

**April 14, 2026**

**Winthrop School Committee Response to the Comprehensive Proposal from the  
Winthrop Teachers Association**

*This proposal is a package proposal that must be accepted in its entirety by each individual bargaining unit as the proposal applies to each unit. The Committee reserves the right to modify any part of the proposal if not accepted by the Union in its entirety. This proposal responds to the Winthrop Teachers Association Proposal of March 26, 2026.*

*The Committee is requesting that the Winthrop Teachers Association place this counterproposal as it applies to each bargaining unit before each bargaining unit for a ratification vote.*

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement is entered into by and between the Winthrop School Committee ("Employer") and the Nurses Unit of the Winthrop Teachers Association ("Union"), collectively the Parties ("Parties").

**RECITALS**

1. The Employer and the Union are parties to a Collective Bargaining Agreement for the period of September 1, 2022 through and including August 31, 2025.
2. The duly-authorized representatives of the Employer and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement.
3. The School Committee has requested, that the representatives of the Winthrop Teachers Association, Nurses Unit to place this proposal before the Nurses Bargaining Unit for a ratification vote. The proposal covers the period of September 1, 2025, through August 31, 2028.
4. The Parties agree to integrate the changes set forth herein into a single merged Collective Bargaining Agreement.

**AGREEMENT**

In consideration of mutual promises and covenants set forth herein, the Parties, subject to ratification, hereto agree as follows:

**1. PRIOR AGREEMENT & DURATION**

- a. The Collective Bargaining Agreement in effect for the period September 1, 2022, through and including August 31, 2025, shall be in full force and effect for the period September 1, 2025, through and including August 31, except as modified by this MEMORANDUM OF AGREEMENT.
- b. The changes set forth herein are effective September 1, 2025, unless otherwise specified.

**2. HOUSEKEEPING UPDATE.** MOA Language.

Fix any typographical errors discovered during the proofreading of the new collective agreement by mutual consent.

**3. BEREAVEMENT LEAVE.** Amended Provision.

*Replace Article 15*

Employees may be allowed up to five days leave of absence, to be taken within thirty (30) days, without loss of pay, on account of a death in the immediate family. The thirty (30) day timeframe may be extended with the approval of the superintendent. Days need not be consecutive. Immediate family is interpreted as meaning mother, mother-in-law, father-in-law, child, stepchild, foster child, domestic partner, husband, wife, brother, sister, grandparents, grand children or any person permanently living in the same home as the employee at the time of death.

This provision includes loss due to an employee's miscarriage or still birth, or the miscarriage or stillbirth of the employee's spouse or domestic partner. The superintendent at their discretion may request a doctor's certificate.

An absence of two (2) days may be granted applicable to the grandparents of an employee's spouse.

**4. CALENDAR CONSULTATION.** New Provision.

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 (with

the approval of the School Committee). The Employer will provide the Union with at least two (2) weeks' notice prior to this consultation occurring.

5. RESPECTFUL WORK ENVIRONMENT. New Provision.

The Employer and the Union agree that the work environment shall be characterized by mutual respect for the common dignity to which all employees are entitled

6. UNION ORIENTATION. New Provision.

1. Prior to the start of each school year on one of the two (2) days before the students are in the buildings the employer will provide one (1) hour of Union Meeting time for the Union officers or representatives to meet with all members of all bargaining units represented by the Union and all potential bargaining unit members. The meeting with all units will occur simultaneously. The one (1) hour of meeting time shall occur during the regular workday and space at the High School shall be provided to hold the meeting. The Union can use this time to: conduct vital union business, sign up new members, meet with union representatives, update members on communications from state and national affiliates, and provide benefit services and consultation, and other Union activities. No management personnel shall attend the meeting without the approval of the Union.
2. Should a new hire orientation for bargaining unit employees be held, The union shall be given no less than thirty (30) minutes of time to meet with new hires during such orientation. No management personnel shall attend the meeting without the approval of the Union.
3. The Union shall be granted time to convene a new hire orientation meeting every other month during the school year, on a building-by-building basis at each building. The meeting shall be scheduled in collaboration with the building Principal. The meeting will occur at an agreed upon time. The Union will be given thirty (30) minutes of time to meet with new hires during this meeting without management personnel in attendance without the approval of the Union. If no new employees have been hired since the previous orientation, or if the orientation is waived by the Union, the orientation meeting will be cancelled. These orientation meetings will be combined for all bargaining units represented by the Union.

7. BILINGUAL JOB POSTINGS. New Provision

Job postings shall be posted, whenever possible, in both English and in Spanish. If the

posting is not fully translated, the Employer shall provide an abbreviated version of the posting in Spanish. The postings shall set forth the qualifications, requirements, duties, number of hours, salary range and other pertinent information.

8. UNION RIGHTS. Amended Provision.

*Replace Article 28*

1. The District shall provide the union access to individual employees in the bargaining unit on school premises during the workday to investigate and discuss grievances, workplace-related complaints and other workplace issues with advance notice and provided it does not interfere with work or disrupt the operations of the building or the School Department. The District shall provide the union access to members of the bargaining unit on school premises to conduct worksite meetings during lunch breaks and other non-work breaks and before and after the workday on the employer's premises to discuss workplace issues, collective bargaining negotiations, the administration of collective bargaining agreements, other matters related to the duties of an exclusive representative and internal union matters involving the governance or business of the employee organization.
2. Union notices may be posted on school bulletin boards located in the teachers' room if the notice is signed by an authorized representative of the Union and concerns official union-related matters including but not limited to important updates and notices, announcements of recreational or social activities; announcements of elections, appointments, results of elections; meetings; or professional matters.
3. The Union shall have the right to use the email system of a public employer to communicate with bargaining unit members regarding official union-related matters including, but not limited to, elections, election results, meetings and social activities provided, however, that the use does not create an unreasonable burden on network capability or system administration.
4. The Union may prepare, at no cost, to the Town, communications relating to the conduct of the Union and may distribute these through teachers' mailboxes to people covered by this Agreement.
5. No surveys of students' progress will be distributed by the Union unless prior approval has been obtained from the superintendent.

6. The- employer will not release any personal contact information of any employee to any third party unless required by law or court order.
7. The Employer shall send a monthly report to the WTA outlining the changes in status and work location. For purposes of this article, status shall be defined by events including, but not limited to, retirement, leave of absence, termination, resignation, job classification, title and promotion.
8. Not later than ten (10) days after a new employee is hired the Employer shall provide the following information to the Union in spreadsheet format or other format agreed to by the Union:
  - a. Name of employee (print-last name, first, middle)
  - b. Identification No. (Social Security or other)
  - c. Home Address (street and number) (City and State) (Zip Code)
  - d. Work site location;
  - e. Work telephone number;
  - f. Home and personal cellular telephone number on file with the Employer;
  - g. Date of Hire.
  - h. Work email address;
  - i. Personal email address on file with the Employer.
9. Upon signing of this agreement, and updated quarterly thereafter, if necessary, the Employer shall supply to the Union a list of all employees covered by this agreement. The list shall include all information cited in the above section. The Union reserves its right to request any information that is reasonably necessary for the Union to carry out its obligations as the exclusive bargaining representative.

#### 9. RELIGIOUS HOLIDAYS. New Provision.

Employees may use up to three (3) Personal Days per year to observe Religious Holidays, deducted from accrued Personal Time, there will be no deduction from sick leave for the third day, with prior notice to the employer. Personal Days for Religious Holidays need not be consecutive days. A Religious Holiday shall be defined as a day when an absence from work is required to properly comply with the tenets of one's religion. The Superintendent, at her discretion may limit the request for a personal day for Religious Holidays to ten (10%) per cent of the staff to keep schools open.

#### 10. TIME FOR PROFESSIONAL DEVELOPMENT. New Provision

Required professional development and training will be scheduled during the

workday as determined by the building Principal or Administration. Employees will not be expected to complete other work assignments concurrently with professional development or training.

**11. PRESCHOOL. New Provision.**

Children of employees enrolled in a WPS preschool program shall receive a ten (10%) percent tuition discount. Such students must follow the standard enrollment process (e.g. lottery) applicable to all applicants and meet the district's residency requirements.

**12. SCHOOL SAFETY. New Provision.**

The Committee and the Union recognize all employees' right to a safe working and learning environment, including the right to be free from threats of violence, and recognize the parties' obligation to provide a safe working environment.

**13. PROFESSIONAL DEVELOPMENT. New Provision**

The Union will be advised of professional development offerings as soon as practicable, but it is acknowledged that the final decision in this regard must rest with the Administration. During all curriculum and professional development, all employees shall have access to relevant, high-quality professional development. Teachers may make a request to the Principal to attend an alternative professional development opportunity. The Principal may approve or deny the request and the final decision is not subject to grievance arbitration.

**14. DIRECT DEPOSIT. New Provision.**

All employees will be required to enroll in direct deposit, effecting all payroll checks after the first live check of the school year.

**15. PARENTAL LEAVE. New Provision. Article 14**

Full time male or female Nurses will be eligible for non-paid 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.

## **PARENTAL LEAVE - FOR EMPLOYEES WHO HAVE COMPLETED 1 FULL YEAR OF SERVICE**

### **Birthing Parent**

Beginning July 1, 2026 (FY27), a birthing parent who has been employed for a minimum of twelve (12) months shall be entitled to a parental leave of absence of up to twelve (12) weeks upon the birth or adoption of a child, or the placement of a child under the age of eighteen (18) in the home of the employee.

If the child is born in June, the twelve (12) weeks begin immediately after birth and may continue in September. If the child is born during the summer recess, the twelve (12) weeks will start at the beginning of school new school year.

During an approved twelve (12) consecutive weeks of Parental Leave, the birthing parent shall be entitled to the following:

1. The first ten (10) days of leave shall be compensated at 100% of the employee's regular compensation without utilizing the employee's accrued sick or personal time.
2. The employee may use the employee's accrued sick and personal days for the remaining fifty (50) days of approved leave.
3. Employees who exhaust their accrued sick and personal time during this leave will be granted five (5) days to replenish their available accrued sick time upon returning from leave.
4. Any such leave is dependent upon the submission of appropriate medical documentation.
5. This leave will be concurrent with any available leave under the Family Medical Leave Act and/or the Massachusetts Parental Leave Act.

This leave must be taken within twelve (12) months of the birth, adoption or placement of a child.

Should the Town of Winthrop opt into the Massachusetts Paid Family Medical Leave Act provision, the parties will meet to negotiate over this provision.

Per the Massachusetts General Law, Chapter 149 any teacher intending to take a maternity or parental leave of absence (See Appendix X) shall notify the Superintendent in writing as soon as practicable of the anticipated commencement of the leave.

When an employee takes parental leave under this collective bargaining agreement,

whether paid or unpaid, the employee shall provide the employer with an intended date of return four weeks prior to the intended date of return.

Changes to the intended date of return shall be made at least four weeks before the anticipated date of return. Changes to the intended date of return may only be made within the four weeks notice period with appropriate medical documentation or the approval of the Superintendent.

### **Non-Birthing Parent**

Beginning July 1, 2026 (FY27), a non-birthing parent who has been employed for a minimum of twelve (12) months shall be entitled to a parental leave of absence of up to twelve (12) weeks upon the birth or adoption of a child, or the placement of a child under the age of eighteen (18) in the home of the employee.

During an approved twelve (12) consecutive weeks of Parental Leave, the non-birthing parent shall be entitled to the following:

1. The first ten (10) days of leave shall be compensated at 100% of the employee's regular compensation without utilizing the employee's accrued sick or personal time.
2. The employee may use the employee's accrued sick and personal days for an additional twenty (20) consecutive days of approved leave. The remaining thirty (30) days are unpaid days.
3. Employees who exhaust their accrued sick and personal time during this leave will be granted five (5) days to replenish their available accrued sick time upon returning from leave.
4. Any such leave is dependent upon the submission of appropriate medical documentation.
5. This leave will be concurrent with any available leave under the Family Medical Leave Act and/or the Massachusetts Parental Leave Act.

This leave must be taken within twelve (12) months of the birth, adoption or placement of a child.

Should the Town of Winthrop opt into the Massachusetts Paid Family Medical Leave Act provision, the parties will meet to negotiate over this provision.

Per the Massachusetts General Law, Chapter 149 any teacher intending to take a maternity or parental leave of absence (See Appendix X) shall notify the Superintendent in writing as soon as practicable of the anticipated commencement of the leave.

When an employee takes parental leave under this collective bargaining agreement, whether paid or unpaid, the employee shall provide the employer with an intended date of return four weeks prior to the intended date of return.

Changes to the intended date of return shall be made at least four weeks before the anticipated date of return. Changes to the intended date of return may only be made within the four weeks notice period with appropriate medical documentation or the approval of the Superintendent.

**16. JOB DESCRIPTIONS. New Provision.**

The Parties will form a joint labor management committee upon the ratification of this agreement to compile existing Nurse unit job descriptions and collaborate on the description of any Nurse job descriptions within the unit that does not exist or is believed to be out of date. Upon completion of this process the Employer will notify the Union President and provide opportunity for feedback relative to the changes of an existing job description, and/or new job description within the unit. The final job descriptions will be made accessible to all employees through the Human Resource website. All job descriptions will be reviewed and approved by the Superintendent prior to becoming a final job description.

**17. BILINGUAL DIFFERENTIAL. New Provision.**

Effective the 2026 school year, any employee who is asked to perform either written or verbal translation services shall do so on a voluntary basis. If an employee is asked to perform written or verbal translation services outside of their assignment, they shall be paid fifty dollars (\$50) per hour spent performing such services. Partial hours may be added together for full hours of time. This compensation shall be in addition to their regular rate of pay. A Translation Request for Payment form must be signed by the Administrator who has requested the employee's services prior to submission for payment

**18. FAMILY SICK LEAVE. New Provision.**

It is understood that sick leave may be used for the personal illness, injury or medical appointment, or for the illness, injury, or medical appointment of an immediate family member or family member in the care of the employee.

**19. RELEASE TIME. New Provision.**

If a non-teacher is elected Union president shall receive a minimum of one (1) hour of release time each day in order to conduct Union business. A schedule for release time shall be mutually developed and agreed upon by the Union President and their building Principal, with the approval of the superintendent, before the start of the school year or upon the employee's assumption of the role of President.

## 20. ACADEMIC CREDENTIALS. New Provision.

With the written approval of the Superintendent, credits earned beyond the initial thirty (30) credits for a Master's degree may be applied toward advancement on the pay scale.

- A. Additional credits will only be considered for advancement on the pay scale if the degree program required more than 30 credits.
- B. Requests to consider such credits must be submitted in writing with a transcript.
- C. In order to qualify for advancement on the pay scale, credits must be directly relevant to the nurse's job responsibilities in Winthrop Public Schools or the degree necessary for the nurse's role in Winthrop Public Schools.
- D. The Superintendent has sole discretion to determine whether such credits meet the stated conditions to qualify for advancement. Such discretion will not be applied arbitrarily or inequitably.
- E. For current employees, compensation for credits earned beyond the initial thirty (30) credits for a Master's degree will be in effect for Master's degrees earned after September 1, 2026, and must follow Article 14 Section 8 (timeline notification).
- F. Consideration of additional credits earned beyond the 30 credits for a Master's degree earned prior to September 1, 2026, will be exempt from this new position.

## 21. CLASSROOM/WORKSPACE SETUP. New Provision

All employees 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, to set up their classrooms, and workspaces prior to the start of the student's first day of school.

## 22. COMPENSATION.

The parties agree that negotiations shall be reopened solely for the purpose of bargaining over the wages for Fiscal Year 2028 (FY28), and for no other purpose, if the Town Council-approved FY28 appropriation to the School Department is equal to or greater than \$44,100,000.

If the above condition is met, either party may reopen negotiations by providing written notice to the other party within thirty (30) days of the FY28 budget approval. Bargaining

shall limited strictly to wages for FY28, and all other terms and conditions of the Agreement shall remain in full force and effect. If the condition described above is not met, this Agreement shall remain unchanged, and there shall be no obligation to reopen negotiations.

See attached Wage proposal to the Nurses Bargaining Unit.

## **Nurse Compensation**

### **ARTICLE 11 COMPENSATION**

Section 1 Amend to read as follows;

Nurses who are paid according to Schedule C shall be paid as follows:

2025-2026: Add a New Step (8) \$64,000 to reflect a 1x Market Increase

For Nurses covered by Appendix C

2026-2027: Add a New Step (9) \$68,000 to reflect a 1x Market Increase

For Nurses covered by Appendix C

2027-2028-3% COLA on Step 9 only in Appendix C

This proposal does not impact the Nurses who are on the Teachers' Salary Schedule.

Delete 1(a) from Section 1.