

**Scottish Negotiating Committee for Teachers
Teachers Panel**

By email

5 November 2025

Dear Des,

SNCT Pay Negotiations 2025/26 – Employers’ Side Pay Offer

At the COSLA Leaders meeting on 31 October, Leaders agreed to provide Cllr Katie Hagmann, COSLA Resources Spokesperson, with a revised negotiating mandate for the 2025/26 SNCT pay negotiations.

We are now able to make **our best and final offer**.

The following offer is for a two-year settlement which runs from **1 August 2025 to 31 July 2027**:

- A 4% uplift on all SNCT pay points from 1 August 2025, rising to 4.25% from 1 April 2026.
- A 3.25% uplift on all SNCT pay points from 1 August 2026 to 31 July 2027.

Alongside this pay offer is a commitment to seek agreement on a SNCT reopener clause for year 2 (i.e. 1 August 2026 to 31 July 2027). We hope this can be concluded by the end of this calendar year.

We have listened to the Teachers Panel throughout our pay negotiations for 2025/26. Our last Extended Joint Chairs meeting took place on 30 October and we appreciated your candour in articulating the elements requested to meet your members’ expectations. Cllr Hagmann was able to provide an update to Leaders on our discussions.

We have continued to highlight the severe funding constraints within Scottish public sector financing throughout our discussions, and this **best and final offer** is being made on the basis of additional funding and assurances received from Scottish Government.

The key features of the offer are listed below:

- A two year pay offer for 1 August 2025 to 31 July 2027.
- A credible, higher offer than previously made, fully utilising all available funding from both Local and Scottish Government.

- The offer is for a uniform percentage uplift at every pay point on the SNCT pay scales, for both years.
- An offer which attempts to address the inflationary pressure on your members, within the funding pressures noted above, and recognises the requested restoration of pay, as defined by the teacher's panel in our negotiations.
- This offer is supported by the commitment to seek agreement on a SNCT reopener clause for year 2 (i.e. 1 August 2026 to 31 July 2027).

I must emphasise this offer fully utilises the negotiating envelope mandated by council Leaders and is at the limit of affordability for both Local and Scottish Government.

I should be obliged if, on receiving this pay offer from COSLA Employers, the Teachers Panel seek the views of your respective members and provide COSLA with your response.

Yours sincerely,

Suzanne McLeod

Suzanne McLeod
Employers' Side Joint Secretary