

New Latest TSC Grading System, TSC Job Groups and Their Salary Scale 2024

By Media Team @Educationnewshub.co.ke

Here is the latest TSC Grading and salaries for teachers in the various job groups.

NEW TSC GRADING STRUCTURE



| TABLE 1 – JOB TITLES AND SCALES | | | |
|---------------------------------|-------------------------------|-------|------------|
| S/No. | TITLES | GRADE | T- SCALE |
| 1. | Chief Principal | D5 | T-Scale 15 |
| 2. | Senior Principal | D4 | T-Scale 14 |
| 3. | Principal | D3 | T-Scale 13 |
| | Deputy Principal I | | |
| 4. | Deputy Principal II | D2 | T-Scale 12 |
| | Senior Master I | | |
| | Senior Lecturer I | | |
| 5. | Senior Master II | D1 | T-Scale 11 |
| | Deputy Principal III | | |
| | Senior Head teacher | | |
| | Senior Lecturer II | | |
| | Curriculum Support Officer I | | |
| 6. | Senior Master III | C5 | T-Scale 10 |
| | Senior Lecturer III | | |
| | Head teacher | | |
| | Deputy Head teacher I | | |
| | Curriculum Support Officer II | | |
| | | | |
| 7. | Senior Lecturer IV | C4 | T-Scale 9 |
| | Senior Master IV | | |
| | SNE Senior Teacher – Primary | | |
| | SNE Teacher I – Secondary | | |
| | Deputy Head teacher II | | |

| | | | |
|-----|----------------------------|----|-----------|
| 8. | Secondary Teacher I | C3 | T-Scale 8 |
| | Lecturer I | | |
| | SNE Teacher I – Primary | | |
| | SNE Teacher II – Secondary | | |
| | Senior Teacher I | | |
| 9. | Secondary Teacher II | C2 | T-Scale 7 |
| | SNE Teacher II – Primary | | |
| | Lecturer II | | |
| | Senior Teacher II | | |
| 10. | Secondary Teacher III | C1 | T-Scale 6 |
| | Lecturer III | | |
| | Primary Teacher I | | |
| | | | |
| 11. | Primary Teacher II | B5 | T-Scale 5 |

A higher band of grades that were previously P, Q and R were renamed D1, D2, and D3 respectively.

The unions request of additional job groups S and T has also been granted, but under a new grading regime; D4 and D5. The chief principal will now fall under D5.

Also read: [Latest TSC Promotion Interview Questions, Marking Scheme, Scoring Areas](#)

Here are TSC Teachers' salaries 2024

CHIEF PRINCIPALS (T- Scale 15)

These are Heads of Institutions in National and Extra County Schools with over 1000 students. 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 | BASIC SALARY 2023 |
|----------------------|------------------|--------------|--------------------------|
| 1 | Q | D5 | 131,380 |
| 2 | Q | D5 | 131,380 |
| 3 | Q | D5 | 131,380 |
| 4 | Q | D5 | 131,380 |
| 5 | Q | D5 | 131,380 |
| 6 | Q | D5 | 131,380 |
| 7 | Q | D5 | 131,380 |
| 1 | R | D5 | 131,380 |
| 2 | R | D5 | 131,380 |
| 3 | R | D5 | 131,380 |
| 4 | R | D5 | 131,380 |
| 5 | R | D5 | 148,360 |
| 6 | R | D5 | 152,937 |
| 7 | R | D5 | 157,656 |

SENIOR PRINCIPALS (T- Scale 14)

Senior Principals head County Schools with over 540 students. These Principals will earn a monthly perk of Sh118,242 and 121,890.

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | P | D4 | 118,242 |
| 2 | P | D4 | 118,242 |
| 3 | P | D4 | 118,242 |
| 4 | P | D4 | 118,242 |
| 5 | P | D4 | 118,242 |
| 6 | P | D4 | 118,242 |
| 7 | P | D4 | 121,890 |

PRINCIPALS (T- Scale 13)

These are Principals heading Sub- County. The lowest earner in this category earns Sh104,644 while the highest earner takes home a monthly salary of Sh104,644.

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY |
|---------------|-----------|-------|--------------|
| 1 | M | D3 | 104,644 |
| 2 | M | D3 | 104,644 |
| 3 | M | D3 | 104,644 |
| 4 | M | D3 | 104,644 |
| 5 | M | D3 | 104,644 |
| 6 | M | D3 | 104,644 |
| 7 | M | D3 | 104,644 |
| 1 | N | D3 | 104,644 |
| 2 | N | D3 | 104,644 |
| 3 | N | D3 | 104,644 |
| 4 | N | D3 | 104,644 |
| 5 | N | D3 | 104,644 |
| 6 | N | D3 | 104,644 |
| 7 | N | D3 | 104,644 |

DEPUTY PRINCIPALS III

These administrators of Sub- County and All Day schools. The lowest earner in this grade pockets a monthly pay of Sh91,041 while, the highest earner will pocket Sh91,041.

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | N | D2 | 91,040 |
| 2 | N | D2 | 91,040 |
| 3 | N | D2 | 91,040 |
| 4 | N | D2 | 91,040 |
| 5 | N | D2 | 91,040 |
| 6 | N | D2 | 91,040 |
| 7 | N | D2 | 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.**

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | M | D1 | 77,840 |
| 2 | M | D1 | 77,840 |
| 3 | M | D1 | 77,840 |
| 4 | M | D1 | 77,840 |
| 5 | M | D1 | 77,840 |
| 6 | M | D1 | 77,840 |
| 7 | M | D1 | 77,840 |
| 1 | N | D1 | 77,840 |
| 2 | N | D1 | 77,840 |
| 3 | N | D1 | 77,840 |
| 4 | N | D1 | 77,840 |
| 5 | N | D1 | 77,840 |
| 6 | N | D1 | 77,840 |
| 7 | N | D1 | 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.**

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | G | C5 | 62,272 |
| 2 | G | C5 | 62,272 |
| 3 | G | C5 | 62,272 |
| 4 | G | C5 | 62,272 |
| 5 | G | C5 | 62,272 |
| 6 | G | C5 | 62,272 |
| 1 | H | C5 | 62,272 |
| 2 | H | C5 | 62,272 |
| 3 | H | C5 | 62,272 |
| 4 | H | C5 | 62,272 |
| 5 | H | C5 | 62,272 |
| 6 | H | C5 | 62,272 |
| 1 | J | C5 | 62,272 |
| 2 | J | C5 | 62,272 |
| 3 | J | C5 | 62,272 |
| 4 | J | C5 | 62,272 |
| 5 | J | C5 | 62,272 |
| 1 | K | C5 | 62,272 |
| 2 | K | C5 | 62,272 |
| 3 | K | C5 | 62,272 |
| 4 | K | C5 | 62,272 |
| 5 | K | C5 | 62,272 |
| 6 | K | C5 | 62,272 |
| 7 | K | C5 | 62,272 |
| 1 | L | C5 | 62,272 |
| 2 | L | C5 | 62,272 |
| 3 | L | C5 | 62,272 |
| 4 | L | C5 | 62,272 |



| | | | |
|---|---|----|--------|
| 5 | L | C5 | 62,272 |
| 6 | L | C5 | 62,272 |
| 1 | M | C5 | 62,272 |
| 2 | M | C5 | 62,272 |
| 3 | M | C5 | 62,272 |
| 4 | M | C5 | 62,272 |
| 5 | M | C5 | 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.

| SALARY POINTS | JOB GROUP | GRADE | CURRENT SALARY | SALARY 2023 |
|----------------------|------------------|--------------|-----------------------|--------------------|
| 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.

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | L | C3 | 43,147 |
| 2 | L | C3 | 45,124 |
| 3 | L | C3 | 47,183 |
| 4 | L | C3 | 49,336 |
| 5 | L | C3 | 51,588 |
| 6 | L | C3 | 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.

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | G | C2 | 34,955 |
| 2 | G | C2 | 34,955 |
| 3 | G | C2 | 34,955 |
| 4 | G | C2 | 34,955 |
| 5 | G | C2 | 34,955 |
| 6 | G | C2 | 34,955 |
| 1 | H | C2 | 34,955 |
| 2 | H | C2 | 34,955 |
| 3 | H | C2 | 34,955 |
| 4 | H | C2 | 34,955 |
| 5 | H | C2 | 34,955 |
| 6 | H | C2 | 34,955 |
| 1 | J | C2 | 34,955 |
| 2 | J | C2 | 34,955 |
| 3 | J | C2 | 34,955 |
| 4 | J | C2 | 34,955 |
| 5 | J | C2 | 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 | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | K | C2 | 34,955 |
| 2 | K | C2 | 36,280 |
| 3 | K | C2 | 37,654 |
| 4 | K | C2 | 39,081 |
| 5 | K | C2 | 40,562 |
| 6 | K | C2 | 42,099 |
| 7 | K | C2 | 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.

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | H | C1 | 27,195 |
| 2 | H | C1 | 27,195 |
| 3 | H | C1 | 27,195 |
| 4 | H | C1 | 27,195 |
| 5 | H | C1 | 27,195 |
| 6 | H | C1 | 27,195 |
| 1 | J | C1 | 27,195 |
| 2 | J | C1 | 28,755 |
| 3 | J | C1 | 30,405 |
| 4 | J | C1 | 32,149 |
| 5 | J | C1 | 33,994 |

PRIMARY TEACHER II

These are teachers at Grade B5 (T- Scale 5) which is the entry grade for primary school teachers.

| SALARY POINTS | JOB GROUP | GRADE | BASIC SALARY 2023 |
|---------------|-----------|-------|-------------------|
| 1 | G | B5 | 21,756 |
| 2 | G | B5 | 21,749 |
| 3 | G | B5 | 23,787 |
| 4 | G | B5 | 24,873 |
| 5 | G | B5 | 26,008 |
| 6 | G | B5 | 27,195 |

New D3 TSC Salary Scales for Principal and Deputy Principal 1 in the 2023/2024...

New TSC Salary Scales for C3 Secondary Teacher 1, Lecturer 1, Senior Special Needs,...

New TSC Salary Scales for B5 Primary Teacher 2 in the 2023/2024 CBA

TSC salary increments for teachers in July 2020

New D4 TSC Salary Scales for Principals in the 2023/2024 CBA

TSC salary over payment- When it can occur and how it is recovered

New D1 TSC Salary Scales for Deputy Principal 3, Senior

Master 2, Head Teacher...

New D2 TSC Salary Scales for Deputy Principal 2 and Senior Master 1 in...

New C4 TSC Salary Scales for Senior Master 4, Head Teacher and Senior Lecturer...

New TSC Salary Increments For Teachers in the 2023/2024 CBA

New C5 TSC Salary Scales for Deputy Principal 4, Senior Master 3, Head Teacher...

TSC salary and allowances for a newly employed teacher

New TSC Salary Scales for C2 Secondary Teacher 2, Lecturer 2, Senior Teacher 2...

TSC salary pay point (Consider this before changing your TSC salary pay point)

New TSC Salary Scales for C1 Secondary Teacher 3, Lecturer 3, Primary Teacher 1...

How to change the TSC salary pay point (TSC Bank Form)- Simplified guide

Changing your TSC salary Pay point? This is what you need to



know

Teachers to receive final phase of salary increments- TSC confirms

TSC Releases New Grading System And Salary Scale For Teachers

New Salary Scales for Chief Principals in the 2023/2024 TSC CBA

Teachers' salary increments in 2022 – Latest TSC news

TSC advise to teachers on Salary Accounts (Salary Pay points)

New TSC Grades, Job Titles, Job Groups and Salary Scales, Allowances 2023-2025

TSC job groups, grades, for primary and Secondary School Teachers and salary scales (Simplified...

Salaries that TSC will pay primary school teachers in Grade B5 (Primary school teacher...

TSC Payslip and salary for a newly employed secondary school teacher

