

New TSC Salary Scale For Teachers' Starting July 2020 Under Phase 4 of CBA

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TEACHERS SERVICE COMMISSION



GRADE	CURRENT SALARY	SALARY JULY 2020
D5	121,814	131,380
D5	125,573	131,380
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D5	129,528	131,380

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Teachers Service Commission(TSC) is set to implement the fourth and last phase of **2017-2021 Collective Bargaining Agreement CBA starting July, 2020**. So far the teachers' employer, has implemented first three phases of the Collective Bargaining Agreement that kicked off July 2017.

However, as the commission is set to roll out the fourth phase the CBA July 2020, some teachers will have nothing to smile at, since the CBA only captured them in the first two phases of implementation.

Teachers who were not captured in the in **third** and fourth phases of 2017-2021 CBA include the following;

1. **Secondary Teacher II & Secondary Teacher II Untrained And Primary SNE Teachers**
2. **Primary Teacher I And Secondary Teacher III**
3. **Primary Teacher II**



Here are Teachers' new salaries after TSC implements phase 4 of CBA in July 2020

CHIEF PRINCIPALS (T- Scale 15)

These are Heads of Institutions in National and Extra County Schools with over 1000 students. Effective 1st July, 2020, they will get a salary increment of up to Sh9,496.

The lowest earner in this group will walk home with a salary of Sh131,380 while the highest earner in this group will earn Sh157,656 per month.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	Q	D5	121,814	131,380
2	Q	D5	125,573	131,380
3	Q	D5	125,573	131,380
4	Q	D5	125,573	131,380
5	Q	D5	129,528	131,380
6	Q	D5	129,528	131,380
7	Q	D5	129,528	131,380
1	R	D5	129,528	131,380
2	R	D5	129,528	131,380
3	R	D5	129,528	131,380
4	R	D5	129,528	131,380
5	R	D5	148,360	148,360
6	R	D5	152,937	152,937
7	R	D5	157,656	157,656

SENIOR PRINCIPALS (T- Scale 14)

Senior Principals head County Schools with over 540 students. These Principals currently pocket a monthly salary of between Sh109,249 and Sh118,169. They are set to receive an increase of between Sh3,721 and Sh8,993. These tutors will then earn a monthly perk of Sh118,242 and 121,890 per month at the end of July, 2020. Their salary increment was to be effected in four phases under the current CBA.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	P	D4	109,249	118,242
2	P	D4	109,249	118,242
3	P	D4	111,201	118,242
4	P	D4	114,432	118,242
5	P	D4	114,432	118,242
6	P	D4	114,432	118,242
7	P	D4	118,169	121,890

PRINCIPALS (T- Scale 13)

These are Principals heading Sub- County and All Day schools who currently earn between Sh93,850 and Sh102,807 per month. The lowest earner in this category will get an increase of Sh10,794 to earn a new salary of Sh104,644 while the highest earner will get a top up of Sh1,837 to get a new monthly salary of Sh104,644.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	M	D3	93,850	104,644
2	M	D3	93,850	104,644
3	M	D3	93,850	104,644
4	M	D3	96,745	104,644
5	M	D3	96,745	104,644
6	M	D3	96,745	104,644
7	M	D3	96,745	104,644
1	N	D3	96,745	104,644

2	N	D3	96,745	104,644
3	N	D3	96,745	104,644
4	N	D3	96,745	104,644
5	N	D3	99,730	104,644
6	N	D3	102,807	104,644
7	N	D3	102,807	104,644

DEPUTY PRINCIPALS III

These administrators of Sub- County and All Day schools currently earn a monthly pay of between Sh82,717 and Sh87,900. The lowest earner in this grade will now pocket a monthly pay of Sh91,041 while, the highest earner will pocket Sh91,041 after receiving an increment of Sh8,324 and Sh3,141 respectively.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	N	D2	82,717	91,040
2	N	D2	87,900	91,040
3	N	D2	87,900	91,040
4	N	D2	87,900	91,040
5	N	D2	87,900	91,040
6	N	D2	87,900	91,040
7	N	D2	87,900	91,040

SENIOR HEAD TEACHERS, SENIOR MASTER II AND DEPUTY PRINCIPALS IV

Primary schools with enrolment of over 1000 learners are headed by Senior Head Teachers with Grade D1 (T- Scale 11). While, Senior Master II with Grade D1 (T- Scale 11) are administrators in **County Schools with with over 540 students**. These administrators currently earn between Sh74,703 and Sh82,717 per month. They will receive an increment of up to Sh3,137.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	M	D1	74,703	77,840
2	M	D1	74,703	77,840
3	M	D1	74,703	77,840
4	M	D1	74,703	77,840
5	M	D1	74,703	77,840
6	M	D1	74,703	77,840
7	M	D1	74,703	77,840
1	N	D1	74,703	77,840
2	N	D1	74,703	77,840
3	N	D1	74,703	77,840
4	N	D1	74,703	77,840
5	N	D1	74,703	77,840
6	N	D1	74,703	77,840
7	N	D1	82,717	85,269

HEAD TEACHERS, DEPUTY HEAD TEACHER I AND SENIOR MASTER III

Primary schools with enrolment of below 1000 learners are headed by Head Teachers with Grade C5 (T- Scale 10). While, Deputy Head Teacher I at Grade C5 (T- Scale 10) are administrators in **Primary schools with enrollment of over 1000 learners**. On the other hand, Senior Master III of Grade C5 (T- Scale 10) are administrators in **Sub- County and All Day schools**. Lowest earners in this group (who get a monthly pay of Sh51,632) will now pocket Sh 62,272.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	G	C5	51,632	62,272
2	G	C5	51,632	62,272



3	G	C5	51,632	62,272
4	G	C5	51,632	62,272
5	G	C5	51,632	62,272
6	G	C5	53,730	62,272
1	H	C5	51,632	62,272
2	H	C5	51,632	62,272
3	H	C5	53,730	62,272
4	H	C5	53,730	62,272
5	H	C5	53,730	62,272
6	H	C5	53,730	62,272
1	J	C5	53,730	62,272
2	J	C5	53,730	62,272
3	J	C5	53,730	62,272
4	J	C5	55,909	62,272
5	J	C5	55,909	62,272
1	K	C5	55,909	62,272
2	K	C5	55,909	62,272
3	K	C5	55,909	62,272
4	K	C5	55,909	62,272
5	K	C5	58,171	62,272
6	K	C5	58,171	62,272
7	K	C5	58,171	62,272
1	L	C5	55,909	62,272
2	L	C5	58,171	62,272
3	L	C5	58,171	62,272
4	L	C5	58,171	62,272
5	L	C5	58,171	62,272
6	L	C5	58,171	62,272
1	M	C5	58,171	62,272
2	M	C5	58,171	62,272
3	M	C5	58,171	62,272
4	M	C5	60,533	62,272
5	M	C5	60,533	62,272

DEPUTY HEAD TEACHER II

Deputy Head Teacher II Grade C4 (T- Scale 9) are administrators in **Primary schools with enrolment of below 1000 learners**. These teachers currently earn monthly perks of between Sh45,287 and 51,632.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	G	C4	45,287	52,308
2	G	C4	45,287	52,308
3	G	C4	45,287	52,308
4	G	C4	45,287	52,308
5	G	C4	45,287	52,308
6	G	C4	45,287	52,308
1	H	C4	45,287	52,308
2	H	C4	45,287	52,308
3	H	C4	45,287	52,308
4	H	C4	45,287	52,308
5	H	C4	45,287	52,308
6	H	C4	47,400	52,308
1	J	C4	47,400	52,308
2	J	C4	47,400	52,308
3	J	C4	47,400	52,308
4	J	C4	47,400	52,308
5	J	C4	47,400	52,308
1	K	C4	47,400	52,308
2	K	C4	47,400	52,308
3	K	C4	47,400	52,308
4	K	C4	49,629	52,308
5	K	C4	49,629	52,308
6	K	C4	49,629	52,308
7	K	C4	49,629	52,308
1	L	C4	49,629	52,308
2	L	C4	49,629	52,308
3	L	C4	49,629	52,308
4	L	C4	49,629	52,308
5	L	C4	51,632	52,308
6	L	C4	51,632	52,308



SECONDARY TEACHER I AND SENIOR TEACHER I

Secondary Teacher I are teachers in Secondary schools whose grade is C3 (formerly L); This is a promotional grade for teachers in secondary school. On the other hand, Senior Teacher I are administrators in **Primary schools with enrollment of over 1000 learners** with Grade C3. These tutors earn monthly salaries of Sh41,343- Sh51,927; they will now earn between Sh43,154 and Sh53,943 effective July, 2020.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	L	C3	41,343	43,147
2	L	C3	43,270	45,124
3	L	C3	45,287	47,183
4	L	C3	47,400	49,336
5	L	C3	49,606	51,588
6	L	C3	51,927	53,943

SENIOR TEACHER II, SECONDARY TEACHER II & SECONDARY TEACHER II UNTRAINED (UT) AND PRIMARY SNE TEACHERS

Senior Teacher II are administrators in Primary schools with enrollment of below 1000 learners. While, **Secondary Teacher III** is an entry grade for secondary school teachers who are holders of Diploma in Education. These teachers currently pocket salaries of between KES31,242 and KES 33,971 and will get an increment of between KES 984 to KES 3,717.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	G	C2	31,242	34,955
2	G	C2	31,242	34,955
3	G	C2	31,242	34,955
4	G	C2	31,242	34,955
5	G	C2	31,242	34,955
6	G	C2	31,242	34,955
1	H	C2	31,242	34,955
2	H	C2	31,242	34,955
3	H	C2	31,242	34,955
4	H	C2	32,975	34,955
5	H	C2	32,975	34,955
6	H	C2	32,975	34,955
1	J	C2	32,975	34,955
2	J	C2	32,975	34,955
3	J	C2	33,971	34,955
4	J	C2	33,971	34,955
5	J	C2	33,971	34,955

SECONDARY TEACHER II & SECONDARY TEACHER II UNTRAINED AND PRIMARY SNE TEACHERS

These teachers who fall in Grade C2 (Formerly K) will not receive any salary increment in the current phase. Grade C2 is an entry grade for secondary school teachers who are holders of a Bachelor's Degree in Education or its equivalent. It is also a promotional grade for holders of Diploma in Education.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	K	C2	34,955	34,955
2	K	C2	36,280	36,280
3	K	C2	37,654	37,654
4	K	C2	39,081	39,081
5	K	C2	40,562	40,562
6	K	C2	42,099	42,099
7	K	C2	49,694	49,694

PRIMARY TEACHER I AND SECONDARY TEACHER III

These are teachers in grade C1 (Formerly H and J). Grade C1 is an entry grade for secondary school teachers who are holders of Diploma in Education. These tutors will also not also get any salary increment.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	H	C1	27,195	27,195
2	H	C1	27,195	27,195
3	H	C1	27,195	27,195
4	H	C1	27,195	27,195
5	H	C1	27,195	27,195
6	H	C1	27,195	27,195
1	J	C1	27,195	27,195
2	J	C1	28,755	28,755
3	J	C1	30,405	30,405
4	J	C1	32,149	32,149
5	J	C1	33,994	33,994

PRIMARY TEACHER II

These are teachers at Grade B5 (T- Scale 5) which is the entry grade for primary school teachers. These tutors will not also get any salary increment.

SALARY POINTS	JOB GROUP	GRADE	CURRENT SALARY	SALARY JULY 2020
1	G	B5	21,756	21,756
2	G	B5	21,749	21,749
3	G	B5	23,787	23,787
4	G	B5	24,873	24,873
5	G	B5	26,008	26,008
6	G	B5	27,195	27,195

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My joy is to inform you.

