

TEACHERS RATES OF PAY							
		<b>EFFECTIVE DATE</b>		<b>01/09/2024</b>		<b>5.50%</b>	
			<b>UNQUALIFIED TEACHER</b>	<b>Monthly</b>	<b>Hours</b>		
		<b>U04</b>	<b>Minimum</b>	<b>27,252.00</b>	2,271.00	16.08	
			<b>Maximum</b>	<b>39,417.00</b>	3,284.75	23.26	
			<b>The following is for guidance only</b>				
		<b>Scale Code</b>	<b>Spine Point</b>	<b>Annual</b>	<b>Monthly</b>	<b>Hours</b>	
		<b>U04</b>	<b>01</b>	<b>27,252.00</b>	2,271.00	16.08	
			<b>02</b>	<b>29,745.00</b>	2,478.75	17.55	
			<b>03</b>	<b>32,238.00</b>	2,686.50	19.02	
			<b>04</b>	<b>34,436.00</b>	2,869.67	20.32	
			<b>05</b>	<b>36,925.00</b>	3,077.08	21.79	
			<b>06</b>	<b>39,417.00</b>	3,284.75	23.26	
			<b>QUALIFIED TEACHERS</b>		<b>Monthly</b>	<b>Hours</b>	
		<b>Main Scale</b>	<b>Minimum</b>	<b>38,766.00</b>	3,230.50	22.88	
		<b>W00</b>	<b>Maximum</b>	<b>50,288.00</b>	4,190.67	29.68	
			<b>The following is for guidance only</b>				
		<b>Scale Code</b>	<b>Spine Point</b>	<b>Annual</b>	<b>Monthly</b>	<b>Hours</b>	
		<b>Main Scale</b>	<b>01</b>	<b>38,766.00</b>	3,230.50	22.88	
		<b>W00</b>	<b>02</b>	<b>40,609.00</b>	3,384.08	23.96	
			<b>03</b>	<b>42,536.00</b>	3,544.67	25.10	
			<b>04</b>	<b>44,556.00</b>	3,713.00	26.29	
			<b>05</b>	<b>47,069.00</b>	3,922.42	27.78	
			<b>06</b>	<b>50,288.00</b>	4,190.67	29.68	
			<b>UPPER PAY SCALE</b>		<b>Monthly</b>	<b>Hours</b>	
		<b>Upper Pay Scale</b>	<b>Minimum</b>	<b>55,415.00</b>	4,617.92	32.70	
		<b>P00</b>	<b>Maximum</b>	<b>60,092.00</b>	5,007.67	35.46	
			<b>The following is for guidance only</b>				
		<b>Scale Code</b>	<b>Spine Point</b>	<b>Annual</b>	<b>Monthly</b>	<b>Hours</b>	
		<b>Upper Pay Scale</b>	<b>01</b>	<b>55,415.00</b>	4,617.92	32.70	
		<b>P00</b>	<b>02</b>	<b>58,138.00</b>	4,844.83	34.31	
			<b>03</b>	<b>60,092.00</b>	5,007.67	35.46	

ADDITIONAL ALLOWANCES								
TLR ALLOWANCES								
		<b>TLR 1</b>	<b>Minimum</b>	<b>9,782.00</b>	815.17			
			<b>Maximum</b>	<b>16,553.00</b>	1,379.42			
		The following is for guidance only						
	<b>TLR 1</b>	<b>Spine Point</b>	<b>Minimum</b>			<b>Maximum</b>		
			<b>Annual</b>	<b>Monthly</b>		<b>Annual</b>	<b>Monthly</b>	
	<b>5</b>	<b>A</b>	<b>9,782.00</b>	815.17		<b>9,973.00</b>	831.08	
	<b>6</b>	<b>B</b>	<b>11,976.00</b>	998.00		<b>12,165.00</b>	1,013.75	
	<b>7</b>	<b>C</b>	<b>14,172.00</b>	1,181.00		<b>14,361.00</b>	1,196.75	
	<b>8</b>	<b>D</b>	<b>16,364.00</b>	1,363.67		<b>16,553.00</b>	1,379.42	
		<b>TLR 2</b>	<b>Minimum</b>	<b>3,391.00</b>	282.58			
			<b>Maximum</b>	<b>8,279.00</b>	689.92			
		The following is for guidance only						
	<b>TLR 2</b>	<b>Spine Point</b>	<b>Minimum</b>			<b>Maximum</b>		
			<b>Annual</b>	<b>Monthly</b>		<b>Annual</b>	<b>Monthly</b>	
	<b>2</b>	<b>A</b>	<b>3,391.00</b>	282.58		<b>3,683.00</b>	306.92	
	<b>3</b>	<b>B</b>	<b>5,685.00</b>	473.75		<b>5,983.00</b>	498.58	
	<b>4</b>	<b>C</b>	<b>7,988.00</b>	665.67		<b>8,279.00</b>	689.92	
		<b>TLR 3</b>	<b>Minimum</b>	<b>675.00</b>	56.25			
			<b>Maximum</b>	<b>3,344.00</b>	278.67			
		SPECIAL EDUCATIONAL NEEDS ALLOWANCE						
		<b>SEN</b>	<b>Minimum</b>	<b>2,679.00</b>	223.25			
			<b>Maximum</b>	<b>5,285.00</b>	440.42			
		LEADING PRACTITIONERS						
					<b>Monthly</b>	<b>Hours</b>		
		<b>L1 - L18</b>	<b>Minimum</b>	<b>59,478.00</b>	4,956.50	35.10		
			<b>Maximum</b>	<b>85,509.00</b>	7,125.75	50.46		
		The following is for guidance only						
<b>Scale Code</b>	<b>Spine Point</b>	<b>Annual</b>	<b>Monthly</b>	<b>Hours</b>	<b>Spine Point</b>	<b>Annual</b>	<b>Monthly</b>	<b>Hours</b>
<b>L00</b>	<b>01</b>	<b>59,478.00</b>	4,956.50	35.10	<b>10</b>	<b>71,965.00</b>	5,997.08	42.47
	<b>02</b>	<b>60,735.00</b>	5,061.25	35.84	<b>11</b>	<b>73,585.00</b>	6,132.08	43.42
	<b>03</b>	<b>62,021.00</b>	5,168.42	36.60	<b>12</b>	<b>75,069.00</b>	6,255.75	44.30
	<b>04</b>	<b>63,327.00</b>	5,277.25	37.37	<b>13</b>	<b>76,707.00</b>	6,392.25	45.27
	<b>05</b>	<b>64,677.00</b>	5,389.75	38.17	<b>14</b>	<b>78,383.00</b>	6,531.92	46.26
	<b>06</b>	<b>66,055.00</b>	5,504.58	38.98	<b>15</b>	<b>80,093.00</b>	6,674.42	47.27
	<b>07</b>	<b>67,584.00</b>	5,632.00	39.88	<b>16</b>	<b>81,978.00</b>	6,831.50	48.38
	<b>08</b>	<b>68,920.00</b>	5,743.33	40.67	<b>17</b>	<b>83,644.00</b>	6,970.33	49.36
	<b>09</b>	<b>70,401.00</b>	5,866.75	41.55	<b>18</b>	<b>85,509.00</b>	7,125.75	50.46

		LEADERSHIP PAY SPINE			Monthly	Hours		
		<b>L1 - L43</b>	<b>Minimum</b>	<b>59,186.00</b>	4,932.17	34.93		
			<b>Maximum</b>	<b>147,586.00</b>	12,298.83	87.09		
<b>The following is for guidance only</b>								
Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
					<b>L00</b>			
<b>L00</b>	<b>01</b>	<b>59,186.00</b>	4,932.17	34.93	<b>24*</b>	<b>96,106.00</b>	8,008.83	56.71
	<b>02</b>	<b>60,439.00</b>	5,036.58	35.67	<b>24</b>	<b>97,068.00</b>	8,089.00	57.28
	<b>03</b>	<b>61,718.00</b>	5,143.17	36.42	<b>25</b>	<b>99,241.00</b>	8,270.08	58.56
	<b>04</b>	<b>63,017.00</b>	5,251.42	37.19	<b>26</b>	<b>101,462.00</b>	8,455.17	59.88
	<b>05</b>	<b>64,360.00</b>	5,363.33	37.98	<b>27*</b>	<b>102,714.00</b>	8,559.50	60.61
	<b>06</b>	<b>65,731.00</b>	5,477.58	38.79	<b>27</b>	<b>103,741.00</b>	8,645.08	61.22
	<b>07</b>	<b>67,251.00</b>	5,604.25	39.69	<b>28</b>	<b>106,083.00</b>	8,840.25	62.60
	<b>08</b>	<b>68,583.00</b>	5,715.25	40.47	<b>29</b>	<b>108,483.00</b>	9,040.25	64.02
	<b>09</b>	<b>70,055.00</b>	5,837.92	41.34	<b>30</b>	<b>110,944.00</b>	9,245.33	65.47
	<b>10</b>	<b>71,614.00</b>	5,967.83	42.26	<b>31*</b>	<b>112,333.00</b>	9,361.08	66.29
	<b>11</b>	<b>73,225.00</b>	6,102.08	43.21	<b>31</b>	<b>113,456.00</b>	9,454.67	66.95
	<b>12</b>	<b>74,702.00</b>	6,225.17	44.08	<b>32</b>	<b>116,036.00</b>	9,669.67	68.48
	<b>13</b>	<b>76,331.00</b>	6,360.92	45.04	<b>33</b>	<b>118,690.00</b>	9,890.83	70.04
	<b>14</b>	<b>78,000.00</b>	6,500.00	46.03	<b>34</b>	<b>121,391.00</b>	10,115.92	71.64
	<b>15</b>	<b>79,700.00</b>	6,641.67	47.03	<b>35*</b>	<b>122,945.00</b>	10,245.42	72.55
	<b>16</b>	<b>81,577.00</b>	6,798.08	48.14	<b>35</b>	<b>124,174.00</b>	10,347.83	73.28
	<b>17</b>	<b>83,236.00</b>	6,936.33	49.12	<b>36</b>	<b>127,011.00</b>	10,584.25	74.95
	<b>18*</b>	<b>84,249.00</b>	7,020.75	49.72	<b>37</b>	<b>129,943.00</b>	10,828.58	76.68
	<b>18</b>	<b>85,092.00</b>	7,091.00	50.22	<b>38</b>	<b>132,918.00</b>	11,076.50	78.44
	<b>19</b>	<b>86,967.00</b>	7,247.25	51.32	<b>39*</b>	<b>134,581.00</b>	11,215.08	79.42
	<b>20</b>	<b>88,891.00</b>	7,407.58	52.46	<b>39</b>	<b>135,927.00</b>	11,327.25	80.21
	<b>21*</b>	<b>89,957.00</b>	7,496.42	53.09	<b>40</b>	<b>139,092.00</b>	11,591.00	82.08
	<b>21</b>	<b>90,856.00</b>	7,571.33	53.62	<b>41</b>	<b>142,334.00</b>	11,861.17	84.00
	<b>22</b>	<b>92,878.00</b>	7,739.83	54.81	<b>42</b>	<b>145,656.00</b>	12,138.00	85.96
	<b>23</b>	<b>94,939.00</b>	7,911.58	56.03	<b>43</b>	<b>147,586.00</b>	12,298.83	87.09
<b>* These points and point 43 are the maximum salaries for the eight head teacher group ranges below</b>								
<b>HEADTEACHERS SALARY RANGES</b>								
Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
					<b>H02</b>			
<b>H01</b>	<b>06</b>	<b>65,731.00</b>	5,477.58	38.79	<b>08</b>	<b>68,583.00</b>	5,715.25	40.47
	<b>07</b>	<b>67,251.00</b>	5,604.25	39.69	<b>09</b>	<b>70,055.00</b>	5,837.92	41.34
	<b>08</b>	<b>68,583.00</b>	5,715.25	40.47	<b>10</b>	<b>71,614.00</b>	5,967.83	42.26
	<b>09</b>	<b>70,055.00</b>	5,837.92	41.34	<b>11</b>	<b>73,225.00</b>	6,102.08	43.21
	<b>10</b>	<b>71,614.00</b>	5,967.83	42.26	<b>12</b>	<b>74,702.00</b>	6,225.17	44.08
	<b>11</b>	<b>73,225.00</b>	6,102.08	43.21	<b>13</b>	<b>76,331.00</b>	6,360.92	45.04
	<b>12</b>	<b>74,702.00</b>	6,225.17	44.08	<b>14</b>	<b>78,000.00</b>	6,500.00	46.03
	<b>13</b>	<b>76,331.00</b>	6,360.92	45.04	<b>15</b>	<b>79,700.00</b>	6,641.67	47.03
	<b>14</b>	<b>78,000.00</b>	6,500.00	46.03	<b>16</b>	<b>81,577.00</b>	6,798.08	48.14
	<b>15</b>	<b>79,700.00</b>	6,641.67	47.03	<b>17</b>	<b>83,236.00</b>	6,936.33	49.12
	<b>16</b>	<b>81,577.00</b>	6,798.08	48.14	<b>18</b>	<b>85,092.00</b>	7,091.00	50.22
	<b>17</b>	<b>83,236.00</b>	6,936.33	49.12	<b>19</b>	<b>86,967.00</b>	7,247.25	51.32
	<b>18*</b>	<b>84,249.00</b>	7,020.75	49.72	<b>20</b>	<b>88,891.00</b>	7,407.58	52.46
					<b>21*</b>	<b>89,957.00</b>	7,496.42	53.09

HEADTEACHERS SALARY RANGES								
Scale Code	Spine Point	Annual	Monthly	Hours	Spine Point	Annual	Monthly	Hours
					<b>H06</b>			
<b>H03</b>	<b>11</b>	<b>73,225.00</b>	6,102.08	43.21	<b>21</b>	<b>90,856.00</b>	7,571.33	53.62
	<b>12</b>	<b>74,702.00</b>	6,225.17	44.08	<b>22</b>	<b>92,878.00</b>	7,739.83	54.81
	<b>13</b>	<b>76,331.00</b>	6,360.92	45.04	<b>23</b>	<b>94,939.00</b>	7,911.58	56.03
	<b>14</b>	<b>78,000.00</b>	6,500.00	46.03	<b>24</b>	<b>97,068.00</b>	8,089.00	57.28
	<b>15</b>	<b>79,700.00</b>	6,641.67	47.03	<b>25</b>	<b>99,241.00</b>	8,270.08	58.56
	<b>16</b>	<b>81,577.00</b>	6,798.08	48.14	<b>26</b>	<b>101,462.00</b>	8,455.17	59.88
	<b>17</b>	<b>83,236.00</b>	6,936.33	49.12	<b>27</b>	<b>103,741.00</b>	8,645.08	61.22
	<b>18</b>	<b>85,092.00</b>	7,091.00	50.22	<b>28</b>	<b>106,083.00</b>	8,840.25	62.60
	<b>19</b>	<b>86,967.00</b>	7,247.25	51.32	<b>29</b>	<b>108,483.00</b>	9,040.25	64.02
	<b>20</b>	<b>88,891.00</b>	7,407.58	52.46	<b>30</b>	<b>110,944.00</b>	9,245.33	65.47
	<b>21</b>	<b>90,856.00</b>	7,571.33	53.62	<b>31</b>	<b>113,456.00</b>	9,454.67	66.95
	<b>22</b>	<b>92,878.00</b>	7,739.83	54.81	<b>32</b>	<b>116,036.00</b>	9,669.67	68.48
	<b>23</b>	<b>94,939.00</b>	7,911.58	56.03	<b>33</b>	<b>118,690.00</b>	9,890.83	70.04
	<b>24*</b>	<b>96,106.00</b>	8,008.83	56.71	<b>34</b>	<b>121,391.00</b>	10,115.92	71.64
					<b>35*</b>	<b>122,945.00</b>	10,245.42	72.55
					<b>H07</b>			
<b>H04</b>	<b>14</b>	<b>78,000.00</b>	6,500.00	46.03	<b>24</b>	<b>97,068.00</b>	8,089.00	57.28
	<b>15</b>	<b>79,700.00</b>	6,641.67	47.03	<b>25</b>	<b>99,241.00</b>	8,270.08	58.56
	<b>16</b>	<b>81,577.00</b>	6,798.08	48.14	<b>26</b>	<b>101,462.00</b>	8,455.17	59.88
	<b>17</b>	<b>83,236.00</b>	6,936.33	49.12	<b>27</b>	<b>103,741.00</b>	8,645.08	61.22
	<b>18</b>	<b>85,092.00</b>	7,091.00	50.22	<b>28</b>	<b>106,083.00</b>	8,840.25	62.60
	<b>19</b>	<b>86,967.00</b>	7,247.25	51.32	<b>29</b>	<b>108,483.00</b>	9,040.25	64.02
	<b>20</b>	<b>88,891.00</b>	7,407.58	52.46	<b>30</b>	<b>110,944.00</b>	9,245.33	65.47
	<b>21</b>	<b>90,856.00</b>	7,571.33	53.62	<b>31</b>	<b>113,456.00</b>	9,454.67	66.95
	<b>22</b>	<b>92,878.00</b>	7,739.83	54.81	<b>32</b>	<b>116,036.00</b>	9,669.67	68.48
	<b>23</b>	<b>94,939.00</b>	7,911.58	56.03	<b>33</b>	<b>118,690.00</b>	9,890.83	70.04
	<b>24</b>	<b>97,068.00</b>	8,089.00	57.28	<b>34</b>	<b>121,391.00</b>	10,115.92	71.64
	<b>25</b>	<b>99,241.00</b>	8,270.08	58.56	<b>35</b>	<b>124,174.00</b>	10,347.83	73.28
	<b>26</b>	<b>101,462.00</b>	8,455.17	59.88	<b>36</b>	<b>127,011.00</b>	10,584.25	74.95
	<b>27*</b>	<b>102,714.00</b>	8,559.50	60.61	<b>37</b>	<b>129,943.00</b>	10,828.58	76.68
					<b>38</b>	<b>132,918.00</b>	11,076.50	78.44
					<b>39*</b>	<b>134,581.00</b>	11,215.08	79.42
					<b>H08</b>			
<b>H05</b>	<b>18</b>	<b>85,092.00</b>	7,091.00	50.22	<b>28</b>	<b>106,083.00</b>	8,840.25	62.60
	<b>19</b>	<b>86,967.00</b>	7,247.25	51.32	<b>29</b>	<b>108,483.00</b>	9,040.25	64.02
	<b>20</b>	<b>88,891.00</b>	7,407.58	52.46	<b>30</b>	<b>110,944.00</b>	9,245.33	65.47
	<b>21</b>	<b>90,856.00</b>	7,571.33	53.62	<b>31</b>	<b>113,456.00</b>	9,454.67	66.95
	<b>22</b>	<b>92,878.00</b>	7,739.83	54.81	<b>32</b>	<b>116,036.00</b>	9,669.67	68.48
	<b>23</b>	<b>94,939.00</b>	7,911.58	56.03	<b>33</b>	<b>118,690.00</b>	9,890.83	70.04
	<b>24</b>	<b>97,068.00</b>	8,089.00	57.28	<b>34</b>	<b>121,391.00</b>	10,115.92	71.64
	<b>25</b>	<b>99,241.00</b>	8,270.08	58.56	<b>35</b>	<b>124,174.00</b>	10,347.83	73.28
	<b>26</b>	<b>101,462.00</b>	8,455.17	59.88	<b>36</b>	<b>127,011.00</b>	10,584.25	74.95
	<b>27</b>	<b>103,741.00</b>	8,645.08	61.22	<b>37</b>	<b>129,943.00</b>	10,828.58	76.68
	<b>28</b>	<b>106,083.00</b>	8,840.25	62.60	<b>38</b>	<b>132,918.00</b>	11,076.50	78.44
	<b>29</b>	<b>108,483.00</b>	9,040.25	64.02	<b>39</b>	<b>135,927.00</b>	11,327.25	80.21
	<b>30</b>	<b>110,944.00</b>	9,245.33	65.47	<b>40</b>	<b>139,092.00</b>	11,591.00	82.08
	<b>31*</b>	<b>112,333.00</b>	9,361.08	66.29	<b>41</b>	<b>142,334.00</b>	11,861.17	84.00
					<b>42</b>	<b>145,656.00</b>	12,138.00	85.96
					<b>43</b>	<b>147,586.00</b>	12,298.83	87.09