

TEACHERS RATES OF PAY

EFFECTIVE DATE	1/9/2025	4.00%
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UNQUALIFIED TEACHER	Monthly	Hours
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U04	Minimum	28,343.00	2,361.92	16.73
	Maximum	40,994.00	3,416.17	24.19

The following is for guidance only

Scale Code	Spine Point	Annual	Monthly	Hours
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U04	01	28,343.00	2,361.92	16.73
	02	30,935.00	2,577.92	18.26
	03	33,528.00	2,794.00	19.79
	04	35,814.00	2,984.50	21.13
	05	38,402.00	3,200.17	22.66
	06	40,994.00	3,416.17	24.19

QUALIFIED TEACHERS	Monthly	Hours
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Main Scale	Minimum	40,317.00	3,359.75	23.79
	W00	Maximum	52,300.00	4,358.33

The following is for guidance only

Scale Code	Spine Point	Annual	Monthly	Hours
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Main Scale W00	01	40,317.00	3,359.75	23.79
	02	42,234.00	3,519.50	24.92
	03	44,238.00	3,686.50	26.11

04	46,339.00	3,861.58	27.35
05	48,952.00	4,079.33	28.89
06	52,300.00	4,358.33	30.86

UPPER PAY SCALE		Monthly	Hours
Upper Pay Scale P00	Minimum	57,632.00	4,802.67
	Maximum	62,496.00	5,208.00

The following is for guidance only

Scale Code	Spine Point	Annual	Monthly	Hours
Upper Pay Scale P00	01	57,632.00	4,802.67	34.01
	02	60,464.00	5,038.67	35.68
	03	62,496.00	5,208.00	36.88

ADDITIONAL ALLOWANCES

TLR ALLOWANCES

TLR 1	Minimum	10,174.00	847.83
	Maximum	17,216.00	1,434.67

The following is for guidance only

TLR 1	Spine Point	Minimum		Maximum	
		Annual	Monthly	Annual	Monthly
5	A	10,174.00	847.83	10,372.00	864.33
6	B	12,455.00	1,037.92	12,652.00	1,054.33
7	C	14,739.00	1,228.25	14,936.00	1,244.67
8	D	17,216.00	1,434.67	16,553.00	1,379.42
	TLR 2	Minimum	3,527.00	293.92	
		Maximum	8,611.00	717.58	

The following is for guidance only

TLR 2	Spine Point	Minimum		Maximum	
		Annual	Monthly	Annual	Monthly
2	A	3,527.00	293.92	3,831.00	319.25
3	B	5,913.00	492.75	6,223.00	518.58
4	C	8,308.00	692.33	8,611.00	717.58
	TLR 3	Minimum	702.00	58.50	
		Maximum	3,478.00	289.83	

SPECIAL EDUCATIONAL NEEDS ALLOWANCE

SEN	Minimum	2,787.00	232.25
	Maximum	5,497.00	458.08

LEADING PRACTITIONERS Monthly Hours

L1 - L18	Minimum	61,858.00	5,154.83	36.50
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Maximum	88,930.00	7,410.83	52.48
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The following is for guidance only

Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
L00	01	61,858.00	5,154.83	36.50	10	74,844.00	6,237.00	44.17
	02	63,165.00	5,263.75	37.28	11	76,529.00	6,377.42	45.16
	03	64,502.00	5,375.17	38.06	12	78,072.00	6,506.00	46.07
	04	65,861.00	5,488.42	38.87	13	79,776.00	6,648.00	47.08
	05	67,265.00	5,605.42	39.69	14	81,519.00	6,793.25	48.11
	06	68,698.00	5,724.83	40.54	15	83,297.00	6,941.42	49.16
	07	70,288.00	5,857.33	41.48	16	85,258.00	7,104.83	50.31
	08	71,677.00	5,973.08	42.30	17	86,990.00	7,249.17	51.34
	09	73,218.00	6,101.50	43.21	18	88,930.00	7,410.83	52.48

LEADERSHIP PAY SPINE			Monthly	Hours
L1 - L43			Minimum	61,554.00
			Maximum	153,490.00
			5,129.50	36.32
			12,790.83	90.58

The following is for guidance only

Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
L00					L00			
	01	61,554.00	5,129.50	36.32	24*	99,951.00	8,329.25	58.98
	02	62,857.00	5,238.08	37.09	24	100,951.00	8,412.58	59.57
	03	64,187.00	5,348.92	37.88	25	103,211.00	8,600.92	60.91
	04	65,538.00	5,461.50	38.68	26	105,521.00	8,793.42	62.27
	05	66,935.00	5,577.92	39.50	27*	106,823.00	8,901.92	63.04

06	68,361.00	5,696.75	40.34	27	107,891.00	8,990.92	63.67
07	69,942.00	5,828.50	41.27	28	110,327.00	9,193.92	65.11
08	71,327.00	5,943.92	42.09	29	112,823.00	9,401.92	66.58
09	72,858.00	6,071.50	43.00	30	115,382.00	9,615.17	68.09
10	74,479.00	6,206.58	43.95	31*	116,827.00	9,735.58	68.94
11	76,154.00	6,346.17	44.94	31	117,995.00	9,832.92	69.63
12	77,691.00	6,474.25	45.85	32	120,678.00	10,056.50	71.22
13	79,385.00	6,615.42	46.85	33	123,438.00	10,286.50	72.84
14	81,120.00	6,760.00	47.87	34	126,247.00	10,520.58	74.50
15	82,888.00	6,907.33	48.91	35*	127,863.00	10,655.25	75.46
16	84,841.00	7,070.08	50.07	35	129,141.00	10,761.75	76.21
17	86,566.00	7,213.83	51.08	36	132,092.00	11,007.67	77.95
18*	87,619.00	7,301.58	51.71	37	135,141.00	11,261.75	79.75
18	88,496.00	7,374.67	52.22	38	138,235.00	11,519.58	81.58
19	90,446.00	7,537.17	53.37	39*	139,965.00	11,663.75	82.60
20	92,447.00	7,703.92	54.56	39	141,365.00	11,780.42	83.42
21*	93,556.00	7,796.33	55.21	40	144,656.00	12,054.67	85.37
21	94,491.00	7,874.25	55.76	41	148,028.00	12,335.67	87.36
22	96,594.00	8,049.50	57.00	42	151,483.00	12,623.58	89.39
23	98,737.00	8,228.08	58.27	43	153,490.00	12,790.83	90.58

* These points and point 43 are the maximum salaries for the eight head teacher group ranges below. These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.

HEADTEACHERS SALARY RANGES

Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
					H02			
H01	06	68,361.00	5,696.75	40.34	08	71,327.00	5,943.92	42.09
	07	69,942.00	5,828.50	41.27	09	72,858.00	6,071.50	43.00
	08	71,327.00	5,943.92	42.09	10	74,479.00	6,206.58	43.95
	09	72,858.00	6,071.50	43.00	11	76,154.00	6,346.17	44.94

10	74,479.00	6,206.58	43.95	12	77,691.00	6,474.25	45.85
11	76,154.00	6,346.17	44.94	13	79,385.00	6,615.42	46.85
12	77,691.00	6,474.25	45.85	14	81,120.00	6,760.00	47.87
13	79,385.00	6,615.42	46.85	15	82,888.00	6,907.33	48.91
14	81,120.00	6,760.00	47.87	16	84,841.00	7,070.08	50.07
15	82,888.00	6,907.33	48.91	17	86,566.00	7,213.83	51.08
16	84,841.00	7,070.08	50.07	18	88,496.00	7,374.67	52.22
17	86,566.00	7,213.83	51.08	19	90,446.00	7,537.17	53.37
18*	87,619.00	7,301.58	51.71	20	92,447.00	7,703.92	54.56
				21*	93,556.00	7,796.33	55.21

HEADTEACHERS SALARY RANGES

Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
					H06			
H03	11	76,154.00	6,346.17	44.94	21	94,491.00	7,874.25	55.76
	12	77,691.00	6,474.25	45.85	22	96,594.00	8,049.50	57.00
	13	79,385.00	6,615.42	46.85	23	98,737.00	8,228.08	58.27
	14	81,120.00	6,760.00	47.87	24	100,951.00	8,412.58	59.57
	15	82,888.00	6,907.33	48.91	25	103,211.00	8,600.92	60.91
	16	84,841.00	7,070.08	50.07	26	105,521.00	8,793.42	62.27
	17	86,566.00	7,213.83	51.08	27	107,891.00	8,990.92	63.67
	18	88,496.00	7,374.67	52.22	28	110,327.00	9,193.92	65.11
	19	90,446.00	7,537.17	53.37	29	112,823.00	9,401.92	66.58
	20	92,447.00	7,703.92	54.56	30	115,382.00	9,615.17	68.09
	21	94,491.00	7,874.25	55.76	31	117,995.00	9,832.92	69.63
	22	96,594.00	8,049.50	57.00	32	120,678.00	10,056.50	71.22
	23	98,737.00	8,228.08	58.27	33	123,438.00	10,286.50	72.84
	24*	99,951.00	8,329.25	58.98	34	126,247.00	10,520.58	74.50
					35*	127,863.00	10,655.25	75.46

H04	14	81,120.00	6,760.00	47.87	H07	24	100,951.00	8,412.58	59.57
	15	82,888.00	6,907.33	48.91	25	103,211.00	8,600.92	60.91	
	16	84,841.00	7,070.08	50.07	26	105,521.00	8,793.42	62.27	
	17	86,566.00	7,213.83	51.08	27	107,891.00	8,990.92	63.67	
	18	88,496.00	7,374.67	52.22	28	110,327.00	9,193.92	65.11	
	19	90,446.00	7,537.17	53.37	29	112,823.00	9,401.92	66.58	
	20	92,447.00	7,703.92	54.56	30	115,382.00	9,615.17	68.09	
	21	94,491.00	7,874.25	55.76	31	117,995.00	9,832.92	69.63	
	22	96,594.00	8,049.50	57.00	32	120,678.00	10,056.50	71.22	
	23	98,737.00	8,228.08	58.27	33	123,438.00	10,286.50	72.84	
	24	100,951.00	8,412.58	59.57	34	126,247.00	10,520.58	74.50	
	25	103,211.00	8,600.92	60.91	35	129,141.00	10,761.75	76.21	
	26	105,521.00	8,793.42	62.27	36	132,092.00	11,007.67	77.95	
	27*	106,823.00	8,901.92	63.04	37	135,141.00	11,261.75	79.75	
				38	138,235.00	11,519.58	81.58		
				39*	139,965.00	11,663.75	82.60		
				H08					
H05	18	88,496.00	7,374.67	52.22	28	110,327.00	9,193.92	65.11	
	19	90,446.00	7,537.17	53.37	29	112,823.00	9,401.92	66.58	
	20	92,447.00	7,703.92	54.56	30	115,382.00	9,615.17	68.09	
	21	94,491.00	7,874.25	55.76	31	117,995.00	9,832.92	69.63	
	22	96,594.00	8,049.50	57.00	32	120,678.00	10,056.50	71.22	
	23	98,737.00	8,228.08	58.27	33	123,438.00	10,286.50	72.84	
	24	100,951.00	8,412.58	59.57	34	126,247.00	10,520.58	74.50	
	25	103,211.00	8,600.92	60.91	35	129,141.00	10,761.75	76.21	
	26	105,521.00	8,793.42	62.27	36	132,092.00	11,007.67	77.95	
	27	107,891.00	8,990.92	63.67	37	135,141.00	11,261.75	79.75	
	28	110,327.00	9,193.92	65.11	38	138,235.00	11,519.58	81.58	

29	112,823.00	9,401.92	66.58	39	141,365.00	11,780.42	83.42
30	115,382.00	9,615.17	68.09	40	144,656.00	12,054.67	85.37
31*	116,827.00	9,735.58	68.94	41	148,028.00	12,335.67	87.36
				42	151,483.00	12,623.58	89.39
				43	153,490.00	12,790.83	90.58