

ANNEX TO ITEM 19(c)

POLICY AND RESOURCES COMMITTEE

21 MARCH 2000

Issues and Choices for the Music Service:

- (a) 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.
- (b) 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.

- (c) 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.
- (d) 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

- (e) 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 the **Appendix** are based on the "School Teachers' Pay and Conditions Document 1999".
- (f) The starting salaries for all teachers in the Music Service will depend upon qualifications and experience.

APPENDIX TO ANNEX

Proposed Salary Structure – Music Service Teachers

Music Teachers holding Qualified Teacher Status		
	Annual Salary	Hourly Rate
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

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