

JOINT NEGOTIATING COUNCIL EDUCATION AUTHORITY

27 March 2026

To: Council Members
MSO/TUSO

Joint Negotiating Council Circular No. 380

Officers on Teacher Related Salary Scales: Revised Salaries w.e.f. 01 September 2025

Further to Department of Education correspondence dated 04 February 2026, approval has been granted for the EA Teacher Related Staff pay remit for 2025/2026, regarding revalorisation of the pay scales at 01 September 2025.

Please note that the starting salary for teachers will rise to £32,916 with effect from 01 September 2025.

The Joint Secretaries of the Joint Negotiating Council for the Education Authority have considered DE Circular 2026/27 and agreed that Education Authority officers on Teacher Related Scales should be assimilated to the appropriate points. A copy of the Department Circular is attached for information.

Pay Scales for Qualified Teachers - Officers on Teacher Related Scales

Scale Point	Annual Salary w.e.f. 01.09.2025
M2	32,916
M3	35,185
M4	37,809
M5	40,700
M6	43,830
Upper Pay Scale (UPS)	
UPS 1	47,390
UPS 2	49,104
UPS 3	50,876

Cont'd/.....

Level 1 Teaching Allowance	2,505
Level 2 Teaching Allowance	5,058
Level 3 Teaching Allowance	8,682
Level 4 Teaching Allowance	11,957
Level 5 Teaching Allowance	16,135



Management Side Secretary
M McDermott



Trade Union Side Secretary
J Murdock



Trade Union Side Secretary
J Donley



Trade Union Side Secretary
J McCusker



Trade Union Side Secretary
K Ellison

Subject:

DE Circular Number **2026/07**

**TEACHERS' PAY AND ALLOWANCES
FROM 1 SEPTEMBER 2025**

Issued: **13 January 2026**

Audience:

- ☐ Principals, Vice-Principals and Teachers in Grant-aided Schools;
- ☐ Boards of Governors of Grant-aided Schools;
- ☐ Education Authority;
- ☐ Council for Catholic Maintained Schools;
- ☐ Comhairle na Gaelscolaíochta;
- ☐ Northern Ireland Council for Integrated Education;
- ☐ Governing Bodies Association (Grammar Schools);
- ☐ Controlled Schools Support Council (CSSC);
- 1.** Teachers' Unions;
- 2.** General Teaching Council for Northern Ireland;
- EOTAS Centres.

Summary of Contents:

The Determination gives effect in law to an increase of a 4% consolidated pay award to all teacher salary scale points with effect from 1st September 2025. In addition, Teaching and Special Needs Allowances will be increased by 4% from 1st September 2025.

Governors' Awareness:

Essential

Status of Contents:

Advice/information for
Employing Authorities,
Boards of Governors, Principals,
Vice-principals and Teachers

Related Documents:

DE Circulars	2016/23
	2016/24
	2020/03
	2020/04
	2021/10
	2021/11
	2024/04
	2024/05
	2024/06
	2025/05

Superseded Documents:

None

Expiry Date:

N/A

DE Website:

<http://www.education-ni.gov.uk>

DETERMINATION

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

1. Pay Spine for the Leadership Group

Spine Point	Annual Salary (£) From 1 September 2025
L1	51,834
L2	53,104
L3	54,403
L4	55,728
L5	57,089
L6	58,491
L7	60,038
L8	61,398
L9	62,903
L10	64,490
L11	66,135
L12	67,635
L13	69,300
L14	70,998
L15	72,738
L16	74,642
L17	76,331
L18	78,223
L19	80,136
L20	82,096
L21	84,099
L22	86,160
L23	88,269
L24	90,427
L25	92,648
L26	94,913
L27	97,238
L28	99,622
L29	102,064
L30	104,574
L31	107,133
L32	109,768
L33	112,467
L34	115,221
L35	118,058
L36	120,954
L37	123,934
L38	126,971

L39	130,040
L40	133,259
L41	136,559
L42	139,951
L43	143,422

2. Pay Ranges for Principals

Group	Range of Spine Points	Salary Range from 1 September 2025 £
1	L 6 - L18	58,491 - 78,223
2	L 8 - L21	61,398 - 84,099
3	L11 - L24	66,135 - 90,427
4	L14 - L27	70,998 - 97,238
5	L18 - L31	78,223 - 107,133
6	L21 - L35	84,099 - 118,058
7	L24 - L39	90,427 - 130,040
8	L28 - L43	99,622 - 143,422

3. Pay Scales for Classroom Teachers

3.1 The pay scale for teachers is:

Main Pay Scale

Scale Point	Annual Salary from 1 September 2025 £
M2	32,916
M3	35,185
M4	37,809
M5	40,700
M6	43,830

3.2 The pay scale for post-threshold teachers is:

Upper Pay Scale (UPS)

Scale Point	Annual Salary from 1 September 2025 £
UPS 1	47,390
UPS 2	49,104
UPS 3	50,876

4. Additional Allowances

Teaching Allowances

4.1 The values of Teaching Allowances are as set out below:

Level of Teaching Allowance	Annual Allowance from 1 September 2025 £
1	2,505
2	5,058
3	8,682
4	11,957
5	16,135

Recruitment and Retention Allowances

4.2 The values of Recruitment and Retention Allowances are as set out below:

	Annual Allowance from 1 September 2025 £
Recruitment and Retention 1	1,627
Recruitment and Retention 2	3,190

Special Needs Allowances

4.3 The values of Special Education Needs Allowances are as set out below:

	Annual Allowance from 1 September 2025
	£
Special Needs 1	2,717
Special Needs 2	5,362
	Hourly Rate
	£
5.0 Teachers employed in 'Homework Centres' Regulation 15(5)¹	25.94

¹The Teachers' Salaries Regulations (Northern Ireland) 1993 No.318