**Appendix D**

**TEACHERS’ PAY SCALES 2018/19**

*All salary rates below are full time and reflect the pay increases from 1 September 2018. Pay should fall within the* ***minimum*** *and* ***maximum*** *for the appropriate range. Schools are not obliged to retain the spinal points shown for each scale which are discretionary. For schools using EMSS payroll, these will be set up on the Oracle system. Where other rates are adopted by governing bodies and/or other payroll providers are used, schools will need to make their own arrangements to ensure that pay points are established. Schools adopting different rates will also need to consult locally with their staff.*

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| **Teachers – Main Pay Range 2018 (3.5% award)** |
| ***Scale point***  | ***Annual Salary***  |
| **1 (minimum)** | **£23,720** |
| 2 | £25,594 |
| 3 | £27,652 |
| 4 | £29,780 |
| 5 | £32,126 |
| 6 | £34,665 |
| **(maximum)** | **£35,008** |

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| **Upper Pay Range 2018 (2% award)**  |
| ***Scale point***  | ***Annual Salary***  |
| **U1 (min)** | **£36,646** |
| U2  | £38,004 |
| **U3 (max)** | **£39,406** |

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| **Leading Practitioner Pay Range 2018 (2% award)** |
| ***Scale point***  | ***Annual Salary*** |
| **LP1 (min)** | **£40,162** |
| LP2  | £41,168 |
| LP3  | £42,196 |
| LP4  | £43,246 |
| LP5  | £44,324 |
| LP6  | £45,435 |
| LP7  | £46,658 |
| LP8  | £47,735 |
| LP9  | £48,927 |
| LP10  | £50,183 |
| LP11  | £51,486 |
| LP12  | £52,672 |
| LP13  | £53,989 |
| LP14  | £55,335 |
| LP15  | £56,712 |
| LP16  | £58,219 |
| LP17  | £59,557 |
| **LP18 (max)** | **£61,055** |

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| **Unqualified Teacher Pay Range 2018 (3.5% award)** |
| ***Scale point***  | ***Annual Salary***  |
| **UNQ1 (min)** | **£17,208** |
| UNQ2 | £19,210 |
| UNQ3 | £21,210 |
| UNQ4 | £23,212 |
| UNQ5 | £25,215 |
| **UNQ6 (max)** | **£27,216** |

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| **TLR Payments 2018 (2% award)** |  | **SEN Pay Range 2018 (2% award)** |
|  | ***From*** | ***To*** |  |  | ***From*** | ***To*** |
| TLR 1 | £7,853 | £13,288 |  | SEN | £2,149 | £4,242 |
| TLR 2 | £2,721 | £6,646 |  |
| TLR 3 | £540 | £2,683 |  |

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| **LEADERSHIP GROUP 2018 (1.5% award)** |
|  | Group 1 | Group 2 | **Group 3** | **Group 4** | **Group 5** | **Group 6** | **Group 7** | Group 8 |
| **Points L1 – L5 may be used for Assistant and Deputy Head ranges Green signifies maximum for range** |
| L1 | £39,965 |  |  |  |  |  |  |  |
| L2 | £40,966 |  |  |  |  |  |  |  |
| L3 | £41,989 |  |  |  |  |  |  |  |
| L4 | £43,034 |  |  |  |  |  |  |  |
| L5 | £44,106 |  |  |  |  |  |  |  |
| L6 | £45,213 |  |  |  |  |  |  |  |
| L7 | £46,430 |  |  |  |  |  |  |  |
| L8 | £47,501 | £47,501 |  |  |  |  |  |  |
| L9 | £48,687 | £48,687 |  |  |  |  |  |  |
| L10 | £49,937 | £49,937 |  |  |  |  |  |  |
| L11 | £51,234 | £51,234 | £51,234 |  |  |  |  |  |
| L12 | £52,414 | £52,414 | £52,414 |  |  |  |  |  |
| L13 | £53,724 | £53,724 | £53,724 |  |  |  |  |  |
| L14 | £55,064 | £55,064 | £55,064 | £55,064 |  |  |  |  |
| L15 | £56,434 | £56,434 | £56,434 | £56,434 |  |  |  |  |
| L16 | £57,934 | £57,934 | £57,934 | £57,934 |  |  |  |  |
| L17 | £59,265 | £59,265 | £59,265 | £59,265 |  |  |  |  |
| L18 |  | £60,755 | £60,755 | £60,755 | £60,755 |  |  |  |
| L18A | £60,153 |  |  |  |  |  |  |  |
| L19 |  | £62,262 | £62,262 | £62,262 | £62,262 |  |  |  |
| L20 |  | £63,806 | £63,806 | £63,806 | £63,806 |  |  |  |
| L21 |  |  | £65,384 | £65,384 | £65,384 | £65,384 |  |  |
| L21A |  | £64,736 |  |  |  |  |  |  |
| L22 |  |  | £67,008 | £67,008 | £67,008 | £67,008 |  |  |
| L23 |  |  | £68,667 | £68,667 | £68,667 | £68,667 |  |  |
| L24 |  |  |  | £70,370 | £70,370 | £70,370 | £70,370 |  |
| L24A |  |  | £69,673 |  |  |  |  |  |
| L25 |  |  |  | £72,119 | £72,119 | £72,119 | £72,119 |  |
| L26 |  |  |  | £73,903 | £73,903 | £73,903 | £73,903 |  |
| L27 |  |  |  |  | £75,735 | £75,735 | £75,735 |  |
| L27A |  |  |  | £74,985 |  |  |  |  |
| L28 |  |  |  |  | £77,613 | £77,613 | £77,613 | £77,613 |
| L29 |  |  |  |  | £79,535 | £79,535 | £79,535 | £79,535 |
| L30 |  |  |  |  | £81,515 | £81,515 | £81,515 | £81,515 |
| L31 |  |  |  |  |  | £83,528 | £83,528 | £83,528 |
| L31A |  |  |  |  | £82,701 |  |  |  |
| L32 |  |  |  |  |  | £85,605 | £85,605 | £85,605 |
| L33 |  |  |  |  |  | £87,732 | £87,732 | £87,732 |
| L34 |  |  |  |  |  | £89,900 | £89,900 | £89,900 |
| L35 |  |  |  |  |  |  | £92,135 | £92,135 |
| L35A |  |  |  |  |  | £91,223 |  |  |
| L36 |  |  |  |  |  |  | £94,416 | £94,416 |
| L37 |  |  |  |  |  |  | £96,763 | £96,763 |
| L38 |  |  |  |  |  |  | £99,158 | £99,158 |
| L39 |  |  |  |  |  |   |  | £101,574 |
| L39A |  |  |  |  |  |  | £100,568 |  |
| L40 |  |  |  |  |  |  |  | £104,109 |
| L41 |  |  |  |  |  |  |  | £106,709 |
| L42 |  |  |  |  |  |  |  | £109,383 |
| L43A |  |  |  |  |  |  |  | £111,007 |