

Stirling Council Children's Services

**AGREEMENT NUMBER 11:
TRANSITION ARRANGEMENTS 2003 - 2004**

1. The school year starting in August 2003 will be a year of transition from the operation of the present system of management and promoted posts to the initial operation of the revised systems as defined by schools. It is expected that revised systems will be fully in operation from August 2004. It is essential that delivery of the service is maintained and not disadvantaged during session 2003/04 and the purpose of this agreement is to set out the arrangements, which will apply.
2. During session 2003/04, it will be necessary to fill posts in schools at PT and DHT level, in accordance with all relevant agreements:

Agreement Number 2: Matching Procedure

Agreement Number 3: Senior Teachers / Assistant Principal Teachers

Agreement Number 6: Principal Teachers

It is intended that the process of making such appointments will start immediately for DHT posts and for PT posts and conclude by December 2003.

3. All current substantive posts at HT, DHT and PT level will remain as substantive posts till end June 2004. Where such posts are vacant at present, or become vacant during session 2003/04, it will be open to the Headteacher (or Head of Schools in the case of HT posts) to fill such posts on an Acting basis in accordance with established procedures. Where such a post is currently filled on an acting basis, then the acting post-holder on 27 June 2003 will continue to fill the post on an acting basis in August 2003 and until the post is filled permanently, or becomes redundant within the new management structure. Present constraints on the tenure of acting posts will continue to apply during session 2003/04. The salary paid to new acting post-holders from 1 August 2003 will be the salary for the post as job-sized. For acting post-holders in June who continue in acting post in August, the salary paid will be the higher of the existing salary for the post and the salary as job-sized.
4. Former AHT posts (as from 1 April 2002) will continue as at present in terms of status, roles and responsibilities till end June 2004. These posts will be referred to as DHT posts. Where such posts are vacant at present, or become vacant during session 2003/04, it will be open to the Headteacher to fill such posts on an Acting basis in accordance with established procedures. Where such a post is currently filled on an acting basis, then the acting post-holder on 27 June 2003 will continue to fill the post on an acting basis in August 2003 and until the post is filled permanently, or becomes redundant within the new management structure. Present constraints on the tenure of acting posts will continue to apply during session 2003/04. The salary paid to new acting post-holders from 1 August 2003 will be the salary for the post as job-sized. For acting post-holders in June who continue in acting post in August, the salary paid will be the higher of the existing salary for the post and the salary as job-sized.
5. For all schools, Primary and Secondary, special arrangements will assist to maintain the current high quality of service. To this end Temporary PT posts can be created in Secondary schools from August 2003. Such posts will not extend beyond June 2004, but may terminate earlier if appropriate. The number of such posts created in any school should equal the number of substantive APT posts in that school at present, and the posts should be filled by the current holders of substantive APT posts in that school, in accordance with Agreement Number 3. The salary for such Temporary PT posts shall be scale point one of the new PT scale. The arrangements for Primary schools are set out in Agreement Number 14.

6. Where a substantive APT post is vacant, or where the current holder of a substantive APT post does not wish to take up a Temporary PT post, then the Temporary PT post may be filled on an acting basis in accordance with the usual conditions and arrangements which apply to acting appointments. Where a substantive APT post is currently filled on an acting basis, then the acting post-holder on 27 June 2003 can fill the Temporary PT post created in August 2003. Those filling Temporary Principal Teacher posts on an acting basis will be known as Acting Temporary Principal Teachers.
7. Where, due to secondment, illness, or other reason, the holder of a Temporary PT post fills a (higher level) PT post on an acting basis, the Temporary PT post may be filled on an acting basis in accordance with the usual conditions and arrangements which apply to acting appointments. The acting post-holder will be known as an Acting Temporary Principal Teacher.

Signed:

Co-chair LNCT

Date:

Signed:

Co-chair LNCT

Date: