Contract Proposals

The following document provides a detailed overview of the collective bargaining proposals currently under discussion between the WSC and the WTA. This snapshot is intended for public awareness and includes summaries of the proposals, the School Committee's responses, and the current status of each item (e.g., Open, Denied, or Tentative Agreement). Updated: 3/10/26

Note: In this document, Union Proposals are identified as **“UP”** & the School Committee as **“SC.”**

Compensation Proposals

The compensation proposals represent the most significant financial considerations in the collective bargaining process.

UP 1: Teacher Compensation

WTA Proposal: 14-19% Salary Increase: A cumulative raise of up to 19%, depending on the step, over 3 years, costing approximately $4M.

SC Response: $1M+ Package. The SC offered a total of $1,061,494 over 3 years:

Year 1: 3%, **Year 2**: Steps and 2%, **Year 3**: 2%

Status: Open

UP 2: ESP Compensation

WTA Proposal: Base Salary Floor: Increase starting pay to $35,000 and top pay to $50,000 (approx. 44% increase) to provide a living wage. The Union's proposal would likely cost the district between $1.8 million and $2.5 million over the 3 years.

SC Response: 3% Annual Raises. The SC proposed 3% yearly increases (Steps 1-6), ~$200k.

Status: Open

UP 3: Secretary Compensation

WTA Proposal: New Pay Scale: A new salary structure reaching up to $70,054 by Year 3 to reflect cost of living (an approximate 36% total increase).

SC Response: A 3% increase each year, plus the addition of a new "Step 9" to the top of the scale.

Status: Open

UP 4: Nurse Compensation

WTA Proposal: Teacher Scale Alignment: Eliminate the separate "Nurse Salary Scale" entirely. Move the nurses currently on that scale (those without Bachelor's degrees) to the Teacher Salary Scale

SC Response: The SC proposed targeted step increases to bring salaries to approximately $68,000, but maintain separate pay scale. Year 1: Add new step 8 at $64,000 Year 2: Add new step 9 at $68,000 Year 3: 3% GWI Step 9

Status: Open

UP 5: Academic Credentials (Teachers/Nurses)

WTA Proposal: Credits earned for the initial Masters degree beyond the initial thirty (30) credits may be used for further advancement along the pay scale

SC Response: Hold.

Status: Hold

Stipends and Substitute Differentials

These proposals address compensation for additional duties and coverage, and its impact on staffing and financial planning.

Proposal #	WTA Proposal	SC Response	Status
UP 6	**Stipend Clean Up (Teacher):** Form a joint committee to review and update all stipend positions and pay rates.	Agreed	TA (Agreed)
UP 7	**Sub differentials (ESP):** Increase Rate: Raise the hourly rate for ESPs who substitute teach to $40.00/hour. Currently $20	*Counter*: SY26-27, this rate will be increased to $21.00/hour, SY27-28, increase to 23.00/hour.	Open
UP 8	**Sub differentials (Secretaries):** Coverage Rate: Set a rate of $40.00/hour for secretaries providing coverage.	Under review as this is not currently in the contract	Open
UP 9	**Salary Scale Placement, (Nurses):** Placement Credit: Grant full credit for prior nursing experience when placing new and current hires on the salary scale.	This would result in a large increase in the current nursing budget	Rejected

Leave & Benefits Proposals

These proposals address employee leave policies, family care provisions and benefit structures.

Proposal #	WTA Proposal	SC Response	Status
UP 10	**Leave Equity: Teachers:** Allow 1st year teachers full access to all 14 sick days on the 1st day of school. **ESP/Nurses/Secretaries**: Standardize the accumulation limit of Sick Days to 200 days for ESPs and Nurses (previously 170 ESP, 182 Nurses), and 240 days for Secretaries (200 in current contract).	*Counter-proposal*: 1st teachers will receive 10 sick days on their 1st day and the remaining 4 sick days on their 91st day. If a teacher leaves mid-year, the district will deduct unearned sick pay from their final check. *TA Partial (Teachers)*. Other units are ongoing.	TA (Partial)
UP 11	**Paid Parental Leave:** All employees are eligible for up to one year of parental leave following the birth, adoption, or placement of a child, regardless of whether they are a birth or non-birth parent. The first 12 weeks are fully paid, the next 12 weeks are unpaid (with the option to use sick time), and any remaining leave is unpaid.	*Counter:* Two weeks of 100% district-paid leave for both birthing and non-birthing parents that does not touch accrued sick time. Employees can then use their accrued sick time for extended coverage (up to eight weeks). The final two of 12 weeks will be unpaid.	Open
UP 12	**Family Sick Leave:** Allow employees to use their own sick days to care for ill family members.	Partial Agreement (Nurses)	TA Partial (Nurses)
UP 13	**Bereavement:** Expanded Leave: Add leave for pregnancy loss and non-consecutive days for funerals.	*Counter Tentative Agreement*: Includes household members, miscarriage/stillbirth and 2 days for spouse's grandparents.	TA (Teacher & ESP)
UP 14	**Sick Bank Use:** Allows employees to access the Sick Leave Bank to care for a family member.	The SC opts to keep bank usage to the employee's own medical needs.	Rejected

Religious Holidays, Sick Bank and FMLA

These proposals address religious observance, use of sick leave, family medical leave and scheduling practices.

Proposal #	WTA Proposal	SC Response	Status
UP 15	**Religious Holidays:** Grant 3 paid days for religious holidays that are not deducted from personal/sick time.	*Counter*: Employees can use 3 existing personal days for religious observance, with no impact on sick leave and advance notice required.	Open
UP 16	**Sick Bank Retirement:** Automatically donate any accrued sick days that exceed the individual cap to the shared Sick Leave Bank.	This proposal would expand the use of sick bank time and have a long-term financial impact.	Rejected
UP 17	**Paid FMLA for Family Care:** Allow use of accrued sick time to receive pay during Family Medical Leave (FMLA) for family care.	Rejected based on Prop 12 which allows staff to use sick days for short-term family illness. Sick leave is primarily accrued to protect the employees health and income. Using it for long-term family care leaves employee vulnerable to extenuating circumstances and creates staffing issues.	Rejected
UP 18	**Juneteenth (ESP & Secretary):** Recognize Juneteenth as a paid holiday for ESPs and Secretaries.	Reject. There are no paid holidays in an ESP contract. ESPs are paid based on working a specific number of days per year; if school is closed for the holiday under state law, it is treated as a non-work/non-pay day rather than a paid holiday.	Rejected
UP 19	**Half Day Equity (Secretary):** Secretaries to be released early on a half-day (without loss of pay) on any day where ESPs are granted a half-day.	Operational Impact. Reduces office coverage and administrative support during operating hours. This would equate to additional paid time for hours not worked.	Rejected

Workload & Professional Practice

Workload and professional practice proposals address teacher and staff working conditions, including overtime compensation, classroom setup time, class size limits and preparation time.

Proposal #	WTA Proposal	SC Response	Status
UP 20	**Overtime Report Writing (Teacher/Nurses):** Pay 2x the hourly rate for report writing that cannot be completed during the school day.	This is an uncapped liability and could have a major impact on the budget.	Rejected
UP 21	**Classroom Set Up (Teacher/Nurses):** Paid Setup: Pay for 12 hours of classroom setup time in August before school starts.	*Counter:* All teachers shall be provided with a total of three (3) hours of time within the first two (2) days of a contractual school year, during the workday.	Open
UP 22	**Class sizes, General Education (Teacher):** Hard Caps: Enforce strict limits (20-30 students) for general education classes.	While the SC shares the goal of small classes, "hard caps" are a rigid mechanism that creates financial instability. Class size is variable year-to-year. Just one student would require a new hire and to split classes.	Open
UP 23	**Class sizes, Special Education (Teacher):** Proposed classroom limits (see proposals) and caseload overage: Pay a $2,000 stipend if Special Education class sizes/caseloads exceed limits.	Fixed limits on class sizes and caseloads would affect classroom space, staffing levels and long-term budget planning. Special education staffing is already governed by state and federal regulations.	Open
UP 24	**Related Service Provider Caseload (Teacher):** Service Providers: Set caseload limits for specialists (OT, PT, Speech, etc.).	Operational Impact. Restricts scheduling and service delivery flexibility. This could also force us to hire expensive agency contractors to cover small overages.	Open
UP 25	**Elementary Prep Time (Teacher):** Guarantee 300 minutes of prep time per week, 1 hour per day vs. 45min each day for K-5 teachers.	Elementary teachers are with their class all day. To meet this requirement, the district would need to find an additional 1 hour and 15 minutes of non-teaching time per week for every elementary teacher.	Rejected

Professional Development and Coverage

Proposal #	WTA Proposal	SC Response	Status
UP 26	**Teacher-Directed:** Mandate that 60% of common planning time be directed by teachers, not admin. Does not require all teachers to be in same room.	*Counter:* School districts rely on collaboration. A maximum of 40% Teacher-Directed time. *3 Days*: Principal/Admin Directed (Curriculum, Data, etc.). *1 Day*: Teacher Directed. *1 Day*: Jointly agreed (Principal-led unless the Team requests a specific topic).	Open
UP 27	**Professional Development Time**: Allocate dedicated work hours for completing mandated trainings.	*Counter for ESPs*: ESP's will be required to stay the whole day. Secretaries: SC will provide training when there are specific upgrades to software or policies that impact their work.	Rejected
UP 28	**Interventionist & Counselor Subbing (Teacher)**: Specialists (e.g., Reading) & counselors should only sub for classrooms in "extreme circumstances."	Tentative agreement is in process.	TA (Agreed)
UP 29	**Lead ESP (ESP)**: Extend the term of the position from one year to two years to provide greater job stability and continuity for the role.	Agreed.	TA (Agreed)

Labor Relations, Communication & Workplace

These proposals focus on union rights, communication protocols and collaborative decision-making processes between the union and administration.

Proposal #	WTA Proposal	SC Response	Status
UP 30	**Union President Release Time**: Grants a non-teacher union president 1 hour/day for union business.	Agreed	TA (ESP, Nurse, Secretary)
UP 31	**Union Orientation**: Requires scheduled meeting time for union leadership with staff, including sessions before the school year, during new hire orientation and for mid-year hires, held without management present.	Agreed	TA (Agreed)
UP 32	**Union Rights**: Allows the union to communicate with members at work and electronically, post notices, hold meetings during non-work time, and receive necessary employee information	Partial Agreement (Nurses)	TA Partial (Nurses)
UP 33	**Curriculum Committees (Teacher)**: Proposed mandating the establishment of committees whenever major changes are considered, requiring that teachers be notified and solicited for membership prior to the review process.	Counter Tentative Agreement is reached, establishing a process for teacher input while ensuring the Administration retains final authority over curriculum decisions.	TA (Agreed)
UP 34	**Calendar Consultation**: Require the Superintendent to provide the Union President with a copy of the proposed school calendar by April 1st of each year and meet to receive the Union's input and feedback prior to the School Committee's final vote.	*Counter:* 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 and SC. Tentative agreement is in process.	TA (Agreed)
UP 35	**Safety Committee**: Establish a Joint Safety Committee to review protocols.	*Counter:* The SC acknowledges the obligation to provide a safe environment but rejected the requirement to form a standing committee. Partial Agreement (Teacher)	TA Partial (Teacher)
UP 36	**Professional Development**: Requires the District to consult with the Union regarding professional development offerings.	*Counter:* The SC agrees that teachers can make a request to attend alternate PD trainings, but the decision ultimately remains with the Principal.	TA (Agreed)

Professional and Operational Proposals

These proposals address workplace policies, communication practices and operational procedures that affect school climate, compliance, and daily administration

Proposal #	WTA Proposal	SC Response	Status
UP 37	**Respectful Work Environment**: Add a statement guaranteeing dignity and respect in the workplace.	Agreed	TA (Partial)
UP 38	**Discipline Referral** : Administrators must respond to discipline referrals within one day and notify impacted staff of corrective actions.	*Counter (Teacher)*: The administrator has (2) days to respond and will provide the referring teacher with necessary information so long as it does not violate student's federal privacy laws (FERPA).	Open
UP 39	**Job Description Committee**: Establish a committee to create/update job descriptions.	The item is currently open for discussion regarding the committee structure.	Open
UP 40	**Response Time**: Requires all admin to respond to staff communication within 5 school days.	Agreed	TA (Agreed)
UP 41	**Preschool Preference**: Grants children of employees preference for admission into the Little Vikings Preschool program.	The SC cannot agree to displace Winthrop residents to prioritize staff children for limited preschool seats.	Rejected

Professional and Operational Proposals

Proposal #	WTA Proposal	SC Response	Status
UP 42	**School Committee Seat**: Union requests a non-voting seat on the School Committee.	Rejected. Committee membership is determined by the Town Charter and public election, not collective bargaining.	Rejected
UP 43	**Academic Freedom**: Protect professional judgment in teaching methods.	Denied to ensure consistency in student learning experiences. Broad academic freedom undermines the District's ability to mandate horizontal alignment and enforce adherence to state standards.	Rejected
UP 44	**PD Access**: Ensure equitable access to professional learning for all staff.	Discussion is on hold.	Rejected
UP 45	**Meeting Time**: No meetings to be scheduled within 10 mins of the start of the day.	Tentative agreement for secretary & ESP units.	TA (ESP & Secretary)
UP 46	**Transfers**: Involuntary transfers must follow reverse seniority unless a senior employee volunteers, with 30 days' written notice.	Item remains under discussion, particularly regarding the operational impact on Special Education (SPED) staffing.	Open
UP 47	**Early Release**: Teachers may not be required to stay more than 10 minutes after dismissal on Fridays or before holidays, unless duties require it.	Currently on hold for further discussion.	Open

Hiring, Retention & Advancement

Proposal #	WTA Proposal	SC Response	Status
UP 48	**Stipend**: $2,000 annual stipend for bilingual staff members.	*Counter:* $1,000 offered specifically to Secretaries for Spanish, Portuguese, Arabic, or Albanian fluency.	TA (Partial)
UP 49	**Bilingual Incentive**: Recruitment incentive proposing that new hires who are bilingual be credited with one additional step on the salary scale upon their initial	Denied due to unforeseen impact on the budget.	Rejected
UP 50	**WPS Alumni Incentive**: New hires who are graduates of Winthrop Public Schools shall be credited one additional step upon initial placement on the salary scale.	Denied.	Rejected
UP 51	**Bilingual Job Postings**: Job postings must be published in both English and Spanish.	Agreed.	TA (Agreed)
UP 52	**Para to Teacher Pipeline (ESP)**: Establish a comprehensive program to support Paraprofessionals (ESPs) in becoming certified teachers. The proposal requested financial support (tuition reimbursement and MTEL prep courses) and operational support (paid leave for student teaching and hiring preference for internal candidates).	*Counter Tentative Agreement*: The SC rejected funding for tuition and test prep but agreed to use best efforts to support student teaching during work hours at no cost and to give hiring preference to ESPs with 5+ years of service unless a clearly more qualified external candidate applies.	TA (Agreed)
UP 53	**Alignment of Contracts**: Align language and provisions across all four union contracts.	Currently under discussion.	Open
UP 54	**Contract Revisions:** Create joint committee to fix errors and formatting in contracts.	Currently under discussion.	Open
SC 1	**ESP Work Year (ESP)**: Increase ESP work year to 183 days (matches teachers). Adds 1 additional day of salary.	Rejected by WTA.	Rejected
SC 2	**Contract Insurance Language (ESP)**: SC wants to change "85%" to "a portion" regarding Town insurance contribution.	Rejected by WTA.	Rejected
SC 3	**Direct Deposit (Teacher)**: Requires employees to be enrolled in direct deposit.	Tentative agreement is in process.	TA (Agreed)
SC 4	**Early Release Days (Teacher)**: Changes the language of the contract to be reflective of the school calendar that year.	Rejected by WTA.	Rejected
SC 5	**Out of District Placement (Teacher)**: Adds language to the contract defining the application process, cost responsibility and limits.	Tentative agreement is in process.	TA (Agreed)