

# Winthrop Public Schools Collective Bargaining Update

A summary of current negotiations,  
compensation proposals and the district's fiscal outlook.



Updated: March 18, 2026

# Our Commitment to a Fair Agreement



The Winthrop School Committee is committed to reaching a fair and sustainable collective bargaining agreement that reflects our deep appreciation for the professionals who serve our students every day.

We value every member of the Winthrop Public Schools community — including teachers, educational support professionals, nurses, secretaries, custodians and cafeteria staff.

During negotiations, the Winthrop Teachers Association (WTA) identified three primary priorities:

- **Compensation for veteran teachers**
- **Paid parental leave**
- **Educational Support Professional (ESP) wages**

The School Committee is working collaboratively with the union to address these concerns while maintaining a fiscally responsible plan that protects staffing, programs and long-term district stability.

# Where Negotiations Currently Stand



The School Committee and the WTA have been negotiating since May 2025. The following reflects the status of proposals discussed during bargaining.

## Progress So Far

30 Tentative Agreements Reached

11 Union Proposals Withdrawn

1 School Committee Proposal Withdrawn

## Still Under Negotiation

31 Union Proposals

2 School Committee Proposals

## Next Steps

March 18, 2026: School Committee presents wage counter proposals.

March 25, 2026: Next Bargaining Session (tentative)

The **following slides focus on wages and paid parental leave**, which have been identified by the WTA as priority issues.

In addition to these topics, the School Committee and the WTA have been **negotiating 54 additional proposals covering a range of contract provisions.**

The School Committee remains open to multiple subcommittee meetings per week to expedite the negotiation process.

# Teacher Wage Proposals (March 2026)

On March 4th the WTA presented the following wage proposals to the Committee.

On March 18th the School Committee presented three different options as a counter proposal.

Proposal	Duration	Strategy	Total Cost
<b>WTA Union Proposal</b>	4 Years	Stepped GWI by position: Step 1: 3.0%, Steps 2-3: 3.5%, Steps 4-5: 4.0%, Steps 6-7: 4.5%, Step 8: 5.0%	Year 1: \$700k Year 2: \$1.166M Year 3: \$1.175M Year 4: \$1.220M
<b>SC Option A</b>	3 Years	3% across the board for all steps	~ \$2.2 M
<b>SC Option B</b>	3 Years	Step 1: 1.9% Increase each year Steps 2 & 3: 2.2% Increase each year Steps 4 & 5: 2.5% Increase each year Step 6: 2.75% Increase each year Step 7: 3% Increase each year Step 8: 3.5% Increase each year	
<b>SC Option C</b>	3 Years	2% across all steps each year + New top step in Year 2 (4.8% increase) + New top step in Year 3 (4.8% increase)	

## Proposal Summary

The School Committee offered three wage options to address the union's primary concerns and find common ground.

Currently **108 teachers (55%)** are at or approaching the top salary step.

**Option C proposal** aims to address the Union's primary concern for Veteran teachers by:

- Adding new top steps to the salary schedule
- Providing continued career salary growth

# Initial Wage Proposals (Sept/Oct 2025)

At the beginning of negotiations, both sides presented initial wage proposals outlining their priorities.

While the School Committee and the WTA share the goal of fair compensation, our fiscal realities differ.

The WTA's initial proposal would cost approximately **\$3.9 million over three years.**

The School Committee's counter proposal would cost approximately **\$2.2 million**, focusing on:

- Cost-of-living increases
- Additional salary steps
- Sustainable long-term budgeting that avoids layoffs.

## Initial Wage Proposals

Feature	Union Proposal (WTA)	District Proposal (WSC)	Difference
<b>Strategy</b>	Market Correction (Reach top of region)	Standard COLA + Structural Change	Union: Top regional salaries District: Competitive + sustainable
<b>Year 1 Increase</b>	~4.9% \$1M	3.0% +\$460K	+1.9% more
<b>Year 2 Increase</b>	~4.9% \$1.4M	2.0% +\$890K + 4 New Steps Added	+2.9% more (but fewer steps)
<b>Year 3 Increase</b>	~4.9% \$1.5M	2.0% +\$849K	+2.9% more
<b>3-Year Total Growth</b>	14.86% - 19.23% (depending on step)	7.0% (cumulative)	+7.86% - 12.23% more
<b>Salary Structure</b>	Maintains 8 steps	Elongates to 12 steps in Year 2	District: 50% more growth steps
<b>Total Difference</b>	<b>\$3.9M</b>	<b>\$2.2M</b>	<b>Gap: \$1.7M</b>

# Understanding the District's Financial Constraints

All compensation proposals must be evaluated within the district's long-term budget outlook.

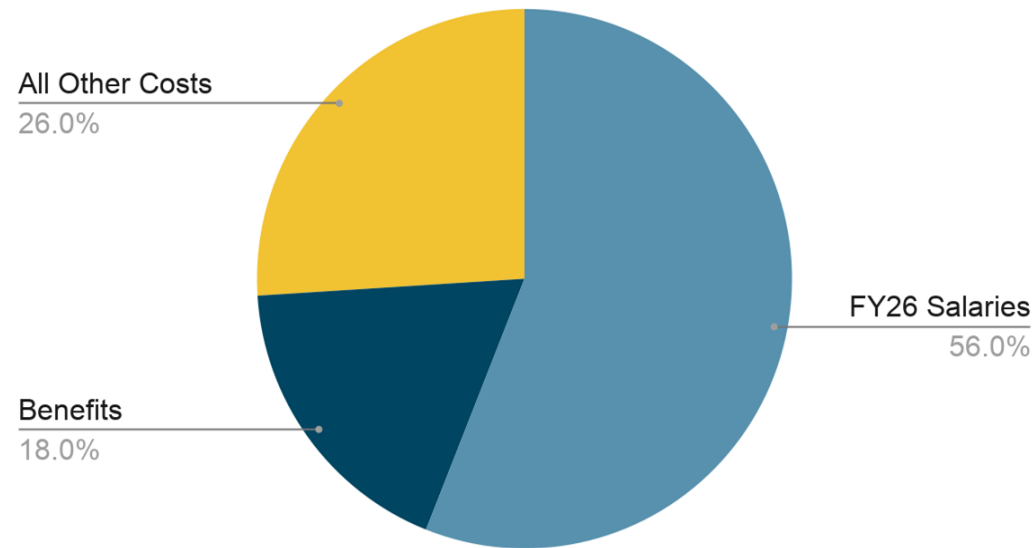
The following slides provide an overview of Winthrop Public Schools' projected financial picture.



# How the School Budget Is Spent

School district budgets are primarily made up of personnel costs required to operate schools.

## FY25-FY26 WPS School Budget



**Approximately 74% of the school budget directly supports salaries and employee benefits for the staff who serve Winthrop students.**

# Annual Incremental Cost of SC Counter Proposals

This table shows the total annual cost of the School Committee's counter proposals, combining all units and proposal areas into one overall fiscal impact.

Proposal Estimated Cost	Staff #	2025 -2026	2026-2027	2027-2028
Teacher Wages	197	\$ 470,000	\$ 880,000	\$ 850,000
ESP Wages	72	\$ 67,000	\$ 136,000	\$ 148,000
Secretary Wages	11	\$ 16,200	\$ 18,000	\$ 18,700
Nurse Wages	2**	\$ 14,508	\$ 8,000	\$ 4,080
Paid Parental Leave		\$ -	\$ 184,000	\$ 184,000
Other *			\$ 50,000	\$ 50,000
<b>Total</b>		<b>\$567,708</b>	<b>\$1,276,000</b>	<b>\$1,254,780</b>

**Total Impact: \$3.1M over 3 years**

**\*Additional proposals with fiscal impact include:**

Leave Equity (All Units), Family Sick Leave (Nurses), Preschool Preference, Stipend Cleanup (Teachers), Out-of-District Payment, & Sub Differential (ESP)

\*\* 3 nurses are on the teacher scale, so the FI is included in teacher wages

# Winthrop Public Schools Budget Outlook (FY25–FY28)

**Even with the override and stabilization funds, the district’s projected surplus declines rapidly and becomes a \$208k deficit by FY28.**

Revenue	SFY 25	SFY 26	SFY 27	SFY 28
Budget Allocation from Town*	\$ 36,141,805	\$ 40,150,842	\$ 41,355,367	\$ 42,596,028
Stabilization	\$ -	\$ 1,450,000	\$ 1,450,000	\$ 1,450,000
Grants/Revenue	\$ 3,880,303	\$ 2,777,099	\$ 2,777,099	\$ 2,777,099
<b>Total Revenue</b>	<b>\$ 40,022,108</b>	<b>\$ 44,377,941</b>	<b>\$ 45,582,466</b>	<b>\$ 46,823,127</b>
Expenses				
Staff Salary (ongoing cost)	\$ 22,005,648	\$ 22,901,128	\$ 23,359,151	\$ 23,826,334
CBA Increase	\$ -	\$ 668,677	\$ 1,289,968	\$ 1,207,778
Staff Insurance (GIC)	\$ 3,739,453	\$ 4,497,998	\$ 4,947,798	\$ 5,442,578
Other expenses	\$ 12,154,404	\$ 13,681,716	\$ 15,049,888	\$ 16,554,876
<b>Total Expenses</b>	<b>\$ 37,899,505</b>	<b>\$ 41,749,519</b>	<b>\$ 44,646,804</b>	<b>\$ 47,031,566</b>

## Projected School Budget Outlook

- FY26 Surplus: \$2.6M
- FY27 Surplus: \$935K
- **FY28 Projected Deficit: \$208k**

## Major Cost Drivers

Employee health insurance costs increased \$760,000 (20%) between FY25 and FY26.

District expenses are growing approximately 14% increase between SFY 25 and SFY26.

**This budget projection assumes ongoing expense cost growth of 10%.**

\*The town allocation for FY26, FY27, FY28 are estimates. Exact amounts will not be known until the town finalizes its budget each year.

# Winthrop's Health Insurance Contribution

Teacher compensation includes both salary and benefits. Winthrop contributes 85% of employee health insurance costs, which is significantly higher than many neighboring districts. Because employees pay a smaller share of premiums, their take-home pay is often higher than districts with larger base salaries.

**Estimated annual family savings: \$2,177 – \$3,324**

**Equivalent to a 2.5% – 4% salary advantage.**

INDIVIDUAL COVERAGE								
District	District Coverage %	Total Monthly Cost	District Pays (Monthly)	Teacher Pays (Monthly)	District Pays (Annual)	Teacher Pays (Annual)	District Investment	Teacher Burden
Winthrop	85%	\$860	\$731	\$129	\$8,772	\$1,548	HIGHEST	LOWEST
Beverly	80%	\$1,120	\$896	\$224	\$10,752	\$2,688	\$-165 less	+\$95/mo
Gloucester	75%	\$859	\$645	\$215	\$7,734	\$2,578	\$86 less	+\$86/mo
Marblehead	83%	\$1,091	\$906	\$186	\$10,871	\$2,227	\$-175 less	+\$57/mo
Swampscott	73%	\$859	\$627	\$232	\$7,528	\$2,784	\$104 less	+\$103/mo
FAMILY COVERAGE								
District	District Coverage %	Total Monthly Cost	District Pays (Monthly)	Teacher Pays (Monthly)	District Pays (Annual)	Teacher Pays (Annual)	District Investment	Teacher Burden
Winthrop	85%	\$2,060	\$1,751	\$309	\$21,012	\$3,708	HIGHEST	LOWEST
Beverly	80%	\$2,930	\$2,344	\$586	\$28,128	\$7,032	\$-593 less	+\$277/mo
Gloucester	75%	\$2,061	\$1,546	\$515	\$18,550	\$6,183	\$205 less	+\$206/mo
Marblehead	83%	\$2,885	\$2,394	\$490	\$28,730	\$5,885	\$-643 less	+\$181/mo
Swampscott	73%	\$2,061	\$1,505	\$557	\$18,056	\$6,678	\$246 less	+\$248/mo

# Winthrop Teacher Benefits vs. Peer Districts

	Winthrop	Gloucester	Swampscott	Beverly	Marblehead
<b>District's Contribution to Health Insurance</b>	85%	75%	73%	80%	83%
<b>Sick Days</b>	14 days	17 days	12 days	15 days	15 days
<b>Personal Days</b>	3 days	3 days	3 days	3 days	2 days
<b>Parental Leave</b>	Up to 12 weeks <b>Proposed by SC: 10 days paid by district, 10 weeks from accrued sick time for birthing parent.</b>	12 weeks 10 days paid by district; remaining 50 days split (50% paid by district 50% sick/personal time)	Up to 12 weeks If employed for 3 years, 10 days paid by district. FY27 15 days. FY28 20 days. Remaining is use of sick time	12 weeks paid 6 weeks paid by district. May use sick time for the remaining 6 weeks.	4 Weeks paid Can use sick time only
<b>Tuition Reimbursement</b>	90% tuition at Salem State tuition rate (up to 9 credits per year) ~\$4,183 at \$465/credit	Full tuition cost of 2 courses (3 credits per course)		80% tuition reimbursement for Salem State (up to 6 credits)	75% tuition reimbursement (1 course) + \$135
<b>Average Elementary Class Size</b>	21-22	23-24	18-24	23-24	18-22

# Key Facts About Winthrop Teacher Compensation

Contract is based upon 183 workdays, 7 hours each day



**14 sick days per school year**



**3 personal days per year**



**Up to 12 weeks paid parental leave**

\* 2 weeks funded by district  
10 weeks from accrued sick time for birthing parent



**District pays 85% of health insurance costs**



**90% tuition reimbursement for tuition and fees**

up to nine credits per year



**Longevity Pay**

Starts after 13 years of service  
\$1,100/ 13 years,  
\$1,400/ 20 years,  
\$1,700/ 25 years,  
\$2,500/ 30 years

## **Key Takeaways**

- Winthrop offers one of the highest health insurance contributions (85%) among peer districts
- Competitive sick/personal days
- High tuition reimbursement: 90% for up to 9 credits (\$4,183 value)
- Proposed parental leave competitive with regional standard
- Strong longevity pay for our veteran teachers.

*\*Proposed by School Committee, not yet adopted*

# Winthrop Teacher Salary Distribution FY25-FY26

Salary Range	Number of Teachers	Percentage
\$50K – \$54,999	2	1.0%
\$55K – \$59,999	3	1.5%
\$60K – \$64,999	18	9.2%
\$65K – \$69,999	15	7.7%
\$70K – \$74,999	12	6.2%
\$75K – \$79,999	11	5.6%
<b>\$80K – \$84,999</b>	<b>24</b>	<b>12.3%</b>
<b>\$85K – \$89,999</b>	<b>62</b>	<b>31.8%</b>
\$90K – \$94,999	4	2.1%
<b>\$95K – \$99,999</b>	<b>42</b>	<b>21.5%</b>
\$100K – \$104,999	2	1.0%

**Most of our educators are experienced professionals, not entry-level staff. Over half of Winthrop teachers are at or approaching the top salary steps.**

- **Avg. Salary:** \$83,265
- **Median Salary:** \$87,664
- **Total Teachers:** 197
- **Bachelor Teachers:** 25
- **Masters Teachers:** 90 (most at Step 7)

*\*Based on proposed 3% COLA Increase proposed by School Committee*

# Peer District Salary Comparison

## Various steps and lanes in comparison with peer districts.

Most teachers spend their careers moving up salary steps (through additional years of service) and across lanes (through additional credits).

- STEPS represent years of experience. Typically, an employee moves one "Step" for every year they work, which creates an automatic pay increase.
- LANES are determined by the educational level or credit equivalency attained by the teacher.

Bachelor					Masters				
District	Starting (Step 1)	Mid-Career (Step 5)	Maximum	Years to Max	District	Starting (Step 1)	Mid-Career (Step 5)	Maximum	Years to Max
Winthrop	\$54,777	\$72,960	\$80,023	6	Winthrop	\$58,754	\$76,854	\$87,664	7
Marblehead	\$54,264	\$64,515	\$87,317	10	Marblehead	\$62,925	\$74,488	\$96,815	11
Swampscott	\$57,470	\$69,772	\$74,600	7	Swampscott	\$62,371	\$75,113	\$94,759	11
Beverly	\$58,974	\$70,208	\$84,249	10	Beverly	\$63,691	\$75,824	\$94,021	11
Gloucester	\$58,398	\$70,981	\$79,017	8	Gloucester	\$63,204	\$75,788	\$92,479	10
Bachelor + 15					Masters + 60				
District	Starting (Step 1)	Mid-Career (Step 5)	Maximum	Years to Max	District	Starting (Step 1)	Mid-Career (Step 5)	Maximum	Years to Max
Winthrop	\$56,281	\$74,479	\$81,652	6	Winthrop	\$64,664	\$82,765	\$99,503	8
Marblehead	Not offered				Marblehead	\$67,770	\$79,198	\$101,785	11
Swampscott	\$60,090	\$73,060	\$85,772	9	Swampscott	\$72,651	\$85,469	\$109,537	10
Beverly	\$61,333	\$73,016	\$87,618	10	Beverly	\$73,127	\$87,057	\$107,950	11
Gloucester	Not offered				Gloucester	\$72,810	\$85,397	\$104,268	10

Winthrop Salary based on 3% COLA Increase proposed by School Committee, this compares SFY26 salary schedules  
Full Salary Schedules for Peer Districts in Appendix

# Early-Career Teacher Compensation (Steps 1-5)

A total compensation comparison for a newly certified teacher with a Master's degree across nearby districts.

## 5-Year Compensation Comparison (Masters Degree)

Year	Winthrop Salary	Peer District Average	Salary Difference	With Insurance Included
Year 1	\$58,754	\$63,048	-\$4,294	-\$1,558*
Year 2	\$64,150	\$65,800	-\$1,650	+\$1,086*
Year 3	\$67,181	\$68,600	-\$1,419	+\$1,317*
Year 5	\$76,854	\$75,303	+\$1,551	+\$4,287*
<b>5-Year Total</b>	<b>\$343,793</b>	<b>\$347,751</b>	<b>-\$3,958</b>	<b>+\$9,722*</b>

\* After accounting for health insurance savings of \$2,736/year

## Winthrop Provides Competitive Early-Career Compensation

- 9.2% raise in Year 2 vs. typical 4-5% regionally
- By Year 5, Winthrop salaries surpass the peer district average.
- Step 1 to 6 is \$23k increase
- 39% wage growth, compared to 23-26% across the other districts

## Health Benefits Play a Major Role

- Family plan: Teachers pay \$309/month vs. peer district average \$537/m
- Annual savings: \$2,736
- Equivalent to 4-5% permanent raise

Winthrop Salary based on 3% COLA Increase proposed by School Committee, comparison on SFY 26 salary schedules  
Full Salary Schedules for Peer Districts in Appendix

# Mid-Career Teacher Compensation (Step 7)

A total compensation comparison for a teacher with a Master's degree that has been teaching for 7 years and insures their family through the district.

**How Winthrop Compares at Step 7: Total Compensation (Salary + Benefits)**

District	Step 7 Salary	Family Insurance Cost/Year	Take-Home Pay (After Insurance)	Winthrop Advantage
Winthrop	\$87,664	\$3,708	\$83,956	—
Beverly	\$78,856	\$7,032	\$71,824	+\$12,132
Gloucester	\$83,061	\$6,183	\$76,878	+\$7,078
Swampscott	\$78,379	\$6,678	\$71,701	+\$12,255
Marblehead	\$75,785	\$5,885	\$69,900	+\$14,056

- At Step 7, Winthrop teachers take home **\$7,000-\$14,000 MORE per year than peer districts** (after insurance)
- 64 teachers are currently at Step 7 (33% of our staff), with 43 more approaching it. Over 55% of our staff is benefitting from Winthrop's mid-career salary acceleration.
- 28% salary acceleration during critical mid-career years. Average 7.5% per year. (Steps 4-7)

# Late-Career Teacher Compensation (15 years)

A total compensation comparison for a veteran teacher with 15 years of experience, Masters + 45 credits and family insured through district plan.

## Aggregate Experience Over 15 Years

	Degree/Insurance	Winthrop	Beverly	Gloucester	Swampscott
Year 1	Masters/Single	\$58,754	\$60,659	\$63,204	\$62,371
Year 2	Masters/Single	\$64,150	\$63,691	\$66,124	\$65,638
Year 3	Masters/Single	\$67,181	\$66,724	\$69,190	\$68,810
Year 4	Masters/Single	\$70,122	\$69,758	\$72,411	\$71,841
Year 5	Masters + 15/ Single	\$78,170	\$75,487	\$75,788	\$77,102
Year 6	Masters + 15/ Family	\$84,999	\$78,633	\$79,338	\$80,384
Year 7	Masters + 15/ Family	\$89,096	\$81,778	\$83,061	\$83,658
Year 8	Masters + 15/ Family	\$89,096	\$84,922	\$86,979	\$86,941
Year 9	Masters + 30/ Family	\$96,246	\$91,214	\$91,563	\$91,433
Year 10	Masters + 30/ Family	\$96,246	\$94,471	\$98,917	\$96,716
Year 11	Masters + 30/ Family	\$96,246	\$97,730	\$98,917	\$99,760
Year 12	Masters + 30/ Family	\$96,246	\$100,987	\$98,917	\$100,757
Year 13	Masters + 45 / Family	\$97,860	\$104,468	\$98,917	\$104,582
Year 14	Masters + 45 / Family	\$97,860	\$104,468	\$98,917	\$104,582
Year 15	Masters + 45 / Family	\$97,860	\$104,468	\$98,917	\$104,582
<b>Total Longevity Pay</b>		\$3,300	\$500	\$1,615	
<b>15 Year Total Insurance Cost to Teacher</b>		<b>\$44,820</b>	<b>\$83,760</b>	<b>\$74,725</b>	<b>\$80,703</b>
<b>Total Compensation (pre-tax) over 15 years</b>		<b>\$1,238,614</b>	<b>\$1,195,698</b>	<b>\$1,206,935</b>	<b>\$1,220,069</b>

### Total Career Value:

- Over 15 years we are #1 in take-home pay among peer districts.
- Because Winthrop pays a premium share of health insurance costs, our teachers save \$38,940 over 15 years compared to the peer average. That's \$238 every month.
- Winthrop offers competitive compensation through salary + exceptional benefits no matter what stage of your career.

\*Winthrop Salary based on SC's proposed 3% COLA Increase, SFY 26 Salary Charts Full Salary Schedules for Peer Districts in Appendix

# Support Staff & Contract Modernization



# WTA & WSC ESP Compensation Proposals

An overview of the wage proposals and counters

Proposal	Duration	The Strategy	Structural Changes	Top BA Salary
<b>WTA Initial Proposal (Sept)</b>	3 Years	Restructuring: Year 3 targets: • HQ: \$35K-\$40K • AS: \$40K-\$45K • BA: \$45K-\$50K	<ul style="list-style-type: none"> <li>• Delete ESP lane</li> <li>• Simplify dollar amounts</li> <li>• Focus on salary benchmarks</li> </ul>	\$50,000 (Year 3)
<b>WTA Counter Proposal</b>	4 Years	Stepped GWI by position: • Step 2-3: 3.0-3.5% • Step 4: 4.0% • Steps 5-8: 4.5-5.0%	<ul style="list-style-type: none"> <li>• Delete ESP lane</li> <li>• Delete Steps 1-2 (Years 1-2)</li> <li>• Delete HQ column (Year 4)</li> <li>• Add Steps 7-8</li> </ul>	\$47,332 (Year 4)
<b>SC Original (Oct)</b>	3 Years	3% across all steps and lanes each year	<ul style="list-style-type: none"> <li>• Delete ESP Lane</li> <li>• Maintain all 6 steps</li> <li>• Straightforward COLA</li> </ul>	~\$37,000 (Year 3)
<b>SC Option A: Differentiated by Step</b>	3 Years	<ul style="list-style-type: none"> <li>• 2.5% for Steps 1-3</li> <li>• 3% for Step 4</li> <li>• 3.5% for Steps 5-6</li> </ul>	<ul style="list-style-type: none"> <li>• Tiered increases</li> <li>• Higher increase for top steps</li> </ul>	\$39,536 (Year 3)
<b>SC Option B: Step 6 Acceleration</b>	3 Years	Year 1: 3% all steps Years 2-3: • 3% on Steps 1-5 • 5% on Step 6	<ul style="list-style-type: none"> <li>• Maintain structure</li> <li>• Rewards longevity</li> <li>• Targets topped-out ESPs</li> </ul>	\$40,493 (Year 3)
<b>SC Option C: 3% + Bonus</b>	3 Years	<ul style="list-style-type: none"> <li>• 3% each year</li> <li>• Bonus in Years 2 and 3 \$1,000 for 10+ years \$600 for 6-9.9 years</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain structure</li> <li>• Consistent base increases</li> <li>• Longevity Bonus</li> </ul>	\$38,966 (Year 3)

## School Committee Approach: Sustainable Growth

- Recognizes experience and longevity with higher COLA increase & bonuses
- Provides tiered increases based on step level
- Rewards the nearly ~70% (50 ESPs) projected to be at the Top Step by FY27/28
- Maintains a sustainable salary structure and career pathways

# Current ESP Salary Structure

Current ESP Salary Cost: \$2.2M

## Winthrop ESP Salary Schedule (2025-26)

Based on SC Proposed 3% COLA Increase

Step	H.Q.	A.S.	B.A.
1	\$21,888.53	\$28,883.26	\$30,301.57
2	\$23,498.42	\$30,173.85	\$31,593.19
3	\$24,567.56	\$31,464.44	\$32,885.84
4	\$25,327.70	\$32,769.45	\$34,177.46
5	\$26,526.62	\$34,048.71	\$35,467.02
6	\$27,725.54	\$35,339.30	\$36,728.77

Like teachers, ESP salaries are determined by steps (years of service) and lanes (education level).

**HQ (Highly Qualified)**  
**AS (Associate's Degree)**  
**BA (Bachelor's Degree)**

## ESPs at a Glance

- Educational Support Professionals (ESP) include instructional assistants and other staff who provide direct support to students and teachers
- Contract based on 182 workdays, 7 hours per day (1,274 total hours).
- 57% of ESPs are currently at the top step (FY25/26)
- 49% of ESPs hold a Bachelor's degree
- ESPs earn longevity pay beginning at 10 years

## Longevity Pay Scale FY24/25

Longevity pay is in addition to base salary.

*Example:*  
A 15-year ESP at Step 6 with a BA earns \$36,729 + \$1,200 = \$37,929 annually.

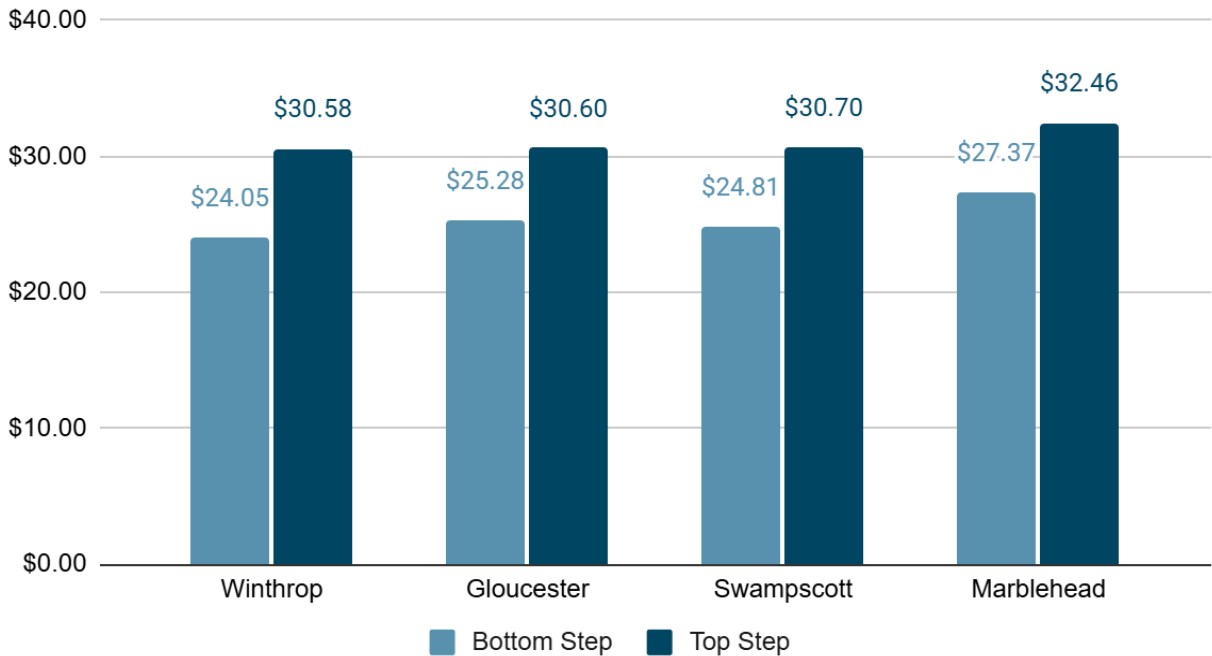
Years of Service	Annual Amount
10 years	\$950
15 years	\$1,200
20 years	\$1,450
25 years	\$1,700

# ESP Wage Comparison with Peer Districts (FY26)

Contract is based upon 182 workdays, 7 hours each day

ESPs are scheduled based on the student day and are paid for the full contracted workday, including early release days.

FY28 ESP A.S. Hourly Wage Comparison



**When comparing hourly rates, Winthrop's proposed wages are competitive with peer districts at both the starting and top steps.**

Winthrop ESPs receive the **same district-funded health insurance benefits** as teachers, resulting in estimated annual **savings of \$2,177–\$3,324** on family plans compared to peer districts.

1. Winthrop's Associate salary was changed to an hourly wage to compare with other districts. The hourly wage was calculated using the following assumptions, ESPs work 7 hours 182 days per year for a total of 1,274 hours each year. This chart is using the data from Option B.
2. [Marblehead Instructional Assistants-2025-2028-signed.pdf](#)
3. [Swampscott ESP 2025-2028.pdf - Google Drive, non certified wage](#)
4. Gloucester ESPs are required to obtain an Associates Degree or pass the Parapro test within 8 months of their hire date. Hourly is on page 16 of their contract [GAEP Contract 7 1 23 to 6 30 28.pdf - Google Drive](#)

# Secretary and Nurse Compensation Proposals

The following outlines the proposals and counter-proposals currently under discussion.

Nurse Compensation	Secretary Compensation
<p><b>WTA Proposal:</b></p> <p>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</p>	<p><b>WTA Proposal:</b></p> <p>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).</p>
<p><b>SC Response:</b></p> <p>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</p>	<p><b>SC Response:</b></p> <p>A 3% increase each year, plus the addition of a new "Step 9" to the top of the scale.</p>
<p><b>WTA Counter on 3/4:</b></p> <p>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.</p>	<p><b>WTA Counter on 3/4:</b></p> <p>Stepped GWI by position: Steps 3: 3.0%, Steps 4-5: 3.5%, Steps 6-7: 4.0%, Steps 8-9: 4.5%, Step 10: 5.0%. Delete Step 1 (Year 1) and Step 2 (Year 2). Add new top steps, reaching \$66,246 by Year 4.</p>

**3/18: The School Committee is holding at their current counter proposal to nurses and secretaries.**

# Appendix

# Winthrop (Proposed) Teacher Salaries (25-26)

*Salary based on original 3% COLA increase proposed by School Committee*

	<b>B</b>	<b>B15</b>	<b>M</b>	<b>M15</b>	<b>M30</b>	<b>M45</b>	<b>MM/CAGS</b>	<b>M60</b>	<b>Doctorate</b>
1	\$ 54,777	\$ 56,281	\$ 58,754	\$ 60,074	\$ 61,410	\$ 63,022	\$ 63,844	\$ 64,664	\$ 66,033
2	\$ 60,180	\$ 61,699	\$ 64,150	\$ 65,475	\$ 66,807	\$ 68,421	\$ 69,242	\$ 70,062	\$ 71,434
3	\$ 63,196	\$ 64,722	\$ 67,181	\$ 68,516	\$ 69,830	\$ 71,444	\$ 72,267	\$ 73,088	\$ 74,456
4	\$ 66,137	\$ 67,664	\$ 70,122	\$ 71,454	\$ 72,773	\$ 74,388	\$ 75,206	\$ 76,028	\$ 77,397
5	\$ 72,960	\$ 74,479	\$ 76,854	\$ 78,170	\$ 79,509	\$ 81,122	\$ 81,944	\$ 82,765	\$ 84,133
6	\$ 80,023	\$ 81,652	\$ 84,002	\$ 84,999	\$ 85,997	\$ 87,680	\$ 88,500	\$ 89,321	\$ 90,689
7	\$ -	\$ -	\$ 87,664	\$ 89,096	\$ 89,269	\$ 90,883	\$ 91,705	\$ 92,527	\$ 93,896
8	\$ -	\$ -	\$ -	\$ -	\$ 96,246	\$ 97,860	\$ 98,681	\$ 99,503	\$ 100,871

# Beverly, Teacher Salaries 2025 -2026 School Year

	B	B15	M	M15	M30	M45		M60	M75	M+90 / CAGS 30
1	58,974	61,333	63,691	66,051	68,410	70,768		73,127	75,487	76,666
2	61,783	64,254	66,724	69,197	71,668	74,139		76,610	79,082	80,318
3	64,591	67,174	69,758	72,342	74,926	77,508		80,092	82,676	83,969
4	67,399	70,095	72,790	75,487	78,183	80,878		83,573	86,271	87,618
5	70,208	73,016	75,824	78,633	81,441	84,249		87,057	89,866	91,271
6	73,016	75,936	78,856	81,778	84,696	87,618		90,539	93,460	94,921
7	75,824	78,856	81,889	84,922	87,956	90,988		94,021	97,055	98,571
8	78,632	81,777	84,921	88,069	91,214	94,358		97,504	100,649	102,221
9	81,441	84,698	87,956	91,214	94,471	97,728		100,985	104,245	105,873
10	84,249	87,618	90,988	94,359	97,730	101,099		104,468	107,839	109,524
11	—	—	94,021	97,505	100,987	104,468		107,950	111,433	113,174

[BEVERLY TEACHERS ASSOCIATION – EDUCATING FOR EXCELLENCE](#)  
[SEA Contract \(1\) 25-28.pdf - Google Drive](#), P 35. Step 1 eliminated, renumbered in this table.

# Swampscott, FY26 Teacher Salaries

Step	B	B15	M	M15	M30	M45		M60	M75
1	57,470	60,090	62,371	64,330	66,047	69,456		72,651	74,360
2	60,608	63,416	65,638	67,607	69,219	72,644		75,841	77,550
3	63,642	66,742	68,810	70,781	72,388	76,112		79,307	81,017
4	66,537	69,970	71,841	73,830	75,566	79,031		82,226	83,937
5	69,772	73,060	75,113	77,102	78,736	82,272		85,469	87,177
6	73,861	76,385	78,379	80,384	81,908	85,412		88,609	90,318
7	74,600	79,922	81,648	83,658	85,087	88,604		91,802	93,512
8	—	84,922	86,121	86,941	88,262	91,805		95,000	96,711
9	—	85,772	88,387	90,423	91,433	94,995		98,192	99,901
10	—	—	93,821	95,969	96,716	98,183		101,379	103,089
11	—	—	94,759	96,929	99,760	103,547		106,748	108,453
12	—	—	—		100,757	104,582		107,816	109,537

# Gloucester, FY26 Teacher Salaries

	<b>B</b>	<b>M</b>	<b>M30</b>	<b>M60</b>
1	\$58,398	\$63,204	\$68,005	\$72,810
2	\$61,318	\$66,124	\$70,929	\$75,729
3	\$64,382	\$69,190	\$73,992	\$78,800
4	\$67,604	\$72,411	\$77,211	\$82,016
5	\$70,981	\$75,788	\$80,591	\$85,397
6	\$74,534	\$79,338	\$84,139	\$88,944
7	\$78,259	\$83,061	\$87,867	\$92,671
8	\$79,017	\$86,979	\$91,780	\$96,586
9 -		\$91,563	\$97,938	\$103,236
10 -		\$92,479	\$98,917	\$104,268

# Marblehead, 2025-2026 School Year Teacher Salaries

Step	B	M	M15	M30	M45	M60	M75
1	\$ 54,264						
2	\$ 56,753	\$ 62,925	\$ 64,175	\$ 65,398	\$ 66,650	\$ 67,770	\$ 69,157
3	\$ 59,390	\$ 65,885	\$ 67,134	\$ 68,242	\$ 69,508	\$ 70,599	\$ 71,985
4	\$ 61,921	\$ 68,757	\$ 70,009	\$ 71,115	\$ 72,367	\$ 73,469	\$ 74,856
5	\$ 64,515	\$ 71,644	\$ 72,895	\$ 73,999	\$ 75,254	\$ 76,356	\$ 77,742
6	\$ 67,134	\$ 74,488	\$ 75,739	\$ 76,829	\$ 78,095	\$ 79,198	\$ 80,585
7	\$ 69,979	\$ 77,301	\$ 78,551	\$ 79,658	\$ 80,924	\$ 82,015	\$ 83,401
8	\$ 73,382	\$ 80,421	\$ 81,673	\$ 82,792	\$ 84,047	\$ 85,138	\$ 86,524
9	\$ 79,609	\$ 83,900	\$ 85,150	\$ 86,242	\$ 87,496	\$ 88,596	\$ 89,982
10		\$ 87,317	\$ 88,582	\$ 89,672	\$ 90,924	\$ 92,030	\$ 93,416
11		\$ 94,457	\$ 95,754	\$ 96,892	\$ 98,186	\$ 99,307	\$ 100,693
12		\$ 96,815	\$ 98,143	\$ 99,310	\$ 100,636	\$ 101,785	\$ 103,206