

## **Short Term Supply Teachers**

1.5 Short term supply teachers engaged on periods of work of 5 days or fewer will be paid on point 1 (point 0 if not fully registered) of the Main Grade Scale for each period of supply work. Pay will be calculated on the hourly rate as defined in paragraph 1.8 and applied to the daily hours worked in accordance with Part 2, Section 3, paragraph 3.3 below.

1.6 Where a short term supply teacher has been engaged on a single, continuous period of supply cover of 5 days which is subsequently extended beyond the initial 5 day period, the rate of pay for the extension period will be the incremental point on the Main Grade Scale for which the teacher qualifies in accordance with paragraphs 1.19 to 1.26.

1.7 A short term supply teacher will not be deployed for more than one discrete block of time in any day.

1.8 The daily rate of pay for teachers and music instructors will be  $1/235^*$  of the annual rate of salary. The hourly rate of pay will be calculated on the basis of  $1/1645^{**}$  of the annual rate of salary.

1.9 Temporary teachers on fixed term contracts will normally be employed for a complete working day session and will be paid the daily rate for each day as defined in paragraph 1.8 above.

1.10 Where a teacher is employed for less than a complete working day, the teacher will not be employed for more than one discrete block of time in any day. Teachers employed for a period of less than a complete working day shall be paid an hourly rate calculated as above. Other than in exceptional circumstances, they shall be obliged, on a pro rata basis, to undertake and be paid for all of the contractual commitments required of teachers as set out in Section 2 (Main Duties) and Section 3 (Working Year and Working Week).

Footnotes: \* 235 days = 195 working days + 40 days annual leave

\*\* 1645 hours = 235 days x 7 hours

## **Special Circumstances**

1.73 Where a teacher is appointed to a promoted post with a view to preparing for the opening of a new school/the expansion of an existing school, or where a teacher already serving in the school is required to make the preparations and is to continue to serve in the post after the opening of the school/while the expansion is taking place, the salary of the teacher may be increased by such amount as the council consider appropriate.

1.74 A council may increase the salary of an employee if, in the particular circumstances of the post, it considers the salary to be inadequate. This provision shall not be applied to effect a general increase in the salaries of a particular category of post.

1.75 Where a teacher has been appointed to a post not described in Section 2 (Main Duties) of this Scheme but the duties of the post are considered by the

council to be similar to the duties of a post described in the Scheme, the provisions in this Section shall apply.

**Incremental Progression for Teachers on the Main Grade Scale and Music Instructors**

1.46 All teachers on the Main Grade Scale and music instructors are entitled to a salary increment at 1 August, provided they have 26 weeks of qualifying service (as defined in paragraph 1.60 below) in the previous year of salary.

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