**Winthrop Teachers Association**
**Comprehensive Settlement Proposal**
**March 4, 2026**

*This comprehensive proposal is made as a package, and is contingent on the School Committee's acceptance in its entirety. The WTA reserves its right to return to previous positions if the package is not accepted.*

*Proposal made in the context of consecutive 1 year and 3 year agreements, totalling 4 years.*

**Explainer:** Each of the items brought to the table by either the Union or the School Committee are addressed in this proposal.

Proposals in Green are already resolved through tentative agreements reached by the parties.

Proposals in Brown would be resolved by taking an agreement which has been reached on behalf of one WTA bargaining unit and extending the agreement to the other units.

Proposals in Pink would be resolved by the WTA dropping a proposal on behalf of some bargaining units, while the proposal has already been agreed for at least one bargaining unit.

Proposals in Purple would be resolved by the WTA agreeing to the School Committee's last proposed version of the language.

Proposals in Blue would be resolved by the School Committee agreeing to the WTA's last proposed version of the language.

Proposals in Orange would be resolved by the parties both agreeing to amended compromise language as proposed in this document.

Proposals in Dark Red would be resolved by the School Committee withdrawing the proposal.

Proposals in Light Red would be resolved by the WTA withdrawing the proposal.

**Tentative Agreements:**

1. UP6 Stipend Cleanup
2. UP13 Bereavement
3. UP28 Interventionist & Counselor Subbing
4. UP 29 Lead ESP
5. UP30 Release Time
6. UP31 Orientation
7. UP33 Curriculum Consultation
8. UP34 Calendar
9. UP37 Bullying
10. UP51 Bilingual Postings
11. UP52 Para to Teacher
12. UP53 Alignment of contracts (Assumed)
13. UP54 Administrative Changes (Assumed)

**Partial Agreements, School Committee Agrees to Extend to All Units:**

1. UP10 Leave Equity
2. UP12 Family Sick Leave
3. UP32 Union Rights
4. UP35 Safety
5. UP36 Professional Development

**Partial Agreements, Union Agrees to Drop for Remaining Units:**

1. UP45 Meeting Times

**Union Agrees to SC Proposals:**

1. SC3 Direct Deposit Requirement
2. SC5 Out of District Placement

**SC Agrees to Union Proposals:**

1. UP5 Academic Credentials
2. UP8 Sub Differential Secretaries
3. UP10 Leave Equity
4. UP15 Religious Holidays
5. UP17 Paid FMLA Family
6. UP21 Classroom Setup
7. UP27 Time for PD
8. UP41 Preschool

**Parties Agree to Amended Proposals Below:**

1. UP1 Compensation
2. UP2 ESP Compensation
3. UP3 Secretary Compensation
4. UP4 Nurse Compensation
5. UP7 Sub Differential ESPs
6. UP11 Paid Parental Leave
7. UP19 Half Day Equity
8. UP20 Overflow Report Writing
9. UP22 Class Size
10. UP23 Class Size
11. UP24 Caseloads
12. UP26 CPT
13. UP38 Discipline Referral
14. UP39 Job Descriptions
15. UP46 Transfers
16. UP48 Bilingual Stipend

**Proposals Withdrawn By School Committee:**

1. SC1 Extended ESP Year
2. SC2 ESP Insurance
3. SC4 Early Release Days

**Proposals Withdrawn By Union:**

1. UP9 Salary Scale Placement, Nurses
2. UP14 Sick Bank Use
3. UP16 Sick Bank Donations
4. UP18 Juneteenth
5. UP25 Prep Time
6. UP42 SC Seat
7. UP43 Academic Freedom
8. UP44 Access to PD
9. UP47 Friday End Times
10. UP49 Bilingual Hiring
11. UP50 Alumni Hiring

## *Tentative Agreements*

**Union Proposal 6 Stipends** - Teacher Unit

The parties shall form a joint labor management committee during the 2025-2026 school year in order to review the current stipends of the teacher's contract and make recommendations to the respective negotiating teams regarding any changes to become effective year 2 of the contract 2026-2027.

**Union Proposal 13 Bereavement -** All Units

**Employees will be allowed up to 5 days of absence immediately before and/or immediately after the funeral, to be taken within 20 days without loss of pay, on account of a death in the immediate family. "Immediate family" is interpreted as meaning mother, mother in law, child, step child, foster child, domestic partner, husband or wife, brother, grandparents, grandchildren, or any person who was permanently living in the same home as the unit employee at the time of death.**

**This provision includes loss due to employee's, spouse's, or domestic partner's miscarriage or stillbirth. The Superintendent at his/her discretion may request a doctor's certificate**

**An absence of two (2) days may be granted applicable to the grandparents of an employee's spouse.**

**Union Proposal 28 Interventionist & Counselor Subbing** - Teacher Unit

**Adjustment counselors, Guidance Counselors, Reading Specialists, Media Specialists, and Related Service Providers shall only be required to substitute for other teachers under extreme circumstances and without impacting their core job responsibilities. Reassignment of an administrative duty period for temporary coverage is not considered subbing if the time of the reassignment is equal to the time of the administrative duty.**

**Union Proposal 29 Lead ESP** - ESP Unit

**The Lead ESP position shall be appointed for a term of two (2) academic years unless the building principal determines that the incumbent is not meeting the expectations of the role as outlined in Appendix TBD. If such a determination is made, the principal shall inform the impacted employee, in writing, with their decision and rationale.**

**Union Proposal 30 Release Time** - ESP, Nurse, Secretary Units

**If a non-teacher is elected Union president shall receive a minimum of one (1) hour of release time each day in order to conduct Union business. A schedule for release time shall be mutually developed and agreed upon by the Union President and their building Principal, with the approval of the superintendent, before the start of the school year or upon the employee's assumption of the role of President.**

**Union Proposal 31 Orientation** - All Units

1. **Prior to the start of each school year on one of the two (2) days before the students are in the buildings the employer will provide one (l) hour of Union Meeting time for the Union officers or representatives to meet with all members of all bargaining units represented by the Union and all potential bargaining unit members. The meeting with all units will occur simultaneously. The one (l) hour of meeting time shall occur during the regular workday and space at the High School shall be provided to hold the meeting. The Union can use this time to: conduct vital union business, sign up new members, meet with union representatives, update members on communications from state and national affiliates, and provide benefit services and consultation, and other Union activities. No management personnel shall attend the meeting without the approval of the Union.**

1. **Should a new hire orientation for bargaining unit employees be held, The union shall be given no less than thirty (30) minutes of time to meet with new hires during such orientation. No management personnel shall attend the meeting without the approval of the Union.**

2. **The Union shall be granted time to convene a new hire orientation meeting every other month during the school year, on a building by building basis at each building. The meeting shall be scheduled in collaboration with the building Principal. The meeting will occur at an agreed upon time. The Union will be given thirty (30) minutes of time to meet with new hires during this meeting without management personnel in attendance without the approval of the Union. If no new employees have been hired since the previous orientation, or if the orientation is waived by the Union, the orientation meeting will be cancelled. These orientation meetings will be combined for all bargaining units represented by the Union.**

**Union Proposal 33 Curriculum Consultation -** Teacher Unit

**Curriculum Committees shall be established when major changes to curriculum are being considered. Teachers and Department Heads shall receive notice when a curriculum committee is to be established at their grade level or content area.**

**Teachers will be solicited to be a member of the Committee before the review process.**

**Union Proposal 34 Calendar Consultation -** All Units

**The Union will be consulted in preparation for the annual school calendar, but it is acknowledged that the final decision in this regard must rest with the Administration (with the approval of the School Committee). The Employer will provide the Union with at least two (2) weeks notice prior to this consultation occurring.**

**Union Proposal 37 Bullying (Rename) -** All Units

**The Employer and the Union agree that the work environment shall be characterized by mutual respect for the common dignity to which all employees are entitled.**

**Union Proposal 51 Bilingual Job Postings -** 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 range and other pertinent information.**

**Union Proposal 52 Para to Teacher Pipeline** - ESP Unit

a. **The Employer shall make best efforts to allow bargaining unit members to complete their teaching practicum while continuing to work in their regular assignment. This effort is subject to the teaching practicum being in the employee's current classroom assignment, the university/college allowing for the employee to complete the practicum in their current status as a paid employee, and does not cause the school district to incur any cost to cover any duty or assignment otherwise covered by the employee.**

b. **Bargaining unit members with a minimum of five (5) years of service who obtain the qualification necessary for a certified teaching position shall be given preference in the hiring process for teaching positions unless another applicant possesses substantially superior qualifications. The final decision to hire is at the discretion of the Employer and not subject to grievance and arbitration.**

c. **Bargaining unit members who have requested and been approved for a one year leave of absence to pursue their teaching certification, will not have their ESP seniority date impacted if they return to the ESP unit upon the conclusion of the one year leave of absence.**

d. **Bargaining Unit members who move into a teaching position within Winthrop Public Schools and are subject to a reduction in force prior to achieving Professional Teacher Status (PTS) shall be placed on the ESP recall list in accordance with Article 19(3) and shall be entitled to the next available bargaining unit position under those terms.**

**Union Proposal 53 Alignment of Contracts** - All Units (MOA Language)

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** - All Units (MOA Language)

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.

***Partial Agreements, School Committee Agrees to Extend to All Units:***

**Union Proposal 10 Leave Equity** - Agreed to for Teacher Unit

Sick leave for first year teachers shall be ten (10) day**s <u>to be credited on their first official day of attendance. First year teachers will be credited with an additional four (4) sick days on their ninety-first (91st) school day of employment</u>.** However, if a teacher terminates his/her contract prior to June, he/she shall be indebted from the last paycheck-one (1) day's pay for every day not earned of sick leave prorated at one (1) day per month.

Teachers currently in the System will be credited with fourteen (14) days' sick leave as of the first official day of attendance of each school year.

**<u>Sick leave will be prorated for employees who begin employment after the start of the school year.</u>**

**Union Proposal 12 Family Sick Leave** - Agreed to for Nurse Unit

**<u>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.</u>**

**Union Proposal 32 Union Rights** - Agreed to for Nurse Unit

1. **<u>The District shall provide the union access to individual employees in the bargaining unit on school premises during the workday to investigate and discuss grievances. workplace-related complaints and other workplace issues with advance notice and provided it does not interfere with work or disrupt the operations of the building or the School Department. The District shall provide the union access to members of the bargaining unit on school premises to conduct worksite meetings during lunch breaks and other non-work breaks and before and after the workday on the employer's premises to discuss workplace issues, collective bargaining negotiations, the administration of collective bargaining agreements. other matters related to the duties of an exclusive representative and internal union matters involving the governance or business of the employee organization.</u>**

2. **<u>Union notices may be posted on school bulletin boards located in the teachers' room if the notice is signed by an authorized representative of the Union and concerns official union-related matters including but not limited to important updates and notices. announcements of recreational or social activities: announcements of elections, appointments, results of elections: meetings: or professional matters.</u>**

3. **<u>The Union shall have the right to use the email system of a public employer to communicate with bargaining unit members regarding official union-related matters including, but not limited to, elections. election results, meetings and social activities provided, however, that the use does not create an unreasonable burden on network capability or system administration.</u>**

4. **The Union may prepare, at no cost, to the Town. communications relating to the conduct of the Union and may distribute these through teachers' mailboxes to people covered by this Agreement.**

5. **No surveys of students' progress will be distributed by the Union unless prior approval has been obtained from the superintendent.**

6. **The- employer will not release any personal contact information of any employee to any third party unless required by law or court order.**

7. **The Employer shall send a monthly report to the WTA outlining the changes in status and work location. For purposes of this article, status shall be defined by events including, but not limited to, retirement, leave of absence, termination, resignation, job classification, title and promotion.**

8. **Not later than ten (10) days after a new employee is hired the Employer shall provide the following information to the Union in spreadsheet format or other format agreed to by the Union:**
    a. **Name of employee (print-last name, first, middle)**
    b. **Identification No. (Social Security or other)**
    c. **Home Address (street and number) (City and State) (Zip Code)**
    d. **Work site location;**
    e. **Work telephone number;**
    f. **Home and personal cellular telephone number on file with the Employer;**
    g. **Date of Hire.**
    h. **Work email address;**
    i. **Personal email address on file with the Employer.**

9. **Upon signing of this agreement, and updated quarterly thereafter, if necessary, the Employer shall supply to the Union a list of all employees covered by this agreement. The list shall include all information cited in the above section. The Union reserves its right to request any information that is reasonably necessary for the Union to carry out its obligations as the exclusive bargaining representative.**

**Union Proposal 35 Safety** - Agreed for Teacher Unit

**The Committee and the Union recognize all employees' right to a safe working and learning environment, including the right to be free from threats of violence, and recognize the parties' obligation to provide a safe working environment.**

**Union Proposal 36 Professional Development** - Agreed for Teacher Unit

**The Union will be advised of professional development offerings as soon as practicable, but it is acknowledged that the final decision in this regard must rest with the Administration.**

**During all curriculum and professional development, all employees shall have access to relevant, high-quality professional development. Teachers may make a request to the Principal to attend an alternative professional development opportunity. The Principal may approve or deny the request and the final decision is not subject to grievance arbitration.**

*Partial Agreements, Union Agrees to Drop for Remaining Units:*

**Union Proposal 45 Meeting Times - Agreed for Secretary and ESP Units**

**ESPs will not be required to be present at any regularly scheduled meetings-within ten (10) minutes of the start of their contractual day In emergent situations, the Superintendent may schedule necessary meetings.**

## *Union Agrees to SC Proposals*

**SC3 Direct Deposit** - Teacher Unit

**Article 14(5)**

Teachers' paychecks will be distributed biweekly throughout the calendar year, not to exceed 26 paydays from September 1 to August 31. A lump sum payment, consisting of the balance due on the contract for the current year through August 31, will be available on advance request for persons retiring or resigning or other extraordinary situations approved by the Superintendent. **All employees will be required to enroll in direct deposit effecting all payroll checks after the first live check of the school year.**

**SC5 Out of District Placement** - Teacher Unit

*Add language to define the application process and date deadlines for non-resident student enrollment acceptance.*

*Add language related to enrollment being only for in-district services and not applicable for students requiring out-of-district placement.*

*Add language clarifying responsibility for costs related to extended day services, summer services, or other cost related services special education services as deemed necessary.*

*Add language to define a maximum # of non-resident students per grade being established on an annual basis by January 1st of the year prior to new enrollment. The number of available non-resident seats will be determined at the sole discretion of the Superintendent, will range from zero to one plus per grade and is not subject to grievance.*

## *School Committee Agrees to Union Proposals*

**UP5: Academic Credentials** - Teacher Unit (As originally proposed 12/10/25)

**Credits earned for the initial Masters degree beyond the initial thirty (30) credits may be used for further advancement along the pay scale. The Masters degree must be directly relevant to their job responsibilities within Winthrop Public Schools.**

**Roles typically impacted by this provision include SLP, Adjustment Counselors, Psychologists, OTs. The parties will meet as needed to ensure that this list of roles is inclusive of all impacted roles.**

**UP8 Substitute Differentials, Secretaries** - Secretary Unit (As originally proposed 5/6/25)

**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.**

**UP10 Leave Equity** - Nurse, Secretary & ESP Units (As originally proposed on 10/23, 10/30, 11/13)

*For Nurses*

**Amend Article 12(2)**

Sick leave not used in any school year may accumulate from year to year up to a maximum of **two hundred (200)** ~~one hundred eighty two (182~~) days as of the first official day of any school year (plus any additions under Personal Leave, Section 1).

*For ESPs*

**Amend Article 8(1)**

Sick leave for educational support personnel shall be fourteen (14) days effective on the first day of school each year. Sick leave may be accumulated up to **two hundred (200)** ~~170~~ days per year. Except in extenuating circumstances ESP's will call in sick by 7:00 am.

*For Secretaries*

**Amend Article 14(2)**

~~In the 2016-17 school year,~~ Unused sick leave will accumulate from year to year to a maximum of **two hundred forty (240)** ~~two hundred (200)~~ workdays.

**UP15 Religious Holidays -** All Units (As originally proposed 12/10/25)

**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. A religious holiday shall be defined as a day when an absence from work is required to properly comply with the tenets of one's religion. The Superintendent may limit the number of religious holidays granted on any given school day to ten percent (10%) of bargaining unit employees.**

**UP17 Paid Family FMLA** - All Units (As originally proposed 5/6/25)

**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.**

**UP21 Classroom Setup -** Teacher, Nurse Units (As originally proposed on 2/5/26)

**There shall be a minimum of one (1) day prior to the start of the school year during which employees have autonomy to prepare for the beginning of the school year. This day may be used for classroom setup, material preparation, lesson planning, paperwork, collaborating with other employees, or other uses as determined by the employee.**

**UP27 Time for PD** - All Units (As originally proposed on 5/6/25)

**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.**

**UP41 Preschool** - All Units (As originally proposed on 5/6/25)

**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.**

***Parties Agree to Amended Proposals***

**UP1 Teacher Compensation** - Teacher Unit

*Attached*

**UP2 ESP Compensation** - ESP Unit

*Attached*

**UP3 Secretary Compensation** - Secretary Unit

*Attached*

**UP4 Nurse Compensation -** Nurse Unit

*Attached*

**UP7 Sub Differential ESPs** - ESP Unit

Educational support personnel who serve as substitutes for teachers shall receive twenty ($20) dollars per hour for full or partial periods of substituting. **Effective SY26-27, this rate will be increased to thirty-five dollars ($35.00) per hour, effective SY27-28, this rate will be increased to forty dollars ($40.00) per hour, and effective SY28-29, this rate will be increased to forty five dollars ($45.00) per hour.** 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.

**UP11 Paid Parental Leave** - 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. This portion of parental leave shall run concurrently with FMLA leave unless there is a second qualifying event.**
b. **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.**

**UP19 Half Day Equity** - Secretary 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.**

**If, in the opinion of the building administrator, the continued presence of the secretary is required on these days, they may require the Secretary to work the full day. In such a situation, the building administrator and the secretary will reschedule the half day to occur on a mutually agreeable date.**

**UP20 Overflow Report Writing** - Teacher, Nurse Units

**Employees who are required to write reports shall have sufficient time built into their schedules to complete the report writing in a timely manner.**

**UP22 Class Size, General Education** - Teacher Unit

a. **Elementary School: During the course of this agreement, the average class size within a grade level will not increase from the average class size within a grade level at the time of ratification of this agreement.**

b. **Middle School and High School: During the course of this agreement, the average class size within a department at a given school will not increase beyond the average class size within a given department at that school at the time of ratification of this agreement.**

**UP23 Class Size, Special Education** - Teacher Unit

a. **In the event that the position of a special education teacher is vacant for an extended period of time, all efforts shall be made to fill the role with a qualified educator.**

b. **In extraordinary circumstances, the caseload of an absent special education teacher may be dispersed amongst other staff members at their worksite. The caseload will be dispersed equally, will be dispersed for a maximum of 60 school days, and impacted employees will receive a differential of two thousand dollars ($2,000). The caseload may only be dispersed if it does not prevent compliance with any statute or regulation, and does not prevent the impacted employees from appropriately meeting the needs of their students.**

**UP24 Caseloads** - Teacher Unit

a. **In the event that the position of a related service provider is vacant for an extended period of time, all efforts shall be made to fill the role with a qualified educator.**

b. **In extraordinary circumstances, the caseload of an absent related service provider may be dispersed amongst other staff members. The caseload will be dispersed equally, will be dispersed for a maximum of 60 school days, and impacted employees will receive a differential of two thousand dollars ($2,000). The caseload may only be dispersed if it does not prevent compliance with any statute or regulation, and does not prevent the impacted employees from appropriately meeting the needs of their students.**

c. **If a Related Service Provider is required to provide compensatory services upon return from a contractual leave of absence, the remainder of their workload will be reduced accordingly.**

d. **The schedules of Related Service Providers will include a minimum of three hours of non-direct service time per week, exclusive of contractual preparation time.**

**UP26 CPT** - Teacher Unit

a. **When all required large-group common planning has been completed, employees will be allowed to use the remaining common planning time to engage in self-directed common planning with individuals or small groups of colleagues. This self-directed common planning time may be conducted in another workspace other than that of the larger group common planning time.**

b. **When Common Planning Time occurs immediately prior to the start of the student day, it shall encompass a minimum of a ten (10) minute grace period for teachers to get to their classrooms and get materials prepared for the day.**

**UP38 Discipline Referral** - Teacher Unit

**The Building Administrator responsible for processing a formal Student Discipline Referral shall, within, (2) two school days, respond verbally or in writing, to the teacher who submitted the referral providing the teacher with information related to the administrative decision and/or action taken. The information provided to the referring teacher will be a substantive summary and shall comply with all privacy laws. The content of the response from the administrator will not be subject to arbitration.**

**UP 39 Job Descriptions** - All Units

**Employees shall be provided with a written job description at the time of hire, or directed to a digital location where the relevant job description can be accessed.**

**When the Employer is contemplating changes to a job description, they will notify the Union and the parties will have an initial meeting to discuss and collaborate the contemplated changes. This shall not impact the parties respective bargaining obligations.**

**The Union and impacted employees shall be provided with a written job description, or directed to a digital location where the relevant job description can be accessed, when they are amended.**

**Union Proposal 46 Transfers** - All Units

**New Provision**

**Except in extraordinary circumstances, involuntary transfers between worksites shall be conducted in order of seniority. The least senior employee at an impacted worksite will be transferred first, unless a more senior employee voluntarily accepts the transfer.**

**UP 48 Bilingual Stipend** - Teacher, Nurse, ESP Units

**Any employee who is asked to perform either written or verbal translation services shall do so on a voluntary basis. If an employee performs written or verbal translation services, they shall be paid at double their regular hourly rate of pay.**

## *Proposals Withdrawn By School Committee:*

**SC1 Extended ESP Year** - ESP Unit

**Article 7(1)**

The work year for educational support personnel shall be **one hundred eighty three (183)** ~~one hundred and eighty two (182)~~ days.

**SC2 ESP Insurance** - ESP Unit

**Article 14(1)**

As long as the Town of Winthrop agrees to pay **a portion** ~~eighty-five 85%~~ of the cost of the Group Insurance Health Plans and one-half (1/2) the cost of a $2,000 life insurance policy and a $2,000 accidental death and dismemberment policy, details of which are covered in a supplementary booklet, the School Department will deduct the employee's share from payroll checks for participating members on receipt of the proper authorization.

**SC4 Early Release Days** - Teacher Unit

**Article 15(5)**

~~There shall be six early release days for students at the Middle and High Schools. There shall be four (4) early release days and six (6) parent conference days at the Elementary Schools.~~ **Early release days will be reflective of the calendar approved by the School Committee on an annual basis.**

***Proposals Withdrawn By Union:***

**Union Proposal 9 Salary Scale Placement, Nurses** - Nurse 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.**

**Union Proposal 14 Sick Bank** - All Units

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

**Union Proposal 16 Sick Bank Retirement Donations** - 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 18 Juneteenth** - ESP and Secretary Units

**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 25 Elementary Preparation Time** - 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 42 School Committee Seat** - 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** - Teacher Unit

**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** - All Units

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

**Union Proposal 47 Friday End Time** - 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~~.

**Union Proposal 49 Bilingual Hiring Incentive** - 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 -** All Units

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