



SOUTH AYRSHIRE COUNCIL

Joint Negotiating Committee for Teachers

School Closure Periods (JNCT 1.21)

1 Introduction

- 1.1 The Scottish Joint Negotiating Committee for Teachers (SJNCT) reached agreement in 2011 on revisions to teachers' terms and conditions which introduced the requirement for Local Negotiating Committees to determine dates of school closure.
- 1.2 The nature of the change is to more clearly define teachers' entitlement to annual leave. Before the change the working year for teachers was 195 days, with the balance of week-days where the school was not open treated as annual leave. This meant that teachers had an annual leave entitlement of 66 days per annum.
- 1.3 The revised position for the 261 days per year (excluding Saturdays and Sundays) is as follows:
 - 190 teaching days
 - 5 In-service or development days
 - 40 days annual leave entitlement
 - Up to 26 days school closure

2 Principles for determining School Closure Dates

- 2.1 Annual leave days should be allocated in a proportionate manner, in complete weeks across the four main holiday periods (October week, Christmas, Easter, Summer) between each school term.
- 2.2 The total number of school closure days can vary from academic year to academic year depending on the setting of the calendar. There can be no less than 190 working days, 5 in-service or development day and 40 annual leave days
- 2.3 SNCT Handbook, Part 2, Section 5 paragraph 5.3 states that Public holidays are included in the 40 day annual leave entitlement of a teacher. South Ayrshire Council's JNCT has agreed that some of the public holidays are designated as school closure days.

3 Impact of School Closure Days on Annual Salary

- 3.1 The introduction of school closure days and the revised annual leave accrual rate has no impact on annual salary.
- 3.2 Teachers will continue to work 195 days per annum. With holiday entitlement now set at 40 days per leave year, this provides an annual accrual rate of 0.2051 per working days. (195 working days accruing leave x 0.2051 per day = 40 days).

4. Agreed Closure Dates for 2015/2016

- 4.1 The leave period for teachers is from 1 September 2015 until 31 August 2015 and the breakdown of how school closure dates have been established is attached as Appendix A and summarised below:

Annual Leave	Days	School Closure Days	Days
12/10/15 – 16/10/15	5	18/9/15 – 21/9/15	2
24/12/15 – 1/1/16	7	4/1/16 – 6/1/16	3
4/4/16 – 13/4/16	8	12/2/16 – 15/2/16	2
30/6/16 – 26/7/16	19	25/3/16 – 28/3/16	2
15/8/16	1	14/4/16 – 15/4/16	2
		2/5/16	1
		30/5/16	1
		27/7/16 – 12/8/16	13
Total	40	Total	26

- 4.2 South Ayrshire Joint Negotiating Committee for Teachers will set future school closure dates no later than May of each academic year and these will be notified to schools prior to the commencement of each school year.

SOUTH AYRSHIRE COUNCIL – School Closure Dates 2015/16

Week Commencing	Mon	Tues	Wed	Thu	Fri	Working Days	Annual Leave	School Closure
17 Aug 15	In Serv	In Serv				5		
24 Aug 15						5		
31 Aug 15						5		
7 Sep 15						5		
14 Sep 15					SC	4		1
21 Sep 15	SC					4		1
28 Sep 15						5		
5 Oct 15						5		
12 Oct 15	AL	AL	AL	AL	AL	0	5	
19 Oct 15	In Serv					5		
26 Oct 15						5		
2 Nov 15						5		
9 Nov 15						5		
16 Nov 15						5		
23 Nov 15						5		
30 Nov 15						5		
7 Dec 15						5		
14 Dec 15						5		
21 Dec 15				AL	AL	3	2	
28 Dec 15	AL	AL	AL	AL	AL	0	5	
4 Jan 16	SC	SC	SC			2		3
11 Jan 16						5		
18 Jan 16						5		
25 Jan 16						5		
1 Feb 16						5		
8 Feb 16					SC	4		1
15 Feb 16	SC	In Serv				4		1
22 Feb 16						5		
29 Feb 16						5		
7 Mar 16						5		
14 Mar 16						5		
21 Mar 16					SC	4		1
28 Mar 16	SC					4		1
4 Apr 16	AL	AL	AL	AL	AL	0	5	
11 Apr 16	AL	AL	AL	SC	SC	0	3	2
18 Apr 16						5		
25 Apr 16						5		
2 May 16	SC					4		1
9 May 16						5		
16 May 16						5		
23 May 16					In Serv	5		
30 May 16	SC					4		1
6 Jun 16						5		
13 Jun 16						5		
20 Jun 16						5		
27 Jun 16				AL	AL	3	2	
4 Jul 16	AL	AL	AL	AL	AL	0	5	
11 Jul 16	AL	AL	AL	AL	AL	0	5	
18 Jul 16	AL	AL	AL	AL	AL	0	5	
25 Jul 16	AL	AL	SC	SC	SC	0	2	3
1 Aug 16	SC	SC	SC	SC	SC	0		5
8 Aug 16	SC	SC	SC	SC	SC	0		5
15 Aug 16	AL	In Serv	In Serv			0	1	
22 Aug 16								
29 Aug 16								
Totals						195	40	26