TEACHER SALARY ASSESSMENT

for new appointments on the Main Pay Range

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| --- | --- | --- |
| Salary Assessment for | Date of Birth: |  |
| Name | School | |

This salary has been assessed in line with the Model Oxfordshire Pay Policy for Teachers. Salaries are normally paid on the Main or Upper Pay Range at a scale point that maintains the teacher’s previous post. In circumstances where a different determination is made the reasons for the determination will be recorded in writing, following a discussion with a view to reaching agreement. Circumstances in which a different determination could be made might for example include a teacher who has only two years’ experience as a qualified teacher and who has been paid by their previous school at the top of the main Pay Range. The school may then decide that they should be paid no more than other teachers with similar experience already employed at the school.

|  |  |
| --- | --- |
|  | **Points awarded** |
| Salary Range begins at point 1 and therefore all teachers must have at least 1 point | 1 |
| **Additional points** |  |
| Qualified Teaching Service in England and Wales.    A point is normally awarded for each year of service, since 2013 this will be subject to a successful appraisal process. | From............  To.............  Points ………. |
| Overall maximum of 2 points for other paid experience where the school considers the work to be of value to the performance of the teacher’s duties  Other Paid Experience awarded on a 1 point for 1 year basis may be for work as a qualified teacher in higher or further education, in independent (private) schools in England and Wales or in the EEA  Other Paid Experience awarded on a 1 point for 3 year basis e.g. industrial or commercial training and experience with children and young people such as Teaching Assistant work or work as a Teacher outside the EEA. | From...............  To.............  From………..  To……….  Points ……………. |
| **Assessed Salary**  **1** | **Point ……………..**  **£** |
| **Additional payments if applicable**  Teaching and Learning Responsibilities  Special Educational Needs Allowance  Recruitment and Retention Allowance | £ |
| **TOTAL SALARY** | **£** |

Assessed by……………………...Checked by…………….……..…………Date …………………….

**NB** A year of experience can be considered if work (whether full or part-time) has been done for at least 26 weeks in an academic year. **All teachers start on a minimum of point 1 on a six point pay spine** Examples

**Tracey** spent six years after her school and degree working in a bank before qualifying to be a teacher via a Schools Direct programme completed this year. You have appointed her as an NQT for the start of the next academic year.

Tracey’s Assessment:

Starting Point 1 Point

Qualified Teaching Service 0 points

Other Paid Experience 2 Points (1 point for each 3 years)

Assessed Salary point 3

**John** qualified as a teacher and has completed two years’ teaching in England before travelling around the world and teaching in Germany for the last academic year.

John’s Assessment:

Starting Point 1 Point

Qualified Teaching Service 2 Points\* (England)

Other Paid Experience 1 Point (Inside EEA)

Assessed Salary point 4

\*Assuming evidence can be shown of the point / salary John was paid on and that his second year’s appraisal was successful.

**Michelle** is Australian and qualified in Australia, however she has now just completed the paperwork to have this recognised in the UK. She had 5 years’ teaching experience in Australia before you appointed her.

Michelle’s Assessment:

Starting Point 1 Point

Qualified Teaching Service 0 Points

Other Paid Experience 1 Point (Outside EEA)

Assessed Salary point 2