

SB/CC

11 November 2025

Suzanne McLeod  
COSLA

Dear Suzanne

I write to you in response to the pay offer formally intimated by COSLA, in writing, on 5<sup>th</sup> November 2025.

Following a meeting held today, the unanimous decision of the SNCT Teachers' Panel is to accept the terms of the offer as below:

- 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.

The SNCT Teachers' Panel further accepts the element of the offer that commits to seek agreement on a reopener clause for year two (1 August 2026 to July 2027) and shares the desire to conclude negotiations on this by the end of this calendar year. Accordingly, the SNCT Teachers' Panel requests that meetings of the SNCT Extended Joint Chairs are arranged swiftly to commence and quickly conclude this process.

Further, the SNCT Teachers' Panel wishes to restate its commitment to the longer-term restoration of the real-terms value of teachers' pay and welcomes the reference within the offer letter to this objective. Whilst the SNCT Teachers' Panel accepts the pay offer covering August 2025 to July 2027, it is with the clear view that much more is required in future years to ensure that the erosion in the value of teachers' pay since 2008 is fully addressed.

Yours sincerely,

Stuart Brown  
Teachers' Side Joint Secretary