

**HIGHLAND COUNCIL
RATES OF PAY FOR SUPPLY AND FIXED TERM TEACHERS
SEPTEMBER 2011**

SHORT TERM SUPPLY (1 - 5 DAYS ONLY)

| Salary Point | Annual Salary | Hourly rate with leave combined | One day (based on 5 hour day) |
|--------------|---------------|---------------------------------|-------------------------------|
| 0 | 21,438 | 15.7051 | 78.53 |
| 1 | 25,716 | 18.8391 | 94.20 |

FIXED TERM CONTRACTS (EITHER DAY 6 ONWARDS OR DAY 1 ONWARDS IF KNOWN AT OUTSET THAT COVER REQUIRED IS MORE THAN 5 DAYS)

| Salary Point | Annual Salary | Hourly rate with leave combined | One day (based on 7 hour day) |
|--------------|---------------|---------------------------------|-------------------------------|
| 0 | 21,438 | 15.7051 | 109.94 |
| 1 | 25,716 | 18.8391 | 131.87 |
| 2 | 27,243 | 19.9578 | 139.71 |
| 3 | 28,794 | 21.0941 | 147.66 |
| 4 | 30,465 | 22.3180 | 156.23 |
| 5 | 32,394 | 23.7313 | 166.12 |
| 6 | 34,200 | 25.0544 | 175.38 |