

ANGUS JOINT NEGOTIATING COMMITTEE FOR TEACHERS

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CMH/CB

Dear Colleague

AJNCT/18 SCHOOL CLOSURES/AMALGAMATIONS – REDEPLOYMENT OF TEACHING STAFF

The nationally agreed package of pay and conditions of service for Scottish teachers “A Teaching Profession for the 21st Century” has amended the previous agreement on “Lifelong” salary conservation in the event of a school closure or merger and a teacher’s redeployment. This means that any teacher appointed to a substantive promoted post from April 2001 onwards now enjoys “cash conservation” for a maximum period of 3 years. In other words, if the notional salary attaching to a teacher’s post is reduced, then that teacher continues to receive his/her previous salary (without any inflationary pay awards) for a maximum period of 3 years, at which point the teacher’s salary will revert to that attaching to the post which the teacher then holds. In the case of any teacher holding a promoted post in a school which closes or merges with another school, this new provision has the capacity of reducing the individual teacher’s salary in accordance with the terms of the current National Agreement, depending on how any such teacher may be redeployed.

As it seems inevitable that school closures or mergers will take place in the future at some point, the Angus Joint Negotiating Committee for Teachers has considered the approach which should be taken to the redeployment of teachers affected. Accordingly, following discussions, local agreement has now been reached on the adoption of an agreed approach to the redeployment of teachers affected by any future school closure or merger. This approach is attached as an **Appendix** to this Circular.

This Agreement was approved by the Angus Joint Negotiating Committee for Teachers at its meeting on 27 September and subsequently ratified by the Staffing Sub-Committee on 11 November 2004.

Yours sincerely

CATHERINE A COULL
PHILIP JACKSON
Joint Secretaries

Enc.

cc Chief Executive
Director of Education

Director of Finance
Personnel Services Manager

**REDEPLOYMENT OF TEACHING STAFF IN THE EVENT OF SCHOOL CLOSURE OR
AMALGAMATION**

- in the event of a school closure/merger, every effort should be made to re-deploy staff in posts for which they have expressed a preference
- any unpromoted teacher should be redeployed as a teacher in another school – the choice of school being arrived at after discussion with the teacher concerned, taking account as far as possible of any preferences expressed by that teacher
- any promoted member of staff who finds herself/himself working in a school which is to be closed or merged should be encouraged to apply for any vacant post with status and/or salary broadly equivalent to the post-holder's current post, or of a greater status/salary; if it is possible to re-deploy any individual in this position without the need for formal application for a post, then that approach should be taken
- in the case of a promoted post-holder there should, therefore, be an assumption that (if possible) re-deployment will be in a promoted post of broadly equivalent rank and/or salary to that currently held
- conservation of salary, if applicable, will be in accordance with national agreements
- if it is possible to deploy an individual member of staff in a post (temporary or permanent) with a salary greater than that attaching to her/his current (/previous) salary level then the individual will clearly be remunerated at the higher salary – commensurate with the post actually occupied, then this should be done.