

SCOTTISH JOINT NEGOTIATING COMMITTEE - SCHOOL EDUCATION

1990s Review

Proposals by the Management Side

The Working Year for Teachers

1. The current notional working week/working year for teachers as specified in circular SE/40 is 35 hours per week/1,365 hours per year, comprised as follows:

27.5 hours per week x 38 weeks in school	1,045 hours
5 days' in-service training	27.5 hours
Parents' Meetings	30 hours
Planned Activity Time	50 hours
Other working time within the notional working year, ie just over one hour per working day	212.5 hours
<u>Total</u>	<u>1,365 hours</u>

2. The Management Side propose a maximum 35 hour week which would be all inclusive. There is no proposal, however, to change the maximum class contact time as presently set out in Circular SE/40 but the other hours over and above maximum class contact can be used more flexibly at the discretion of the headteacher after formal consultation with staff. Essentially there would be a period of "core hours" consisting of the present maximum class contact hours. The balance of hours would be used for in-service training, curricular development work, personnel development, participation in meetings, preparation of course material, meetings with parents etc and these hours could be used flexibly at the discretion of the headteacher after formal consultation with staff.
3. It has been asserted on a number of occasions that teachers put in many extra hours beyond the 27½ hour school week for pupils and there can be no doubt that there was a resentment at the imposition of PAT. The Management Side are proposing that teachers be treated in the same way as other professional staff and that it would be for the Management in the school to decide how best to allocate non-core hours. However, the Management Side recognise that a mechanism for meaningful staff consultation will need to be built into the system to allow best professional practice to be followed and to avoid unreasonable decisions being made.

4. A 35 hour week as specified above would facilitate the running of extra curricular activities, which have been in decline for the past several years and could allow for an extension of the school day for pupils/adults, particularly now that many schools are operating as community schools. Time spent by teachers on extra curricular activities would be recognised, for the first time, and it would be for individual authorities to consider offsetting hours spent on extra-curricular/other activities outwith the pupil day/week against the 35 hour working week.
5. Given more flexible working arrangements the Management Side would be prepared to consider more flexible leave arrangements for teachers who may wish time off for personal reasons in terms of the special leave provisions.
6. A model of the proposed working year/week is shown for the three sectors in Appendix 1.

Revised Salary Structure

7. It is the view of the Management Side that the existing arrangements in respect of the promoted post and salary structures in schools are unnecessarily complex, rigid, outdated and do not provide an adequate foundation for the future operation of the service. The Management Side therefore proposes that a new salary and promoted post structure for school education be applied with effect from 1 August 1993. (See Annex).

8. Salary Scales and Spinal Column

- (i) There will be a spinal column of 40 salary points for all teaching staff (including Headteachers). This spinal column will range from £14,238 at point 1 to £48,216 at point 40 (at October 1992 salary values).
- (ii) For posts designated basic classroom teacher and held by a registered teacher, the scale will be of 4 points and not less than salary points 3-6. Probationary teachers will be placed at spinal column points 1 and 2 respectively.
- (iii) Posts designated senior teacher/assistant principal teacher would be placed at spinal column point 7.

Proposed Working Year for Teachers

<u>Maximum Working Year for School Teachers</u>	<u>Primary (hours)</u>	<u>Secondary (hours)</u>	<u>Special Schools (hours)</u>
39 weeks x 35 hours per week	1365	1365	1365
<u>CORE PERIOD</u>			
Maximum class contact time	25 hours x 38 = 950	23.5 hours x 38 = 893	22.5 hours x 38 = 855
<u>TOTAL CORE PERIOD</u>	985	928	890
<u>NON-CORE PERIOD</u>			
<u>Other Professional Duties</u> For example, correction and preparation time available to the teacher for work relevant to his/her individual teaching duties. Time to be used for planned activities, parents meetings, attendance at courses, career development, in-service training, preparation of course material and other professional duties, and extra curricular activities.	380	437	475
<u>TOTAL HOURS PER YEAR</u>	1365	1365	1365

The non-core period hours would be allocated over the year according to the needs of the school. Teachers would not necessarily be in school for 35 hours per week, and certain non-core activities could be carried out outwith the school.

Proposed revised salary structure

	<u>Existing</u>		<u>Proposed</u>	
	<u>SCP</u>	<u>Salary Value at 1.10.92. £</u>	<u>SCP</u>	<u>Salary Value at 1.10.92 £</u>
Unpromoted Teachers	0	11,391		
	1	11,820		
	2	12,387		
	3	12,951		
	4	13,524		
	5	14,238	1	14,238
	6	15,090	2	15,090
	7	15,942	3	15,942
	8	16,869	4	16,869
	9	17,934	5	17,934
	10	18,933	6	18,933
APTs/STs	11	19,506		
	12	20,076		
	13	20,640	7	20,640
PT salary points	14	21,359	8	21,359
	15	21,639	9	22,068
	16	22,068	10	22,782
	17	22,782	11	23,490
	18	23,490	12	24,204
	19	24,204	13	24,912
	20	24,912	14	25,698
	21		15	26,526
	22		16	26,814
	23		17	27,372
Spinal Column for Senior promoted staff	24		18	27,936
	25		19	28,620
	26		20	29,553
	27		21	30,486
	28		22	31,416
	29		23	32,352
	30		24	33,285
	31		25	34,221
	32		26	35,151
	33		27	36,087
	34		28	37,017
	35		29	37,950
	36		30	38,886
	37		31	39,819
	38		32	40,752
	39		33	41,682
	40		34	42,618
	41		35	43,554
	42		36	44,484
	43		37	45,522 ²
	44		38	46,351 ²
			39	47,286 ²
			40	48,216 ²

* deleted from proposed spinal column - (SS) fixed point salary for PTs in Special Schools

1 first four spinal column points for senior promoted staff - deleted from proposed spinal column

2 discretionary points on spinal column for senior promoted staff

- (iv) For posts designated Headteacher the minimum salaries will be related to the school roll as follows:-

<u>PRIMARY</u>		<u>SECONDARY</u>		<u>SPECIAL</u>	
School	Salary	School	Salary	School	Salary
<u>Roll</u>	<u>(1.10.92)</u>	<u>Roll</u>	<u>(1.10.92)</u>	<u>Roll</u>	<u>(1.10.92)</u>
	£		£		£
Up to 50	24,204*	Up to 100	27,936	Up to 30	25,698
150	25,698	300	31,416	60	27,372
300	26,814	550	34,221	100	28,620
450	27,936	800	36,087	140	30,486
600	30,486	1050	38,886	Over 140	32,352
Over 600	32,325	1300	40,752		
		1550	42,618		
		Over 1550	44,484		

* the current value is £24,015 and this has been deleted from the proposed spinal column

- (v) All other teaching posts, would be on a fixed point chosen from the spinal column by the education authority.
- (vi) The placing of unpromoted teachers on the scale will be determined by the education authority.

Promoted Post Structure

9. In each school there should be sufficient promoted posts, i.e. posts above the grade of basic classroom teacher, to ensure the effective management of the school. The analysis of the management requirements of the school will be carried out by the authority in consultation, where appropriate, with the School Board. Guidelines will be drawn up by each authority.

Application of the salary structure

10. Guidelines for the application of the salary structure, both in terms of defining the type of post and the duties attached as well as the salary attached to the post will be determined locally.
 11. A model of the proposed revised salary structure is shown in Appendix II.
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