Fair & Competitive Compensation

Union Proposal 1 - Necessary Increases in Teacher Compensation
Conceptual Proposal (Teacher Unit)

> The Union proposes that the parties collaborate on the construction of a compensation structure (wages, longevity, stipends, etc.) which is commensurate with the value that Winthrop's teachers provide to the community. The result must compensate Winthrop's teachers on par with the regional labor market for their profession. The Union reserves the right to make further proposals on these topics.

Union Proposal 2 - Necessary Increases in ESP Compensation
Conceptual Proposal (ESP Unit)

> The Union proposes that the parties collaborate on the construction of a compensation structure (wages, longevity, stipends, etc.) which is commensurate with the value that Winthrop's ESP's provide to the community. The result must result in a living wage of at least $35,000 per year for ESP's. The Union reserves the right to make further proposals on these topics.

Union Proposal 3 - Necessary Increases in Secretary Compensation
Conceptual Proposal (Secretaries Unit)

> The Union proposes that the parties collaborate on the construction of a compensation structure (wages, longevity, stipends, etc.) which is commensurate with the value that Winthrop's Secretaries provide to the community. The result must compensate Winthrop's Secretaries on par with the regional labor market for their profession and are reflective of true costs of living. The Union reserves the right to make further proposals on these topics.

Union Proposal 4 - Necessary Increases in Nurse Compensation
Conceptual Proposal (Nurses Unit)

> The Union proposes that the parties collaborate on the construction of a compensation structure (wages, longevity, stipends, etc.) which is commensurate with the value that Winthrop's Nurses provide to the community. The result must compensate Winthrop's Nurses on par with the regional labor market for their profession, as well as address structural shortcomings in Winthrop's pay scale for nurses. The Union reserves the right to make further proposals on these topics.

Union Proposal 5 - Academic Credentials
New Provision (Teacher Unit, Nurse Unit)

> **Credits earned for the initial Masters degree beyond the initial thirty (30) credits may be used for further advancement along the pay scale.**

Union Proposal 6 - Stipend Cleanup
Conceptual Proposal (All Units)

The Union proposes that the parties collaborate on a revision of all stipends and differentials outlined in the collective bargaining agreements, ensuring that all existing stipends and differentials are codified and are set at an appropriate level of compensation.

Union Proposal 7 - Substitute Differential, ESP's
Amended Provision (ESP Unit)

Educational support personnel who serve as substitutes for teachers shall receive **forty dollars ($40.00)** ~~twenty ($20)~~ dollars per hour for full or partial periods of substituting. Partial periods substituting can be added together to make a full period with the approval of the building principal/ administrator. This compensation will be over and above their regular daily pay. An ESP who works in a classroom that is in need of coverage will be given first opportunity to substitute~~, upon the discretion of the building principal~~.

Union Proposal 8 - Substitute Differential, Secretaries
New Provision (Secretaries Unit)

Secretaries shall be compensated at a rate of forty dollars ($40.00) per hour when substituting for another employee in a role other than as a secretary.

Union Proposal 9 - Salary Scale Placement, Nurses
New Provision (Nurses Unit)

Upon hire, nurses shall be given credit for years of service in the field of nursing. Current nurses shall have their salary scale placement adjusted accordingly.

Equitable & Compassionate Leave Policies

Union Proposal 10 - Leave Equity
Conceptual proposal (All Units)

> *The leave provisions of each unit shall be aligned (with additional leave for those working a longer year), increasing to the highest provision amongst the four (4) agreements.*

Union Proposal 11 - Paid Parental Leave
New Provision (All Units)

> **Employees, regardless of status as a birth parent or non-birth parent, shall be eligible for a parental leave of absence of up to one (1) year following the birth or adoption of a child, or the placement of a child up to the age of eighteen (18) in the home of the employee.**
>
> a. **The first twelve (12) weeks of leave shall be a fully paid parental leave. This portion of leave does not need to be split between parents if both are employed by WPS.**
> b. **The second twelve (12) weeks of leave shall be unpaid. Employees may elect to use sick leave in order to receive pay. This portion of leave shall run concurrently with FMLA leave. This portion of leave must be split between parents if both are employed by WPS.**
> c. **Remaining leave shall be unpaid. The employee shall provide the employer with their anticipated date of return prior to the start of their leave, if practicable.**

Union Proposal 12 - Family Sick Days
Amended Provision (All Units)

Replace provisions in each contract limiting the use of sick leave to care for family members.

> **It is understood that sick leave may be used for the personal illness, injury or medical appointment, or for the illness, injury, or medical appointment of an immediate family member or family member in the care of the employee.**

Union Proposal 13 - Bereavement
Amended Provision (All units)

> **Amend Article 26, Teachers Unit**
> **Replace Article X, ESP Unit**
> **Replace Article X, Nurse Unit**
> **Replace Article X, Secretary Unit**

1. Full-time **employees** ~~teachers~~ will be allowed up to five (5) ~~consecutive~~ days' leave without loss of pay during the **work** ~~school~~ year in case of death in the immediate family. The term "immediate family" means spouse, **partner,** child, father, mother (stepmother or stepfather), sister, brother, ~~or~~ grandparent**, or any member of the employee's household**.

2. **Bereavement leave of five (5) days shall be granted upon the loss of a pregnancy by either an employee or employee's co-parent.**

3. An absence of two (2) days **shall** ~~may~~ be granted applicable to a teacher's in-laws or the grandparents of his/her spouse~~, unless said relative is a member of the immediate household, in which case he/she shall be entitled to three (3) days)~~.

4. These provisions shall be administered in light of their purpose, which is to provide opportunity when needed to enable an employee to attend the funeral or to attend to family or personal matters arising as a result of the death.

5. **Bereavement Leave may be taken in non-consecutive days and need not be taken immediately following the death.**

6. **Bereavement leaves may be extended for the purposes of travel, with the approval of the Superintendent. Such requests for extended travel leave shall not be unreasonably denied.**

Union Proposal 14 - Sick Bank Use
New Provision (All Units)

Sick leave bank days may be granted for any purpose for which a member may use their accrued sick leave.

Union Proposal 15 - Religious Holidays
New Provision (All Units)

Employees shall be granted religious leave of up to three (3) days per year, not deducted from any accrued time, with prior notice to the employer. Religious leave need not be consecutive days.

Union Proposal 16 - Sick Bank Retirement Donations
New Provision (All Units)

Once an employee has reached their maximum sick leave accrual, additional earned sick leave will be automatically donated to the sick bank. Upon the retirement of an employee, unused accrued sick leave after any sick day buyback shall be automatically donated to the sick bank.

Union Proposal 17 - Paid FMLA for Family Care
New Provision (All Units)

> **Employees shall be able to use accrued sick leave in order to receive pay during an FMLA leave taken for the care of a family member.**

Union Proposal 18 - Juneteenth
New Provision (ESPs and Secretaries)

> **Juneteenth shall be a paid holiday for all employees in any year in which school is still in session as of the holiday.**

Union Proposal 19 - Half-Day Equity
New Provision (Secretaries Unit)

> **All secretaries shall be allowed to leave work after a half day without loss of pay on all days when ESP's at their worksite are afforded the same benefit. Central office secretaries shall be allowed to leave work after a half day without loss of pay on days when Middle School ESP's are afforded the same benefit.**

Sustainable Workloads & Time to be Effective

Union Proposal 20 - Overflow Report Writing
New Provision (Teacher and Nurse Units)

> **When an employee who is required to write reports does not have sufficient time to complete such work during the contractual work day, the employee may elect to complete report writing outside of the work day and shall be compensated a double the applicable hourly rate.**

Union Proposal 21 - Classroom Setup
New Provision (Teacher Unit and Nurse Unit)

> **All employees shall be provided with twelve (12) hours in blocks of three (3) consecutive hours, during the work day, to set up their classrooms, shops and workspaces prior to the start of the student year.**

Union Proposal 22 - General Education Class Sizes
New Provision (Teacher Unit)

> The Union proposes that the parties collaborate on the creation of fair, safe, and effective limits to the class sizes, caseloads, and staffing levels related to general education classes. The Union reserves the right to make further proposals on this topic.

Union Proposal 23 - Special Education Class Sizes and Caseloads
New Provision (Teacher Unit)

> The Union proposes that the parties collaborate on the creation of fair, safe, and effective limits to the class sizes, caseloads, and staffing levels related to sub-separate and other special education programs. The Union reserves the right to make further proposals on this topic.

Union Proposal 24 - Related Service Provider Caseloads
New Provision (Teacher Unit)

> The Union proposes that the parties collaborate on the creation of fair, safe, and effective limits to the size of caseloads for all service providers. The Union reserves the right to make further proposals on this topic

Union Proposal 25 - Elementary Preparation Time
Amended Provision (Teacher Unit)

~~The Committee shall provide K-Grade 5 teachers a guaranteed daily preparation period of forty-five (45) minutes . For grades 6-12, the daily prep period is the length of a regular class period~~. **All employees shall be granted a minimum of three hundred (300) minutes of preparation time each week, with a minimum of forty-five (45) minutes each day.**

Union Proposal 26 - Educator Led Common Planning Time
New Provision (Teacher Unit)

All scheduled common planning time shall be teacher-directed.

Union Proposal 27 - Time for Professional Development
New Provision (All Units)

Sufficient, dedicated, time shall be allocated in an employee's work schedule to complete all required professional development. During this time, employees shall be responsible solely for the professional development and will be relieved of other job responsibilities.

Union Proposal 28 - Interventionist and Counselor Substituting

New Provision (Teacher Unit)

Interventionists and counselors shall only be required to substitute for other teachers under extreme circumstances, and never for extended periods. Any such substitute teaching responsibilities shall be distributed equitably amongst the interventionists at a given school, as determined by such employees as a group at the beginning of each school year.

Union Proposal 29 - Lead ESP Position
New Provision (ESP Unit)

The Lead ESP position shall be appointed for a term of two (2) academic years.

A Strong & Valued Voice for Educators

Union Proposal 30 - Release Time
New Provision (All Units)

The President of the Union shall have a 20% reduction in teaching load and shall be relieved of all required duties assignments in order to represent members and conduct the business of the Union.

Union Proposal 31 - Union Orientation
New Provision (All Units)

1. **A union-wide meeting of no less than thirty (30) minutes shall be scheduled during the professional development days prior to the start of the student school year. No management personnel shall attend the meeting.**

2. **The union shall be given no less than thirty (30) minutes of time to meet with new hires during new hire orientation prior to the start of the school year. No management personnel shall attend the meeting.**

3. **The employer shall convene new hire orientation meetings every other month during the school year, which will be mandatory for all bargaining unit employees hired since the previous new hire orientation meeting. The Union will be given thirty (30) minutes of time to meet with new hires during this meeting without management personnel in attendance.**

Union Proposal 32 -Union Rights
New Provision

In order to ensure that the Union is able to effectively represent employees and exercise its rights under the law, the employer agrees to:

1. **Provide the Union and Union representatives with access to employees including, but not limited to, the ability to meet with individual employees at the worksite during the workday to investigate and discuss grievances, workplace-related complaints and other workplace issues.**
2. **Provide the Union and Union representatives with access to conduct worksite meetings during lunch breaks, non-teaching breaks, and before and after the workday.**
3. **Provide the Union with the following employee information not less than ten calendar days after a prospective employee accepts an offer of employment:**
    a. **Name**
    b. **Job Title**
    c. **Worksite**
    d. **Home Address**

e. **Home Phone Number**
f. **Cell Phone Number**
g. **Date of Hire**
h. **Personal E-mail Address**

4. **Not less than once per quarter, provide the union with the following information for all employees within the bargaining unit:**
    a. **Name**
    b. **Job Title**
    c. **Worksite**
    d. **Home Address**
    e. **Home Phone Number**
    f. **Cell Phone Number**
    g. **Dues Deduction Status**
5. **Allow the Union and Union representatives to utilize the employer's e-mail system for Union business and communications.**

Union Proposal 33 - Curriculum Consultation
New Provision (Teacher Unit)

Teachers and department heads shall receive notice when a curriculum committee is to be established. Teachers will be solicited to submit recommendations in their area of education. Proposed major revisions in curriculum shall be sent to all impacted teachers for comment before they are adopted.

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The parties agree to continue consultation with a view to choose materials to reflect the demographics of the district, the district's priorities, and the district's strategic plan.

Union Proposal 34 - Calendar Consultation
New Provision (All Units)

Each year, prior to the School Committee's determination of the following year's academic calendar, the Employer will solicit and examine feedback from all employees regarding preferences or concerns related to the academic calendar.

Union Proposal 35 - Safety Protocols
New Provision (All Units)

The Employer will develop a protocol for all safety situations, in consultation with the Union, and publish it yearly.

Union Proposal 36 - Professional Development
New Provision (All Units)

1. **The Employer shall solicit suggestions and needs for professional development from both Union leaders and Union members in advance of all scheduled professional development days and shall make all efforts to incorporate those suggestions into the offered professional development.**

2. **During all curriculum and professional development, all employees shall have access to high-quality professional development which is relevant to their specific role and facilitates their further growth and development as an educator. Employees may request to attend an alternative professional development opportunity if they feel that the offered professional development does not meet this standard.**

3. **The Employer shall regularly solicit feedback from employees regarding the content, effectiveness, and delivery of professional development. This feedback shall be shared with the Union within a reasonable timeframe.**

Professional Autonomy & Respect

Union Proposal 37 - Bullying, Harassment, Intimidation
New Provision (All Units)

> **The Union and the Employer are committed to a school environment free of bullying, harassment, and intimidation. The Employer will support bargaining unit employees when principals, students, parents, and/or other employees create challenging work and learning environments for students and staff.**

Union Proposal 38 - Discipline Referral Response
New Provision (All Units)

> **The Employer shall respond to each discipline referral within one (1) day, informing the reporting employee, and any other impacted employee, of the response and actions taken by school and district leadership.**

Union Proposal 39 - Job Descriptions
New Provision (All Units)

> **Job descriptions of all positions in the bargaining unit shall be updated regularly. The Employer shall supply to the Union copies of all the job descriptions and to each employee a copy of his/her own job description when updated. The Employer and the Union shall bargain over changes to job descriptions before changes are implemented.**

Union Proposal 40 - Communication Response
New Provision (All Units)

> **All managers and members of district administration shall respond to e-mail correspondence from employees within five (5) work days.**

Union Proposal 41 - Preschool
New Provision (All Units)

> **Children of employees shall be given preference for admission to the Little Vikings Preschool program, as well as any other potential childcare or early childhood education programs facilitated or housed within Winthrop Public Schools.**

Union Proposal 42 - School Committee Seat
New Provision (All Units)

> **There shall be a non-voting seat on the Winthrop School Committee designated for an active Winthrop Teachers Association member. This member shall be elected by Union members and the name shall be submitted by the Union to the Chair of the School Committee prior to the beginning of each new School Committee term.**

Union Proposal 43 - Academic Freedom
New Provision

> **Employees shall continue to have the right to use professional judgement and expertise in the delivery of instruction. Employees shall have the right to present a range of perspectives and information within their content area, with the aim of providing high-quality instruction and academic growth.**

Union Proposal 44 - Access to Professional Development
New Provision (All Units)

> **All employees shall be given access to sufficient, high-quality, relevant professional development, during paid time, each year.**

Union Proposal 45 - Meeting Times
New Provision (All Units)

> **Employees will not be required to be present at any meetings or trainings within ten (10) minutes of the start of their contractual day in order to ensure that the teacher has adequate time to prepare necessary materials and classroom setup for the day.**

Union Proposal 46 - Transfers & Assignments
Conceptual Proposal

> The parties shall work together to identify ways in which procedures related to transfers and assignments can be amended in order to ensure that staff are working in environments in which they are comfortable, successful, and effective.

Union Proposal 47 - Friday End Time
New Provision (Teacher Unit)

> Teachers shall not be required to remain more than ten (10) minutes after dismissal of students on Fridays or days immediately preceding holidays or vacations~~, unless, in the opinion of the principal, the performance of their professional duties shall so require~~.

Increased Staff Diversity & Creative Recruitment Tools

Union Proposal 48 - Bilingual Stipend
New Provision (All Units)

> **Bilingual employees shall receive an annual stipend of two thousand dollars ($2,000.00)**.

Union Proposal 49 - Bilingual Hiring Incentive
New Provision (All Units)

> **New hires who are bilingual shall be credited one additional step upon initial placement on the salary scale.**

Union Proposal 50 - Alumni Hiring Incentive
New Provision (All Units)

> **New hires who are graduates of Winthrop Public Schools shall be credited one additional step upon initial placement on the salary scale.**

Union Proposal 51 - Bilingual Job Postings
New Provision (All Units)

> **Job postings shall be posted, whenever possible, in both English and in Spanish. If the posting is not fully translated, the Employer shall provide an abbreviated version of the posting in Spanish. The postings shall set forth the qualifications, requirements, duties, number of hours, salary and other pertinent information.**

Union Proposal 52 - Paraprofessional to Teacher Pipeline
New Provision (ESP Unit)

> **The Employer shall create and maintain a Paraprofessional to Teacher program to support bargaining unit members in the pursuit of positions as certified educators.**
>
> **a. The Employer will annually provide employees with information related to state sponsored tuition reimbursement programs for paraprofessionals seeking to become educators. The Employer may also provide employees with additional resources to obtain tuition support.**
>
> **b. In the event that a bargaining unit member is unable to obtain adequate tuition support through the third party resources, the Employer shall reimburse bargaining unit members for the cost of tuition and fees at the rate of a Salem State University course, up to a maximum of two (2) courses per year.**

c. The Employer shall provide bargaining unit members with access to district resources regarding student financial aid and college admissions.

d. The employer shall provide a minimum of one (1) MTEL preparation course per year open to bargaining unit members at no cost.

e. The Employer shall make best efforts to allow bargaining unit members to complete their teaching practicum while continuing to work in their regular job.

f. Bargaining Unit members with a minimum of five (5) years of service who obtain the qualifications necessary for a certified teaching position shall be given preference in the hiring process for vacant teaching positions.

g. Bargaining Unit members shall be entitled to take an unpaid leave of up to one (1) year in order to pursue their teaching certification shall not have their seniority date impacted by such a leave.

h. Bargaining Unit members who move into a teaching position within Winthrop Public Schools shall have the right to return to a position in the PSRP bargaining unit at any point prior to earning professional teacher status (PTS).

i. **Bargaining Unit members who move into a teaching position within the Winthrop Public Schools shall maintain their years of service earned during their time as a paraprofessional for the purposes of seniority and salary scale placement.**

Miscellaneous

Union Proposal 53 - Alignment of Contracts
Conceptual Proposal (All Units)

> The Union proposes that the parties collaborate in order to align the agreements of the four bargaining units so that common provisions are placed in the same order within the agreements, and so that language on similar provisions are aligned.

Union Proposal 54 - Administrative Changes
Conceptual Proposal (All Units)

> The parties shall form a joint subcommittee from amongst their respective bargaining teams to review the collective bargaining agreements for errors, formatting issues, anachronistic language, or other potential administrative changes. The subcommittee will make recommended amendments to the collective bargaining agreements to the full bargaining teams for discussion.