

THE EDUCATIONAL INSTITUTE OF SCOTLAND

New Salary Scales

Salary increases - 1.50% from 1.4.15 and 1.0% from 1.4.16

| Teachers on the maingrade scale in Nursery, Special, Primary and Secondary Schools | | | |
|--|----------------------------|-----------------------|--------------------|
| Point | Annual Salary as at 1.4.14 | 1.50% Increase 1.4.15 | 1% Increase 1.4.16 |
| 0 (Probationer) | 21867 | 22194 | 22416 |
| 1 | 26235 | 26628 | 26895 |
| 2 | 27792 | 28209 | 28491 |
| 3 | 29373 | 29814 | 30111 |
| 4 | 31080 | 31545 | 31860 |
| 5 | 33045 | 33540 | 33876 |
| 6 | 34887 | 35409 | 35763 |

| Chartered Teachers | | | |
|--------------------|----------------------------|-----------------------|--------------------|
| Point | Annual Salary as at 1.4.14 | 1.50% Increase 1.4.15 | 1% Increase 1.4.16 |
| 1 | 35964 | 36504 | 36870 |
| 2 | 37179 | 37737 | 38115 |
| 3 | 38034 | 38604 | 38991 |
| 4 | 39606 | 40200 | 40602 |
| 5 | 41190 | 41808 | 42225 |
| 6 | 42768 | 43410 | 43845 |

| Principal Teacher Spine | | | |
|-------------------------|-----------------------------|-----------------------|-----------------------|
| Job Sized Spine Point | Annual Salary as at 1.04.14 | 1.50% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 1 | 38034 | 38604 | 38991 |
| 2 | 39606 | 40200 | 40602 |
| 3 | 41190 | 41808 | 42225 |
| 4 | 42768 | 43410 | 43845 |
| 5 | 44352 | 45018 | 45468 |
| 6 | 45930 | 46620 | 47085 |
| 7 | 47508 | 48222 | 48705 |
| 8 | 49086 | 49821 | 50319 |

| Conserved Salary Spine | | |
|------------------------|-----------------------------|--------------------|
| Roll | Annual Salary as at 1.04.14 | No Increase 1.4.15 |
| <301 | 38577 | 38577 |
| 301-600 | 39855 | 39855 |
| 601-800 | 41154 | 41154 |
| 801-1000 | 42414 | 42414 |
| 1001-1300 | 43725 | 43725 |
| >1300 | 45006 | 45006 |
| SEN | 39084 | 39084 |

Under Part 2, Section 1 Paras 1.67 - 1.70 of the SNCT Handbook Lifetime Salary conservation ends on 31 March 2016

| Music Instructors | | | |
|-------------------|-----------------------------|-----------------------|-----------------------|
| Point | Annual Salary as at 1.04.14 | 1.50% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 1 | 24267 | 24630 | 24876 |
| 2 | 25713 | 26100 | 26361 |
| 3 | 27165 | 27573 | 27849 |
| 4 | 28752 | 29184 | 29475 |
| 5 | 30570 | 31029 | 31338 |
| 6 | 32259 | 32742 | 33069 |

| Quality Improvement Officers and Education Support Officers | | | |
|---|-----------------------------|-----------------------|-----------------------|
| Education Support Officers | | | |
| Point | Annual Salary as at 1.04.14 | 1.50% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 1 | 39606 | 40200 | 40602 |
| 2 | 41190 | 41808 | 42225 |
| 3 | 42768 | 43410 | 43845 |
| No Increase | | | |
| 4* | 43479 | 43479 | |
| 5* | 46572 | 46572 | |

* Conservation points as agreed under SNCT/32

| Quality Improvement Officers | | | |
|------------------------------|-----------------------------|-----------------------|-----------------------|
| * Point | Annual Salary as at 1.04.14 | 1.50% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 1 | 50418 | 51174 | 51687 |
| 2 | 53340 | 54141 | 54681 |
| 3 | 56259 | 57102 | 57672 |

* Incorporates salary structure agreed under SNCT/32

| Quality Improvement Managers | | | |
|------------------------------|-----------------------------|-----------------------|-----------------------|
| Point | Annual Salary as at 1.04.14 | 1.00% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 1 | 58686 | 59565 | 60162 |

Under Part 2, Section 1 Paras 1.67 - 1.70 of the SNCT Handbook Lifetime Salary conservation ends on 31 March 2016

| Educational Psychologists | | | |
|---------------------------|-----------------------------|-----------------------|-----------------------|
| Point | Annual Salary as at 1.04.14 | 1.50% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 0 (Inductee) | 39144 | 39732 | 40128 |
| 1 | 40638 | 41247 | 41658 |
| 2 | 42150 | 42783 | 43212 |
| 3 | 44073 | 44733 | 45180 |
| 4 | 46608 | 47307 | 47781 |
| 5 | 48081 | 48801 | 49290 |
| 6 | 49791 | 50538 | 51042 |

| Senior Educational Psychologists | | | |
|----------------------------------|-----------------------------|-----------------------|-----------------------|
| Point | Annual Salary as at 1.04.14 | 1.00% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 1 | 52890 | 53682 | 54219 |

| Management Spine | | | |
|------------------|-----------------------------|-----------------------|-----------------------|
| Point | Annual Salary as at 1.04.14 | 1.50% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 1 | 52890 | 53682 | 54219 |
| 2 | 53904 | 54714 | 55260 |
| 3 | 54969 | 55794 | 56352 |
| 4 | 56031 | 56871 | 57441 |
| 5 | 57084 | 57939 | 58518 |
| 6 | 58119 | 58992 | 59583 |
| 7 | 59160 | 60048 | 60648 |
| 8 | 60234 | 61137 | 61749 |
| 9 | 61296 | 62214 | 62835 |

| Headteacher and Depute Headteacher Scales | | | |
|---|-----------------------------|-----------------------|-----------------------|
| Job Sized Spine | | | |
| Point | Annual Salary as at 1.04.14 | 1.50% Increase 1.4.15 | 1.00% Increase 1.4.16 |
| 1 | 43137 | 43785 | 44223 |
| 2 | 44469 | 45135 | 45585 |
| 3 | 45930 | 46620 | 47085 |
| 4 | 47508 | 48222 | 48705 |
| 5 | 49086 | 49821 | 50319 |
| 6 | 50418 | 51174 | 51687 |
| 7 | 51882 | 52659 | 53187 |
| 8 | 53340 | 54141 | 54681 |
| 9 | 54795 | 55617 | 56172 |
| 10 | 56259 | 57102 | 57672 |
| 11 | 58686 | 59565 | 60162 |
| 12 | 61119 | 62037 | 62658 |
| 13 | 63549 | 64503 | 65148 |
| 14 | 65979 | 66969 | 67638 |
| 15 | 69618 | 70662 | 71370 |
| 16 | 73266 | 74364 | 75108 |
| 17 | 76917 | 78072 | 78852 |
| 18 | 80556 | 81765 | 82584 |
| 19 | 84201 | 85464 | 86319 |

| Conserved Salary Spine | | |
|------------------------|-----------------------------|--------------------|
| Point | Annual Salary as at 1.04.14 | No Increase 1.4.15 |
| 1 | 42360 | 42360 |
| 2 | 43371 | 43371 |
| 3 | 44388 | 44388 |
| 4 | 45396 | 45396 |
| 5 | 46416 | 46416 |
| 6 | 47409 | 47409 |
| 7 | 48420 | 48420 |
| 8 | 49437 | 49437 |
| 9 | 50466 | 50466 |
| 10 | 51678 | 51678 |
| 11 | 53379 | 53379 |
| 12 | 55050 | 55050 |
| 13 | 56748 | 56748 |
| 14 | 58422 | 58422 |
| 15 | 60114 | 60114 |
| 16 | 61806 | 61806 |
| 17 | 63489 | 63489 |
| 18 | 65166 | 65166 |
| 19 | 66861 | 66861 |
| 20 | 68538 | 68538 |
| 21 | 70233 | 70233 |
| 22 | 71916 | 71916 |
| 23 | 73605 | 73605 |
| 24 | 75279 | 75279 |
| 25 | 76968 | 76968 |
| 26 | 78669 | 78669 |
| 27 | 80337 | 80337 |

Under Part 2, Section 1 Paras 1.67 - 1.70 of the SNCT Handbook Lifetime Salary conservation ends on 31 March 2016