.15	$97,490.26	$98,978.01
7			$96,906.09	$98,526.95	$99,075.69	$100,836.84	$101,733.14	$102,630.01	$104,123.18
8					$105,422.39	$107,190.28	$108,089.46	$108,989.76	$110,488.01

Year 3	B	B+15	M	M+15	M+30	M+45	MM/CAGS	M+60	Dr
1	$61,084.85	$62,761.80	$65,519.59	$66,990.95	$68,480.68	$70,278.24	$71,194.82	$72,110.26	$73,636.75
2	$67,078.09	$68,815.21	$71,733.60	$73,249.11	$74,613.74	$76,421.41	$77,342.80	$78,263.38	$79,798.00
3	$73,071.34	$74,868.62	$77,947.61	$79,507.27	$80,746.80	$82,564.58	$83,490.78	$84,416.51	$85,959.25
4	$79,064.58	$80,922.03	$84,161.62	$85,765.43	$86,879.86	$88,707.75	$89,638.76	$90,569.64	$92,120.50
5	$85,057.83	$86,975.44	$90,375.62	$92,023.60	$93,012.91	$94,850.92	$95,786.74	$96,722.76	$98,281.76
6	$91,051.07	$93,028.84	$96,589.63	$98,281.76	$99,145.97	$100,994.08	$101,934.73	$102,875.89	$104,443.01
7			$102,803.64	$104,539.92	$105,279.03	$107,137.25	$108,082.71	$109,029.02	$110,604.26
8					$111,412.09	$113,280.42	$114,230.69	$115,182.14	$116,765.52

Nurse Unit

The primary goal of the WTA's proposal for the Nurse bargaining unit is to correct an injustice facing a very small proportion of our nurses. There are currently two members of the Nurse bargaining unit who do not possess Bachelor's degrees. Those two nurses are relegated to a lesser salary scale than their colleagues who have been placed on the teacher salary scale.

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These nurses have significant experience and qualifications, and are being underpaid simply because of their educational credentials. In fact, these nurses are paid at roughly 14% below the teacher scale, just based on their degree. No other education-based pay differential represents such a large gap.

The WTA proposal is to eliminate the Nurse bargaining salary scale. Nurses without a Bachelor's degree will be placed on the first column of the teacher salary scale at their appropriate step. They would not have access to further column movement without earning the requisite credentials.

ESP Unit

Context

The Winthrop Teachers Association believes that the realities of ESP wages are fundamentally different than those of our Teacher Unit. As such, it is not as valuable of an exercise compare ESPs or other support staff in Winthrop Schools to those in other districts for two key reasons:

1. A valued ESP who leaves Winthrop Public Schools is not typically doing so in order to take a ESP role in another school district. They are likely leaving for higher wages in another field.
2. Comparing low-wage workers in Winthrop to low-wage workers in other communities only serves to artificially keep wages low for all.

Instead, the Winthrop Teachers Association hopes that the School Committee will join us in looking at support staff wages through the lens of trying to pay what our lowest wage workers actually need in order to afford to live.

Findings

When prorated for school year employment, and when divided amongst two wage-earning adults, the MIT Living Wage Calculator shows that a 2-child family in Middlesex County Massachusetts would require a worker in Winthrop Public Schools to earn a gross income of $56,232.21.

No members of our ESP unit reach that definition of a living wage, and we currently have full-time ESPs who earn well under half of that amount. The amount required for a living wage will also surely increase of the life of this CBA. This reality dictates that ESP members work to supplement their incomes substantially not only during the summer break - but after school each day, on weekends, during school vacations, and on school holidays. This is unacceptable for the Winthrop Teachers Association, and is a crisis for all of our membership.

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Proposal

The proposed wage scales are below:

Year 1	ESP	HQ	AS	BA
1		$25,834.00	$32,028.00	$34,612.67
2		$27,209.33	$33,196.67	$35,782.00
3		$28,234.67	$34,365.33	$36,952.00
4		$29,060.00	$35,543.33	$38,121.33
5		$30,169.33	$36,704.67	$39,289.33
6		$31,278.67	$37,873.33	$40,439.33

Year 2	ESP	HQ	AS	BA
1		$30,417.00	$36,014.00	$39,806.33
2		$31,604.67	$37,098.33	$40,891.00
3		$32,617.33	$38,182.67	$41,976.00
4		$33,530.00	$39,271.67	$43,060.67
5		$34,584.67	$40,352.33	$44,144.67
6		$35,639.33	$41,436.67	$45,219.67

Year 3	ESP	HQ	AS	BA
1		$35,000.00	$40,000.00	$45,000.00
2		$36,000.00	$41,000.00	$46,000.00
3		$37,000.00	$42,000.00	$47,000.00
4		$38,000.00	$43,000.00	$48,000.00
5		$39,000.00	$44,000.00	$49,000.00
6		$40,000.00	$45,000.00	$50,000.00

Secretary Unit

Context

The same financial realities that face our ESP Unit are faced by our Secretary Unit. The sticker shock of the current ESP wages are more noticeable because the significantly longer work year for secretaries masks the dire nature of their low income.

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The highest paid ESPs in Winthrop and the highest paid Secretaries in Winthrop currently make a similar "effective hourly rate." The effective hourly rate is the employee's annualized wages divided by the actual number of hours that they work.

Highest paid ESP (2024-2025)

$27.99 / hour effective hourly rate

Highest paid Secretaries (2024-2025)

$27.96 / hour effective hourly rate

Context

The proposal for the Secretary Unit is to make proportional changes to the rates of pay for Secretaries that we are proposing making for the ESP Unit.t.

The proposal above calls for effective hourly rates for ESPs that range from $27.47 - $39.25 / hour in 2027-2028.

If those effective hourly rates were expanded to an annualized wage for the Secretary Unit it would result in a scale which runs from $49,038 - $70,054.

The proposed scales for the Secretary Unit are below:

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Year 1	Salary
1	$42,207.33
2	$43,988.76
3	$45,814.86
4	$47,734.95
5	$49,847.05
6	$51,778.48
7	$54,387.24
8	$56,623.33

Year 2	Salary
1	$45,622.67
2	$48,014.52
3	$50,428.71
4	$52,889.90
5	$55,447.10
6	$57,913.95
7	$60,719.48
8	$63,338.67

Year 3	Salary
1	$49,038.00
2	$52,040.29
3	$55,042.57
4	$58,044.86
5	$61,047.14
6	$64,049.43
7	$67,051.71
8	$70,054.00