

**APPENDIX I**

**Discretionary Reference Points 2019/2020 - Appendix I**

<b>England and Wales (excluding the London Area)</b>	
<b>Reference point - Main Pay Scale - Qualified</b>	<b>£</b>
<b>1 Minimum</b>	<b>24,373</b>
<b>2</b>	<b>26,298</b>
<b>3</b>	<b>28,413</b>
<b>4</b>	<b>30,599</b>
<b>5</b>	<b>33,010</b>
<b>6 Maximum</b>	<b>35,619</b>
<b>6(a)</b>	<b>35,971</b>
	<b>£</b>
<b>Reference point - Upper Pay range</b>	
<b>UPS 1 Minimum</b>	<b>37,654</b>
<b>UPS 2</b>	<b>39,050</b>
<b>UPS 3 Maximum</b>	<b>40,490</b>
	<b>£</b>
<b>Leading Practitioner</b>	
<b>LP Minimum</b>	<b>41,267</b>
<b>LP Maximum</b>	<b>62,735</b>
	<b>£</b>
<b>Reference point - Unqualified teachers</b>	
<b>1</b>	<b>17,682</b>
<b>2</b>	<b>19,739</b>
<b>3</b>	<b>21,794</b>
<b>4</b>	<b>23,851</b>
<b>5</b>	<b>25,909</b>
<b>6</b>	<b>27,965</b>

## 2019 Leadership Pay Scale

<b>Spine Point</b>	<b>Annual Salary England and Wales (excluding the London Area)</b>	
	£	
L1	41,065	
L2	42,093	
L3	43,144	
L4	44,218	
L5	45,319	
L6	46,457	
L7	47,707	
L8	48,808	
L9	50,026	
L10	51,311	
L11	52,643	
L12	53,856	
L13	55,202	
L14	56,579	
L15	57,986	
L16	59,528	
L17	60,895	
L18*	61,808	L18 62,426
L19	63,975	
L20	65,561	
L21*	66,517	L21 67,183
L22	68,851	
L23	70,556	
L24*	71,590	L24 72,306
L25	74,103	
L26	75,936	
L27*	77,048	L27 77,818
L28	79,748	
L29	81,723	
L30	83,757	
L31*	84,976	L31 85,826
L32	87,960	
L33	90,145	
L34	92,373	
L35*	93,732	L35 94,669
L36	97,013	
L37	99,424	
L38	101,885	
L39*	103,334	L39 104,368
L40	106,972	
L41	109,644	
L42	112,392	
L43	114,060	

\* These points and point 43 are the maximum salaries for the eight Headteacher group ranges.