

# **TEACHERS' SALARIES AND CONDITIONS OF SERVICE COMMITTEE (SCHOOLS)**

June 2020

## **TNC - Exceptional Circumstances** **Covid-19**

Management and Teachers' Sides of the Teachers' Salaries and Conditions of Service Committee ("TNC") recognise that responses to the Covid-19 situation have the potential to impact on the conditions of service for teachers.

It is acknowledged that some flexibility may be required for the period of the academic year 20/21 as a result of the Covid-19 Pandemic and both Management Side and Teachers' Side remain committed to ensuring this is achieved by agreeing that any temporary changes made to ensure the continuity of education is not to the detriment of teachers' terms and conditions of service.

Joint guidance may issue from TNC in the period ahead as matters arise with the potential to impact on teachers' terms and conditions of service.

This joint letter of agreement has been agreed and is issued further to the announcement confirming that as a consequence of the current exceptional circumstances, the start of the academic year 20/21 will be from week commencing 17 August 2020.

### **Change to school opening dates – Key Principles**

#### **1. Directed time**

A teacher will not be directed to work on more than 195 days or 1265 hours in the academic year as a direct consequence of the change to restart date.

#### **2. Pre-Existing Holiday Arrangements or Commitments**

Teachers, Principals and Vice-Principals who have pre-booked holidays or have other commitments that were arranged prior to 18 June 2020 the official notification of a change in the start date for academic year 20/21 shall be allowed to honour those commitments without detriment.

It is imperative, however, that those affected in this manner notify their holiday arrangements to their Principal or line manager by 30 June 2020, in order to inform workforce planning. In the case of a Principal, the Chair of the Board of Governors should be notified.

### **3. Quarantine Arrangements**

Teachers, Principals and Vice-Principals who have pre-booked holidays arranged prior to the announcement of quarantine arrangements and who may be required to isolate after travelling abroad, will be required to work from home during any isolation period.

Staff likely to be affected by quarantine arrangements should ensure that they notify their Principal or line manager by 30 June 2020. In the case of a Principal, the Chair of the Board of Governors should be notified.

It is appreciated that the situation concerning travelling outside the Common Travel Area is uncertain at this time and official advice may change. Teachers, Principals and Vice-Principals should ensure they follow Foreign and Commonwealth Office advice regarding foreign travel. Further TNC guidance may be issued in this regard in line with any changing advice.

This joint letter of agreement is effective from the date of issue and, unless jointly agreed by Management and Teachers' Side, will remain extant for the period of the academic year 2020/21 and is applicable to all Teachers' in grant-aided schools in Northern Ireland.

**Teachers' Negotiating Committee**