



WINTHROP PUBLIC SCHOOLS COLLECTIVE BARGAINING UPDATE

Financial Context & Current Proposals: 3/18/26

30



Tentative Agreements Reached

58



Proposals Exchanged

18



Sessions Held

All units are currently working under contracts signed in 2022, which remain in effect until new agreements are reached.

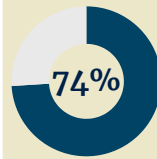
Statement from the WSC

The School Committee is committed to a fair, sustainable agreement that supports our staff & students. We are working with the WTA to address these key priorities:

- **Veteran Teacher Compensation**
- **Paid Parental Leave**
- **ESP Wages**

Our goal is a fiscally responsible plan that protects staffing, programs, long-term stability and the taxpayer's investment.

FY26 Budget Distribution



of budget spent on personnel

20%



Insurance Increase in FY26: \$760K

Financial Outlook FY26-28*

FY26: \$2.6M surplus
FY27: \$935K surplus
FY28: \$208K deficit



*assumes ongoing expense cost growth of 10% & ~3% salary increase

\$3.1 MILLION

Total Estimated Cost of the SC's Proposals Over 3 Years

Year 1: \$669K | Year 2: \$1.29M | Year 3: \$1.21M

Teacher Overview (Unit A)

- ✓ WSC offered 3 options for consideration
- ✓ Each varies on step structure & distribution
- ✓ Total SC proposals: ~\$2.2M over 3 years
- ✓ 55%-68% of teachers reach top 2 steps by FY28. We focus increases where staff are

Total Compensation Context

- Winthrop provides 85% district-paid health insurance.
- Employee savings for enrolled family: ~\$2.2K-\$3.3K annually.
- A **2.5% - 4% salary** advantage.



ESP Overview (Unit B)

- ✓ ~70% projected to be at top step by FY28
- ✓ WSC gave 3 options for consideration
- ✓ Each varies on step distribution
- ✓ All proposals bring our ESP wages up to being competitive with peer districts.

Secretaries & Nurses (Units C & D)

- ✓ The WSC maintains our original counter proposals for Units C & D.
- ✓ New contracts have been signed for: Custodial (Sept.), Cafeteria & Administrators (Nov.)

Wages & Benefits in Context

- Wages are competitive with peer districts
- New Paid Parental Leave offer up to 12 weeks
- Total benefits exceed many peer districts
- Longevity payments up to \$2,500

For More Visit:

winthrop.k12.ma.us/about/school-committee