October 23, 2025

PROPOSALS OF THE
WINTHROP SCHOOL COMMITTEE
TO
WINTHROP TEACHERS ASSOCIATION
(Nurses Unit)

Tentative Agreements have been reached on Union Proposals listed below:

- Union Proposal 12 Family Sick Days
- Union Proposal 30 Release Time for Union President
- Union Proposal 31 Union Orientation
- Union Proposal 32 Union Rights
- Union Proposal 34 Calendar Consultation
- Union Proposal 40 Communication Response
- Union Proposal 51 Bilingual Postings

Response to WTA Proposal 4: Compensation-Counter

- 2025-2026: Add a New Step (8) $64,000 to reflect a 1x Market Increase For Nurses covered by Appendix C
- 2026-2027: Add a New Step (9) $68,000 to reflect a 1x Market Increase For Nurses covered by Appendix C
- 2027-2028-3% COLA on Step 9 only in Appendix C
- This proposal does not impact the Nurses who are on the Teachers' Salary Schedule.

Response to WTA Proposal 5: Academic Credentials- Reject

Response to WTA Proposal 6: Stipend Clean Up- Hold

Response to WTA Proposal 9: Salary Scale Placement- Reject

Response to WTA Proposal 20: Overflow Report Writing- Reject N/A

Response to WTA Proposal 21: Classroom Set Up- Reject (there is time for this during the first 2 days of school when students are not present)

Response to WTA Proposal 27: Time For PD- Hold (need clarification on how this proposal is different than what is currently being done)

Response to WTA Proposal 41: Preschool- Reject

Response to WTA Proposal 50: Hiring Alumni Incentive- Reject

Any other proposal by the WTA applicable to the Nurses unit not specifically addressed is rejected.

WINTHROP SCHOOL COMMITTEE PROPOSALS

AGREEMENT

Change the effective date of the collective bargaining agreement.

ARTICLE 11 COMPENSATION

Section 1 Amend to read as follows;

Nurses who are paid according to Schedule C shall be paid as follows:

- 2025-2026: Add a New Step (8) $64,000 to reflect a 1x Market Increase For Nurses covered by Appendix C
- 2026-2027: Add a New Step (9) $68,000 to reflect a 1x Market Increase For Nurses covered by Appendix C
- 2027-2028-3% COLA on Step 9 only in Appendix C
- This proposal does not impact the Nurses who are on the Teachers' Salary Schedule.

Delete 1(a) from Section 1.

ARTICLE 28 MISCELLANEOUS

Sections 1 and 2 are deleted and replaced with the Tentative Agreement Union Rights.

ARTICLE 29 DURATION

Amend the dates to reflect the agreement reached.