

Perth & Kinross

Local Agreements : Principal Teachers in the Primary School [March 2003]

PERTH AND KINROSS COUNCIL

Joint Negotiating Committee for Teaching Staff - 31 March 2003

PRINCIPAL TEACHERS IN THE PRIMARY SCHOOL

REPORT BY THE DIRECTOR OF EDUCATION AND CHILDREN'S SERVICES

ABSTRACT

This Report seeks approval for the introduction of Principal Teachers in Primary Schools as part of the National Agreement - A Teaching Profession for the 21st Century.

1 RECOMMENDATIONS

It is recommended that the Committee:

- i) Approve the attached phased introduction of Principal Teachers.
- ii) Approve the allocation of additional development days to small schools who do not receive a Principal Teacher.
- iii) Agrees the generic job description and person specification for these posts.
- iv) Instructs the Director of Education & Children's Services to bring forward a report in due course in relation to the impact of these posts in relation to the Raising Attainment and Achievement agenda.

2 BACKGROUND

2.1 As part of the McCrone Agreement a new improved and simplified career structure for all teachers was to be introduced from 1 April 2002. The new structure will be common across all sectors.

2.2 This new structure introduced the concept of Principal Teachers in the primary school for the first time although there is no predetermined national formula identified.

2.3 At the JNCT meeting in October 2002 it was agreed that Senior Teachers in primary schools should not automatically be converted to Principal Teacher status. Current Senior Teachers however will be able to apply for PT posts.

2.4 A primary management review group was recently set up to examine the possible roll out of Principal Teachers across Perth & Kinross. This group consisted of head teachers from the Primary Strategy Group, professional association representatives, Service Managers and a Human Resources representative.

2.5 The group examined the proposed Perth & Kinross formula, salary levels, non contact time to carry out duties, job descriptions and person specifications related to Principal Teachers in the primary school.

3 PROPOSALS

3.1 It is recommended that all new Principal Teacher posts in Perth & Kinross are subject to open recruitment. It is possible that this may involve the creation of excesses in certain circumstances. However, these would be dealt with in the normal way as part of the staffing exercise.

3.2 The salary level for the new Principal Teacher posts as of August 2003 would be £31,299 which is the bottom point of the new pay range for Principal Teachers and the mid-point on the Chartered Teacher Scale. These posts will be subject to job-sizing in due course.

3.3 It was agreed that in schools where there are Principal Teacher posts there would need to be an allocation of management time per school session in order that duties relating to the job description can be carried out effectively.

3.4 It was recognised that these days could be allocated on a sliding scale in relation to the school roll. Allocation of non teaching days will be set on August projected rolls and will remain in place for a full session. The days will be programmed at the discretion of each head teacher in order to allow for flexibility in relation to the blocking of days for specific tasks.

3.5 As part of the Teaching Profession for the 21st Century a 35 hour working week was agreed. By August 2006 all teachers will have a maximum class contact time of 22.5 hours. In primary schools from August 2004 until August 2006 a maximum class contact time will be 23.5 hours. These arrangements will also apply to Principal Teacher posts in Perth & Kinross primary schools.

3.6 In addition to the provision of non contact days of approximately £160 per day there is a potential cost in the uplift of salaries in relation to the individual teachers appointed to these posts. In the case where Senior Teachers are successful in being identified as Principal Teachers this would be cost neutral. However, where the successful appointment is at the top of the main grade teaching scale the uplifted salary per post would be approximately £2,500. This of course may increase depending on the current salary of the teacher.

3.7 It is proposed, in phases 1 and 2, that there will be approximately 30 Principal Teacher posts across Perth & Kinross. These would be focussed on schools where there are no current management staff in addition to the head teacher. This would enable these schools to have a second management person to complement that of the head teacher.

3.8 It is proposed that the phased implementation, which will be based on available resources, will be that outlined in Annexe 1.

3.9 The initial phase 1 will focus on the primary schools with the largest projected rolls for August 2003 where the head teachers are currently teaching ie rolls of less than 120. It is intended to provide, by August 2004, a Principal Teacher in all primary schools of over 50 pupils and up to a roll of 220 pupils ie schools without a second management post.

4 RESOURCE IMPLICATIONS

4.1 In 2003/04 phase 1 will be implemented from August 2003 and will be contained within the overall resources made available to implement the McCrone Agreement.

4.2 Within the full financial year 2004-05, when the roll out will commence in full, a specific McCrone allocation of £230,000 is available.

5 STRATEGIC PRIORITIES

This proposal relates to the strategic priority to provide effective and efficient services which delivery quality and value for money. It also links to the service plan priority of raising attainment and achievement.

6 CONSULTATION

Professional associations, Director of Human Resources and Primary Strategy Group have been fully consulted in the preparation of this Report.

7 CONCLUSION

7.1 Acceptance of this Report will keep Perth & Kinross on track in relation to the implementation of McCrone arrangements specifically within primary schools.

7.2 These proposals will also help to redress the imbalance in management structures between the primary and secondary sectors.

7.3 These proposals will, in the initial phase, expand management structures in primary schools which currently operate with no management staff in addition to the head teacher.

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For further information, contact Ian Mason, Service Manager - Staffing, ext 6312

BACKGROUND PAPERS

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

Appendix 1 - Phased implementation proposals

Appendix 2 - Generic job description

Appendix 3 - Generic person specification