

A large, light purple silhouette of a castle tower with a central arched window and a crenellated top. At the base of the tower, there are four smaller white castle towers with crenellated tops and arched windows, set against a light purple background. The entire graphic is centered on the page.

CASTLE Trust

Pay Policy 20-21

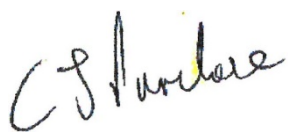
A large, light purple watermark of a castle tower is centered on the page. It features a crenellated top and a central arched opening. Below the tower, there is a smaller, white silhouette of a castle with three towers and a central archway.

CASTLE Trust

Pay Policy 20-21

1. This Policy is to be used by all Trust Schools.
2. This Policy is issued under the authority of the Board of Trustees and compliance with these procedures is mandatory for all Trust schools.
3. This policy is subject to review annually and as otherwise required.

Approved by:

A handwritten signature in black ink, appearing to read 'C. J. Purchase', is written over the signature line.

For the Board of Trustees

Approved on: 9th October 2020

This Policy contains the prescribed expectations and standards for The Trust Staff. However, due to the transition period required for new schools joining the TRUST to conform to the required processes, it may be the case that not all procedures are fully embedded in all schools immediately.

However, in all cases, the principles of the policies, practices, procedures and workplace rules detailed must be adhered to.

Trust Policy Statement

The Trust supports the principle of equality of opportunity in employment. In the operation of this policy it will endeavour to ensure that employees receive equal treatment irrespective of age, gender, race, colour, ethnic origin, family commitments, marital status, sexual orientation, disability or religious beliefs.

This policy details the framework that will be used by the Trust to inform decisions regarding the pay and grading for all staff.

The Trust is free to determine its own approach to deciding on pay in its schools, however as teaching staff contracts incorporate provisions from the School Teachers Pay and Conditions Document (STPCD), these will continue to apply for teaching staff employee groups.

Support staff contracts incorporate provisions from the National Joint Council (NJC) for Local Government Services National Agreement on Pay and Conditions of Service and locally agreed conditions of service, these will continue to apply to support staff employee groups.

This policy is based on the model pay policy created by the Department for Education (DfE). It also has reference to Local Authority model pay policies.

When implementing this policy, the Trust will abide by:

- The Employment Relations Act 1999, which establishes a number of statutory work rights;
- The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, which require employers to ensure part-time and fixed-term workers are treated fairly;
- The Equality Act 2010 which requires schools to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between people who share protected characteristics and those who do not share them;
- The principles of public life which require those conducting the procedures to be objective, open and accountable.

The procedures for addressing any grievances in relation to pay decisions are contained in the Grievance Policy.

Purpose

The overarching aims of this policy are to:

- Support the achievement of high-quality teaching and learning throughout Trust schools;
- Support a culture of high performance among all staff in all Trust schools;
- Support achievement of the priorities and targets within Trust School Improvement Plans;
- Support the recruitment, development and retention of a high-quality workforce;
- Enable schools to recognise and reward all staff appropriately and fairly for their contribution and achievements;
- Ensure all decisions on pay and reward are managed in a fair, just and transparent manner.

Scope

This policy applies to all Trust staff, irrespective of grade or conditions of service. It will have reference to those statutory instruments and other conditions of service which affect pay and grading, including:

- The Trust Articles of Association;
- The Professional Standards Framework for Teachers;
- The School Teachers Pay and Conditions Document (STPCD);
- The Conditions of Service for School Teachers in England and Wales (Burgundy Book);
- The National Joint Council (NJC) for Local Government Services National Agreement on Pay and Conditions of Service (Green Book).

and any orders and regulations having effect thereunder and any statutory re-enactment or modification thereof.

This policy will be subject to annual review by the Trust Board.

Recruitment - All Employee Groups

Headteachers / Heads of School must submit a Request to Recruit application to the CEO for consideration in order to fill any vacant post (may be obtained from the Trust CFO).

Where approved, posts will be advertised internally, externally, locally or nationally as appropriate.

Advertisements will detail the pay range, required qualifications and the expected level of skills and experience candidates should possess to fulfil the essential criteria of the role. The advertisement will also include details of any additional payments or allowances applicable to the post where these apply.

Where a post is offered on a temporary basis, the advertisement will specify the reason and duration of the temporary period.

Within the framework of relevant statutory legislation, advertisements may also include reference to any under representation within the Trust to encourage applications from any disadvantaged and under- represented groups.

PART 1 – Teaching Staff

Determining Pay on Appointment - Headteachers

When planning to appoint and prior to advertising a vacant post, the Trust will review the size of the school to determine the appropriate Headteacher pay group for that school.

A Headteacher pay range will span a maximum of 7 consecutive scale points within the appropriate pay group but may exceed the pay group where the Trust determines that circumstances specific to the role or candidate warrant a higher than normal range.

Upon appointment, the Trust will determine the starting scale point within the pay range for the successful candidate having regard to:

- Qualifications and levels of skills and experience being brought to the post by the successful candidate;
- Market conditions;
- The nature and demands of the post;
- The wider school context.

Refer to Appendix 2 for Headteacher pay groups.

Determining Pay on Appointment – Leadership Staff

The CEO will make the final decision on the appointment of all individuals to any Leadership group and will determine the pay range applicable to each role.

The pay range for individual Leadership roles will be determined by the Trust according to the duties and responsibilities of the role, any challenges specific to the role and may vary between individual roles.

Changes to the determination of Leadership pay groups introduced in the STPCD in 2014 will be applied to individuals appointed to a Leadership role on or after 1st September 2014 or those whose responsibilities change significantly after that date.

The Trust may choose to review the pay of all Leadership roles in accordance with arrangements introduced in the STPCD in 2014, if it deems this is necessary to maintain consistency either with pay arrangements for new appointments to the Leadership group made on or after 1st September 2014, or with pay arrangements for a member or members of a Leadership group whose responsibilities significantly change on or after that date.

The Trust has assigned a 4-point pay range within the Leadership Scale to Senior Leadership roles (Heads of School / Director of Teaching and Learning) and a 3-point pay range within the Leadership Scale to Phase / Middle Leader roles.

Upon appointment, the CEO will determine the starting scale point within the pay range for the successful candidate having regard to:

- Qualifications and levels of skills and experience being brought to the post by the successful candidate;
- Market conditions;
- The nature and demands of the post;
- The wider school context.

Refer to Appendix 1 for the Leadership pay Scale.

Determining Pay on Appointment – Teachers

The pay range for a vacant post will be determined by the CEO prior to the post being advertised.

Upon appointment, the CEO will determine the starting salary within the main pay range for the successful candidate having regard to:

- Qualifications and levels of skills and experience being brought to the post by the successful candidate;
- Market conditions;
- The nature and demands of the post;
- The wider school context.

The Trust does not recognise pay portability and will not apply the principle in making pay determinations for any new appointees to the Trust whatever their employment group.

Refer to Appendix 1 for the Teacher Main Scale.

Determining Pay on Appointment – Newly Qualified Teachers (NQT)

Upon appointment, the CEO will determine the starting scale point within the main pay range for the successful candidate having regard to:

- Qualifications and levels of skills and experience being brought to the post by the successful candidate;
- Market conditions;
- The nature and demands of the post;
- The wider school context.

Refer to Appendix 1 for the NQT pay Scale.

Determining Pay on Appointment – Unqualified Teachers (UQT)

UQTs will be appointed within the minimum and maximum of the UQT scale. Pay on appointment will take into consideration the qualifications, skills and experience of the successful applicant.

Refer to Appendix 1 for the UQT pay Scale.

Determining Pay Progression Based on Performance – Roles and Responsibilities

The responsibility for ensuring a productive discussion takes place at a Performance Management (PM) appraisal meeting rests equally with the appraiser and appraisee. Detailed and considered preparation will often determine the success of the discussion.

Following a PM review meeting, Line Managers will make recommendations on pay based on the outcomes of the meeting to the Headteacher / Head of School.

The Headteacher / Head of School will present pay decision recommendations to the CEO for consideration.

The responsibility for approving pay decisions is delegated to the Trust Audit and Resources Committee and ratified by the full Board of Trustees.

Determining Pay Progression Based on Performance – Headteachers / Heads of School

Annual Reviews

Headteacher / Head of School performance will be reviewed annually by a sub-group of appraisers consisting of the CEO, 1 Trustee and the Chair of the Local Advisory Committee.

The appraisers will review performance against objectives set for the preceding year, other stated performance criteria and the Headteacher / Head of School must clearly demonstrate sustained outstanding performance to be considered for performance related pay progression.

To be fair and transparent, judgements will be properly rooted in evidence and will be made having regard to the most recent PM appraisal process.

Taking performance into account, the appraisers may recommend awarding one increment point for sustained outstanding performance or, where performance has not been judged to be of a sustained high-quality, the appraisers may decide there should be no incremental progression.

It is possible for a no increment point decision to be made without recourse to Capability.

Headteacher / Head of School PM reviews will be completed by 31st December and any related pay decisions will be applied from 1st September until the top of scale is reached.

Determining Pay Progression Based on Performance – Leadership Staff

Leadership staff performance will be reviewed annually by a sub-group of appraisers consisting of the CEO, the Headteacher and the Chair of the Local Advisory Committee.

The appraisers will review performance against objectives set for the preceding year and other stated performance criteria and the Headteacher / Head of School must clearly demonstrate sustained outstanding performance to be considered for performance related pay progression.

To be fair and transparent, judgements will be properly rooted in evidence and will be made having regard to the most recent performance management review process.

Taking performance into account, the appraisers may recommend awarding one increment point for sustained outstanding performance or, where performance has not been judged to be of a sustained high-quality, the appraisers may decide there should be no incremental progression.

It is possible for a no increment point decision to be made without recourse to Capability.

Leadership group PM reviews will be completed by 31st December and related pay decisions will be applied from 1st September each year until the top of scale is reached.

Determining Pay Progression Based on Performance – Teachers

Teacher performance (including school employed supply teachers but excluding agency supply teachers) will be reviewed annually by a sub-group of appraisers consisting of the Headteacher / Heads of school.

Reviews may also take place at other times of the year to reflect changes in circumstances or role responsibilities and to inform plans for future development and enhance future practice.

For a teacher to be considered for performance related pay progression their performance will be reviewed against the objectives set for the preceding year, other stated performance criteria and clear evidence of sustained high performance.

To be fair and transparent, judgements will be properly rooted in evidence and will be made having regard to the most recent PM review process.

Taking performance into account, the appraisers may recommend awarding one increment point for sustained high performance, half an increment point * where performance is judged to be partially met or no increment point where performance is judged to be below expectations.

It is possible for a no increment point decision to be made without recourse to Capability.

* The Trust has adopted half points within the Main Scale range to allow greater flexibility in making pay recommendations.

In reviewing future pay scales, the Trust will have regard to changes to national pay bands but will retain the half point principle.

For teachers with additional responsibilities e.g. TLR's or SEN allowances, an assessment will also be made of the extent to which these responsibilities have been met.

Teacher Performance Management reviews will be completed by 31st October each year and related pay decisions will be applied from 1st September each year until the top of scale is reached.

Determining Pay Progression Based on Performance – Part Time Teachers

Part time Teacher performance will be reviewed annually by a sub-group of appraisers consisting of the Headteacher / Heads of school.

Reviews may also take place at other times of the year to reflect changes in circumstances or role responsibilities and to inform plans for future development and enhance future practice.

For a part time teacher to be considered for performance related pay progression their performance will be reviewed against the objectives set for the preceding year, other stated performance criteria and clear evidence of sustained high performance.

To be fair and transparent, judgements will be properly rooted in evidence and will be made having regard to the most recent Performance Management review process.

Taking performance into account, part time teachers may be awarded one increment point for sustained high performance, **half an increment point** * where performance is judged to be partially met or no increment point where performance is judged to be below expectations.

It is possible for a no increment point decision to be made without recourse to Capability.

* The Trust has adopted half points within the range to allow greater flexibility in making pay recommendations.

In reviewing future pay scales, the Trust will have regard to changes to national pay bands but will retain the half point principle.

For part time teachers with additional responsibilities e.g. TLR's or SEN allowances, an assessment will also be made of the extent to which these responsibilities have been met.

Part time teacher Performance Management reviews will be completed by 31st October each year and related pay decisions will be applied from 1st September each year until the top of scale is reached.

Upper Pay Scale (UPS)

A qualified teacher may be considered for progression to the Upper Pay Scale where they can demonstrate they satisfy the required criteria evidenced by two consecutive, successful Performance Management appraisal reviews.

A teacher may only submit one application per academic year and any appeals will be dealt with under the Grievance Policy.

For practical reasons, applications for progression must be submitted in writing to the Headteacher / Head of School after the 31st October, to take effect at the start of the following academic year (to give enough time for evidence to be gathered from the forthcoming performance management cycle) if successful.

The conditions which must be met to be eligible for consideration for progression are:

- The teacher is highly competent in all elements of the Teachers' Standards as defined and incorporated within the appraisal procedure;
- The teacher makes substantial and sustained achievements and contributions to the wider school.

The evidence gathered from the two most recent appraisals should be sufficient to show whether the required conditions have been met. These appraisals should therefore be attached to the covering letter required as part of the application process.

Additional information may also be included in the covering letter if the teacher wishes to provide further evidence. This will be particularly pertinent in highlighting substantial and sustained achievements and contributions to the school.

For the purpose of this policy:

Highly competent means:

- A teacher's performance is assessed as having outstanding depth and breadth of knowledge, skill and understanding of the Teachers' Standards in the role they are fulfilling and in the context in which they are working; their performance is good enough to provide coaching, mentoring and advice to other teachers; evidences effective teaching practices and how other teachers may make a contribution to the wider work of the school, in order for them to meet the relevant standards and develop their teaching practice.

Substantial means:

- A teacher's achievements and contributions are significant, sustained and make a distinctive contribution to raising the standards of teaching and learning for all pupils; they play a critical role in the wider 'life' of the school; provide a role model for teaching and learning; make a distinctive contribution to raising pupil standards; take full advantage of appropriate opportunities for professional development and use the outcomes to effectively improve all pupils' learning.

Sustained means:

- To progress from Main Pay Scale to / through Upper Pay Scale the teacher must be able to clearly evidence the previous two consecutive performance management appraisals have been successful and demonstrate their teaching and learning expertise been consistently good / outstanding.

The decision-making Process:

- Application forms and evidence will be assessed by an assessor who will be the Headteacher / Head of School unless otherwise advised;
- The assessor will assess the application and make a recommendation to the Pay Panel;
- The Pay Panel will make the final decision on whether a teacher has met the criteria in consultation with the Headteacher / Head of School;
- The teacher will receive written notification of the outcome as soon as possible, including details of where it was felt the teacher's performance did not satisfy relevant criteria if the application is unsuccessful;
- Oral feedback will be given by the assessor if requested;
- Feedback will be positive and encouraging and will include advice and support on areas for improvement to meet the criteria;
- Successful applicants will move to the minimum of the Upper Pay Range at the start of the academic year following the year of their successful application;
- Unsuccessful applicants may appeal the decision.

Refer to Appendix 1 for the UPS pay Scale.

Determining Pay Progression Based on Performance – Newly Qualified Teachers

Appraisal arrangements for NQTs during their induction year are different to normal PM processes and as such, NQTs will have their pay progressed upon successful completion of their induction year, where the NQT continues to be employed by the same school in which they were employed before they obtained QTS.

Determining Pay Progression Based on Performance – Unqualified Teachers

Pay progression on the UQT scale must be clearly attributable to the performance of the individual teacher.

To progress through the UQT pay range, UQT's must show that they have made good or better progress towards their objectives.

Judgements will be properly rooted in evidence and the evidence should show:

- An improvement in teaching skills;
- A positive impact on pupil progress;
- An impact on wider outcomes for pupils;
- Improvements in specific elements of practice identified to the teacher;
- A contribution to the wider work of the school;
- An impact on the effectiveness of staff and colleagues, where they have responsibility for such.

Appraisers may recommend awarding one increment point for sustained outstanding performance or no increment point where performance is judged to be below expectations.

It is possible for a no increment point decision to be made without recourse to Capability.

UQT PM reviews will be completed by 31st October each year and related pay decisions will be applied from 1st September each year until the top of scale is reached.

Lead Practitioners

The Trust has determined that there is no need for Leading Practitioner post(s) within school staffing structures.

Supply Teachers

Supply teachers employed in Trust schools (not agency supply staff) will be paid an hourly rate calculated at 1/1072 of the teacher's annual salary.

The hourly rate applicable will be within the supply teachers relevant pay scale range and will reflect the experience of the supply teacher and nature of the role they are undertaking.

A daily rate calculated at 1/195 of actual salary will be paid where the supply teacher is directed to work at such times and at such locations as specified by a Senior Leader / Line Manager / nominated deputy, for 5.5 hours in that day (travelling time to and from locations does not count towards the 5.5 hours).

Allowances

Teaching and Learning Responsibility Payments (TLRs)

The number and nature of TLR awards in Trust schools will be determined by consideration of the school's improvement plan and associated priorities and the school budget.

Where a TLR3 award is recommended by the Headteacher / Head of School, the award will be for a fixed term and for a clearly defined time-limited school improvement project.

The Headteacher / Head of School will clearly outline in writing, the duration and the amount of the award to the teacher concerned.

A TLR3 award will be paid in monthly instalments and no salary safeguarding will apply in relation to a TLR3 award.

Refer to Appendix 1 for the TLR Payment Range.

Special Educational Needs (SEN)

Where agreed by the Trust, an SEN point with a pre-determined spot value within the national range (pro-rata for part-time workers) may be awarded to a teacher in accordance with the eligibility criteria provisions contained within the STPCD.

Refer to Appendix 1 for the SEN Range.

Acting Up Allowances

Teachers on the leadership spine who cover all the duties associated with a post of a higher grade than their own for a period of at least 4 weeks will be considered for payment of an acting up allowance.

This will normally be the difference between the individual's substantive salary and the appropriate point on the pay range of the higher-level post and will cover the whole period of acting up during which the individual will be expected to undertake the full range of duties and responsibilities of the higher graded post.

Recruitment Allowances

In exceptional circumstances and upon the recommendation of the CEO, a recruitment allowance to secure the candidate of choice within the range value of £500.00 - £1,000.00 may be considered.

Salary Safeguarding

The Trust will abide by the STPCD and safeguard a teacher's salary or higher pay if the post is revised or removed as a result of:

- Closure of the school;
- Organisational restructuring.

The Trust will carry out an annual review of the duties of any teacher who is entitled to safeguarded sums which exceed £500.00 per annum and will allocate additional responsibilities, commensurate with the safeguarded sum, for the duration of the safeguarded period.

Safeguarding pay protection does not apply if a teacher voluntarily transfers to a lower graded post or requests to relinquish responsibilities and step down from a higher graded post.

Appeals

The procedures for addressing any grievances in relation to pay decisions are contained in the Grievance Policy.

PART 2 – Support Staff

Staffing Structure

In consultation with the Headteacher / Head of school, the Trust will determine a support staff structure for schools which is appropriate to the needs of the individual school.

Support staff roles will have an evaluated job description attached to them which determines the salary range applicable to the individual role.

The evaluation process will be carried out by the Trust HR consultant in accordance with the Education Act 2002.

Determining Pay on Appointment – Support Staff

The pay point for newly appointed employees will be the minimum scale point of the range unless:

- The new employee's current salary range is the same as the new appointment range, in which case the starting salary will be the same as the new employee's current pay point;
- The new employee's current salary range is greater than the maximum point on the range they are being appointed to, in which case, the starting salary will be at the maximum point on the new scale;
- The new employee's current salary range is less than the minimum point on the range they are being appointed to, in which case the starting salary will be the pay point on the new range which is equal to the new employee's current pay plus one increment point;
- The new employee is not being paid on a compatible salary range, in which case, a starting salary point above the minimum of the range may be agreed by the Trust and taking into account the current actual pay, qualifications, skills and experience of the new employee.

Refer to Appendix 3 for the NJC pay Scale.

Determining Pay Progression Based on Performance – NJC Support Staff

Under the provisions of the NJC Terms and Conditions (Green book), incremental progression on a salary range for support staff is subject to satisfactory Performance and related pay decisions will be applied from 1st April each year until the top of scale is reached.

Taking performance into account, it will be decided whether to award one increment point for sustained outstanding performance or no increment point where performance is judged to be below expectations, in which case the Line Manager must write to the employee to notify them of their unsatisfactory performance and detail the improvements required.

It is possible for a no increment point decision to be made without recourse to Capability.

If an increment point has been withheld it may be reinstated with the agreement of the Trust (but not backdated) if performance subsequently improves significantly.

If an employee has less than 6 months' service in post as at 1st April, s/he will be awarded their first increment point 6 months after their appointment, promotion or re-grading date.

From the April following completion of 5 years' continuous service (within this school or other schools which the NJC terms and conditions apply), term-time only staff will have their salary adjusted to account for their increased entitlement to annual leave.

Authorisation and Payment for Working Additional Hours

The total number of hours of work for support staff will be determined at the time of appointment.

Where staff work additional hours, with the prior agreement of their Line Manager, additional payment or time off in lieu will be agreed.

Where payment is agreed, reimbursement will be 'at plain time' for staff working less than full time unless they exceed 37 hours in any week in which case, payment in-excess of 'plain time' will be payable.

Acting Up Allowances

Support staff who cover all the duties associated with a post of a higher grade than their own for a period of at least 4 weeks (excluding annual leave) will be considered for payment of an up acting allowance.

Payments will be made in the following circumstances;

- Where the employee undertakes the full duties of the higher graded post, payment will be the difference between the employee's substantive salary and the minimum point on the pay range of the higher-level post or 1 increment point, whichever is the greater, and will cover the whole period of acting up during which the employee will be expected to undertake the full range of duties and responsibilities of the higher graded post.

In exceptional circumstances, a payment may be made for reasons other than undertaking the duties of a higher graded post, normally this will fall into one of the following categories:

- Significant additional hours worked to complete an essential task / project where it is not appropriate to pay overtime or give time off in lieu;
- Participation in a special project beyond the normal scope of the job description;
- Additional duties not related to the specific post.

The amount of payment should not exceed whichever is the greater of;

- 4 incremental points above the employee's substantive salary;
- 10% of the employee's substantive annual salary;
- £3,000.00 in any one financial year.

Change to Duties Over Time

Where the duties of a post change significantly over time, the Trust will seek to review the job description and grading of the post adding new and additional responsibilities in conjunction with the post holder, their Trade Union representative and with the advice of the Trust HR consultant.

In this situation, the Trust will utilise 'model' job descriptions provided by the HR consultant unless there is an appropriate template available.

SCHOOL TEACHERS' PAY SCALES – SEPTEMBER 2020

<u>MAIN SCALE</u>	
Point 1 Minimum	25,714
Point 1.5	26,657
Point 2	27,600
Point 2.5	28,632
Point 3	29,664
Point 3.5	30,721
Point 4	31,778
Point 4.5	32,939
Point 5	34,100
Point 5.5	35,349
Point 6a	36,599
Point 6b Maximum	36,961

<u>UPPER PAY SCALE</u>	
Point 1 Minimum	38,690
Point 2	40,124
Point 3 Maximum	41,604

<u>UNQUALIFIED TEACHERS SCALE</u>	
Point 1	18,169
Point 2	20,282
Point 3	22,394
Point 4	24,507
Point 5	26,622
Point 6	28,735

<u>SEN</u>	
Min	2,270
Max	4,479

<u>TLR</u>	
TLR 3 Min	571
TLR 3 Max	2,833
TLR 2 Min	2,873
TLR 2 Max	7,017
TLR 1 Min	8,291
TLR 1 Max	14,030

<u>LEADERSHIP SCALE</u>	
Point 1	42,195
Point 2	43,251
Point 3	44,331
Point 4	45,434
Point 5	46,566
Point 6	47,735
Point 7	49,019
Point 8	50,151
Point 9	51,402
Point 10	52,723
Point 11	54,091
Point 12	55,338
Point 13	56,721
Point 14	58,135
Point 15	59,581
Point 16	61,166
Point 17	62,570
Point 18	64,143
Point 19	65,735
Point 20	67,364
Point 21	69,031
Point 22	70,745
Point 23	72,497
Point 24	74,295
Point 25	76,141
Point 26	78,025
Point 27	79,958
Point 28	81,942
Point 29	83,971
Point 30	86,061
Point 31	88,187
Point 32	90,379
Point 33	92,624
Point 34	94,914
Point 35	97,273
Point 36	99,681
Point 37	102,159
Point 38	104,687
Point 39	107,239
Point 40	109,914
Point 41	112,660
Point 42	115,483
Point 43	117,197

The following only shows the new values for each of the Headteacher Group Ranges.
The Trust will determine the consecutive reference point range within the pay group.

HEADTEACHER GROUP 1 L6 -L18	
6	47,735
7	48,987
8	50,151
9	51,402
10	52,723
11	54,091
12	55,338
13	56,721
14	58,135
15	59,581
16	61,166
17	62,570
18	63,508

HEADTEACHER GROUP 2	
8	50,151
9	51,402
10	52,723
11	54,091
12	55,338
13	56,721
14	58,135
15	59,581
16	61,166
17	62,570
18	64,143
19	65,735
20	67,364
21	68,347

HEADTEACHER GROUP 3	
11	54,091
12	55,338
13	56,721
14	58,135
15	59,581
16	61,166
17	62,570
18	64,143
19	65,735
20	67,364
21	69,031
22	70,745
23	72,497
24	73,559

HEADTEACHER GROUP 4	
14	58,135
15	59,581
16	61,166
17	62,570
18	64,143
19	65,735
20	67,364
21	69,031
22	70,745
23	72,497
24	74,295
25	76,141
26	78,025
27	79,167

HEADTEACHER GROUP 5	
18	64,143
19	65,735
20	67,364
21	69,031
22	70,745
23	72,497
24	74,295
25	76,141
26	78,025
27	79,958
28	81,942
29	83,971
30	86,061
31	87,313

HEADTEACHER GROUP 6	
21	69,031
22	70,745
23	72,497
24	74,295
25	76,141
26	78,025
27	79,958
28	81,942
29	83,971
30	86,061
31	88,187
32	90,379
33	92,624
34	94,914
35	96,310

HEADTEACHER GROUP 7	
24	74,295
25	76,141
26	78,025
27	79,958
28	81,942
29	83,971
30	86,061
31	88,187
32	90,379
33	92,624
34	94,914
35	97,273
36	99,681
37	102,159
38	104,687
39	106,176

HEADTEACHER GROUP 8	
28	81,942
29	83,971
30	86,061
31	88,187
32	90,379
33	92,624
34	94,914
35	97,273
36	99,681
37	102,159
38	104,687
39	107,239
40	109,914
41	112,660
42	115,483
43	117,197

