
**DRAFT AGREEMENT NUMBER 14:
SENIOR TEACHERS IN PRIMARY SCHOOLS**

The post of Senior Teacher disappears from August 2003. In many Primary schools Senior Teachers presently carry out management roles and responsibilities and some continuity in this area will be desirable. The following approach should give Head Teachers a degree of flexibility in addressing the needs of their own school, and will apply only in those schools which have at least one Senior Teacher post at 27 June 2003.

1. Headteachers may create a number of PT posts effective from August 2003. This number would not exceed the number of substantive Senior Teacher post – holders in the school at 27 June 2003 who wished to fill a PT post. The number of PT posts created can be zero if the Head Teacher so wishes.
2. The job descriptions of all such posts should conform to Annex B of the *Agreement for the 21st Century*
3. If the number of PT posts so created is equal to the number of substantive Senior Teachers in the school at 27 June 2003 who wish to fill a PT post, then the PT posts will be filled by the current substantive Senior Teachers in the school.
4. Where the number of substantive Senior Teachers in the school at 27 June 2003 who wish to fill a PT post is greater than the number of PT posts created, then the PT post(s) would be filled as follows:
 - Where there is a sufficiently exact fit between a PT post and a Senior Teacher post, then the Senior Teacher shall fill the PT post. In this context, a sufficiently exact fit is defined as in Agreement Number 2.
 - If a sufficiently exact fit does not exist, then the PT post(s) will be filled by one/some of the current substantive Senior Teachers in the school, selected by an Appointment Procedure as defined in Agreement Number 13.
5. All PT posts created in this way will be job sized as soon as possible.
6. Where the number of substantive Senior Teachers in the school at 27 June 2003, who wish to fill a PT post, is greater than the number of PT posts created, then paragraph 7 below will apply to those substantive Senior Teachers who do not obtain PT posts. Such (former) Senior Teachers shall have first refusal of any PT post subsequently created in the school by any injection of additional resources designed to address the shortage of PT posts in the school. This will also apply in schools where a substantive Senior Teacher (at 27 June 2003) wishes to fill a PT post, but no PT post was created. This provision shall not extend beyond August 2006.
7. If no PT posts are created in a school where there is a substantive Senior Teacher post at 27 June 2003, then the Senior Teacher will revert to classroom teacher under the terms of SNCT / 14, and the remit of the Senior Teacher will require to be added to the remits of other management staff in the school.

Signed:

Co-chair LNCT

Date:

Signed:

Co-chair LNCT

Date:

