

# ITEM 3

## EDUCATION JOINT ADVISORY COMMITTEE

11 APRIL 2000

**This report was submitted to the meeting of the Joint Negotiating Committee held on 29 March 2000, and the recommendations agreed, subject to the approval of this Committee .**

### **SALARIES FOR MUSIC TEACHERS**

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#### **1. Purpose**

- 1.1 This paper provides information about the salaries for tutors in the music service, in particular, those employed as part time teachers working in the music service.
- 1.2 It invites the Committee to agree the rate at which these employees will be paid in the future.

#### **2. Summary**

- 2.1 Part time teachers in the Music Service have also had ad hoc arrangements inherited from BCC at LGR
- 2.2 A proposal to appoint these employees to the qualified or unqualified teachers' scale is set out in this paper, depending upon their qualification status.

#### **3. Recommendations**

- 3.1 That the complexities involved in deriving a suitable salary structure for this group of employees be noted.
- 3.2 That the proposed salary arrangements presented in the report be agreed.

#### 4. **Background**

- 4.1 This service was previously part of Buckinghamshire County Council (BCC).
- 4.2 The rate of pay includes payment for annual leave, preparation and marking time and the expectation that employees will attend staff development sessions without further payment.
- 4.3 The Music Service employs approximately 11 employees who work on a part time basis, 40 on a supply basis and a further 17 employees work for the Music Service on a full time basis.
- 4.4 The ad hoc arrangements that transferred from BCC were broadly based upon the Teachers' Terms and Conditions of Service. It is proposed that Milton Keynes Council formalise this arrangement in order that there is greater clarity about the basis on which payments are made to these employees and to their contractual terms.
- 4.5 This would also ensure that incremental progression and annual pay reviews would be part of recognised national negotiating machinery.

#### 5. **Issues and Choice**

- 5.1 The appropriate entry level on to the qualified or unqualified teachers' scale needs to reflect the qualifications, skills and expertise required for the duties of the post.
- 5.2 Issues and choices for the Music Service are set out in item 8 in the **Annex** to this report.

#### 6. **Implications**

##### 6.1 Environmental

None that is apparent at this stage.

##### 6.2 Equalities

The Council seeks to ensure there is equality of opportunity for all its employees. The proposed structure is designed to offer an equitable and coherent solution to a complex issue.

##### 6.3 Financial

There are financial implications, which are outlined in the paper. Full account of these proposals has been taken into account in the budget for the current and next financial year.

##### 6.4 Legal

None.

6.5 Staff and Accommodation

The proposals seek to develop appropriate salary arrangements for these employees.

7. **Conclusions**

7.1 The paper demonstrates the need to develop appropriate salary structures for this group of employees. The paper describes the various elements within the proposed salary structure and demonstrates the basis on which the proposal has been developed.

7.2 The proposals in this document provide an equitable basis for the future of these important services.

Background Papers: None notified by the author

8. **Issues and Choices for the Music Service:**

8.1 It is proposed that the link between those working within the Music Service and the Teachers' Terms and Conditions of Service should be formally agreed.

8.2 It is proposed that this group of staff be appointed to incremental scales as set out below:

Qualified teachers scale - spine points 2 – 9 inclusive

Unqualified teachers scale – spine points 7 – 10 inclusive.

8.3 It is recognised within the Music Service that the element of directed time that is required of teachers in this service is different to that of classroom teachers who work in one school. In view of this it is proposed that a divider of 1136 hours of directed time per annum.

8.4 The basis on which this divider has been calculated is set out below:

A full time employee working in the Music Service would be expected to work 1265 hours per annum, directed time. Non-contact time is required as set out below:

Travel 68

Service admin/Reports/Parents Evening 36

Performance Support 25

8.5 The full details of the proposed salary scales for use by the Music Service are provided in the **Appendix** to this annex. Please note that the salary levels quoted in Annex 2 are based on the "School Teachers' Pay and Conditions Document 1999".

8.6 The starting salaries for all teachers in the Music Service will depend upon qualifications and experience.

9. **Proposed Salary Structure – Music Service Teachers**

<b>Music Teachers holding Qualified Teacher Status</b>		
	<b>Annual Salary</b>	<b>Hourly Rate</b>
2	£15,537	£13.67
3	£16,383	£14.42
4	£17,274	£15.20
5	£18,303	£16.11
6	£19,407	£17.08
7	£20,571	£18.10
8	£21,804	£19.19
9	£23,193	£20.41

<b>Music Teachers not holding Qualified Teacher Status (unqualified teachers)</b>		
	<b>Annual Salary</b>	<b>Hourly Rate</b>
7	£14,748	£12.98
8	£15,966	£14.05
9	£17,349	£15.27
10	£18,390	£16.18