

**Subject:****SALARY INCREASES FOR PRINCIPALS,  
VICE-PRINCIPALS AND TEACHERS  
FROM 1 APRIL 2000****Audience:**

- Principals, Vice-Principals and Teachers in grant-aided schools;
- Boards of Governors of grant-aided schools;
- Education and Library Boards;
- Council for Catholic Maintained Schools;
- Teachers' Unions.

**Summary of Contents:**

The attached Determination gives effect in law to the 3.3% increase in salary rates from 1 April 2000, which will be paid at the end of April, and clarifies that the total points awarded for qualifications and/or experience cannot exceed point 9 of the Salary Spine for Qualified Teachers. Discussions are taking place within the Teachers' Salaries and Conditions of Service Committee (Schools) on the arrangements to apply from 1 September 2000.

**Enquires:**

Any enquires about the contents of this Circular should be addressed to the relevant employing authority.

**Circular Number:**  
**2000/4****Date of issue:**  
5 April 2000**Governors' Awareness :**  
Essential**Status of Content:**  
Advice Information for  
Schools**Related Documents:**  
Teachers' Pay Structure  
from 1 September 1999 :  
Circular 1999/22**Superseded Document:**  
Salary Increases for  
Principals, Vice-Principals  
and Teachers from  
1 April 1999: Circular  
1999/12**Expiry Date:**  
Not applicable**DENI Website:** This  
Circular is also available  
on  
<http://www.deni.gov.uk>

## **DETERMINATION**

In accordance with the provisions of Article 69(1) and (6) of the Education and Libraries (Northern Ireland) Order 1986, the Department of Education has determined that, from 1 April 2000, the salaries to be paid to teachers in grant-aided schools shall be those set out below:

### **1. Pay Spine for Principals**

<b>Spine Point</b>	<b>Annual Salary from 1/4/00 £</b>
1	32,184
2	32,988
3	33,813
4	34,659
5	35,526
6	36,408
7	37,314
8	38,244
9	39,198
10	40,173
11	41,172
12	42,195
13	43,251
14	44,322
15	45,423
16	46,548
17	47,703
18	48,885
19	50,097
20	51,339
21	52,611
22	53,916
23	55,254
24	56,625
25	58,029
26	59,469
27	60,945
28	62,457

<b>Spine Point</b>	<b>Annual Salary from 1/4/00 £</b>
29	64,005
30	65,592
31	67,218
32	68,889
33	70,593
34	72,312

## **2. Salary Ranges for Principals by Principal Group**

<b>Group</b>	<b>Range of spine points</b>	<b>Salary range £</b>
1	1 - 9	32,184 - 39,198
2	3 - 12	33,813 - 42,195
3	6 - 15	36,408 - 45,423
4	9 - 18	39,198 - 48,885
5	13 - 22	43,251 - 53,916
6	16 - 26	46,548 - 59,469
7	19 - 30	50,097 - 65,592
8	23 - 34	55,254 - 72,312

### 3. Pay Spine for Vice-Principals

<b>Spine Point</b>	<b>Annual Salary from 1/4/00 £</b>
1	28,158
2	28,623
3	29,085
4	29,547
5	30,006
6	30,462
7	30,933
8	31,383
9	31,860
10	32,319
11	32,772
12	33,237
13	33,696
14	34,167
15	34,623
16	35,085
17	35,547
18	36,009
19	36,468
20	36,927
21	37,554
22	38,157
23	38,778
24	39,393
25	40,011
26	40,623
27	41,238
28	41,859
29	42,471
30	43,251
31	44,010
32	44,781
33	45,549
34	46,320

#### 4. Salary Ranges for Vice-Principals by Vice-Principal Group

<b>Group</b>		<b>Range of spine points</b>	<b>Salary range £</b>
1		1 - 8	28,158 - 31,383
2	1(S)	2 - 10	28,623 - 32,319
3	2(S)	4 - 13	29,547 - 33,696
4	3(S)	8 - 20	31,383 - 36,927
5	4(S)	15 - 26	34,623 - 40,623
6		22 - 34	38,157 - 46,320

#### 5. Salary Spine for Qualified Teachers

	<b>Spine Point</b>	<b>Annual Salary from 1/4/00 £</b>
(a)	1	15,141
	1.5	15,591
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(b)	2	16,050
	2.5	16,485
	3	16,923
	3.5	17,376
	4	17,844
	4.5	18,366
	5	18,906
	5.5	19,467
	6	20,046
	6.5	20,640
	7	21,249
	7.5	21,879
	8	22,524
	8.5	23,226
	9	23,958
	9.5	24,693
10	25,443	
10.5	26,190	
11	26,958	
11.5	28,014	
12	29,109	

<b>Spine Point</b>	<b>Annual Salary from 1/4/00 £</b>
12.5	30,063
13	31,050
13.5	32,268
14	33,531
14.5	34,275
15	35,034
15.5	35,817
16	36,618
16.5	37,428
17	38,262

- (a) Point 1 is the minimum starting salary for a newly qualified entrant with lower than a second class honours degree.
- (b) Point 2 is the minimum starting salary for a newly qualified entrant with a second class honours degree or better.

## **6. Salary Rate for Unqualified Teachers**

Annual salary from 1/4/00                      £10,430

## **7. Unqualified Part-time Teachers - Hourly Rates (Paid in accordance with the Teachers' Salaries Regulations (NI) 1993 No 318)**

<b>Category of Teacher</b>	<b>Hourly Rate (£) from 1/4/00</b>
Unqualified Teacher - Regulation 15 (1) (b)	11.22
Teacher treated by the Department as Qualified for the Purposes of - Regulation 15 (2)	14.47
Teachers employed in 'Homework Centres' Regulation 15 (5)	14.47

## **8. Experience**

From 1 September 1999:

(a) 1 point shall be awarded for each academic year in which a teacher has completed periods of employment amounting to at least 26 weeks in aggregate of satisfactory service; and

(b) 1 point a year may be awarded for experience outside teaching, which the relevant body considers of value to the performance of the teacher's duties;

provided that the total points awarded in respect of satisfactory service and experience other than employment as a teacher taken together, and qualifications, shall not exceed point 9 on the Salary Spine for Qualified Teachers.