

Winthrop Teachers Association
Wage Proposal
March 4, 2026

The wage proposal is made as part of a comprehensive settlement proposal offered to the School Committee on March 4, 2026. It is not intended as a stand-alone proposal. The WTA reserves its right to return to previous positions if the package is not accepted.

Teacher Bargaining Unit

Each Year (4 Years)

Re-title the first column of the wage scale from “Bachelors” to “Base Wage.”

- Step 1 = 3.0% GWI
- Steps 2-3 = 3.5% GWI
- Steps 4-5 = 4.0% GWI
- Steps 6-7 = 4.5% GWI
- Step 8 = 5.0% GWI

Year 1	Base	B+15	M	M+15	M+30	M+45	MM/CAGS	M+60	Dr
1	\$54,777	\$56,281	\$58,754	\$60,074	\$61,410	\$63,022	\$63,844	\$64,664	\$66,033
2	\$60,472	\$61,999	\$64,462	\$65,793	\$67,131	\$68,753	\$69,578	\$70,402	\$71,780
3	\$63,502	\$65,036	\$67,507	\$68,848	\$70,169	\$71,791	\$72,618	\$73,443	\$74,817
4	\$66,779	\$68,321	\$70,803	\$72,148	\$73,479	\$75,110	\$75,937	\$76,767	\$78,149
5	\$73,668	\$75,202	\$77,601	\$78,929	\$80,281	\$81,909	\$82,739	\$83,568	\$84,950
6	\$81,188	\$82,841	\$85,225	\$86,237	\$87,249	\$88,957	\$89,788	\$90,621	\$92,010
7			\$88,941	\$90,394	\$90,569	\$92,207	\$93,041	\$93,874	\$95,263
8					\$98,115	\$99,761	\$100,597	\$101,435	\$102,830

Year 2	Base	B+15	M	M+15	M+30	M+45	MM/CAGS	M+60	Dr
1	\$56,421	\$57,970	\$60,517	\$61,876	\$63,252	\$64,912	\$65,759	\$66,604	\$68,014
2	\$62,588	\$64,169	\$66,718	\$68,096	\$69,481	\$71,159	\$72,013	\$72,866	\$74,293
3	\$65,725	\$67,313	\$69,870	\$71,258	\$72,625	\$74,303	\$75,159	\$76,013	\$77,436
4	\$69,451	\$71,054	\$73,635	\$75,034	\$76,418	\$78,114	\$78,974	\$79,837	\$81,275
5	\$76,615	\$78,210	\$80,705	\$82,086	\$83,492	\$85,186	\$86,049	\$86,911	\$88,348
6	\$84,842	\$86,569	\$89,060	\$90,117	\$91,175	\$92,960	\$93,829	\$94,699	\$96,151
7			\$92,943	\$94,461	\$94,645	\$96,356	\$97,227	\$98,099	\$99,550
8					\$103,021	\$104,749	\$105,627	\$106,507	\$107,971

Year 3	Base	B+15	M	M+15	M+30	M+45	MM/CAGS	M+60	Dr
1	\$58,113	\$59,709	\$62,332	\$63,732	\$65,149	\$66,860	\$67,732	\$68,602	\$70,055
2	\$64,779	\$66,414	\$69,053	\$70,479	\$71,913	\$73,650	\$74,534	\$75,416	\$76,893
3	\$68,025	\$69,669	\$72,315	\$73,752	\$75,167	\$76,904	\$77,790	\$78,674	\$80,146
4	\$72,229	\$73,896	\$76,581	\$78,035	\$79,475	\$81,239	\$82,133	\$83,031	\$84,526
5	\$79,680	\$81,339	\$83,933	\$85,369	\$86,832	\$88,593	\$89,491	\$90,387	\$91,882
6	\$88,659	\$90,465	\$93,068	\$94,172	\$95,278	\$97,143	\$98,051	\$98,961	\$100,477
7			\$97,126	\$98,712	\$98,904	\$100,692	\$101,603	\$102,513	\$104,030
8					\$108,172	\$109,986	\$110,909	\$111,832	\$113,370

Year 4	Base	B+15	M	M+15	M+30	M+45	MM/CAGS	M+60	Dr
1	\$59,857	\$61,500	\$64,202	\$65,644	\$67,104	\$68,865	\$69,764	\$70,661	\$72,156
2	\$67,046	\$68,739	\$71,470	\$72,946	\$74,429	\$76,228	\$77,142	\$78,056	\$79,584
3	\$70,406	\$72,107	\$74,846	\$76,333	\$77,797	\$79,596	\$80,513	\$81,427	\$82,951
4	\$75,118	\$76,852	\$79,644	\$81,157	\$82,654	\$84,488	\$85,418	\$86,352	\$87,907
5	\$82,867	\$84,592	\$87,290	\$88,784	\$90,305	\$92,137	\$93,070	\$94,003	\$95,558
6	\$92,649	\$94,536	\$97,256	\$98,410	\$99,566	\$101,514	\$102,464	\$103,414	\$104,999
7			\$101,496	\$103,154	\$103,354	\$105,223	\$106,175	\$107,126	\$108,711
8					\$113,581	\$115,485	\$116,454	\$117,424	\$119,038

Nurse Bargaining Unit

In year 1, place the 2 impacted nurses on the first column of the teacher scale, on the step that is closest to, but not less than \$64,000.

In this proposal, they would be placed on step 4.

Secretary Bargaining Unit

Year 1

Delete Step 1

Step 2 = 3.0% GWI

Steps 3-4 = 3.5% GWI

Steps 5-6 = 4.0% GWI

Step 7-8 = 4.5% GWI

New Step 9, 5.0% above Step 8

Year 2

Delete Step 2

Step 3 = 3.0% GWI

Steps 4-5 = 3.5% GWI

Steps 6-7 = 4.0% GWI

Step 8-9 = 4.5% GWI

New Step 10, 5.0% above Step 8

Year 3

Step 3 = 3.0% GWI

Steps 4-5 = 3.5% GWI

Steps 6-7 = 4.0% GWI

Step 8-9 = 4.5% GWI

Step 10 = 5.0% GWI

Year 4

Step 3 = 3.0% GWI

Steps 4-5 = 3.5% GWI

Steps 6-7 = 4.0% GWI

Step 8-9 = 4.5% GWI

Step 10 = 5.0% GWI

Year 1	Salary
1	
2	\$41,161.89
3	\$42,643.04
4	\$44,070.30
5	\$46,016.88
6	\$47,468.72
7	\$50,217.48
8	\$52,153.86
9	\$54,761.55

Year 2	Salary
1	
2	
3	\$43,922.33
4	\$45,612.76
5	\$47,627.47
6	\$49,367.47
7	\$52,226.17
8	\$54,500.78
9	\$57,225.82
10	\$60,087.11

Year 3	Salary
1	
2	
3	\$45,240.00
4	\$47,209.21
5	\$49,294.43
6	\$51,342.17
7	\$54,315.22
8	\$56,953.32
9	\$59,800.98
10	\$63,091.47

Year 4	Salary
1	
2	
3	\$46,597.20
4	\$48,861.53
5	\$51,019.74
6	\$53,395.85
7	\$56,487.83
8	\$59,516.22
9	\$62,492.03
10	\$66,246.04

ESP Bargaining Unit

Year 1

Delete ESP Column

Delete Step 1

Step 2 = 3.0% GWI

Step 3 = 3.5% GWI

Step 4 = 4.0% GWI

Step 5-6 = 4.5% GWI

Add New Step 7 at 5.0% above Step 6

Year 2

Delete Step 2

Step 3 = 3.0% GWI

Step 4 = 3.5% GWI

Step 5 = 4.0% GWI

Step 6-7 = 4.5% GWI

Add New Step 8 at 5.0% above Step 7

Year 3

Step 3 = 3.0% GWI

Step 4 = 3.5% GWI

Step 5 = 4.0% GWI

Step 6-7 = 4.5% GWI

Step 8 = 5.0% GWI

Year 4

Delete HQ Column

Step 3 = 3.0% GWI

Step 4 = 3.5% GWI

Step 5 = 4.0% GWI

Step 6-7 = 4.5% GWI

Step 8 = 5.0% GWI

Year 1		Base	AS	BA
1				
2		\$23,498.42	\$30,173.85	\$31,593.19
3		\$24,686.82	\$31,617.18	\$33,045.48
4		\$25,573.60	\$33,087.60	\$34,509.28
5		\$26,912.93	\$34,544.57	\$35,983.53
6		\$28,129.31	\$35,853.95	\$37,263.66
7		\$29,535.78	\$37,646.65	\$39,126.84

Year 2		Base	AS	BA
1				
2				
3		\$25,427.42	\$32,565.70	\$34,036.84
4		\$26,468.68	\$34,245.67	\$35,717.10
5		\$27,989.45	\$35,926.35	\$37,422.87
6		\$29,395.13	\$37,467.38	\$38,940.52
7		\$30,864.89	\$39,340.75	\$40,887.55
8		\$32,408.13	\$41,307.78	\$42,931.92

Year 3		Base	AS	BA
1				
2				
3		\$26,190.25	\$33,542.67	\$35,057.95
4		\$27,395.08	\$35,444.26	\$36,967.20
5		\$29,109.03	\$37,363.40	\$38,919.79
6		\$30,717.91	\$39,153.41	\$40,692.84
7		\$32,253.81	\$41,111.08	\$42,727.48
8		\$34,028.54	\$43,373.17	\$45,078.52

Year 4		Base	BA
1			
2			
3		\$34,548.95	\$36,109.69
4		\$36,684.81	\$38,261.06
5		\$38,857.94	\$40,476.58
6		\$40,915.31	\$42,524.02
7		\$42,961.08	\$44,650.22
8		\$45,541.83	\$47,332.44