

Scottish Negotiating Committee for Teachers

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Dear Colleague

SNCT/33 **SALARIES AGREEMENT 2004 – 2008**

1. Agreement has been reached on a salaries agreement for Teachers, Music Instructors, Educational Psychologists, Quality Improvement Officers and Education Support Officers.
2. The Salary Agreement will cover the period from 1 April 2004 to 31 March 2008.

| <u>Effective Date</u> | <u>% Increase</u> |
|------------------------------|--------------------------|
| 1.4.2004 | 2.9% |
| 1.4.2005 | 2.9% |
| 1.4.2006 | 2.0% |
| 1.4.2007 | 2.25% |

The above offer equates to a compound rise of 10.43% over a four year period. Full details are set out in Appendix A – D.

3. Arrangements have been made to reopen negotiations in the following circumstances:

In January 2006 the SNCT will meet to determine if the average annual inflation rate for the calendar year 2005 exceeds 2.25%. If the average annual inflation rate exceeds 2.25% the SNCT will then re-open negotiations on whether a supplemental increase shall be paid in addition to the 2% increase agreed as payable from 1 April 2006.

Similarly, in January 2007 the SNCT will meet to determine if the average annual inflation rate for the calendar year 2006 exceeds 2.25%. If the average annual inflation rate exceeds 2.25% the SNCT will then re-open negotiations on whether a supplemental increase shall be paid in addition to the 2.25% increase agreed as payable from 1 April 2007.

The re-opened negotiations will take account of wage and price inflation, recruitment and retention issues, affordability and the integrity of the salary values established in “A Teachers’ Agreement for the 21st Century.”

The reaching of a four year settlement is believed to be of benefit in providing a further extended period of stability, as was provided by the Teachers’ Agreement, which will all parties to the SNCT to continue to focus on and deliver the benchmarks set out in the Agreement.

Note

The average annual inflation rate will be the percentage movement between the arithmetic average of the 12 monthly Consumer Price Indices during one calendar year, against the same arithmetic average for the previous calendar year.

4. Point 0 for Music Instructors has been discontinued to recognise that Music Instructors have no probationary period.

Yours sincerely

Lynne Dickson (Employers’ Side)
Drew Morrice (Teachers’ Panel)
Stephanie Walsh (Scottish Executive)

Joint Secretaries

To: Chief Executives
Directors of Education
Directors of Personnel
Copy: Directors of Finance

**Unpromoted Teachers in Nursery, Special, Primary and
Secondary Schools**

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|--------------------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 0 (Probationer) | 18000 | 18522 | 19059 | 19440 | 19878 |
| 1 | 21588 | 22215 | 22860 | 23316 | 23841 |
| 2 | 22875 | 23538 | 24222 | 24705 | 25260 |
| 3 | 24174 | 24876 | 25596 | 26109 | 26697 |
| 4 | 25578 | 26319 | 27081 | 27624 | 28245 |
| 5 | 27198 | 27987 | 28800 | 29376 | 30036 |
| 6 | 28707 | 29541 | 30399 | 31008 | 31707 |

Chartered Teachers

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 1 | 29601 | 30459 | 31341 | 31968 | 32688 |
| 2 | 30600 | 31488 | 32400 | 33048 | 33792 |
| 3 | 31299 | 32208 | 33141 | 33804 | 34566 |
| 4 | 32601 | 33546 | 34518 | 35208 | 36000 |
| 5 | 33900 | 34884 | 35895 | 36612 | 37437 |
| 6 | 35199 | 36219 | 37269 | 38013 | 38868 |

Principal Teachers

Job Sized Spine

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 1 | 31299 | 32208 | 33141 | 33804 | 34566 |
| 2 | 32601 | 33546 | 34518 | 35208 | 36000 |
| 3 | 33900 | 34884 | 35895 | 36612 | 37437 |
| 4 | 35199 | 36219 | 37269 | 38013 | 38868 |
| 5 | 36501 | 37560 | 38649 | 39423 | 40311 |
| 6 | 37800 | 38895 | 40023 | 40824 | 41742 |
| 7 | 39099 | 40233 | 41400 | 42228 | 43179 |
| 8 | 40401 | 41574 | 42780 | 43635 | 44616 |

Conserved Salary Spine

| Roll | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-----------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| <301 | 32388 | 33327 | 34293 | 34980 | 35766 |
| 301-600 | 33462 | 34431 | 35430 | 36138 | 36951 |
| 601-800 | 34545 | 35547 | 36579 | 37311 | 38151 |
| 801-1000 | 35613 | 36645 | 37707 | 38460 | 39324 |
| 1001-1300 | 36708 | 37773 | 38868 | 39645 | 40536 |
| >1300 | 37782 | 38877 | 40005 | 40806 | 41724 |
| SEN | 32817 | 33768 | 34746 | 35442 | 36240 |

Headteachers and Depute Headteachers

Job Sized Spine

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 1 | 35500 | 36531 | 37590 | 38343 | 39207 |
| 2 | 36600 | 37662 | 38754 | 39528 | 40416 |
| 3 | 37800 | 38895 | 40023 | 40824 | 41742 |
| 4 | 39099 | 40233 | 41400 | 42228 | 43179 |
| 5 | 40401 | 41574 | 42780 | 43635 | 44616 |
| 6 | 41499 | 42702 | 43941 | 44820 | 45828 |
| 7 | 42699 | 43938 | 45213 | 46116 | 47154 |
| 8 | 43899 | 45171 | 46482 | 47412 | 48480 |
| 9 | 45099 | 46407 | 47754 | 48708 | 49803 |
| 10 | 46299 | 47643 | 49026 | 50007 | 51132 |
| 11 | 48300 | 49701 | 51141 | 52164 | 53337 |
| 12 | 50301 | 51759 | 53259 | 54324 | 55545 |
| 13 | 52299 | 53817 | 55377 | 56484 | 57756 |
| 14 | 54300 | 55875 | 57495 | 58644 | 59964 |
| 15 | 57300 | 58962 | 60672 | 61884 | 63276 |
| 16 | 60300 | 62049 | 63849 | 65127 | 66591 |
| 17 | 63300 | 65136 | 67026 | 68367 | 69906 |
| 18 | 66300 | 68223 | 70200 | 71604 | 73215 |
| 19 | 69300 | 71310 | 73377 | 74844 | 76527 |

Headteacher and Depute Headteacher Scales

Conserved Salary Spine

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 1 | 35565 | 36597 | 37659 | 38412 | 39276 |
| 2 | 36414 | 37470 | 38556 | 39327 | 40212 |
| 3 | 37266 | 38346 | 39459 | 40248 | 41154 |
| 4 | 38115 | 39219 | 40356 | 41163 | 42090 |
| 5 | 38964 | 40095 | 41259 | 42084 | 43032 |
| 6 | 39807 | 40962 | 42150 | 42993 | 43959 |
| 7 | 40656 | 41835 | 43047 | 43908 | 44895 |
| 8 | 41508 | 42711 | 43950 | 44829 | 45837 |
| 9 | 42369 | 43599 | 44862 | 45759 | 46788 |
| 10 | 43389 | 44646 | 45942 | 46860 | 47913 |
| 11 | 44817 | 46116 | 47454 | 48402 | 49491 |
| 12 | 46218 | 47559 | 48939 | 49917 | 51039 |
| 13 | 47640 | 49023 | 50445 | 51453 | 52611 |
| 14 | 49053 | 50475 | 51939 | 52977 | 54168 |
| 15 | 50469 | 51933 | 53439 | 54507 | 55734 |
| 16 | 51888 | 53394 | 54942 | 56040 | 57300 |
| 17 | 53304 | 54849 | 56439 | 57567 | 58863 |
| 18 | 54714 | 56301 | 57933 | 59091 | 60420 |
| 19 | 56136 | 57765 | 59439 | 60627 | 61992 |
| 20 | 57546 | 59214 | 60930 | 62148 | 63546 |
| 21 | 58962 | 60672 | 62430 | 63678 | 65112 |
| 22 | 60375 | 62127 | 63930 | 65208 | 66675 |
| 23 | 61797 | 63588 | 65433 | 66741 | 68244 |
| 24 | 63201 | 65034 | 66921 | 68259 | 69795 |
| 25 | 64620 | 66495 | 68424 | 69792 | 71361 |
| 26 | 66045 | 67959 | 69930 | 71328 | 72933 |
| 27 | 67449 | 69405 | 71418 | 72846 | 74484 |

Music Instructors

| | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|---|-----------------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|
| 0 | 16650 | * | * | * | * |
| 1 | 19971 | 20550 | 21147 | 21570 | 22056 |
| 2 | 21162 | 21777 | 22410 | 22857 | 23370 |
| 3 | 22359 | 23007 | 23673 | 24147 | 24690 |
| 4 | 23661 | 24348 | 25053 | 25554 | 26130 |
| 5 | 25161 | 25890 | 26640 | 27174 | 27786 |
| 6 | 26553 | 27324 | 28116 | 28677 | 29322 |

*Point 0 has been discontinued to recognise that Music Instructors have no probationary period.

Educational Psychologists

Educational Psychologists

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|--------------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 0 (Inductee) | 32220 | 33153 | 34113 | 34794 | 35577 |
| 1 | 33447 | 34416 | 35415 | 36123 | 36936 |
| 2 | 34689 | 35694 | 36729 | 37464 | 38307 |
| 3 | 36270 | 37323 | 38406 | 39174 | 40056 |
| 4 | 38355 | 39468 | 40614 | 41427 | 42360 |
| 5 | 39570 | 40719 | 41901 | 42738 | 43701 |
| 6 | 40980 | 42168 | 43392 | 44259 | 45255 |

Senior Educational Psychologists

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 1 | 43527 | 44790 | 46089 | 47010 | 48069 |

Management Spine

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 1 | 43527 | 44790 | 46089 | 47010 | 48069 |
| 2 | 44364 | 45651 | 46974 | 47913 | 48990 |
| 3 | 45243 | 46554 | 47904 | 48861 | 49959 |
| 4 | 46110 | 47448 | 48825 | 49803 | 50925 |
| 5 | 46983 | 48345 | 49746 | 50742 | 51885 |
| 6 | 47835 | 49221 | 50649 | 51663 | 52824 |
| 7 | 48693 | 50106 | 51558 | 52590 | 53772 |
| 8 | 49572 | 51009 | 52488 | 53538 | 54744 |
| 9 | 50448 | 51912 | 53418 | 54486 | 55713 |

Quality Improvement Officers and Education Support Officers

Education Support Officers

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 1 | 32601 | 33546 | 34518 | 35208 | 36000 |
| 2 | 33900 | 34884 | 35895 | 36612 | 37437 |
| 3 | 35199 | 36219 | 37269 | 38013 | 38868 |
| 4* | 36501 | 37560 | 38649 | 39423 | 40311 |
| 5* | 39099 | 40233 | 41400 | 42228 | 43179 |

* Conservation Points as agreed under SNCT/32

Quality Improvement Officers

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | * Point | Assimilation 1.8.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|--|---------------------|----------------------|----------------------|-----------------------|
| 1 | 40401 | 41574 | 1 | 42702 | 43941 | 44820 | 45828 |
| 2 | 41499 | 42702 | 2 | 45171 | 46482 | 47412 | 48480 |
| 3 | 43899 | 45171 | 3 | 47643 | 49026 | 50007 | 51132 |
| 4 | 45099 | 46407 | * Incorporates salary structure agreed under SNCT/32 | | | | |
| 5 | 46299 | 47643 | | | | | |

Quality Improvement Managers

| Point | Annual Salary as at 1.08.03 | 2.9% Increase 1.4.04 | 2.9% Increase 1.4.05 | 2.0% Increase 1.4.06 | 2.25% Increase 1.4.07 |
|-------|-----------------------------|----------------------|----------------------|----------------------|-----------------------|
| 1 | 48300 | 49701 | 51141 | 52164 | 53337 |