

Salary Structure & Increment Framework

School Administration

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Designs a salary structure and increment framework from discrete inputs — pay bands by role (PRT/TGT/PGT/support), components (basic/DA/allowances), increment and appraisal linkage, and benchmarking within fee-regulation reality — so pay is fair, competitive and sustainable. Use it to structure pay. For appraisal use the Teacher Appraisal & Performance Management tool.

Purpose of this tool & output

Fair, sustainable, compliant staff pay

How the output is used

Use the framework to set fair, sustainable and compliant staff pay and increments.

Important cautions

Salaries are the biggest school cost; balance competitiveness against sustainability and fee-regulation limits, and ensure PF/ESI/gratuity/minimum-wage compliance. Boards may also prescribe salary norms — confirm.

Companion documents

- School HR Policy Handbook
- Staff Leave & Attendance Policy
- Staff Wellbeing & Motivation
- Leadership & Succession Development
- School Culture & Team Building

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.