February 11, 2026

COUNTER PROPOSALS OF THE
WINTHROP SCHOOL COMMITTEE
TO
WINTHROP TEACHERS' ASSOCIATION
(Teachers Unit)

The Winthrop School Committee (WSC) has made a comprehensive wage/compensation proposal to the Winthrop Teachers Association (WTA). The attached counter proposal on Paid Parental Leave is submitted to the WTA with the understanding that if the WTA does not accept this proposal as is the WSC reserves the right to modify the wage/compensation proposal, the Paid Parental Leave proposal or both.

Article 23 Family Medical Leave and Parental Leave

PARENTAL LEAVE

Full time male or female teachers will be eligible for *unpaid* parental leave if he/she has completed an initial probationary period of his/her employment (not to exceed three months) or if there is no probationary period after three (3) consecutive months of work. Part-time employees are not entitled to parental leave.

A teacher may use parental leave for the purposes of caring for a child after: (1) the child's birth; (2) the child's adoption if the child is under the age of 18 (or 23 if the child is mentally or physically disabled); or (3) the child's placement pursuant to a court order.

A teacher is entitled to eight (8) weeks of unpaid parental leave unless two employees are the parents of the same child in which case they are entitled to an aggregate of eight weeks. ~~The parental leave is unpaid although the employee may use accrued sick leave if applicable.~~

If the teacher is eligible for both parental leave and family medical leave and the reason for the leave is covered by both statutes the leave shall run simultaneously. Teachers taking parental leave shall not be required to take paid leave if they have paid leave available but may do so if they choose and are otherwise eligible.

~~An employee is required to provide at least two (2) weeks' notice of the anticipated start date of the leave. If for reasons beyond the teacher's control two (2) weeks is not feasible the teacher is required to give notice as soon as practical.~~

Documentation: A teacher shall provide documentation to substantiate any leave due to the placement of a child for adoption, placement of a child under any court order, including foster care, state custody, or custody of another parent or guardian. Documentation must be provided within fifteen (15) calendar days of the employer's request. Failure to provide such documentation will result in a denial of the leave request until the teacher provides the requested documentation.

Notice: The teacher shall give at least two (2) weeks' notice to the district of the anticipated date of departure and the teacher's intent to return to work, or the teacher will provide notice as soon as practicable if the delay is for reasons beyond the individual's control ("as soon as practicable" generally means at least verbal notice within one or two business days of learning of the need to take MPLA leave). The teacher shall first notify, in writing, the Superintendent of Schools or the Superintendent's designee regarding the leave request by providing sufficient information for the Superintendent or the Superintendent's designee to reasonably determine whether the MPLA may apply to the leave request.

Conflicts With Family Medical Leave Act - The Family Medical Leave Act, as amended by the regulations of 2013, shall prevail if there is any conflict between the Act and this policy.

To the extent that M.G.L. Chapter 149, Section 105D, Parental Leave Act, provides greater family or medical leave rights than the Family Medical Leave Act of 1993, then M.G.L. Chapter 149, Section 105D shall prevail.

Non-Birthing Parent:

An eligible Non-Birthing Parent shall be entitled to a combined total of twelve (12) weeks of unpaid leave under the FMLA and Parental Leave law. The leave will be unpaid unless the teacher qualifies under the language below. The leave under both laws will run concurrently.

FOR EMPLOYEES WHO HAVE COMPLETED 2 FULL YEARS OF SERVICE

Beginning July 1, 2026 (FY27), during an approved eight (8) consecutive weeks of Parental/FMLA Leave, the non-birthing parent, who has completed two (2) full years of service to the Winthrop Public Schools shall be compensated at 100% of the employee's regular compensation without utilizing the employee's accrued sick or personal time for the first ten (10) consecutive days of leave. The non-birthing parent may utilize an additional 15 consecutive days of their accrued sick and/or personal time as provided in the next paragraph.

During approved Parental/ FMLA leave the non-birthing parent may utilize up to 15 consecutive days of their accrued sick and/ or personal time is eligible for 8 weeks of parental leave within the first year after the birth of their child provided the teacher gives the School Department with as much notice as possible but no less than two (2) weeks' notice of the need for the leave.

The remaining days of leave will be unpaid time.

Birthing Parent:

An eligible Birthing Parent shall be entitled to a combined total of twelve (12) weeks of unpaid leave under the FMLA and Parental Leave law unless the teacher qualifies under the language in the paragraphs below. The leave under both laws will run concurrently. The weeks of the summer break are not included as part of the 12 weeks of leave as the calendar is paused.

<u>FOR EMPLOYEES WHO HAVE COMPLETED 2 FULL YEARS OF SERVICE</u>

Beginning July 1, 2026 (FY27) an employee who has completed 2 full years of service to the Winthrop Public Schools shall be compensated at 100% of the employee's regular compensation without utilizing the employee's accrued sick or personal time for the first ten (10) consecutive days of leave. Forty (40) additional days of accrued sick/personal time will be used during leave weeks 3-10. Weeks 11-12 will not be eligible for pay. Any sick leave and personal days used under this section must run consecutively within the twelve (12) week leave.

A Birthing Parent, with less than two (2) full years of service, may access accrued sick time or personal time on days that school is in session. The use of sick time shall begin immediately after birth. If the child is born in June, the eight (8) weeks begin immediately after birth and may continue in September. If the child is born during the summer recess, the eight (8) weeks will start at the beginning of school in September.