

THE EDUCATIONAL INSTITUTE OF SCOTLAND

New Salary Scales

Salary Increases - 3% from 1.4.18, 7% from 1.4.19 and 3% 1.4.20

Main Grade Scale

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | New Pay Point | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-----------------|----------------------|----------------------|---------------|----------------------|----------------------|
| 0 (Probationer) | 22,866 | 23,553 | 0 | 26,697 | 27,498 |
| 1 | 27,438 | 28,260 | 1 | 32,034 | 32,994 |
| 2 | 29,064 | 29,937 | | | |
| 3 | 30,714 | 31,635 | 2 | 33,849 | 34,863 |
| 4 | 32,499 | 33,474 | 3 | 35,817 | 36,891 |
| 5 | 34,557 | 35,595 | 4 | 38,088 | 39,231 |
| 6 | 36,480 | 37,575 | 5 | 40,206 | 41,412 |

Chartered Teacher Spine

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 37,611 | 38,739 | 41,451 | 42,696 |
| 2 | 38,880 | 40,047 | 42,849 | 44,133 |
| 3 | 39,774 | 40,968 | 43,836 | 45,150 |
| 4 | 41,418 | 42,660 | 45,645 | 47,013 |
| 5 | 43,074 | 44,367 | 47,472 | 48,897 |
| 6 | 44,727 | 46,068 | 49,293 | 50,772 |

Principal Teacher Spine

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 39,774 | 40,968 | 43,836 | 45,150 |
| 2 | 41,418 | 42,660 | 45,645 | 47,013 |
| 3 | 43,074 | 44,367 | 47,472 | 48,897 |
| 4 | 44,727 | 46,068 | 49,293 | 50,772 |
| 5 | 46,383 | 47,775 | 51,120 | 52,653 |
| 6 | 48,033 | 49,473 | 52,935 | 54,522 |
| 7 | 49,683 | 51,174 | 54,756 | 56,400 |
| 8 | 51,330 | 52,869 | 56,571 | 58,269 |

Music Instructor Scale

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 25,377 | 26,139 | 27,969 | 28,809 |
| 2 | 26,892 | 27,699 | 29,637 | 30,525 |
| 3 | 28,410 | 29,262 | 31,311 | 32,250 |
| 4 | 30,066 | 30,969 | 33,138 | 34,131 |
| 5 | 31,968 | 32,928 | 35,232 | 36,288 |
| 6 | 33,732 | 34,743 | 37,176 | 38,292 |

Depute Headteachers and Headteachers

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 45,111 | 46,464 | 49,716 | 51,207 |
| 2 | 46,500 | 47,895 | 51,249 | 52,785 |
| 3 | 48,033 | 49,473 | 52,935 | 54,522 |
| 4 | 49,683 | 51,174 | 54,756 | 56,400 |
| 5 | 51,330 | 52,869 | 56,571 | 58,269 |
| 6 | 52,725 | 54,306 | 58,107 | 59,850 |
| 7 | 54,255 | 55,884 | 59,796 | 61,590 |
| 8 | 55,779 | 57,453 | 61,476 | 63,321 |
| 9 | 57,300 | 59,019 | 63,150 | 65,046 |
| 10 | 58,830 | 60,594 | 64,836 | 66,780 |
| 11 | 61,374 | 63,216 | 67,641 | 69,669 |
| 12 | 63,918 | 65,835 | 70,443 | 72,555 |
| 13 | 66,456 | 68,451 | 73,242 | 75,438 |
| 14 | 68,997 | 71,067 | 76,041 | 78,321 |
| 15 | 72,804 | 74,988 | 80,238 | 82,644 |
| 16 | 76,617 | 78,915 | 84,438 | 86,970 |
| 17 | 80,436 | 82,035 | 87,777 | 90,411 |
| 18 | 84,243 | 85,842 | 91,851 | 94,608 |
| 19 | 88,056 | 89,655 | 95,931 | 98,808 |

Educational Psychologist Scale

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 0 | 40,935 | 42,162 | 45,114 | 46,467 |
| 1 | 42,495 | 43,770 | 46,833 | 48,237 |
| 2 | 44,079 | 45,402 | 48,579 | 50,037 |
| 3 | 46,089 | 47,472 | 50,796 | 52,320 |
| 4 | 48,741 | 50,202 | 53,715 | 55,326 |
| 5 | 50,280 | 51,789 | 55,413 | 57,075 |
| 6 | 52,068 | 53,631 | 57,384 | 59,106 |

Senior Educational Psychologist

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 55,311 | 56,970 | 60,957 | 62,787 |

Depute Principal Educational Psychologist and Principal Educational Psychologist Spine

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 55,311 | 56,970 | 60,957 | 62,787 |
| 2 | 56,370 | 58,062 | 62,127 | 63,990 |
| 3 | 57,486 | 59,211 | 63,357 | 65,259 |
| 4 | 58,593 | 60,351 | 64,575 | 66,513 |
| 5 | 59,694 | 61,485 | 65,790 | 67,764 |
| 6 | 60,783 | 62,607 | 66,990 | 69,000 |
| 7 | 61,866 | 63,723 | 68,184 | 70,230 |
| 8 | 62,991 | 64,881 | 69,423 | 71,505 |
| 9 | 64,098 | 66,021 | 70,641 | 72,759 |

Education Support Officer Scale

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 41,418 | 42,660 | 45,645 | 47,013 |
| 2 | 43,074 | 44,367 | 47,472 | 48,897 |
| 3 | 44,727 | 46,068 | 49,293 | 50,772 |

Quality Improvement Officer Scale

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 52,725 | 54,306 | 58,107 | 59,850 |
| 2 | 55,779 | 57,453 | 61,476 | 63,321 |
| 3 | 58,830 | 60,594 | 64,836 | 66,780 |

Quality Improvement Manager

| Point | Annual Salary 1.1.18 | Annual Salary 1.4.18 | Annual Salary 1.4.19 | Annual Salary 1.4.20 |
|-------|----------------------|----------------------|----------------------|----------------------|
| 1 | 61,374 | 63,216 | 67,641 | 69,669 |

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and most effective
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Administrative Note: Each annual rate of salary shown has been increased or reduced to the nearest multiple of £3.