

SCHOOL SUPPORT STAFF

COLLECTIVE AGREEMENT MARCH 1999

Although final agreement has not been reached, it is noted that the recommendations put to the Joint Negotiating Committee on 15 March 1999 were:

- (a) In relation to staff working 32.5 hour week, term time only, but paid full year:
- (i) All new learning support assistant/nursery nurses appointees (including those in special education) are paid pro rata to a full time salary with effect from 1 April 1999.
 - (ii) Existing nursery nurses and learning support assistants in special education are given a choice (in which they may need to consider pension implications) of either:
 - a pro rata salary based on their new MKC grade. This is on the understanding that they cease to benefit from preferential conditions of service such as being reimbursed for a full year despite working 32.5 hour week, term time only.
 - OR
 - a maximum scale point 18 (currently £12,537) with entitlement to annual cost of living awards, irrespective of the grade allocated to the post. This is £63 above the maximum of Bucks Pay Range 1. They will have current conditions of service protected, but as a trade off, any pay increase as a result of the job evaluation exercise is capped.
 - (iii) Progression to the MKC scale point 20, top of range 4 (currently £13,479) be permitted for staff currently on Bucks Pay scale point 12 (currently £13,524).
 - (iv) the above arrangement applies to any other member of the school support staff on preferential conditions of service. (There are a few other long serving members of school support staff who are paid full time salaries but required to work term time only.)
- (b) Retainers over vacations are no longer paid.
- (c) Bonus for caretakers is incorporated into the annual salary.
- (d) Method of payment: All staff are paid monthly by BACS. Those currently on weekly pay be placed on the 15th of the month payroll, so they are paid two weeks in advance and two weeks in arrears.

It was also proposed that shift payments for Caretakers be personally protected.

Provided the job evaluation of all posts within this group are completed by 31 August 1999, as stated under paragraph one of this Agreement, these recommendations are likely to be acceptable.