

This offer provides the following immediate changes to teachers pay

With effect from 1 September 2017

- 2.25% cost of living pay will be paid to all members.
- Teaching allowances will be increased by 2.25%.

With effect from 1 September 2018

- A further 2% cost of living pay award will be paid to all members.
- Teaching allowances will be increased by 2%.

Effect of proposed salary uplift for a teacher if pay deal accepted		
Age of Teachers	Additional salary earned over remainder of career	
NQT	Assuming 40 years' service	£61,768
35	Assuming 12 years of experience and at pay grade UPS3	£52,064
45	Assuming 12 years of experience and at pay grade UPS3	£35,794
55	Assuming 12 years of experience and at pay grade UPS3	£22,003

Directed Time

- Formal introduction of dedicated Planning, Preparation and Assessment time (PPA).
- Scheduled meetings will be published at the beginning of the school year.
- Sufficient dedicated time must be provided for the SENCO role.

Initiatives

- Agreed framework to workload-proof new initiatives.
- Current assessment arrangements will remain unchanged pending the outcome of review.

Education and Training Inspectorate (ETI)

- ETI will not increase inspection activity.
 - Participation in industrial action will not determine ETI school visits.
 - On notification of an inspection, the names of the inspectors will be provided.
 - Clarification of the information and documentation required from schools will be provided by ETI in advance.

This offer provides the following immediate changes to teachers workload

Health and Wellbeing

- Schools afforded one full school development day to promote teacher health and wellbeing commencing 2020/21.