

October 30, 2025

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

Tentative Agreements have been reached on Union Proposals listed below:

- Union Proposal 30 Release Time for Union President
- Union Proposal 31 Union Orientation
- Union Proposal 34 Calendar Consultation
- Union Proposal 40 Communication Response

Response to WTA Proposal 2: Article 2 Salary

Counter Proposal:

See Attachment A

Response to WTA Proposal 7: Substitute Differential

Counter Proposal:

Maintain the current language in Article 7, Section 4 and adjust the compensation to be \$21 in 2026-2027 and \$23 in school year 2026-2027.

Response to WTA Proposal 10: Leave Equity

Reject. The Committee is negotiating with each bargaining unit individually as required by law and will respond to leave proposals for each unit.

Response to WTA Proposal 11 Paid Parental Leave

Hold

Response to WTA Proposal 12 Family Sick Days

Counter Proposal:

Maintain current language in Article 8, Section 3 and amend the section to increase the days to 11 in school year 2026-2027 and 12 days in 2027- 2028.

Response to WTA Proposal 13 Bereavement

Counter Proposal

Maintain current language in Article 9, Section c with the following changes;

Add "or any member of the employee's household"

Add new sentence. "If there are any extenuating circumstances the bargaining unit member may confer with the Superintendent to discuss."

Bereavement leave for loss of pregnancy.

Hold.

Remainder of proposal is rejected.

Response to WTA Proposal 14 Sick Leave Bank Use.

Maintain current language in Article 20.

Response to WTA Proposal 15 Religious Holiday

Reject- members of the bargaining unit may request accommodation for their religious beliefs and take the time off without pay.

Response to WTA Proposal 16 Sick Bank Retirement Donations

Hold

Response to WTA Proposal 17 Paid Family Leave for Family Care.

Reject proposal. See Counter Proposal for Family Illness days.

Response to WTA Proposal 18 Juneteenth

Reject proposal- Members of the bargaining unit are paid for working a certain number of days per school year. If Juneteenth occurs during the school year the school must be closed under the law.

Response to WTA Proposal 27 Time for Professional Development

Counter Proposal;

The Committee would accept the WTA proposal with added language that the "ESP shall be required to remain for a full day on all scheduled Professional Development days in the school calendar."

Response to WTA Proposal 29: Lead ESP Position

Counter Proposal:

The Lead ESP position shall be appointed for a term of two (2) academic years with the approval of the Building Principal certifying that the employee in the current position is meeting the expectations of the Lead ESP position.

Response to WTA Proposal 35 Safety Protocols

Hold

Response to WTA Proposal 41: Pre -School Preference- Reject

Response to WTA Proposal 42: School Committee Seat- Reject prohibited by law

G.L. c 71, Section 52. The school committee shall serve without compensation, except that a member of a school committee of a city, town, regional school district or superintendency union may be compensated for his services by a majority vote of the city council in a city having a Plan D or Plan E charter; in a city not having a Plan D or Plan E charter by vote of the city council, subject to the provisions of the charter of such a city; in a town by a majority vote at a town meeting; and in a regional school district or school superintendency by a majority vote of the voting member towns authorized at their respective town meetings, the amount of such compensation, in each case, to be set by the respective cities, towns or groups of towns. ***No member of a school committee in any town shall be eligible to the position of teacher, or superintendent of public schools therein, or in any union school or superintendency union or district in which his town participates.***

Response to WTA Proposal 52:

- a. Employer to annually provide information on state sponsored reimbursement

Reject.

- b. Reimbursement for tuition-

Reject and maintain the current language in Article 18.

- c. Employer will provide bargaining unit members access to district resources regarding student financial aid and college admissions

Reject.

- d. Employer provide 1-MTEL course at no cost to employee.

Reject.

- e. The Employer shall provide access to complete teaching practicum.

Counter Proposal;

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 allows for the employee to complete the practicum in their current status as a paid employee and if the practicum does not cause the school district to incur any cost to cover any duty or assignment otherwise covered by the employee.

- f. Hiring Preference

Counter Proposal:

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 teaching positions. The final decision to hire is at the discretion of the Employer and not subject to grievance or arbitration.

- g. Preservation of Seniority.

Counter Proposal:

Bargaining unit members who have requested and been approved for a one (1) 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 (1) year leave of absence.

- h. ESP returning to ESP Position.

ESP bargaining unit members who move into a teaching position within the school district shall have a right to return to the any point in the ESP bargaining unit at any point prior to earning professional teacher status.

Reject.

- i. Bargaining unit members maintaining Seniority and Years of Service.  
Bargaining unit members who move into a teaching position within the school district shall maintain their years of service earned during their time as paraprofessional for the purposes of seniority and salary scale placement.

Reject,

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 ESP unit not specifically addressed is rejected at this time.

## **WINTHROP SCHOOL COMMITTEE PROPOSALS**

### **ARTICLE 2**

Amend Section 1 to provide for the following wage increases:

See Attachment A

### **ARTICLE 7 Work Year and Work Day**

Amend section 1 to provide a work year of one hundred and eighty -three (183) days.

### **ARTICLE 14 Insurance**

Amend Section 1 to read as follows:

As long as the Town of Winthrop agrees to pay ~~85%~~ *a portion* 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.

**ARTICLE 28 Duration**

Amend the dates to reflect the agreement reached.

# Attachment A

Year 1	2025-2026	3%	Steps 1-6
Year 2	2026-2027	3%	Steps 1-6
Year 3	2027-2028	3%	Steps 1-6

